

2026 WORT Annual Meeting  
Sunday, June 28

# Ballot and Voters Guide



When and how to cast your ballot  
Who is running for the Board of Directors  
What Bylaws Amendments are on the ballot

# When to cast your ballot

Every registered Voting Member will receive an email with a link to the online ballot administered by OpaVote. You can fill out the ballot at any time up to the start of the 2026 WORT Annual Meeting at 2:00 pm on Sunday, June 28th. While there is no provision to cast an in-person paper ballot, there will be laptops set up at the station on the 28th to access the OpaVote site. If for some reason you haven't received an email with the link, or you have lost the link, you can contact [elections@wortfm.org](mailto:elections@wortfm.org).

# How to fill out your ballot

The elections for Participating Member Board seats and Listener Sponsor Board seats are in the **Ranked Choice Voting** format. This format has been selected as the fairest and most efficient way to allocate your votes for multiple open Board seats among multiple candidates.

**WORT Elections for 2026**

The WORT Annual Meeting will take place on **June 28, 2026**. This year's agenda includes electing new board members and voting on crucial amendments to our bylaws.

Your ballot is your voice in shaping the future of the station. For detailed insights into the candidates and proposed changes, please [review the voter guide](#).

Note on formatting: In the text of the bylaws, **italicized text** indicates proposed additions, and ~~strikethrough text~~ indicates language slated for removal.

The current WORT bylaws can be found here: ([link](#))

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**Participating Member Board Seats**

**Instructions:** Use the buttons to add choices to the ballot, and then drag to arrange them in order of preference with your most preferred at the top and your least preferred at the bottom.

**Choice list:**

- Jan Miyasaki
- Fiona Hatch
- George Dreckmann
- Tucker Legerski

**Your ballot:**

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**Listener Sponsor Board Seats**

**Instructions:** Use the buttons to add choices to the ballot, and then drag to arrange them in order of preference with your most preferred at the top and your least preferred at the bottom.

**Choice list:**

- Phil Rhein
- Betty Chewning
- Leeza Foley
- Nancy Ruggeri
- Amy Mondloch

**Your ballot:**

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**Proposed Amendment #1**

To add the following sentences to Sec. 2.1(a), defining participating member:

*Board service, including committee work performed by board members, does not count towards meeting this requirement. Unpaid committee work performed by individuals who are not Directors may count towards establishing participating member status. A listener-sponsor director who volunteers sufficient hours for authorized work unrelated to their board duties (e.g., as a receptionist, engineer, programmer, events volunteer, phone answerer) attains participating member status, but remains a listener-sponsor director for the remainder of their term.*

**Board Note:** To make explicit that sitting directors do not accrue hours towards status as a participating member for board or committee work, but that non-directors do accrue such hours for approved committee work. It further defines the effect of listener-sponsor directors qualifying as participating members.

**Instructions:** Click to select or unselect a choice. You may select up to 1 choice.

**Your ballot:**

Yes

No

[You may select one more choice](#)

This is the actual ballot you will be asked to fill out for this election. You choose some or all of the candidates listed, then you arrange them in the order of your preference, as illustrated below:

### Choice list:

- Cookies & Cream
- Chocolate
- Vanilla
- Strawberry
- Chocolate Chip

### Your ballot:

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In the case of the **Participating Member Board Seats** there are **4 seats to be filled and only 4 candidates running** so, barring some unexpected development, all 4 candidates will be elected. In this case your ranking of the candidates in order of preference will not affect the outcome of the election, but it can still serve as an indication of the strength of support for each candidate.

In the case of the **Listener Sponsor Board Seats** there are **3 seats to be filled and 5 candidates running**. In this case your ranking of the candidates in order of preference will absolutely determine the outcome of the election, as the two lowest-ranked candidates will be eliminated.

The variant of Ranked Choice Voting being employed in this election is called Single Transferable Vote (STV). To learn more about how this system works, the OpaVote website has a detailed tutorial.

