



Board of Trustees Meeting
Tuesday, December 9th, 2025
5:30-7:30 pm
Location: Hybrid-Vestal/Zoom

Board Members in Attendance: Ian Harrop, Ann Marie Adams, Jill Shea-Feury, Renata Dabrowska, Darryl Wood, Rohan Jayasena, Duane Spilde, Carl Speicher, Diana Riesman, Juan Vazquez- Leddon, Carol Beechy, Daniel Norton, Beth Bossong, Maria Strinni, Allen Buyck, and Rob de la Fuente.

Absent: Linda Biemer, Anne Bailey, Dave Radin, Caroline Kalteflieter, Gary Kuch

Staff: Andy Pioch, Michael Micha, Brianna Moreno, Amelia Pena, Natasha Thompson, Carol Young, Chris DiRienzo, Christine Dempsey, Peter Zayac, Bob Proehl, Sharon Gould, Stacey Mosteller, Rich Maynard, Phoebe Taylor-Vuolo, Marley Vavra

Guests: Andy Page, Maya Gasuk

1. **Welcome and Check-in, Duane Spilde, 5:33pm**
2. **Announcements, Duane Spilde**
 - There were no announcements.
3. **Review and Approval of September 23, 2025 Minutes, Duane Spilde**
 - **AI made a motion to approve the minutes. Beth seconded the motion.**
 - Darryl requested amendments to note that there was no executive session report, Susan was present but omitted from the attendee list, and Dan abstained.
 - **With these amendments, the minutes were approved.**
4. **President & CEO Report, Natasha Thompson**

Natasha reviewed the President & CEO report with the group. There was a question about the CDO position and why it has taken so long to fill. Natasha explained that this is a highly specialized position with few qualified applicants and strong competition from higher education institutions offering higher salaries. The search firm has several candidates in the pipeline currently.
5. **Management Report, Natasha Thompson**

There were no questions regarding the Manager's Report. Darryl commented that he found it interesting that at least three of the managers' reports referenced equipment issues. It was also noted that many managers referenced insufficient staffing.
6. **Committee Reports**
 - a. **Executive Committee, Duane Spilde**
 - Nothing to report
 - b. **Finance/Audit Committee, Carl Speicher**

- Carl reviewed the October financials with the board. He noted that operating profit for the year is \$1 million, significantly above the budgeted \$683,000, driven by NYS funding for radio, individual giving, memberships, and major donor support. Accounts Receivable improvement noted, with the 120+ day delinquency bucket decreasing by \$4,000. Focus will now shift to the 90-day bucket, with specific accounts being tracked.
- Draft 2025 audit financials show a net loss of \$170,000, up from the previously estimated \$90,000. This includes a \$50,000 non-cash loss from Central Cast and an additional \$30,000 discrepancy that George will investigate.
- Conservative FY26 cash flow projections indicate we may need to tap into savings over the next 12–18 months. Our cash reserves of \$1,007,777 (as of October) are projected to decline to \$33,000 by June under current assumptions. Projections assume monthly revenue of \$267,000 and stable expenses. Amelia is working on an updated cash flow statement incorporating new fundraising projections from Carol and Maya. Carol noted that fundraising revenue is not linear, with peaks expected in December and March.

The Finance Committee made the motion to approve financials.

All in favor. No objections/ abstentions.

c. Governance/Nominating Committee, *Dan Norton*

- Dan shared that the committee recommends adoption of the confidentiality policy previously presented in June. After consultation with counsel, it was confirmed the policy does not conflict with open meeting obligations. Dan noted that the policy applies to individual Board member conduct and does not affect public access to meetings.
- AI tools were used to summarize 47 USC §396. The only potentially affected area is the open meetings requirement. The committee is researching whether New York State law imposes similar requirements. There is no known requirement to make recordings public or retain them. Recordings are used solely to prepare minutes and are deleted once minutes are finalized.
- Recruitment and re-engagement of members with expiring terms has been completed.
- Voting on new and returning members is anticipated in June.

The Governance/Nominating Committee made the motion to approve the confidentiality policy. All in favor. No objections/ abstentions.

d. Endowment Committee, *Darryl Wood*

- Darryl noted that the third-quarter investment report was included in the meeting packet. The market value of the Endowment Fund as of last Friday: **\$622,539.89** and the time-weighted return since January 7: **9.61%**. No questions were raised.

e. Infrastructure Committee, *Al Buyck*

- Al shared that the committee has not met since the last board meeting. Next meeting is **January 7**.

f. Development Committee, *Rob de la Fuente*

- Rob shared that the committee reviewed the strong fundraising results presented by Carol. They also previewed an earlier version of the presentation to be given by Maya Gasuk later on.
- Reported on a successful recent thank-a-thon; thanked participants and noted that more advance notice will be provided in the future. He also noted committee interest in participating in an inaugural peer-to-peer fundraising initiative

7. **Board Education: WSKG Fundraising Trends, Maya Gasuk, West Wind Consulting**
Natasha introduced our fundraising consultant, Maya Gasuk, who presented an update on our FY26 fundraising progress to date. Based on her initial findings, Maya thinks we are on pace to reach a \$3.6M super goal in individual giving, especially if we can raise 65% of the goal by December 31.
8. **Chairperson's report, Duane Splide**
Duane had nothing else to report.
9. **Open Discussion, Duane Splide**
There was no open discussion.

Carl made a motion to go into Executive Session at 7:01pm to discuss Rescission Strategy. Darryl seconded. All voted in favor. None opposed.

10. **Executive Session, Chris DiRienzo, Natasha Thompson, Andrew Page**

Darryl made a motion to end the Executive Session at 8:07pm. Juan seconded. All voted in favor. None opposed.

11. **Adjournment, Duane Splide, 8:08pm**
Beth motioned to adjourn the meeting. Darryl seconded the motion. All in favor. No objections or abstentions.