Golden Valley Community Broadcasters, Inc.

KZFR Community Radio Board of Directors

BOARD MEETING MINUTES

Board Meeting Date: 9 June 2026

Location: Center for Spiritual Living, 14 Hilary Ln, Chico, CA 95926

Commencement Time: 6:00 pm

Meeting Open-6:00 pm/Meeting Closed 8:20 pm

Present:

A quorum is defined as a 'majority of board of directors' under Bylaws, Sec. 5.

Laura Lukes (Pres.)	Julie Kennedy
*David Fuhs (VP)	Shelby Hebert*
Mary Tribbey (Sec.)	Josh Indar*
Eric Johnson	

Absent: Paul Blackwood, Emmanuelle Sainte

*programmer-elected

Staff:

Grant Parks, General Manager

Leah McKean, Volunteer Coordinator

Ray Laager, Underwriting Director

Shirley McCoy, Office Manager

Diane Culpepper, Business Manager

Guests:

Bryan Bickley, Board Applicant

1. Meeting Opening

1.1 Call to Order/ Begin Recording/Welcome/Attendance

1.2 Amend/Approve Agenda

Discussion:

Committee dates were corrected.

Action: Motion to approve agenda as amended. –David Fuhs

Seconded- Josh Indar

Roll Call Vote:

Ayes: All

Noes: None

Abstain: None

Absent: Paul Blackwood, Emmanuelle Sainte

1.3 Amend/Approve Previous Minutes

1.3.1. May 2026 Minutes

Discussion:

Julie points out that Josh was not listed as absent on the voting portions of the May minutes.

Action: Motion to approve May 2026 minutes as amended. –Julie Kennedy

Seconded- David Fuhs

Roll Call Vote:

Ayes: All

Noes: None

Abstain: Josh Indar

Absent: Paul Blackwood, Emmanuelle Sainte

1.4 Treasurer's Update

1.4.1. Review and Approve April 2026 Financials

Discussion:

--Laura asks about line item 18 in the budget vs. actual financial report under the revenue section under sales. Grant explains that this was 3 FM transmitters- we could sell these for approximately $9,000. This was Grant's plan when our finances were going to be tight. Once CPB funding came in and offset our income, he thought it best to hold onto them in case we still need them and since they still have resale value. Julie asks if the resale value could drastically change in approximately a year. Grant explains that there will be a depreciation over time. Eric asks how the demand is for this equipment. Grant says that the demand is high, especially for ones in good condition; he is on several Facebook pages dedicated to selling equipment. There is also EBay and EBays dedicated to broadcast equipment. Shelby suggests selling one- if the value is going to continue to depreciate can we make the most of the value of three similar items. Grant explains that he has kept all three because it takes three 2,000 watt transmitters to have us go on air.

--Julie highlights that our PayPal/Stripe fees exceeded what we had budgeted for. Dues and subscriptions was a lot higher than budgeted for. Mary comments that Paypal/Stripe fees increase as donations increase. Laura adds that the number of supporters donating in this way has also increased.

--Josh asks if PayPal is the only way to be able to “tip the show” through our website. Grant says that this is currently the only way to do so. Josh has heard one person say they will never use PayPal- Musk is involved. Shelby has PayPal and does not have Venmo, and has a lot of friends who have Venmo and not PayPal. In planning for the next years, she would lean more towards Venmo than PayPal. Julie asks if it’s easy for people who use PayPal to switch to Venmo. Shirley thinks it is relatively easy. Leah claims she read that they are owned by the same company.

--Laura: we did not budget for it, and the opportunity to join the NFCB came after we had already budgeted. This comes with a number of both financial and legal benefits to joining that the Executive Committee thought would offset this unbudgeted for expense. This is an annual subscription.

--Julie asks about line item 124 training and workshops. None was used. Julie asks if this is because the folks that would usually go with held doing this. Grant says that this was a part of it. The NFCB Conference is usually held every other year. This year they combined it with another conference and it was only being held for one day in Chicago.

Action: Motion to approve April 2026 Financials. – Mary Tribbey

Seconded- Julie Kennedy

Roll Call Vote:

Ayes: All

Noes: None

Abstain: None

Absent: Paul Blackwood, Emmanuelle Sainte

1.5 Public Input/Correspondence

Discussion:

--No public comments/correspondences were received.