<https://opavote.com/methods/single-transferable-vote>

The **Proposed Amendments** portion of the ballot is a **straightforward checkbox format**. You only have the option to vote Yes or No on each Proposed Amendment. The exception is Proposed Amendment #17 which asks you to choose between two competing Amendments. In this special case you can vote Yes to one of the Amendments (but not Yes to both), or vote No to both of them.

# Board of Directors

WORT's Board Of Directors Is Comprised of Six (6) Participating Members, Four (4) Listener Sponsor Members, and One (1) Full Time Staff Member. The term for a Board seat is Three (3) years, commencing at the announcement of election results at the Annual Meeting. The Full Time Staff Member is appointed by the Staff Collective and has no set term length. **The current Board of Directors consists of:**

## Participating Members

Stuart Levitan Member at Large Term ends 2028	Carlos Dávalos Vice President Term ends 2028	Jeff Spitzer-Resnick Member at Large Term ends 2026 Seat up for election	Open Position Member at Large Seat up for election	Open Position Member at Large Seat up for election	Open Position Member at Large Seat up for election
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## Listener Sponsor Members

Grant Foster President Term ends 2028	Tanya Graham Treasurer Term ends 2026 Seat up for election	Phil Rhein Secretary Term ends 2026 Seat up for election
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## Staff Member

Thom Jones  
Member at Large

## Participating Member Candidates

### Jan Miyasaki

Worked with the Her Turn collective for 5 years. Learned to write, produce, engineer, host WORT's feminist news program. Learned a great deal about political analysis and organizing from this formative experience. I have produced and hosted the Wednesday 8:00 Buzz since 1993 and have been committed to bringing alternative news, information and opinion from local, state, national, and international perspectives every week. Most importantly, I served on the WORT Board (and for a period of time as BOD President) in the early 1990s and understand the issues the Board faces around fairness, power, and the station's mission.

### Fiona Hatch

I started volunteering with WORT last August, just weeks after moving back to Madison following two years away in Washington DC. I've tried to take advantage of every opportunity I can get my hands on, from sound engineering on Thursday evenings, to headline writing for the news on Mondays (and fill hosting whenever they let me), to weekend reporting and helping out with one of the news' weekly features, Forward Lookout. I've also helped out with World View as a fill sound engineer, live reader and headline writer.

### George Dreckmann

I have been a substitute music host and pledge rapper for over 20 years. I also served on the CAB

### Tucker Legerski

I started volunteering with WORT in June of 2025. I produced the Monday Morning Buzz for host Brian Standing. In addition, I've sometimes made extra content for the Buzz and WORT in general with social videos and web articles. On occasion, I've also volunteered at tabling events to promote the station.

For more in-depth information on the candidates, visit the website at [wortfm.org](http://wortfm.org) and follow the link: "Ballot Info For The 2026 WORT Annual Meeting." There you will find the complete applications of the candidates along with recorded interviews that explore candidate positions at length.

## Listener Sponsor Member Candidates

### Phil Rhein

I started listening to WORT before being hired as a journalist by the Portage Daily Register in 1999. For the next five years, I commuted to the newspaper's office in Columbia County and often listened to WORT during the commute or while traveling to assignments. Several years after moving to West Virginia, I was delighted to learn of WORT's streaming capabilities and audio archives. While listening to Tropical Riddims in May, 2023, I heard a clip indicating WORT had extended the deadline for applicants to the Board of Directors and I decided to put my name forward, rather than see a spot remain vacant and unfilled. After serving on the Board for the past three years, I know WORT needs people to serve on the Board of Directors who have the dedication and commitment to show up and do the work despite the criticism, which is why I decided to submit myself as a candidate once more.

