

| | |
|--|----|
| BOT-08-26-2019-Minutes | 2 |
| BOT-08-26-2019-Preliminary-Agenda | 7 |
| BOT-08-21-2019-ExecCommittee-Minutes-DRAFT | 8 |
| 082619 General Manager Report | 10 |
| PROGRAMMING REPORT for 8-26-19 | 11 |
| 2019-08-26 P&L Budget v Actual | 12 |
| 2019-08-26 P&L Previous Year Comparison | 14 |
| 2019-08-26 Balance Sheet | 19 |
| NomGov-2019-08-15-Minutes | 21 |
| N&G Aug 15 2019 MM public comments | 24 |

WJFF Radio Catskill Board of Trustees Meeting Minutes August 26, 2019 at 6:30pm

Approved Sept 30, 2019

Foster Supply (former Clair Inn), 4053 NY-52 Youngsville NY

Trustees Present: Tim Bruno, Duncan Cooper, Steve Davis, Bill Fellenberg, Kirsten Foster, Kathy Geary, John Gordon, Leila McCullough, Kevin McDaniel, Angela Page, Thane Peterson, Judith Schwartzstein, Clay Smith, Sally Stuart, Caitlin Wilson

Trustees Absent: None

Staff Present: Dan Rigney

CAB Present: Nicole Sleven

Members of the public present who identified themselves: none

A quorum being present, Thane Peterson called the meeting to order at 6:35 pm.

Motion: (Foster/Stuart) to approve the minutes from the 7-24-2019 BOT Meeting.

In Favor: Tim Bruno, Duncan Cooper, Steve Davis, Bill Fellenberg, Kirsten Foster, Kathy Geary, John Gordon, Leila McCullough, Kevin McDaniel, Angela Page, Thane Peterson, Judith Schwartzstein, Clay Smith, Sally Stuart, Caitlin Wilson

Opposed: None

Abstaining: None

President's Remarks

Thane Peterson

Dates for the upcoming BOT meetings were decided, all meetings at 6:30pm, locations TBD: Monday Sept 30, Wed Nov 13, Monday Dec 9, 2019.

General Manager's Report

See attached

Programming Director's Report

See attached

Treasurer's Report

John Gordon said the current financial reports will be available for review at the upcoming Finance Committee meeting on Sept 4.

Public Comment

None

COMMITTEE REPORTS

Executive Committee

See attached minutes 8-21-2019

Finance Committee

John Gordon, Chair reports no meeting since last.

Personnel Committee

Sally Stuart, Chair. They met 8-19-2019.

Audit Committee

Leila McCullough, Chair. Next meeting Friday Aug 30. The Annual audit report has been received from the accountants. The FSA 990 has been submitted.

Nominating and Governance

Steve Davis, Chair. See attached minutes from 8-15-2019

Motion: (Geary/McCullough) to implement, when possible, live streaming of all BOT meetings, to be handled by a member of the BOT on a voluntary basis. When the agenda for the meeting is published 48 hours before the meeting, the live streaming link is included. Live streaming can include both audio and video and a Wi-Fi connection must be present.

In Favor: Tim Bruno, Duncan Cooper, Steve Davis, Bill Fellenberg, Kirsten Foster, Kathy Geary, John Gordon, Leila McCullough, Kevin McDaniel, Angela Page, Thane Peterson, Judith Schwartzstein, Clay Smith, Sally Stuart, Caitlin Wilson

Opposed: None

Abstaining: None

Motion: (Davis/Cooper) to record the live stream from BOT meetings and archive the recordings which will be available to the BOT and the public.

In Favor: Duncan Cooper, Steve Davis, Kevin McDaniel, Clay Smith

Opposed: Tim Bruno, Bill Fellenberg, Kirsten Foster, Kathy Geary, John Gordon, Leila McCullough, Angela Page, Thane Peterson, Judith Schwartzstein, Sally Stuart, Caitlin Wilson

Abstaining: None

Nom & Gov suggests that the General Manager include in his monthly reports to the board, a statement on the status of volunteers including the number of new volunteers and the number of departed volunteers during the last time period. Discussion will be held under New Business.

DCOC Committee

Judith Schwartzstein, Chair. They will create sub-committees: Membership, Events, Fund Raising and Public Relations. There has been no meeting since last.

Motion: to appoint Ken Hilton to serve on the Development and Community Outreach Committee (DCOC)

In Favor: Tim Bruno, Duncan Cooper, Steve Davis, Bill Fellenberg, Kirsten Foster, Kathy Geary, John Gordon, Leila McCullough, Kevin McDaniel, Angela Page, Thane Peterson, Judith Schwartzstein, Clay Smith, Sally Stuart, Caitlin Wilson

Opposed: None

Abstaining: None

Facilities Committee

Kevin McDaniel, Chair. Work is needed at the Liberty property to repair a hole in the back wall. There is no longer an issue regarding a leak in the roof.

Community Advisory Board (CAB)

Steve Davis, CAB liaison, reports that they met on Aug 19 and will meet every 6 weeks. The CAB members would like to have Business Cards printed for them. They have agreed to call their meetings "Town Halls". They have agreed that any committee member with 2 absences with no notice will be removed from the committee. They are interested in the Programming Director attending their meeting. She reports that Gloria Simms term expired on August 16, 2019. Joseph Abraham is interested in joining the CAB. He's an employee of the SC Democrat as the Life and Sports Co-Editor.

Motion: (Davis/Gordon) to appoint Gloria Simms to the CAB for a three-year term Aug 16, 2019 – Aug 15, 2022.

In Favor: Tim Bruno, Duncan Cooper, Steve Davis, Bill Fellenberg, Kirsten Foster, Kathy Geary, John Gordon, Leila McCullough, Kevin McDaniel, Angela Page, Thane Peterson, Judith Schwartzstein, Clay Smith, Sally Stuart, Caitlin Wilson

Opposed: None

Abstaining: None

Motion: (Davis/Foster) to appoint Joseph Abraham to the CAB for a three-year term Aug 26, 2019 – Aug 25, 2022.

