

MINUTES
KZYG& Z BOARD OF DIRECTORS MEETING
MONDAY, NOVEMBER 3, 2014
ANDERSON VALLEY GRANGE

CALL TO ORDER: 6:09 P.M.

ROLL CALL: Eliane Herring, (Pres.) Jane Futch, John Sakowitz, Stuart Campbell, Ed Keller, Bob Page, Meg Courtney, John Coate., (GM) Late: Paul Lambert Absent: Holly Madrigal

APPROVED MINUTES of 7/7/14

ANNOUNCEMENTS/STATUS REPORTS (Board President): Eliane Herring read a letter addressing policies and procedures regarding the grievance process – see below:

Information Regarding Station Procedures

The Board is under no obligation to act as a facilitator or coordinator with respect to any grievances about on-air suspension. The Board is not supposed to micro-manage programmer disputes, nor are we necessarily familiar with the station's recordkeeping or documentation. Therefore, all inquiries must be directed to the proper recipient: the station's General Manager, John Coate.

If one wishes to commence conflict resolution under KZYG procedures to contest the timetable for our response, one may do that. To initiate conflict resolution, whether to challenge an on-air suspension or to complain about any other treatment one finds unsatisfactory, you must contact John Coate to establish a mutually agreeable time and place for a face-to-face conflict resolution meeting to establish which facts are in dispute. The Station Handbook calls for Mediation as a second step, and a Grievance Procedure as a third step if a conflict resolution meeting does not result in resolution. **Note: a conflict resolution meeting is the FIRST step.**

As for a request to inspect station documents: One should be aware that, by and large, inquiries concerning matters of station business are publicly available in the form of documents that are posted on our website, such as our annual budget and General Manager's reports. We also discuss many of these items in our public meetings.

Regarding a law suit: KZYG takes all legal claims seriously, and wants to be careful in how it responds to any demand based on "law." For this reason, KZYG will have demands for information reviewed by counsel and will respond after it has had the benefit of counsel.

MATTERS FROM BOARD MEMBERS:

Jane Futch: Reported on successful 25th Birthday Bash at the Boonville Fairgrounds and said she has been working for Holly's campaign for Supervisor.

John Sakowitz: reviewed items of previous letter to Elaine stating his concerns about the grievance process, which were his original concerns, though they have been addressed both privately and in a

general statement this evening.

Eliane Herring: reiterated GRIEVANCE POLICY INFORMATION above .

Meg Courtney: Talked about organizing, with Jane, the Birthday Bash – the trials & tribulations and ultimately the success. Thanked many of the folks who helped out. Also expressed disappointment with John S's continual denigration of the station and especially of the articles and letters to the editor denigrating the 25th Anniversary Party.

Bob Page: Apologised for not being able to help or attend the party due to shoulder surgery and daughter's wedding.

Ed Keller: Said he was honored and proud to be a member and on the board of the station.

VOLUNTEER APPRECIATION:

BETH LANG for her help with the Birthday Bash and for many years, once a week, for the KZYX Community Calendar and for her long-running World Tour radio show

SHEILA DAWN TRACEY for speaking out about past issues, and for lots of volunteer work for the station.

STEVE FISH For wonderful home brew beer at Birthday Bash and for work on the CAB

DAN MCDONALD for his help as bookkeeper for the station

VALERIE KIM For help with pledge drive and as programmer for 4th Monday Farm & Garden show

HILARIE COATE for on-going help for the station and for work at the Birthday Bash

JOHANNA WILDOAK for writing up the individual tributes for the B'day Bash for people who have been important to the station over the years

DAVID JACKNESS for all the physical work he has done to keep the station together over the years

ELLEN SAXE for work on the CAB, The Board or Directors, and for the early years of taking care of the staff's kids at her day care center

JANE FUTCHER & MEG COURTNEY for organizing the 25th Anniversary Birthday Bash

GENERAL MANAGERS REPORT: See document on website for full report

Other business: Station collected high percent of pledges this year. There is a \$27,000 Budget for News. Now we have Loretta ? , an experienced news person, Sheri Quinn also experienced, and Michael Kisslinger as our news team. There is not enough money available to give on-going support for a Ukiah studio as much as it is desirable.

Much of the equipment KZYX has was bought long ago with federal money which is not likely to happen again.

Jane asked what happened to the \$10,000 that was raised for a Ukiah studio? GM answered that \$6000 was raised in 2006 but the Board at the time voted to put it in the general fund because there was no money available for the general upkeep/operation of the station. There was another small grant of \$10,000 (more or less) and the intention has always been to pay it back but just not been feasible yet.

PUBLIC COMMENT

CRAIG: likes new news programmer

STEVE: Asked where is the new newsletter? Paul was urged to write it instead of someone less involved with the station. Q.? Shouldn't the newsletter be on-air as opposed to being printed?

VALERIE: Volunteered to help with newsletter.

ELLEN: would also like to help w/ newsletter but wants to keep on-air CAB separate from regular news.

SHEILA: Use the radio for announcements about the station - after all it is a radio station.

MARY: Digital newsletter is important too. Need both.

BOB B: The recent power outage should have been publicised as to what happened, how it was fixed, etc. Also need to report on failing infrastructure so public is aware.

SHEILA: Can we support programming w/ CPB money? And please make regularly scheduled meetings and announce them more in advance of what we are doing now. Noted that in 2013 there was \$9000 budgeted for Ukiah studio. And we need a news director on staff.

SCOTT Roscow(sp?) Thanked station for great eclectic programming. A big town station in a little town. Consider programs for children evenings & weekends.

BETH: Was sad to read John Sakowitz's letters to the editor criticizing the station and the 25th birthday party. Said it "shows a lot about him".

NON-VOTING ITEMS

25TH Anniversary Birthday Bash:

350 guests

Eliane very happy

Chicken Pookeno explained but not played

Sheila liked talking to people with whom there has been friction

Bob P. had only positive comments

Also from David Steffan

Jane thanked Mary A. for working so diligently at the membership table

Pledge Drive

Made goal of \$85,000 with \$13,000 coming in on last day

Will do another drive in February

Board Elections

Stuart will be the election coordinator again this year

Up coming election information is on the website

Three (3) seats open: At large: Holly Madrigal, District 5: Eliane Herring, District 1(Ukiah): Ed Keller

NOTE: Each candidate MUST represent the entire county even though they are elected from specific areas.

Candidate election forms are ready at the end of November and due January 30. Candidates must be a KZYX member as of December 31, 2014. Ballots go out by March 18 and must be returned by March 31 to be counted.

OTHER BUSINESS: None

MEETING AJOURNED: 8:15 PM

Submitted by Meg Courtney