### Betty Chewning

For several years, I was the Friday morning engineer for the remote Breakfast Special initially from Dolly's Restaurant on Williamson St. and then from another restaurant. For a few years I hosted my own Public Affair program 6:30-7:00PM on which I interviewed a range of people from Madison and beyond (Noam Chomsky, Parker Palmer, Isabel Allende, holocaust survivors, an engineer working on the initial Nuclear bomb, Tammy Baldwin in her first political run for the legislature, etc.). I was on the WORT Board of Directors a few times. I helped out asking for money during pledge drives as well as answering phones at the beginning of WORT.

### Leeza Foley

I am a strong supporter of local media and community-based programming and have followed WORT's role as an independent voice in Madison. I value stations that prioritize authentic community connection, diverse perspectives, local arts, and accessible information. My professional background in promotions, events, and audience engagement has also given me an appreciation for radio and live media to bring people together.

### Nancy Ruggeri

I am a long-time listener and sponsor. I volunteered for WORT back in the 1980s-1990s during pledge drives. More recently, I was invited by Steph Stringer to play guitar and sing live on Her Infinite Variety in 2025.

### Amy Mondloch

Past Labor Radio team member 2007-2014 and 2025-2026, Board member, Board secretary, Personnel Committee chairperson, AA/EEO representative 2011-2014

# Bylaws Amendments

On this year's ballot there are 17 proposals to amend the Bylaws of the Corporation. It is up to the Voting Members to approve the adoption of an Amendment by voting Yes, or to reject the adoption of an Amendment by voting No.

Each Proposed Amendment on the ballot contains the exact language that would be incorporated into the revised Bylaws of the Corporation. Note on formatting: In the text of the bylaws, italicized text indicates proposed additions, and ~~text~~ indicates existing language slated for removal.

Each Proposed Amendment is followed by a **Board Note** that summarizes the intent of the amendment and the reasoning behind proposing it in the first place. These Board Notes accompany each Amendment on the ballot itself.

This Voters Guide also includes a **Staff Note** with each Amendment. Because the Board Notes implicitly constitute an endorsement of each Amendment, the Staff Collective felt that Voting Members deserve to be aware of the cases where there is significant disagreement between Staff and the Board regarding the intent and reasoning of an Amendment. These Staff Notes do NOT appear on the ballot itself.

## Proposed Amendment #1

To add the following sentences to Sec. 2.1(a), defining participating member:

*Board service, including committee work performed by board members, does not count towards meeting this requirement. Unpaid committee work performed by individuals who are not Directors may count towards establishing participating member status. A listener-sponsor director who volunteers sufficient hours for authorized work unrelated to their board duties (e.g., as a receptionist, engineer, programmer, events volunteer, phone answerer) attains participating member status, but remains a listener-sponsor director for the remainder of their term.*

**Board Note:** *To make explicit that sitting directors do not accrue hours towards status as a participating member for board or committee work, but that non-directors do accrue such hours for approved committee work. It further defines the effect of listener-sponsor directors qualifying as participating members.*

**Staff Note:** *100% of Staff Collective supports this amendment.*

## Proposed Amendment #2

Amend Sec. 2.1(a) and all subsequent references to qualifying hours, changing:

“five (5) hours of work in each of three (3) consecutive months within the 12-month period ending three months prior to the Annual Meeting” to “fifteen hours of work in the March to February period each year.”

**Board Note:** *Expands opportunities to qualify as a participating member by allowing the requirement of 15 hours of volunteer work to be satisfied in any way across the 12-month period instead of needing to be concentrated in 3 consecutive months.*

**Staff Note:** *100% of Staff Collective supports this amendment.*

## Proposed Amendment #3

Amend Sec. 2.1(a)(iii) as follows:

(iii) Special petition. Any individual may petition for the membership at a *membership* the Annual Meeting, citing special circumstances that would show devotion to the station but inability to qualify under the rules.