In Favor: Tim Bruno, Duncan Cooper, Steve Davis, Bill Fellenberg, Kirsten Foster, Kathy Geary, John Gordon, Leila McCullough, Kevin McDaniel, Angela Page, Thane Peterson, Judith Schwartzstein, Clay Smith, Sally Stuart, Caitlin Wilson

Opposed: None

Abstaining: None

OLD BUSINESS

Motion: (Geary/McCullough) to go into a closed executive session to discuss an issue related to a member of the CAB at 8:00pm

In Favor: Tim Bruno, Duncan Cooper, Steve Davis, Bill Fellenberg, Kirsten Foster, Kathy Geary, John Gordon, Leila McCullough, Kevin McDaniel, Angela Page, Thane Peterson, Judith Schwartzstein, Clay Smith, Sally Stuart, Caitlin Wilson

Opposed: None

Abstaining: None

Motion: (Davis/Foster) to end the closed executive session at 8:25pm

In Favor: Tim Bruno, Duncan Cooper, Steve Davis, Bill Fellenberg, Kirsten Foster, Kathy Geary, John Gordon, Leila McCullough, Kevin McDaniel, Angela Page, Thane Peterson, Judith Schwartzstein, Clay Smith, Sally Stuart, Caitlin Wilson

Opposed: None

Abstaining: None

Motion: (Geary/Gordon) to direct Steve Davis, Thane Peterson, Sally Stuart and Nicole Slevin to meet with a member of the CAB, prior to the next CAB meeting, to discuss their participation in the CAB.

In Favor: Tim Bruno, Duncan Cooper, Steve Davis, Bill Fellenberg, Kirsten Foster, Kathy Geary, John Gordon, Leila McCullough, Kevin McDaniel, Angela Page, Thane Peterson, Judith Schwartzstein, Clay Smith, Sally Stuart, Caitlin Wilson

Opposed: None

Abstaining: None

Motion: (Peterson/Gordon) to go into a closed executive session to discuss an issue related to a real estate transaction. At 8:31pm.

In Favor: Tim Bruno, Duncan Cooper, Steve Davis, Bill Fellenberg, Kirsten Foster, Kathy Geary, John Gordon, Leila McCullough, Kevin McDaniel, Angela Page, Thane Peterson, Judith Schwartzstein, Clay Smith, Sally Stuart, Caitlin Wilson

Opposed: None

Abstaining: None

Angela Page left the meeting due to illness at 9:15pm.

Motion: (Davis/Foster) to end the closed executive session at 9:35pm

In Favor: Tim Bruno, Duncan Cooper, Steve Davis, Bill Fellenberg, Kirsten Foster, Kathy Geary, John Gordon, Leila McCullough, Kevin McDaniel, Thane Peterson, Judith Schwartzstein, Clay Smith, Sally Stuart, Caitlin Wilson

Opposed: None

Abstaining: None

Motion: (Davis/Geary) to authorize Kirsten Foster to pursue her suggestion related to a real estate matter and to send a polite letter to update the interested party on the progress of deliberation on their offer.

In Favor: Tim Bruno, Duncan Cooper, Steve Davis, Bill Fellenberg, Kirsten Foster, Kathy Geary, John Gordon, Leila McCullough, Kevin McDaniel, Thane Peterson, Judith Schwartzstein, Clay Smith, Sally Stuart, Caitlin Wilson

Opposed: None

Abstaining: None

NEW BUSINESS

Motion: (Schwartzstein/Geary) to table discussion of New Business till the next BOT meeting regarding the proposal for a monthly volunteer status report from the GM.

In Favor: Tim Bruno, Duncan Cooper, Steve Davis, Bill Fellenberg, Kirsten Foster, Kathy Geary, John Gordon, Leila McCullough, Kevin McDaniel, Thane Peterson, Judith Schwartzstein, Clay Smith, Sally Stuart, Caitlin Wilson

Opposed: None

Abstaining: None

Public Comments - none

Motion: (Peterson/Bruno) to adjourn at 9:37pm.

In Favor: Tim Bruno, Duncan Cooper, Steve Davis, Bill Fellenberg, Kirsten Foster, Kathy Geary, John Gordon, Leila McCullough, Kevin McDaniel, Thane Peterson, Judith Schwartzstein, Clay Smith, Sally Stuart, Caitlin Wilson

Opposed: None

Abstaining: None

Submitted by Kathy Geary, Secretary

WJFF Board of Trustees Meeting
Preliminary Agenda,
Monday, August 26, 2019 @ 6:30 PM
Foster Supply (former Clair Inn), 4053 NY-52 Youngsville NY

1. Approval of Minutes for July 24, 2019 meeting [5 minutes]
2. Revision of the agenda
3. General Manager Report [10 minutes]
4. Treasurer Report [10 minutes]
5. President's comments [5 minutes]
6. Public Comment [5 minute/per person]
7. Committee Reports
 - Executive
 - Finance
 - Personnel
 - Audit
 - Nominating & Governance
 - DCOC
 - Facilities
 - Community Advisory Board
8. Old Business:
 - Executive Session to Discuss a Real Estate Matter
 - Update on NY State Grant
 - Discussion of previous month's public comments
9. New Business:
10. Public Comment (5 minutes per person)
11. Adjournment

**DRAFT Minutes of the Meeting of the Executive Committee,
WJFF Radio Catskill Board of Trustees**

August 21, 2019 at 4:00pm, WJFF Studios in Jeffersonville NY

Committee members present: Thane Peterson, President, Tim Bruno, VP, John Gordon, Treasurer, Kathy Geary, Secretary.

Committee members absent: none

Staff Present: Dan Rigney

Public: none

A quorum being present, Thane Peterson called the meeting to order at 4:11 pm.

Discussion was held regarding Board and Advisory committee assignments. Staggered terms for newly elected members were also discussed.

MOTION: to approve the minutes of the Exec Committee Meeting of 7-17-2019
(Gordon/Bruno)

In favor: Thane Peterson, Tim Bruno, John Gordon, Kathy Geary

Opposed: None

Dan Rigney lead a discussion about the status of a NY State Grant for approximately \$150k that has been promoted by Assemblywoman Aileen Gunther. The original application was filed and an update was requested in April 2019. The non-profit status of WJFF required a different application. Tim Bruno and Dan Rigney will prepare the revised application and submit with an aspiration date of Sept 1.

John Gordon suggested the need for a capital account for the Liberty property.

Discussion was held about the need for the Facilities committee to address a structural issue with the building at the Liberty property. There is an opening in the back wall that needs to be closed. Estimates are that two people could make this repair within a day. Dan will contact Kevin McDaniel, Facilities Chair, to handle this task. It was mentioned that Martin Springetti, who used to chair Facilities, had a list of volunteers willing and able to handle this type of work. It was suggested that Kevin McDaniel get the list.

MOTION: to go into a closed executive session to address issue regarding a real estate transaction at 4:33pm (Bruno/Gordon)

In favor: Thane Peterson, Tim Bruno, John Gordon, Kathy Geary

Opposed: None

MOTION: to come out of a closed executive session to address issue regarding a real estate transaction at 4:55pm (Bruno/Gordon)

In favor: Thane Peterson, Tim Bruno, John Gordon, Kathy Geary

Opposed: None

Dates for upcoming BOT meetings were discussed to present the full board at the next meeting on August 26, 2019:

Monday, Sept 30, 2019

Monday, Nov 11, 2019

Monday, Dec 9, 2019

Motion: to adjourn at 5:09 PM (Bruno/Gordon)

In favor: Thane Peterson, Tim Bruno, John Gordon, Kathy Geary

Opposed: None

Minutes submitted by Kathy Geary, Secretary

General Manager's report for Board of Trustees Meeting 08/26/19

1) WJFF's Film Series at The Callicoon Theater took place on August 13 with an after party at Callicoon Brewing Company. 85 people attended and the event earned \$1,340. Many thanks to Barbara Demarest for coordinating the event and for obtaining 4 tickets to Arlo Guthrie's Bethel Woods performance to give away.

