

**WORT Board of Directors**  
Regular Monthly Meeting  
July 18, 2018, 7:00 PM// Vinyl Library  
Minutes

**Directors present:** David Devereaux-Weber (President), Stuart Levitan (Vice-President), Eric Finch (Secretary), Martin Kehrein (Treasurer), Jerry Chernow, Gilman Halsted, Doug Holtz (Staff Representative), Katherine Hoveland, Kurt Kobelt, Paul Novak, Lincoln Tice

**Directors absent: None**

**Also present:** Nancy Gettys (Receptionist at WORT), Daniel Lippitt, Molly, Glenn

1. Meeting called to order.
2. Gil Halsted moved to approve the agenda, Kathy Hoveland seconded.
3. Consent item: approved minutes of June 20, 2018
4. Consent item: approved minutes of annual meeting, June 24, 2018
5. Communications from the public  
Nancy Gettys has put her name forward to be on the bylaws committee.
  - Has a concern that the voter list should have been approved at the annual meeting, and Nancy has additional concerns about whether we've correctly followed voting procedures in the past, perhaps never having done so. Would also be willing to be on the elections committee.
  - DDW confirmed that there was an oversight, and the voter list was not formally approved.
6. Committee and staff reports (received/*not received*)

<ul style="list-style-type: none"><li>● Finance</li><li>● Programming</li><li>● <i>Bylaws</i></li><li>● Staff: Business and Events</li><li>● <i>Staff: Listener-Sponsor Development</i></li></ul>	<ul style="list-style-type: none"><li>● Staff: Music</li><li>● <i>Staff: Promos/Music Assistant</i></li><li>● <i>Staff: News, Talk, Public Affairs</i></li><li>● Staff: Volunteer Outreach</li><li>● <i>Community Advisory Board</i></li></ul>
---	--
- Action items from Staff Reports, presented by Doug Holtz
  - First: Central Park Sessions: August 9th is WORT night
  - Second CPB board sexual harassment training completion
  - Audio Archives need attention
    - Musica Antiqua was at half speed, along with other issues
  - Sybil Working on grant for the digital library
7. Jerry C. made a motion to take recommended action on the \$375k in reserve, Marty K seconded. Unanimously approved
8. Announcements
  - a. Programming committee announcement was put forward by Lincoln Tice, including a recommendation to hire a full-time webmaster. He also noted that roughly half of programmer surveys were completed.
  - b. DDW bought a fan for the vinyl library, will be reimbursed by station

- c. Gubernatorial Candidate Forum - August 8, 2018 - 7PM, Central Library. It will be on other radio stations in WI as well, on FB via the Isthmus
9. Update on Access Hour statement from the Programming committee (from the June minutes, "the WORT Board of Directors directs Programming Committee to determine if that program violated the mission statement and if so to recommend appropriate action to the board. The Programming Committee should also recommend procedures to protect against any future violations")
  - a. Board will consider a more complete report next month
10. Board orientation by DDW
11. Election of Board officers
  - a. Gil has moved to approve the temporary officers as our officers for the term. Doug seconded.
  - b. DDW asked for any other nominations from floor, there were none.
  - c. approved unanimously
12. Committee assignments
  - a. David moved to move committee assignments to email
  - b. There was discussion about having Kurt as EEO point, but Kurt noted a limitation where he'd have to recuse himself due to IBEW.
    - i. Stu discussed as a backup for potential conflicts, such as disciplinary action against a member of the union
  - c. For the Secretary, there has typically been a presumption that they are on personnel committee.
13. Union Negotiation - Consider Proposed Negotiation Dates Proposed by Staff
  - a. First Meeting:
    - i. 7/23 Day or evening
    - ii. 7/24 Day or evening until 7pm
    - iii. 7/25 Day
  - b. Second Meeting:
    - i. 7/31 Day or Evening
    - ii. 8/2 Day
  - c. Stu - has offered to hear staff proposal at first meeting first.
14. Union Negotiation - Election of Bargaining Team
  - a. Stu, Dave, Jerry all were willing to be on the team.
  - b. There was an additional suggestion of asking Kathy to be on the team.
  - c. Eric moved to put those three on, with kathy on if she consents, Jerry seconded. Approved with 9 votes for, 1 abstention, and one director absent, (kathy)
15. Consider Time Off Request for DH - approved.
16. Consider Estimate of replacement of studio air conditioning system
  - a. Two air conditioners have failed  
6k+ for basement

11k+ for studio

Discussion: Jerry asked if this was in budget? It is not.

- b. Gil moved to approve, Marty second
    - i. It was announced that there will be a capital campaign: Keep WORT cool!
    - ii. Molly Stenz had a question regarding the MG&E gas meter, which came up in considering furnace in disrepair.
  - c. Eric moved to modify motion to an approval for \$30k, Gil accepted the friendly amendment
    - i. Unanimously approved with Kathy absent
17. Bookkeeper hiring committee updates
- a. Dan: top candidate was hired away by state, we're still looking
18. Facilities Building
- a. DDW has looked at a replacement building
    - i. Madison public market, old labor temple, neighborhood house on Mill St. are considerations.
    - ii. MPM meeting in early August, DDW will send notice
      - 1. 2020 would be super optimistic. The location is First Street & East Washington.
    - iii. We may need to look at long-term campaign, or endowment fund. There will be discussion of capital purchase versus leasing options
  - b. DDW spoke about resealing caps on current building.
19. Tech Hire
- a. Potential areas proposed:
    - i. IT
    - ii. Radio equipment/engineering
    - iii. Facilities
    - iv. Webmaster
  - b. Molly's suggestion - breakdown by project, such as fixing audio archive
    - i. Or even start hiring short-term independent contractors, with long-term project to hire someone to maintain.
  - c. Staff will need to regather to consider top issue needs
    - i. Molly may take point
    - ii. Executive committee to consider
  - d. Stu moved to request staff get a priorities for Eng/IT/Web/Facilities, and create RFPs for dealing with those needs, and authorize exec committee to take action on such RFPs. Paul seconded
    - i. Unanimously approved with Kathy absent
20. Treasurer's report
- a. Big thing: getting fund removed, that's been done. This year's CPB payment will not show up until October
21. Marty motion to adjourn, Jerry 2nded.

Board of Directors meeting schedule: 3<sup>rd</sup> Wednesdays:

August 15, 2018

October 17, 2018

December 19, 2018

September 20, 2018

November 16, 2018

January 16, 2019

February 20, 2019  
March 20, 2019  
April 17, 2019

May 15, 2019  
June 19, 2019

2019 ANNUAL MEETING  
TBD June

-----

#### Parking lot

- demo of digital library
- demo of comments database
- demo of security cameras?
- Nonprofit Financial Infrastructure Self-Assessment (handout from March)
- Update privacy statement to european standards