**Board Note:** *Allows special petition at any membership meeting.*

**Staff Note:** *100% of Staff Collective supports this amendment.*

## Proposed Amendment #4

Amend Sec. 3.2 as follows:

a) *Full-time paid staff members* Members of the staff collective shall only be eligible to serve as the staff representative, and shall represent all paid employees;

(b) *Part-time paid staff members* Paid staff who are not members of the collective are eligible for election as a participating member, provided they qualify as such., but as of the 2019 membership meeting are not eligible for election as a listener-sponsor;

Amend 3.3 as follows:

(b) The full-time paid staff collective shall choose *their* its representative, who shall serve an indefinite term of ~~no less than three months~~. A change of representation shall be effective upon notice to the board executive committee.

**Board Note:** Remove reference to collective and term minimum of three months for Staff Representative seat. The language change improves consistency of terms throughout the bylaws and removal of the three month minimum eliminates a potential gap in representation for staff. This does not change the definition of the staff collective in the Collective Bargaining Agreement, which remains in effect.

**Staff Note:** 80% of Staff Collective opposes this amendment. The board member who drafted this proposed amendment stated during the 2026 May Board meeting that changing the term "staff collective" to "staff" would allow the board to eliminate the staff collective.

This was quickly retracted, with board members claiming the reason for changing "staff collective" to "staff" was that the term "staff collective" wasn't defined in the bylaws. The solution would be to include the definition of "staff collective" in the bylaws rather than change its meaning from "staff collective" to "staff."

"Full-time paid staff" is the definition of the staff collective. It is defined in our collective bargaining agreement with the Board, which runs through June 2027. The board has signed a Collective Bargaining Agreement that makes the staff collective the sole party responsible for the day-to-day operation of the station. Appointing an interim or permanent station manager violates the CBA. Should the staff collective and Board agree to change the terms of the CBA after June 2027,, the bylaws can be modified at the annual meeting in 2027.

## Proposed Amendment #5

Add Sec. 3.3(c):

All regular and special elections shall be preceded by a regular or special general membership meeting where candidates have an opportunity to present their qualifications and answer questions from the membership.

**Board Note:** Requires a meeting to precede any election.

**Staff Note:** 100% of Staff Collective supports this amendment.

## Proposed Amendment #6

To delete the current language of "Section 3.6 Removal" and replace it with:

- a. The board may remove a director for cause by a two-thirds (2/3) vote of its actual membership at a duly noticed meeting of the board. No motion to remove a director shall be in order unless it was included on the meeting agenda and provided to the affected Director no less than ten (10) days prior to the meeting. Failure of a Director to maintain their respective membership requirements constitutes cause for removal.
- b. A petition signed by at least twenty (20) percent of the voting members and delivered to the Secretary shall be sufficient to require a vote of the members on the recall of any named Director(s). Recall elections shall follow the same procedures as regular elections, except that two (2) members from among those signing the recall petition shall be temporarily added to the Election Committee overseeing the recall election. A majority vote is required to remove any Director. No more than three (3) Directors may be recalled during the period between the Annual Meetings. Removal under this provision is effective upon completion of the recall election.

Current language:

(b) Any Director may be removed for cause at any time by a two-thirds (2/3) vote of the actual Directors. A vote to remove any Director may take place only at a scheduled meeting of the Board of Directors where the removal of said Director has been placed as an item on the agenda at least ten (10) days prior to the start of the meeting and notice has been sent to said Director by certified mail at least ten (10) days prior to the start of the meeting. All meetings to consider the removal of a Director shall be open unless the Director at issue asks that it be closed. Removal under this provision is effective immediately.

(c) A petition signed by at least twenty (20) percent of the members and delivered to the Secretary shall be sufficient to require a vote of the members on the recall of any named Director(s). Recall elections shall follow the same procedures as regular elections, except that two (2) members from among those signing the recall petition shall be temporarily added to the Election Committee overseeing the recall election. A majority vote is required to remove any Director. No more than three (3) Directors may be recalled during the period between the Annual Meetings. Removal under this provision is effective upon completion of the recall election.

(d) A participating member director shall perform at least five (5) hours of volunteer work in each of three consecutive months each WORT membership year. Failure of a participating member to maintain active volunteer status constitutes cause for removal or recall. Board service does not constitute "volunteer work."