WJFF and the Hurleyville Arts Centre are collaborating on a screening of "Pina" - a film about contemporary choreographer Pina Bausch September 26, with an after party at the Pickled Owl. WJFF and HAC will split the proceeds. More details this week.

2) WJFF is planning our second Fabulous Community Auction tentatively scheduled for Oct. 12 or 19 with a venue TBA. Please begin to connect with local businesses to donate experiences, destinations, products and services to auction. Look for more details in the upcoming week.

3) Community Outreach - I have continued to meet with community members and attend community events in our ongoing outreach efforts. Since the last meeting:
Narrowsburg Riverfest - Thanks to Jim Lomax, Bill Fellenberg, Thane Peterson, and Doug Sandberg for helping to man the table and greet the crowd.

Sullivan Renaissance Cocktail & Awards Ceremony

Hurleyville Arts Center

DVAA Arts Decentralization Advisory Panel

Sullivan County Chamber of Commerce Young Professionals Mixer at The Alder

The Farm House in Callicoon Center

Sullivan County's Woodstock 50 Weekend Press Conference at Bethel Woods

Upcoming:

Black and Brass Coffee Roasters

Sullivan County Chamber Breakfast with Community Foundation of Orange & Sullivan

Denise Frangipane-Sullivan Renaissance

Liberty Jazz Festival - August 31

I have been accepted into this year's class of Leadership Sullivan with about 20 other local business and nonprofit leaders. The training begins with a leadership retreat at Villa Roma September 15-16. I will be attending Leadership Sullivan classes about once per month through June. WJFF will also present to the group sometime later this fall.

4) CPB - Thanks to effort by staff and by our contract accountant, WJFF submitted our annual Financial Services Report before deadline. CPB reviewed and accepted the report. Total income raised (direct and in-kind) from Non Federal Financial Sources (NFFS) for 2018 was \$256,093. This is an increase of \$23,464 (10.1%) over the amount reported in 2017 - \$232,629. While improved, WJFF anticipates we will continue to be tagged by the CPB as 'in transition' as we did not hit the \$300,000 benchmark. As 2019 unfolds, we are looking closely at NFFS. Our position with in-kind income has been greatly improved thanks to our continuing relationship with Sullivan BOCES. The CPB has been engaged in a review of the Community Service Grant program over the past year, which is likely to result in changes to the program beginning in 2021. Changes being considered include reducing the NFFS benchmark, reorganizing how rural stations are scored in terms of budget size, and raising the base grant award.

Program Director's Report – August 26, 2019

PROGRAM CHANGES

LEAVING:

Catskill Review of Books, with Ian Williams. Ian stopped producing CROB in November.
Soul Spectrum, with Liberty Green. L.G. ended her show and moved away.

ARRIVING:

Upfront Soul – Thursday Nights at 10 in place of *Soul Spectrum*. Sanguine Fromage spins two hours of funk, soul, and jazz, with sprinklings of R&B, gospel, and hip-hop produced at WERU in Maine and distributed via Pacifica Radio Network.

Outcasting / This Way Out – Friday afternoons at 3:30 in place of *CROB*.

Outcasting is “Public radio's LGBTQ youth program,” and is recording in the Hudson Valley. The producer called us directly this spring to talk about their Stonewall 50 specials and encourage WJFF to carry them regularly. They only air once a month, so...

This Way Out is “The International LGBT Radio Magazine” will play in the same time slot the other weeks. *This Way Out* has been going for more than 30 years. Each episode includes features and a headline roundup of LGBTQ news from around the world.

PAST SPECIAL PROGRAMMING:

Woodstock 50th Anniversary – August 10 thru 18

WJFF marked the golden anniversary of the Woodstock Music and Arts Fair in a major way.

(1) WJFF was part of Sullivan County's emergency communications chain for this weekend. We made hourly live updates on traffic and more between 1 p.m. and Midnight August 16, 17, and 18. We also ran pre-recorded PSAs starting August 11th. The entire press conference detailing the traffic plans and communications chain was aired twice before the big weekend.

(2) Volunteers produced Woodstock-themed editions of their programs: playing Woodstock music, replaying interviews, and more.

(3) Volunteers also produced special feature programs with fresh interviews. Of note was Farm & Country, Catskill Character, and Folk Plus on 8/17 which were full of new interviews with Woodstock attendees. Dalvin Aboagye, a young producer from SUNY Stony Brook, made “Why Woodstock Happened” for WJFF – a feature about our local area's impact on the famous fest.

(4) WJFF aired as many original Woodstock performances as it could without disrupting regular programming too much. As it was in '69, we kept the music going all night long each night. This was made possible in part by a generous listener letting us make use of the new “Definitive” Woodstock Box set. Much of what was played had never been heard in non-bootleg format before.

(5) WJFF aired about 15 different liners in rotation through the weekend with different clips and a tag identifying WJFF as “The closest little radio station to the Woodstock site.” It worked well. We should plan to do it all again in another 50 years.

4:07 PM

08/26/19

Accrual Basis

Radio Catskill, Inc.
Profit & Loss Budget vs. Actual
 January through December 2019