1.6 Meeting Notices and Announcements

Community Advisory Board (CAB): 07/28/2026 in person

Executive Committee: 07/07/2026 in person

Fundraising Committee: 06/16/2026 in person

Grantwriting Subcommittee: 06/17/2026 via Zoom

News Committee: 06/16/2026 via Zoom

Program Committee (PC): 06/18/2026 in person

Technology Advisory Committee (TAC): 06/23/2026 in person

See: KZFR Board and Committee Meeting Google Calendar

BOD Event Cash Counts: (signups shown as of Monday, June 1, 2026)

Link: KZFR BOD Internal Controls (Cash Count) FY 24-25_Sign-up sheet - Google Sheets

Count Date	**Event**	**Signed Up**	**Need**
Mon June 15	Beats & Brews		1 person
Mon July 13 or 20	Summer Record		1 person
Mon Sept 14 (tentative)	Touch of Chico		1 person

2. Action Items

2.1 Draft 2026-2027 Fiscal Year Budget

-Laura notes that Grant assembled a Budget Committee that included Diane, Eric, and Ray.

-Grant notes that no changes have been made to the proposed budgets since our last meeting. 4 different budgets: the green budget which reflects a baseline budget with no extra expenditures and bare minimum expenses and conservative income estimates. The yellow budget builds off of this with the request from the Technology Advisory Committee for $26,000 for emergency preparedness equipment and IT maintenance and cybersecurity. It also reflects $6,000 for a News Producer and $25,000 for a News Coordinator. The blue budget shows the addition of a Development Officer. The income and expenses for this Development Officer are included in the blue budget. The purple budget includes the Development Officer but does not include any of the Committee requests.

-Eric asks if the 3% COLA adjustment is included in these budgets. Grant had not made any changes to the budgets since our last meeting. Laura notes that we can amend any of the budgets.

-Josh asks for a breakdown of the $26,000 request from the Technology Advisory Committee. Grant: this includes $6,000 for web design, $2,350 for installation of internet at the transmitter site, modulation monitors for the Innovonics and an EAS monitor, $2,000 worth of maintenance at the station and the transmitter site, $1,800 for a new DJ controller, and 1 new Wheatstone blade for the broadcast network. In addition, there are price tags attached to the five different phases of our Vistanet security upgrade. Josh asks if any of the work on the website has been completed yet. Grant: no, they are still developing the RFP.

-Eric's son-in-law, an MBA student, put together a proposal concluding that we would do better using our internal people to do the work of a Development Officer than we would hiring someone to do this work. "150 strong". We all know people and we can all reach out to people for donations and use our connections. He believes this would result in higher revenue coming in. Hiring somebody may not be well received by philanthropists. Shelby shares her thoughts that as a donor herself to various causes, groups, issues, and organizations, the organizations she donates to most often are the organizations that she can tell have hired Development Officers. She personally feels it would be worth it to hire a Development Officer. Eric: if we hire somebody, do we need to have internal expectations on what we get out of it? Certainly, we have to get more than we put in.

-Josh: if we don't approve the News Committee requests, will the news show survive? David is willing to continue. When we first started the News show, we were hoping that we would be able to receive grants to fund the News Coordinator and News Producer positions. Josh asks what our prospects are. Mary points out that a lot of the grants are not funding startups. Mary is in support of the blue budget. She stresses that updating the website and keeping the station in a position to do emergency broadcasts are musts.

-Grant urges everyone to be looking at the net revenue lines, not the adjusted potential net revenues. The adjusted potential net revenues are only if we receive all of the grants listed. There is a grant budget line of income set for $10,000-this is just for one of the grants. Grant reports that we did NOT get approved for the Tiechert grant. Because of this, there's no way that the bottom line of any of these budgets are going to get reached. Grant proposes going with the blue budget, while looking at the request from the TAC and prioritizing the website. Other things in the proposal can be postponed. Some of the requests have already been written into grants that have already been submitted. Grant feels strongly that we need a Development Officer. This is a tried and true position. This is why we have Little Green Light, the donor management software. Shelby asks if the budget that includes the Development Officer also includes additional income. It does. Grant also acknowledges the work that David has put in for the News Department. We do want to hire a News Coordinator. In November, we will have a year of broadcasting in our own news program. There are also Press Forward grants that open in July. David: the biggest issue with the news program is getting content. Laura: this funding does not guarantee content. Josh points out that news has been a listener request and a Board priority for a long time. He expresses that hiring these positions does feel like a gamble, but he does not think we will get another chance to do this.

-Grant points out that we've done a great job this fiscal year. We estimated to lose $97,000 by the end of the fiscal year. Come June 30th, we're estimated to be $6,000 above $0. Shelby asks how this happened. Grant: we received several grants that we didn't expect, we received several grants we did plan for, we had above performing donations and above performing pledge drives. He also kept a strict budget and emphasizes that he will continue to do this no matter what budget gets adopted. Expenditures are being more carefully considered than before.

-Julie sees the blue budget as growth and opportunity. Julie moves to approve the blue budget as written with the understanding that we will prioritize expenses as related to the TAC and that budgets and incomes and expenses will be evaluated before anything beyond our website design is approved. Mary seconds. Results: 2 in favor, 3 opposed, 0 abstentions, 2 absent.