(e) A listener-sponsor director shall make an annual contribution to WORT at the listener-sponsorship level. Failure of a listener-sponsor to make such contribution constitutes cause for removal or recall.

**Board Note:** Rewrite section in active voice, and provides the affected director with ten days' notice but provide normal agenda notice otherwise.

**Staff Note:** 100% of Staff Collective supports this amendment.

## Proposed Amendment #7

Amend "Section 3.10 Delegation" as follows:

The Board may, by majority vote and as recorded in the minutes, delegate its authority to act with respect to any provision of these bylaws to any committee or individual Director except where specifically prohibited by law or these bylaws.

**Board Note:** Requires that any delegation be by board vote in open session and clarifies that delegation is allowed to any individual.

**Staff Note:** 80% of Staff Collective opposes this amendment. This is NOT a clarification. It is a significant change that allows the Board to delegate its powers and responsibilities to any individual of the Board's choosing, rather than to a specific board member or committee, as the current bylaws state.

*Why hold an election for members to vote for the people they want to serve on the Board, when the Board itself can give whoever it chooses Board powers and duties without members voting for them?*

*How many people can the Board delegate its duties to? For how long?*

*Can Board members pay people to do work they agreed to do for free as a Board member? Doesn't this violate their fiduciary duties to the station? Isn't it a conflict of interest to have Board members vote to pay someone to perform duties they committed to do for free?*

*This not only greases the skids for a station manager; it also greatly broadens Board power well beyond a simple "clarification." It eliminates volunteers' right to choose who is given management power.*

## Proposed Amendment #8

Amend "Section 3.11 Meeting Notices" as follows:

The board and all committees shall publicly post the notice for each meeting at least seven (7) days in advance. *If the chair determines that there is an urgent need to call a meeting with less than seven (7) day notice, public notice shall be given as soon as possible, and the chair shall document why the shorter notice was necessary in the meeting agenda.*

**Board Note:** Allows for the board and committee to call meetings with less than 7 days notice if needed.

**Staff Note:** 100% of Staff Collective supports this amendment.

## Proposed Amendment #9

Eliminate Section 5.1 Types:

Section 5.1 Types

a. Permanent committees are as provided for by these bylaws.

b. Standing committees are as provided for by the Policy on Committees, which the Board shall adopt, maintain and observe.

c. Work Groups are as provided for by motion and adoption by the Board of Directors.

**Board Note:** Removes committee type definition in the bylaws and leaves it to the Policy on Committees.

**Staff Note:** 100% of Staff Collective supports this amendment.

## Proposed Amendment #10

Amend "5.2 Permanent Committees" as follows:

a. The Executive Committee shall consist of the four (4) officers of the Board. *Where circumstances favor action prior to the next regular board meeting, and where calling a special meeting of the board is not practical, the Executive Committee may, if it deems appropriate and necessary, take any action authorized by law which may be taken by a majority vote of the Board. The Executive Committee may not elect board officers nor appoint members of permanent committees. It may, if it deems appropriate and necessary, take any action which may be taken by a majority vote of the Board.* An action of the Executive Committee shall require the affirmative vote of at least three (3) members. Votes may be cast in person, by digital technology, or by telephone. All actions taken by the Executive Committee shall be reported to the Board as soon as *practical possible* and shall be included in the minutes of the next Board meeting. Any Director may move for reconsideration by the full Board of any action taken by the Executive Committee.

**Board Note:** Defines standard and process for executive committee action.

**Staff Note:** 100% of Staff Collective supports this amendment.

## Proposed Amendment #11

Amend 5.1(b) as follows:

The Finance Committee shall consist of at least ~~three~~ ~~four~~ (34) Directors persons, including the Treasurer, who shall serve as chair. It shall, with appropriate staff input, prepare and submit to the Board a budget for the fiscal year, and may submit amendments to the current budget as it deems appropriate. It shall also prepare periodic financial reports for the Board, and provide such other information as would benefit the Board's understanding of the corporation's finances.