| | Jan - Dec 19 | Budget | \$ Over Budget | % of Budget |
|---------------------------------|-------------------|-------------------|--------------------|--------------|
| Ordinary Income/Expense | | | | |
| Income | | | | |
| Benefit Income | 26,829.28 | 40,000.00 | -13,170.72 | 67.1% |
| Benefit Underwriting | 329.00 | 4,000.00 | -3,671.00 | 8.2% |
| Business Underwriting | 17,416.00 | 35,000.00 | -17,584.00 | 49.8% |
| Car Talk Donations | 2,433.47 | 2,000.00 | 433.47 | 121.7% |
| Contribution | 100.00 | | | |
| Corporate Grants | 0.00 | 2,500.00 | -2,500.00 | 0.0% |
| Foundation Grants | 0.00 | 5,000.00 | -5,000.00 | 0.0% |
| Government Grants | 21,693.00 | 96,500.00 | -74,807.00 | 22.5% |
| In-Kind NFFS | 2,350.00 | | | |
| Match | 0.00 | 1,500.00 | -1,500.00 | 0.0% |
| Members | 120,776.88 | 175,000.00 | -54,223.12 | 69.0% |
| Merchandise | 83.00 | 3,000.00 | -2,917.00 | 2.8% |
| Miscellaneous Income | 65.39 | | | |
| other income | 544.00 | | | |
| Paid Public Service Announce. | 2,800.00 | 4,000.00 | -1,200.00 | 70.0% |
| Trade discounts | -250.00 | | | |
| Total Income | 195,170.02 | 368,500.00 | -173,329.98 | 53.0% |
| Gross Profit | 195,170.02 | 368,500.00 | -173,329.98 | 53.0% |
| Expense | | | | |
| ask my accountant | 85.00 | | | |
| Bank Charges | 3,040.77 | 3,500.00 | -459.23 | 86.9% |
| Benefit expenses | 6,599.19 | 2,000.00 | 4,599.19 | 330.0% |
| Broadcast Equipment (durable) | 5,665.82 | 4,500.00 | 1,165.82 | 125.9% |
| Broadcast Supplies (consumable) | 1,250.57 | 600.00 | 650.57 | 208.4% |
| Donor Appreciation | 0.00 | 1,000.00 | -1,000.00 | 0.0% |
| Dues & Publications | 997.09 | 4,000.00 | -3,002.91 | 24.9% |
| Dues / Fees Programming | 35,624.86 | 61,215.00 | -25,590.14 | 58.2% |
| Fund Drive-other | 1,224.45 | 2,000.00 | -775.55 | 61.2% |
| Fund Drives-Mailing | 160.00 | 1,000.00 | -840.00 | 16.0% |
| Honesdale Studio | 5,649.20 | 8,400.00 | -2,750.80 | 67.3% |
| Independent Contractors | 16,966.25 | 26,000.00 | -9,033.75 | 65.3% |
| Insurance | 21,343.49 | 28,850.00 | -7,506.51 | 74.0% |
| Interest/Dividends | -6,824.04 | -150.00 | -6,674.04 | 4,549.4% |

4:07 PM

08/26/19

Accrual Basis

Radio Catskill, Inc.
Profit & Loss Budget vs. Actual
 January through December 2019

| | Jan - Dec 19 | Budget | \$ Over Budget | % of Budget |
|---------------------------------|-------------------|-------------------|--------------------|------------------|
| Internet | 4,138.85 | 6,000.00 | -1,861.15 | 69.0% |
| Jeff Hydro Tax Reimbursement | 682.93 | | | |
| Liberty Property | 3,958.82 | | | |
| Membership Premium Exp | 1,470.50 | | | |
| Office Consumable(supplies) | 5,325.84 | 3,200.00 | 2,125.84 | 166.4% |
| Office Durable (Equipment) | 1,666.01 | 3,000.00 | -1,333.99 | 55.5% |
| Payroll | 115,080.66 | 158,200.00 | -43,119.34 | 72.7% |
| Penalty Expense | 399.66 | | | |
| Postage & Shipping | 3,459.19 | 2,000.00 | 1,459.19 | 173.0% |
| Professional Development- Reg | 901.76 | 500.00 | 401.76 | 180.4% |
| Professional Development-Travel | 0.00 | 500.00 | -500.00 | 0.0% |
| Promotion & Publicity | 723.47 | 3,000.00 | -2,276.53 | 24.1% |
| Repairs & Maintenance | 3,174.45 | 5,000.00 | -1,825.55 | 63.5% |
| Sewer Tax | 450.00 | 2,000.00 | -1,550.00 | 22.5% |
| Sunshine | 73.49 | 250.00 | -176.51 | 29.4% |
| Telephone | 4,809.14 | 5,000.00 | -190.86 | 96.2% |
| Tower Rent | 6,400.00 | 9,600.00 | -3,200.00 | 66.7% |
| Travel | 703.83 | 1,000.00 | -296.17 | 70.4% |
| Utilities | 11,384.32 | 20,000.00 | -8,615.68 | 56.9% |
| Volunteer Appreciation | 0.00 | 1,500.00 | -1,500.00 | 0.0% |
| 66000 - Payroll Expenses | 32.04 | | | |
| Total Expense | 256,617.61 | 363,665.00 | -107,047.39 | 70.6% |
| Net Ordinary Income | -61,447.59 | 4,835.00 | -66,282.59 | -1,270.9% |
| Net Income | -61,447.59 | 4,835.00 | -66,282.59 | -1,270.9% |

4:08 PM

08/26/19

Accrual Basis

Radio Catskill, Inc.
Profit & Loss Prev Year Comparison
January 1 through August 26, 2019

| | Jan 1 - Aug 26, 19 | Jan 1 - Aug 26, 18 | \$ Change | % Change |
|---------------------------------------|--------------------|--------------------|-----------|----------|
| Ordinary Income/Expense | | | | |
| Income | | | | |
| Benefit Income | | | | |
| Awards Dinner | 15,955.00 | 0.00 | 15,955.00 | 100.0% |
| Bill Mays Concert | 0.00 | 1,789.44 | -1,789.44 | -100.0% |
| Gala Brunch | 6,680.00 | 0.00 | 6,680.00 | 100.0% |
| Maris Concert | 715.00 | 435.00 | 280.00 | 64.4% |
| Movies and Music Series | | | | |
| Don't Look Back | 295.00 | 0.00 | 295.00 | 100.0% |
| Last Waltz | 1,554.28 | 0.00 | 1,554.28 | 100.0% |
| Taking Woodstock | 1,340.00 | 0.00 | 1,340.00 | 100.0% |
| Total Movies and Music Series | 3,189.28 | 0.00 | 3,189.28 | 100.0% |
| Music Sale | 10.00 | 425.00 | -415.00 | -97.7% |
| Yard Sale | 280.00 | 1,805.05 | -1,525.05 | -84.5% |
| Benefit Income - Other | 0.00 | 0.00 | 0.00 | 0.0% |
| Total Benefit Income | 26,829.28 | 4,454.49 | 22,374.79 | 502.3% |
| Benefit Underwriting | 329.00 | 440.00 | -111.00 | -25.2% |
| Business Underwriting | 17,416.00 | 12,525.00 | 4,891.00 | 39.1% |
| Car Talk Donations | 2,433.47 | 250.00 | 2,183.47 | 873.4% |
| Contribution | 100.00 | 0.00 | 100.00 | 100.0% |
| Donated Services and Materials | 0.00 | 750.00 | -750.00 | -100.0% |
| Government Grants | | | | |
| CPB | | | | |
| CPB-Other | 15,938.00 | 0.00 | 15,938.00 | 100.0% |
| Restricted | 5,755.00 | 0.00 | 5,755.00 | 100.0% |
| Total CPB | 21,693.00 | 0.00 | 21,693.00 | 100.0% |
| Total Government Grants | 21,693.00 | 0.00 | 21,693.00 | 100.0% |
| In-Kind NFFS | 2,350.00 | 350.00 | 2,000.00 | 571.4% |
| King Fisher Project | 0.00 | 225.00 | -225.00 | -100.0% |
| Match | 0.00 | 670.00 | -670.00 | -100.0% |
| Members | | | | |
| End of Year 2016 | 15.00 | 0.00 | 15.00 | 100.0% |
| End of Year 2017 | 0.00 | 890.00 | -890.00 | -100.0% |
| End of Year 2018 | 4,215.50 | 0.00 | 4,215.50 | 100.0% |
| LYBUNT Last Year But Not This | 528.00 | 0.00 | 528.00 | 100.0% |
| Member(Sound Supporters) | 36,789.65 | 41,402.53 | -4,612.88 | -11.1% |
| Membership Other | 25.00 | 0.00 | 25.00 | 100.0% |
| Pledge Drive 1 | 39,897.46 | 34,051.34 | 5,846.12 | 17.2% |
| Pledge Drive 2 | 39,306.27 | 27,481.00 | 11,825.27 | 43.0% |
| Pledge Drive 3 | 0.00 | 5,610.00 | -5,610.00 | -100.0% |