-Eric would like to see survival bigger than growth. Eric moves to approve the purple budget with revisions to include Committee requests be dealt with financially based on grant income. David seconds. Results: 2 in favor, 3 opposed, 0 abstentions, 2 absent.

-Josh moves to approve the purple budget with an amendment to include funding for the EAS system expenditures (Inovonics 541 and Inovonics 677). Laura seconds. Results: 2 in favor, 3 opposed, 0 abstentions, 2 absent.

-Julie expresses that a News Coordinator and website update are critical needs. The website is included as its own line item in each budget. Mary moves to approve the purple budget with the addition of the News Coordinator. Laura seconds. Results: 4 in favor, 2 opposed, 0 abstentions, 2 absent.

2.2 Income Stream Comparison

-Underwriting is the highest percentage of income- 34-41% on this current fiscal year's budget has relied on underwriting. Next highest is pledge drives, followed by donations.

-Eric asks Ray what trends he has noticed in underwriting lately. Ray is seeing a lot of change. A lot of long-time underwriters are not renewing. Ray met with BMO Bank and Plumas Bank and put in some proposals to them. Eric follows up asking how realistic the proposed budgets are in regards to underwriting. Ray believes that these are fairly accurate. Most concerning is the long-time supporters going away. It is not as easy as it used to be. Ray has noticed a lot of businesses being sold and transferred. Ray does a lot of what any of us may do. Shelby points out that each individual has a different income power which makes it difficult to make a blanket expectation on what each individual is expected to draw in. She points out that Boards are usually required to donate substantial amounts themselves to even serve. Leah: the same idea was brought to the Board of another non-profit she used to work for. They spent a lot of money on workshops. There was not a huge return on this investment. In her opinion, all this does is stress out your core group of supporters. Josh expresses that he would not want to see our Board become a bunch of rich people asking other rich people for money and he wouldn't want to have any expected minimum contribution. Shirley shares that she understands the appeal of focusing internally, and that the Board, staff, and volunteers all support the station as much as we can. It would be worth it to hire somebody. We are a small staff and are all already doing quite a bit. Grant took a whole course about charitable giving, but it's a matter of having somebody whose core job is to do this- somebody who is trained to do this and more importantly, has the time to build these relationships. We should consider this as well.

3. Staff and Committee Updates

3.1 Staff Reports

3.1.1. GM Report- Grant Parks

--Submitted prior to meeting.

--Tabled until the next Board meeting.

3.1.2. Underwriting Report- Ray Laager

--Submitted prior to meeting.

--Tabled until the next Board meeting.

3.1.3 Volunteer Coordinator Report- Leah McKean

--Submitted prior to meeting.

--Tabled until the next Board meeting.

3.2 Committee Reports (including Strategic Plan Updates)

3.2.1. Community Advisory Board (CAB)- Laura Lukes

-Tabled until the next Board meeting.

3.2.2. Executive Committee- Laura Lukes

--Submitted prior to meeting.

--Tabled until the next Board meeting.

3.2.3. Fundraising Committee- Grant Parks

--Report submitted prior to meeting.

--Tabled until the next Board meeting.

3.2.4 Grant Subcommittee- Grant Parks

--Submitted prior to meeting.

--Tabled until the next Board meeting.

3.2.5. News Advisory Committee- David Fuhs

--No report was submitted.

--Tabled until the next Board meeting.

3.2.6. Program Committee- Grant Parks

--Report submitted prior to meeting.

--Tabled until the next Board meeting.

3.2.7. Technology Advisory Committee (TAC)- Grant Parks

--No report was submitted.

--Tabled until the next Board meeting.

3.2.8. Ad Hoc Committee Reports

3.2.8.1. Investment Committee

--Tabled until the next Board meeting.

4. Matters for Discussion

4.1 Frequency of in-person BOD Meetings

--Tabled until the next Board meeting.

5. Closed Session

5.1 Complete and tally ballots for re-election of Board members, Board Officers, and Board Candidates (Heavenly Ax, Bryan Bickley, Hoppie Campos)

-David, Josh and Laura unanimously elected to serve another two-year term. Emmanuelle elected by majority to serve another two-year term.

-Paul and David unanimously elected to serve another year as Board Treasurer and VP respectively. Laura elected by majority to serve another year as President.

-Bryan Bickley unanimously elected to serve a two-year term. Hoppie Campos elected by majority to serve a two-year term. Heavenly Ax did not receive a majority vote and thus was not elected.

6. Meeting Finalization

6.1 Review Items for next BOD Agenda: No action items at July meeting. Frequency of in-person BOD meetings will be a discussion item at July meeting.

6.2 Meeting Close/Thank You

Next meeting will be 14 July 2026 via Zoom.

Meeting minutes respectfully submitted by S. McCoy