Amend 5.1(c) as follows:

The Personnel Committee shall consist of at least between three (3) and five (5) Directors, including at least one (1) officer. It shall develop personnel policies under the direction of the Board, and, in accordance with these policies, implement procedures for the hiring and evaluating of staff employees. The committee shall also oversee negotiations with the staff's union to establish staff's wages, hours and conditions of employment.

**Board Note:** Creates consistent minimum number of 3 directors for Finance and Personnel Committees.

**Staff Note:** 80% of Staff Collective opposes this amendment. We have no problem with limiting the Personnel Committee to Board members only. However, we oppose limiting the Finance Committee to Board Members. Because Amendment 11 includes both, we strongly recommend members vote no to this amendment.

Prior to the most recent budget cycle, the WORT budget process was open to the public. Board members, staff, volunteers, and members of the public were able to observe Finance Committee budget meetings, regardless of whether they were Finance Committee members.

The Finance Committee was made up of Doug and Susan, Merijoy (our bookkeeper), the Board treasurer, Karen (the staff member responsible for reconciling individual donations with Merijoy), and a number of volunteers.

Before the October 2025 Finance Committee meeting, the Board removed all staff members and volunteers from the committee because, it alleged, Wisconsin statutes do not permit non-board members to serve on committees with Board powers (such as the Executive Committee).

The Board could offer no instances of the Finance Committee acting without prior Board approval. By claiming that the Finance Committee had such powers, the Board removed all WORT staff members (including our bookkeeper and both fundraisers) and other non-board members (including Laura and Dave D-W) in October. The effect was to keep everyone but the Board from seeing the 2026 budget (with funds set aside for a station manager) until well into January 2026.

Because the budget process included discussion of salaries (solely determined by the collective bargaining agreement for staff collective members, btw) and benefits, staff collective members were barred from attending FC meetings where the budget was discussed on the grounds that it represented a conflict of interest.

In cases of conflict of interest, both Board and staff collective members, as well as volunteers, should recuse themselves from voting.

It would be a conflict of interest for Finance Committee board members to vote on or participate in discussions of an interim or permanent station manager before July of 2027. They would be voting to pay someone for duties they had agreed to do for free under the CBA.

## Proposed Amendment #12

Re-number "5.3 Committee/Work Group Authority and Responsibility" to 5.2 and amend as follows:

a. No committee shall have any powers exceeding those of the Board. Except as otherwise provided in these bylaws, or by duly noted board action, no committee action or recommendation shall take effect without the affirmative vote of the board. The Board retains the right to review, amend or reverse all actions or decisions by any committee or work group.

**Board Note:** Requires board affirmation of committee recommendations/actions.

**Staff Note:** 100% of Staff Collective supports this amendment.

## Proposed Amendment #13

Amend 6.1(d)

(d) The newly constituted Board shall meet at the conclusion of the Annual Meeting, to elect temporary officers on a temporary or annual basis, set the time and place of the next regular Board meeting, and transact such other business as noted on the meeting agenda.

**Board Note:** Allows the Board to elect officers in a temporary or annual appointment basis.

**Staff Note:** 80% of Staff Collective opposes this amendment. Wisconsin statutes require the Board to have officers at all times, so the bylaws have provided a mechanism to elect temporary officers following a vote for new Board members.

We believe that the current bylaw should remain in effect – the Board officers elected directly after the annual meeting should serve as temporary officers pending an election at the July or August board meeting.

As many as seven candidates might learn they are new board members this June. Proposing a bylaw that allows voting for one-year terms directly after the election seems premature and could be seen to favor incumbents.

## Proposed Amendment #14

Amend "Section 6.4 Quorum" as follows:

A quorum is achieved by the presence of five percent of the voting members who have registered in accordance with Section 6.3. Any member who casts a ballot shall be considered present.

**Board Note:** Clarifies voting members as opposed to all members (listener-sponsor members cannot vote and shouldn't be counted in quorum).