4:08 PM

08/26/19

Accrual Basis

Radio Catskill, Inc.
Profit & Loss Prev Year Comparison
January 1 through August 26, 2019

| | Jan 1 - Aug 26, 19 | Jan 1 - Aug 26, 18 | \$ Change | % Change |
|--------------------------------------|--------------------|--------------------|-----------|----------|
| Total Members | 120,776.88 | 109,434.87 | 11,342.01 | 10.4% |
| Merchandise | | | | |
| Sale of T-Shirts etc. | 83.00 | 50.00 | 33.00 | 66.0% |
| Merchandise - Other | 0.00 | 100.00 | -100.00 | -100.0% |
| Total Merchandise | 83.00 | 150.00 | -67.00 | -44.7% |
| Miscellaneous Income | | | | |
| Amazon Smile | 30.09 | 0.00 | 30.09 | 100.0% |
| Studio Rental | 30.00 | 0.00 | 30.00 | 100.0% |
| Miscellaneous Income - Other | 5.30 | 0.00 | 5.30 | 100.0% |
| Total Miscellaneous Income | 65.39 | 0.00 | 65.39 | 100.0% |
| other income | 544.00 | 0.00 | 544.00 | 100.0% |
| Paid Public Service Announce. | 2,800.00 | 600.00 | 2,200.00 | 366.7% |
| Trade discounts | -250.00 | 0.00 | -250.00 | -100.0% |
| 4999 - Uncategorized Income | 0.00 | 0.00 | 0.00 | 0.0% |
| Total Income | 195,170.02 | 129,849.36 | 65,320.66 | 50.3% |
| Gross Profit | 195,170.02 | 129,849.36 | 65,320.66 | 50.3% |
| Expense | | | | |
| ask my accountant | 85.00 | 496.22 | -411.22 | -82.9% |
| Bank Charges | | | | |
| Credit Card Fees | 3,040.77 | 2,709.80 | 330.97 | 12.2% |
| Bank Charges - Other | 0.00 | 230.93 | -230.93 | -100.0% |
| Total Bank Charges | 3,040.77 | 2,940.73 | 100.04 | 3.4% |
| Benefit expenses | | | | |
| Awards Dinner | 6,225.40 | 0.00 | 6,225.40 | 100.0% |
| Bill Mays Concert | 0.00 | 61.75 | -61.75 | -100.0% |
| Gala Brunch | -50.00 | 0.00 | -50.00 | -100.0% |
| Maris Concert | 0.00 | 392.50 | -392.50 | -100.0% |
| Movies and Music Series | | | | |
| Last Waltz | 337.78 | 0.00 | 337.78 | 100.0% |
| Taking Woodstock | 86.01 | 0.00 | 86.01 | 100.0% |
| Total Movies and Music Series | 423.79 | 0.00 | 423.79 | 100.0% |
| Music Sale | 0.00 | 150.00 | -150.00 | -100.0% |
| Wonderful Things Auction | 0.00 | 250.00 | -250.00 | -100.0% |
| Yard Sale | 0.00 | 335.06 | -335.06 | -100.0% |
| Benefit expenses - Other | 0.00 | 83.94 | -83.94 | -100.0% |
| Total Benefit expenses | 6,599.19 | 1,273.25 | 5,325.94 | 418.3% |
| Broadcast Equipment (durable) | 5,665.82 | 3,229.19 | 2,436.63 | 75.5% |

4:08 PM

08/26/19

Accrual Basis

Radio Catskill, Inc.
Profit & Loss Prev Year Comparison
January 1 through August 26, 2019

| | Jan 1 - Aug 26, 19 | Jan 1 - Aug 26, 18 | \$ Change | % Change |
|--------------------------------------|--------------------|--------------------|------------------|---------------|
| Broadcast Supplies (consumable) | 1,250.57 | 649.80 | 600.77 | 92.5% |
| Donor Appreciation | 0.00 | 44.72 | -44.72 | -100.0% |
| Dues & Publications | | | | |
| NFCB | 0.00 | 250.00 | -250.00 | -100.0% |
| Dues & Publications - Other | 997.09 | 606.12 | 390.97 | 64.5% |
| Total Dues & Publications | 997.09 | 856.12 | 140.97 | 16.5% |
| Dues / Fees Programming | | | | |
| African-American P R C | 650.00 | 550.00 | 100.00 | 18.2% |
| APM Fees | 9,951.56 | 9,515.69 | 435.87 | 4.6% |
| Dues & Program Fees-Other | 650.00 | 0.00 | 650.00 | 100.0% |
| FAIR | 250.00 | 250.00 | 0.00 | 0.0% |
| Google Play | 0.00 | 0.00 | 0.00 | 0.0% |
| NPR Dues | 17,292.91 | 15,281.63 | 2,011.28 | 13.2% |
| Pacifica | 3,107.25 | 2,071.50 | 1,035.75 | 50.0% |
| PRI Dues | 296.00 | 2,264.00 | -1,968.00 | -86.9% |
| PRI Fees | 1,297.00 | 0.00 | 1,297.00 | 100.0% |
| PRX Fees | 1,630.14 | 2,849.92 | -1,219.78 | -42.8% |
| Stuart Communications. | 500.00 | 0.00 | 500.00 | 100.0% |
| Total Dues / Fees Programming | 35,624.86 | 32,782.74 | 2,842.12 | 8.7% |
| Fund Drive-other | 1,224.45 | 779.04 | 445.41 | 57.2% |
| Fund Drives-Mailing | 160.00 | 691.00 | -531.00 | -76.9% |
| Honesdale Studio | | | | |
| Electricity | 1,400.00 | 1,400.00 | 0.00 | 0.0% |
| Phone | 1,169.20 | 917.06 | 252.14 | 27.5% |
| Rent | 3,080.00 | 3,024.00 | 56.00 | 1.9% |
| Total Honesdale Studio | 5,649.20 | 5,341.06 | 308.14 | 5.8% |
| Household Supplies | 0.00 | 19.43 | -19.43 | -100.0% |
| Independent Contractors | | | | |
| Accounting & Bookkeeping | 2,538.75 | 1,242.50 | 1,296.25 | 104.3% |
| Accounting/Audit | 5,320.00 | 8,866.47 | -3,546.47 | -40.0% |
| Engineering | 3,900.00 | 4,701.75 | -801.75 | -17.1% |
| Legal Fees | 1,697.67 | 675.71 | 1,021.96 | 151.2% |
| News Reporting | 3,250.00 | 3,750.00 | -500.00 | -13.3% |
| Payroll Processing Fees | 259.83 | 0.00 | 259.83 | 100.0% |
| Total Independent Contractors | 16,966.25 | 19,236.43 | -2,270.18 | -11.8% |
| Insurance | | | | |
| Health | 15,893.51 | 7,459.41 | 8,434.10 | 113.1% |
| Liability | 5,511.18 | 5,677.18 | -166.00 | -2.9% |
| Other insurance | -18.00 | 0.00 | -18.00 | -100.0% |
| Insurance - Other | -43.20 | 0.00 | -43.20 | -100.0% |

