

WFHB Board of Directors Meeting Minutes

Date: Monday November 24th 5:30pm

Location: Monroe County Public Library, room 214

Call to Order

Present: Ron Kadish, Chuck Beckett, Ben Myers, Jo Ann Vogt, Emily Jackson (via zoom), Jar Turner, Jim Odom, Mark Hood, Addison Rogers, Tristra Yeager (via zoom)

Absent:

Guests: Brooke Turpin

Public Comments

Review/Approve Prior Minutes

October minutes previously approved

Review (Previous Month) Action Items

- Chuck explored our health care options with a Health Insurance expert. There are no better/more cost effective options than ICRA, our current health plan for employees.

Actions

Staff Reports

GM Report

- Jar went over the highlights of his report. See the full GM report below for details.
- Jar received a quote for \$2,600 to replace the ductwork that is growing mold. This is a serious health concern. Emily generously offered to donate to the station to cover the projected costs.
- Chuck offered to purchase additional disks for our file server Perdita whose usage is growing rapidly.

Finance Report

- Mark led the board in a review of our finances.

Committee Comments

- None for this month

Unfinished Business

- Emily will be in Mexico for the board meetings of November, December, January, and February. We will all meet via Zoom in February and Emily will lead the meeting.

New Business

- Brooke reported on the Community Foundation's new involvement with the Press Forward initiative. They are in the initial stages of this effort and have invited WFHB to participate. Details are yet to be worked out.
- Bloomingfood's Positive Change program starts on December first and when customers choose to round up their bill to the nearest whole dollar, that difference will go to WFHB.
- Brook will be organizing the year-end writing of thank you notes for our underwriters.

At this point the board went into executive session to discuss staff reviews and compensation,

- Mark moved that the board approve a full 3% pay raise to all employees effective January 1, 2026, and that no further raises be awarded in fiscal year 2026. The motion was passed unanimously.
- Mark moved that the board reaffirm its decision to suspend the WFHB Individual Coverage Health Reimbursement Arrangement (ICHRA) program, effective January 1, 2026, and that the board delegate Mark Hood to communicate this in writing to Jessie Grubb in response to her letter of October 27. The motion was passed unanimously.

Next Meeting

Note new time! 5:30 pm December 22nd, Monroe County Public Library Room 214

20251124 GM Report

Development & Finance

- We received an unexpected \$10,000 unrestricted grant from Flowers Family Foundation. Endowment or CD? (It's currently stashed in GA Money Market.)
- We are going to receive funding (up to \$10,000) from a donor to overhaul the Big Studio so that it looks appealing in our Firehouse Session video as these sessions have become nationally recognized. An interior designer is donating a portion of her services in exchange for underwriting.
- Bloomingfoods Positive Change Program Starts December 1st. The first week of donations is matched so we should really spread the word wide for that week.
- End of year letters should hit mailboxes also on December 1st.
- Calls to lapsed donors start December 11th. A sign up has been sent out. We should definitely try to make calls on the 29th or 30th to increase motivation. As I mentioned in my email, I'd like us to try to reach people twice so if you leave a message for a lapsed donor, tell them that we'll follow back up in a few days.
- October's Bank Reconciliation is up-to-date.

Facilities & Equipment

- I'm anticipating a quote to replace some ductwork that is growing mold. This was an expense that was not in our budget. Can the board help with this expenditure, directly or indirectly, in full or in part?
- Mark Hood was able to diagnose our live session audio quality issue with his special skills and tools. Now our live sessions sound as they should! Thank you, Mark!

Personnel & Policy

- Twenty volunteers got to attend a sound check for Jeff Tweedy at the BCT. We focused on vols which have played a part in our live sessions of the past year.
- Chuck and I interviewed an Ivy Tech Workstudy intern to help in our IT department. Work study interns are paid by Ivy Tech, up to 20 hours per week.
- Quarterly meeting on Dec. 13 at 1pm at MCHC!

Programming & Promotion

- We were selected by [Music in Transit](#) as the backdrop location for their Youtube video series which films local musicians performing on buses.
- Steve Philbeck and Jeff Shew are putting together [a benefit concert for the station](#) and covering all expenses on Saturday January 31. Brooke recruited Ron, JoNan, and Jim Odom to help on the WFHB side as staff is at capacity. Thank you, all!

Website & Technology

- Chuck has taken the lead on replacing the Dell All-In-One computers as they are not supported by the most recent operation system updates. Thank you, Chuck!
- Jim Odom has facilitated remote access by a couple of volunteers to production/archive folders so that those who do production from home may download/upload content.
- We've been paying \$40 per month for unlimited cloud storage and I've been aggressive about getting all that data on our internal services now that we've got the muscle. Once again, thanks Chuck for the purchase of the Synology NAS server, AKA Perdita.