**Staff Note:** 100% of Staff Collective supports this amendment.

## Proposed Amendment #15

### Remove Article VII

ARTICLE VII: Community Advisory Board

Section 7.1 Authorization

The Community Advisory Board shall be maintained in accordance with section 396(k)(8) of the Communications Act of 1934, as amended.

Section 7.2 Governance

The Community Advisory Board shall operate in accordance with the Community Advisory Board Charter. Amendments to the Community Advisory Board Charter shall require a two-thirds (2/3) vote of the actual Directors.

**Board Note:** Removes the bylaws requirement for maintaining the CAB. Removing this article doesn't prohibit maintaining a CAB.

**Staff Note:** 100% of Staff Collective supports this amendment.

## Proposed Amendment #16

### Create new section "Section 8.4 Development and Approval of Annual Budget":

The Board of Directors shall approve an annual operating budget prior to the commencement of each fiscal year.

1. *Preparation and Review:* Station staff, under a process and guidance recommended by the Finance Committee, shall prepare a proposed annual budget for review by the Finance Committee. The proposed budget shall be accompanied by a narrative summary of significant changes from the current year, including major shifts in revenues, expenditures, and staffing.
2. *Transparency:* The Finance Committee shall present its recommended budget to the Board of Directors. To ensure member transparency, the recommended budget and its summary shall be posted in advance of the Board meeting at which it will be considered, in accordance with the notice requirements of Section 3.11.
3. *Budget Policy:* The Board shall adopt and maintain a detailed budget policy governing the specific timeline, deadlines, and amendment procedures for the annual budget process.

**Board Note:** Defines process for preparation of budget.

**Staff Note:** 100% of Staff Collective supports this amendment.

## Proposed Amendment #17

### Editorial and Creative Independence

Brian Standing and a sufficient number of voting members submitted an amendment to the bylaws, the text of which is below. The Policy Bylaws Committee, working in collaboration with Brian, drafted a somewhat different amendment, which was subsequently approved unanimously by the committee and the board.

**Brian and several other signatories to the original amendment are in support of the committee's alternative amendment. However, WORT's bylaws do not allow for the withdrawal of amendment proposals after they have been submitted to the secretary. Therefore both versions of the amendment are presented here, for your vote. An amendment needs a majority to be added to the bylaws."**

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#### **Board Recommended Amendment:**

##### **Create 1.5 Editorial and Creative Independence from Financial Support**

(a) WORT shall maintain an editorial and creative firewall to shield news, talk and music program content decisions from all sources of revenue. WORT's programmers and producers retain authority over editorial and creative content to protect the best journalistic and creative interests of the station, under the supervision and direction of staff and oversight by the board.

(b) WORT shall not allow financial support through gifts, grants or sponsorships by individuals, organizations or units of government to affect our judgment for our news, talk, or music programming. Acceptance of financial support does not constitute implied or actual endorsement of donors or their products, services or opinions.

##### **Create 3.9 (e), Board Functions**

(e) Retain control of the overall programming schedule by not delegating scheduling authority to any individual or committee.

**Board NOTE:** This amendment protects programmer's editorial and creative independence from issues of financial support, and assures board control of the program schedule.

**OR**

**Brian Standing's Proposed Amendment, endorsed by sufficient members to be on ballot:**

##### **Create Section 1.5: Programmer Independence**

WORT shall maintain an editorial and creative firewall to shield news, talk and music program content decisions from all sources of revenue. WORT's programming staff and volunteer programmers retain full authority over editorial and creative content to protect the best journalistic, creative and business interests of our organization. Acceptance of financial support does not constitute implied or actual endorsement of donors or their products, services or opinions.

WORT accepts gifts, grants and sponsorships from individuals and organizations for the general support of our activities, but our news, talk and musical programming judgments are made independently and not on the basis of donor support.

The Board of Directors may not delegate its responsibility for the overall programming schedule, including the removal or addition of any program, to any committee or individual.