4:08 PM

08/26/19

Accrual Basis

Radio Catskill, Inc.
Profit & Loss Prev Year Comparison
January 1 through August 26, 2019

| | Jan 1 - Aug 26, 19 | Jan 1 - Aug 26, 18 | \$ Change | % Change |
|--------------------------------------|--------------------|--------------------|-----------|-----------|
| Total Insurance | 21,343.49 | 13,136.59 | 8,206.90 | 62.5% |
| Interest/Dividends | -6,824.04 | -77.29 | -6,746.75 | -8,729.1% |
| Internet | 4,138.85 | 3,937.85 | 201.00 | 5.1% |
| Jeff Hydro Tax Reimbursement | 682.93 | 576.33 | 106.60 | 18.5% |
| Liberty Property | | | | |
| Electric | 761.19 | 226.67 | 534.52 | 235.8% |
| Repairs and Maintenance | 2,369.26 | 183.60 | 2,185.66 | 1,190.5% |
| Telephone | 617.77 | 459.81 | 157.96 | 34.4% |
| Water | 210.60 | 981.48 | -770.88 | -78.5% |
| Total Liberty Property | 3,958.82 | 1,851.56 | 2,107.26 | 113.8% |
| Membership Premium Exp | | | | |
| T-Shirts & Mugs | 1,470.50 | 0.00 | 1,470.50 | 100.0% |
| Total Membership Premium Exp | 1,470.50 | 0.00 | 1,470.50 | 100.0% |
| Office Consumable(supplies) | 5,325.84 | 1,869.54 | 3,456.30 | 184.9% |
| Office Durable (Equipment) | 1,666.01 | 1,845.95 | -179.94 | -9.8% |
| Payroll | | | | |
| Company expense | 14,391.76 | 6,653.63 | 7,738.13 | 116.3% |
| Disability Insurance | 318.88 | 0.00 | 318.88 | 100.0% |
| Gross Payroll | 97,224.37 | 91,146.80 | 6,077.57 | 6.7% |
| NYS Unemployment Insurance | 48.07 | 384.54 | -336.47 | -87.5% |
| Pension Expense | 2,403.03 | 1,402.91 | 1,000.12 | 71.3% |
| Workers Compensation | 587.74 | 215.13 | 372.61 | 173.2% |
| Payroll - Other | 0.00 | -227.06 | 227.06 | 100.0% |
| Total Payroll | 114,973.85 | 99,575.95 | 15,397.90 | 15.5% |
| Penalty Expense | 399.66 | 0.00 | 399.66 | 100.0% |
| Postage & Shipping | 3,459.19 | 1,371.54 | 2,087.65 | 152.2% |
| Professional Development- Reg | 901.76 | 125.00 | 776.76 | 621.4% |
| Promotion & Publicity | 723.47 | 2,016.78 | -1,293.31 | -64.1% |
| RE Taxes | 0.00 | 0.00 | 0.00 | 0.0% |
| Repairs & Maintenance | 3,174.45 | 3,350.72 | -176.27 | -5.3% |
| Sewer Tax | 450.00 | 450.00 | 0.00 | 0.0% |
| Sunshine | 73.49 | 58.83 | 14.66 | 24.9% |
| Telephone | 4,809.14 | 2,906.14 | 1,903.00 | 65.5% |
| Tower Rent | 6,400.00 | 5,600.00 | 800.00 | 14.3% |
| Travel | | | | |
| Mileage | 171.28 | 172.15 | -0.87 | -0.5% |
| Travel - Entertainment | 201.37 | 0.00 | 201.37 | 100.0% |
| Travel - Other | 331.18 | 291.21 | 39.97 | 13.7% |
| Total Travel | 703.83 | 463.36 | 240.47 | 51.9% |

4:08 PM

08/26/19

Accrual Basis

Radio Catskill, Inc.
Profit & Loss Prev Year Comparison
January 1 through August 26, 2019

| | Jan 1 - Aug 26, 19 | Jan 1 - Aug 26, 18 | \$ Change | % Change |
|---------------------------------|--------------------|--------------------|------------------|--------------|
| Utilities | | | | |
| Electricity | | | | |
| Hydro | 1,038.60 | 1,740.66 | -702.06 | -40.3% |
| Monticello | 1,268.17 | 0.00 | 1,268.17 | 100.0% |
| Tower | 5,960.16 | 5,215.14 | 745.02 | 14.3% |
| Total Electricity | 8,266.93 | 6,955.80 | 1,311.13 | 18.9% |
| Gas | 2,889.76 | 2,600.39 | 289.37 | 11.1% |
| Water | 227.63 | 181.65 | 45.98 | 25.3% |
| Total Utilities | 11,384.32 | 9,737.84 | 1,646.48 | 16.9% |
| Volunteer Appreciation | 0.00 | 968.58 | -968.58 | -100.0% |
| 66000 - Payroll Expenses | 32.04 | 0.00 | 32.04 | 100.0% |
| Total Expense | 256,510.80 | 218,105.00 | 38,405.80 | 17.6% |
| Net Ordinary Income | -61,340.78 | -88,255.64 | 26,914.86 | 30.5% |
| Net Income | -61,340.78 | -88,255.64 | 26,914.86 | 30.5% |

4:05 PM

08/26/19

Accrual Basis

Radio Catskill, Inc.
Balance Sheet
As of August 26, 2019

| | Aug 26, 19 | Aug 26, 18 | \$ Change |
|--------------------------------------|-------------|-------------|------------|
| ASSETS | | | |
| Current Assets | | | |
| Checking/Savings | | | |
| 101.0 · Checking Account | 45,507.39 | 51,441.37 | -5,933.98 |
| 101.1 · Savings Account | | | |
| Rainy Day | 8,592.48 | 7,834.32 | 758.16 |
| Regular Savings | 43,346.38 | 66,275.86 | -22,929.48 |
| Total 101.1 · Savings Account | 51,938.86 | 74,110.18 | -22,171.32 |
| 102.0 · Petty Cash | 509.17 | 185.33 | 323.84 |
| Total Checking/Savings | 97,955.42 | 125,736.88 | -27,781.46 |
| Accounts Receivable | | | |
| 1200 · Accounts Receivable | 7,266.63 | 3,721.21 | 3,545.42 |
| Total Accounts Receivable | 7,266.63 | 3,721.21 | 3,545.42 |
| Other Current Assets | | | |
| 1499 · Undeposited Funds | 380.00 | 380.00 | 0.00 |
| 154 · Vanguard Mutual Fund | 142,230.57 | 137,723.31 | 4,507.26 |
| Total Other Current Assets | 142,610.57 | 138,103.31 | 4,507.26 |
| Total Current Assets | 247,832.62 | 267,561.40 | -19,728.78 |
| Fixed Assets | | | |
| 149 Prepaid Expense | 350.00 | 350.00 | 0.00 |
| CHM Property Gift | | | |
| CHM Building | 163,278.00 | 163,278.00 | 0.00 |
| CHM expenses/improvements | 49,614.09 | 17,723.41 | 31,890.68 |
| Total CHM Property Gift | 212,892.09 | 181,001.41 | 31,890.68 |
| Land | 49,209.00 | 49,209.00 | 0.00 |
| Prepaid Expense | 16,225.51 | 10,607.00 | 5,618.51 |
| Transmitter Relocation | 31,069.52 | 31,069.52 | 0.00 |
| 145 · Broadcast Equip | 183,774.52 | 183,774.52 | 0.00 |
| 151 · Buildings | 48,700.68 | 37,302.26 | 11,398.42 |
| 152 · Equipment | 314,385.31 | 314,385.31 | 0.00 |
| 153 · Improvements | 27,505.38 | 27,505.38 | 0.00 |
| 159 · Accumulated Depreciation | -525,175.98 | -503,355.66 | -21,820.32 |
| Total Fixed Assets | 358,936.03 | 331,848.74 | 27,087.29 |
| Other Assets | | | |
| 113 · Grants Receivable | 21,693.00 | 0.00 | 21,693.00 |

4:05 PM

08/26/19

Accrual Basis

Radio Catskill, Inc.
Balance Sheet
As of August 26, 2019

| | Aug 26, 19 | Aug 26, 18 | \$ Change |
|--|-------------------|-------------------|------------------|
| Total Other Assets | 21,693.00 | 0.00 | 21,693.00 |
| TOTAL ASSETS | 628,461.65 | 599,410.14 | 29,051.51 |
| LIABILITIES & EQUITY | | | |
| Liabilities | | | |
| Current Liabilities | | | |
| Other Current Liabilities | | | |
| ACCRUED PAYROLL | 5,874.88 | 5,700.00 | 174.88 |
| Employee Advance | 800.00 | 0.00 | 800.00 |
| 201 · Accounts Payable | 13,423.69 | -5,956.62 | 19,380.31 |
| 211 · Payroll-Fica | 202.25 | 517.27 | -315.02 |
| 212 · Payroll-Fica-Co | 6,220.01 | 881.11 | 5,338.90 |
| 213 · Payroll-FWT | -524.87 | -143.88 | -380.99 |
| 214 · Payroll-Mcare | -82.40 | -8.74 | -73.66 |
| 215 · Payroll-Mcare-Co | 657.11 | -299.73 | 956.84 |
| 216 · Payroll-SWT | 131.24 | 770.71 | -639.47 |
| 218 · Payroll- NY PFL liability | 371.69 | 161.72 | 209.97 |
| 219 · Payroll-SUI | 0.27 | 0.27 | 0.00 |
| 240.00 · Payroll Liabilities | 589.52 | 739.52 | -150.00 |
| 240.01 · Payroll Liabilities-Fidelity EE | 50.00 | 0.00 | 50.00 |
| Total Other Current Liabilities | 27,713.39 | 2,361.63 | 25,351.76 |
| Total Current Liabilities | 27,713.39 | 2,361.63 | 25,351.76 |
| Total Liabilities | 27,713.39 | 2,361.63 | 25,351.76 |
| Equity | | | |
| 300.1 · Net Assets - Fixed Assets | 183,554.16 | 183,554.16 | 0.00 |
| 300.2 · Net Assets - Unrestricted | 339,892.71 | 339,892.71 | 0.00 |
| 300.3 · Net Assets - Temp Restricted | 37,136.12 | 31,381.12 | 5,755.00 |
| 3900 · Retained Earnings | 101,506.05 | 130,476.16 | -28,970.11 |
| Net Income | -61,340.78 | -88,255.64 | 26,914.86 |
| Total Equity | 600,748.26 | 597,048.51 | 3,699.75 |
| TOTAL LIABILITIES & EQUITY | 628,461.65 | 599,410.14 | 29,051.51 |

**Minutes of the meeting of the
WJFF Radio Catskill Nominating and Governance Committee
August 15, 2019 at 6:00pm**

Approved 9/23/2019

Cornell Cooperative Extension, 64 Ferndale Loomis Road, Ferndale NY 12754

Trustees Present: Tim Bruno, Steve Davis, Kathy Geary, Clay Smith

Trustees Absent: Sara Stuart, Caitlin Wilson

Staff Present: none

Members of the public present who identified themselves:

Midge Maroni

A quorum being present, Steve Davis called the meeting to order at 6:07 pm.

The previous 2018 - 2019 Nom & Gov committee needs to approve the minutes from their final meeting since only two people remain on the committee. We will contact them at the next Nom & gov meeting on Sept 16.

Motion: To elect Clay Smith as Secretary of the Nominating and Governance Committee

(Kathy Geary / Steve Davis).

In favor: Tim Bruno, Steve Davis, Kathy Geary, Clay Smith

Opposed: None

Abstaining: None

Old Business

1. Annual Nomination & Governance Assessment of Board of Trustees
 - a. Assessment presented by Steve Davis, with editing suggestions from the Committee
 - b. Tim Bruno agreed to finalize the edits, and bring the revised version to the next Committee meeting for approval
2. New Policies on harassment, social media and correspondence were submitted for legal review by General Manager Dan Rigney. Results of the review will be reviewed by members when they are complete and available.

Public Comments

See attachment for comments were offered by Midge Maroni.

New Business

1. Public comments made at June 2019 BOT meeting...

- a. Kit's comment regarding volunteer elections.
 - i. It was agreed that a clear detailed way to hold volunteer elections is necessary, and that there are numerous questions around how these elections are required to be run. The first step in addressing this issue will be to review Kit's summary of organizational policies. This discussion will be postponed until her summary is complete.
- b. Sonja's comment regarding live streaming and audio archiving of BOT meetings.

Motion: To recommend that the board implement, when possible, live streaming of all BOT meetings, to be handled by a member of the BOT on a voluntary basis. When an agenda for a meeting is published 48 hours before the meeting, the live streaming link is included.

(Kathy Geary / Steve Banks)

In favor: Tim Bruno, Steve Davis, Kathy Geary, Clay Smith

Opposed: None

Abstaining: None

Motion: To recommend that the board consider and decide upon archiving audio and video recordings of board meetings and making them available to the public.

(Steve Davis / Clay Smith)

In favor: Steve Davis, Kathy Geary, Clay Smith

Opposed: Tim Bruno

Abstaining: None

- c. Jason Dole's letter to the board presented by Cat Wilson.
 - i. Steve Davis did not bring Jason Dole's letter to the meeting, so discussion was postponed to the next meeting.

2. Election Policy - See above under New Business 1.a.i.

3. Staff Reports on the BOT

Motion: To recommend to the board that the General Manager make, as part of his report to the board, a statement on the status of volunteers including the number of new volunteers and the number of departed volunteers during the last time period.

(Steve Davis / Kathy Geary)

In favor: Steve Davis, Kathy Geary, Clay Smith

Opposed: None

Abstaining: Tim Bruno, on the basis that the proposal is not coming from the right committee

4. Orientation

- a. The Board Orientation is scheduled for August 23.
- b. The group agreed that an additional orientation should be planned with presentations from CPB, NCON, NFCB.

5. Whistleblower Policy

- a. The Whistleblower Policy has been sent to legal counsel for review.

Public Comment:

Next Steps:

Discussion initiated by Tim on the next steps on policies and by-laws:

- a. The next steps are for Kit to submit her summary of policies and the committee to review them and ensure there is a clear election policy, including details on the allocation of staggered terms and assignment off committee chairs.
- b. Kathy will investigate whether the Program Committee is nominated by the board or appointed in some other way.

Annual Work Plan:

- a. The Committee also agreed to develop an Annual Work Plan to outline its main goals and tasks for the year. Tim will send some topics to Steve to get this started.

Next Meeting:

- a. The next Nominating and Governance Committee will be held the evening of Monday, September 16.

Motion to adjourn. (Geary/Bruno) All in favor. (8:00pm)

Submitted by Clay Smith, Secretary

Meaning of Governance to me: Midge Maroni N&G meeting 8/15/19

I won't be able to attend next BOT meeting because I'll be doing a "Making Waves" episode on WJFF then & I'm making these comments to N&G Com because I think that this committee is charged with establishing policies and observing how the bylaws and policies function. It is important that this committee explores, develops and recommends new policies and revisions to current ones for the health, well being and financial security of WJFF.

There are 3 areas I request that you examine: 1) staff interaction with trustees and volunteers; 2) Board elections, in particular regard to its self-perpetuating elections, and its responsibility of transparency; 3) the Program committee and the Board's failure to monitor.

1) At the May meeting I mentioned lack of a Conflict Resolution Policy. I did not explain what I intended. I know WJFF has a conflict resolution policy, yet it does not adequately or fairly consider conflicts between volunteers and staff because the staff controls and mediates the complaints. If I feel a staff member has treated me unfairly or disrespectfully, how can I expect a fair and impartial hearing from the person who created the offense? I ask you to see if the BOT will revise a conflict resolution policy so that an objective arbiter can mediate conflicts in a neutral way.

I would like this committee to review how staff speaks to and corresponds with volunteers. Volunteers contribute valuable services and programming to WJFF, and should not only be appreciated, each should be praised publically not ever publically admonished. There are numerous examples of disrespectful and demeaning words and actions of staff members to volunteers. This must stop. (The history of this station includes 2012 events, when all but one BOT member resigned over the actions of the then-current Gen Mgr, who violated the Fed CPB/CAB policy, costing the station thousands of dollars in fines, and "fired" some volunteers. These actions have never been fully processed through any "truth & reconciliation" that had been requested, and, have been referred to demeaningly by some 2013-19 trustees as "the troubles.")

Further, the staff has shown little regard and respect for BOT as the body that is charged with supervising individual job performances. At the last meeting, when Jason Dole, Program Director, aggressively attacked a trustee who was fulfilling her responsibilities, he should have been reprimanded not supported. Although the letter was signed by Jason Dole I have no doubt its content was collaboration by the entire staff. This new BOT was not present a few months ago, when Dan Rigny, current Gen Mgr, shouted at them that they were not his "boss," and all they can do is "hire and fire me." Trustees should not tolerate such insubordinate and disrespectful language and behavior. I wonder if any trustee spoke to Dan privately?

2) I found flagrant Bylaws violations by 2 trustees, some of which I personally witnessed, shameless, and serious enough to warrant removal, or at least a public disapproval, by fellow trustees. The serious lapse in judgment of the current trustees to elect two members as officers when each of them willfully violated Bylaws does not bode well for the good faith and trust that the public, and the volunteers have invested

in you. I may be the only volunteer to speak openly to you, but other volunteers, who attend election eve agree with me. Clearly, public reprimand of volunteers by staff has created an intimidated silence. I believe some trustees disapproved of the election actions of some colleagues in disregarding both bylaws and elections procedures. I hope this current N&G committee will report on both actions, since they occurred at the end of term of the prior committee, and such aberrant behavior demands redress.

3) Like all committees, the Program Committee functions under BOT guidance, although the BOT does not directly involve itself in programming. The program committee has members who have served for more than six years, even though BOT and CAB members have term limits. One of the charges of the Prog. Com is to review hosts and shows. In the 2-1/2 years that I produced a local LGBTQ show, the Prog Com never contacted me. Nor did they ever contact me nor review any of political or public affairs programs I produced. I've gotten numerous constructive comments from the public and other volunteers, but the Prog Com never contacted me. What is it they do when they meet? Did the Prog Com present any reports to the BOT this year?

I would like the N&G committee to review BOT duties regarding the Program Committee as noted in the Bylaws, and that the BOT consider recommending a trustee liaison to the Program Com to help facilitate a search for new members. Finally, since we are a radio station, why not announce on the air that "WJFF is searching for new Program Committee members" in similar ways that other radio and television statements search for advisory volunteers.

Thank you.

Respectfully, Midge Maroni