

Golden Valley Community Broadcasters, Inc.
KZFR Community Radio Board of Directors
BOARD MEETING MINUTES

Board Meeting Date: 12 May 2026

Location: Virtual Meeting

Commencement Time: 6:01 pm

Meeting Open-6:01 pm/Meeting Closed 8:23 pm

Present:

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

Laura Lukes (Pres.)

Eric Johnson

*David Fuhs (VP)

Julie Kennedy

Mary Tribbey (Sec.)

Emmanuelle Sainte (arrived late)

Paul Blackwood (Trea.)

Absent: Shelby Hebert, Josh Indar

*programmer-elected

Staff:

Grant Parks, General Manager

Ray Laager, Underwriting Director

Shirley McCoy, Office Manager

Diane Culpepper, Business Manager

Guests:

Heavenly Ax, Board Applicant

Bryan Bickley, Board Applicant

Hoppie Campos, Board Applicant

1. Meeting Opening

1.1 Call to Order/ Begin Recording/Welcome/Attendance

1.2 Amend/Approve Agenda

Discussion:

Eric proposes amending the agenda to include 4.4 Frequency of in-person Board meetings.

Action: Motion to approve agenda as amended. –Paul Blackwood

Seconded- Julie Kennedy

Roll Call Vote:

Ayes: All

Noes: None

Abstain: None

Absent: Shelby Hebert, Josh Indar

1.3 Amend/Approve Previous Minutes

1.3.1. April 2026 Minutes

Discussion:

No discussion.

Action: Motion to approve April 2026 minutes. –David Fuhs

Seconded- Eric Johnson

Roll Call Vote:

Ayes: All

Noes: None

Abstain: None

Absent: Shelby Hebert, Josh Indar

1.4 Treasurer's Update

1.4.1. Review and Approve March 2026 Financials

Discussion:

--Overall, cash, assets, and liabilities have remained relatively stable month over month. We are seeing a nice increase in underwriting. Total revenue for March was just above \$38,000. Payroll

expenses are consistent. Net revenue for March was also strong. Year to date, 4 out of 9 months through this fiscal year have posted a positive net revenue.

--Mary asks about line 4040 Donations. She asks how difficult it would be to pull out the monthly donations for a certain period of time. Diane can look into this, but thinks it's a matter of how we've set this up to flow through Quick Books. Mary follows up by asking if there's a way to go back to Little Green Light and find out how many monthly donations are coming in each month. Mary notes that for prediction purposes, it would be nice to know what this recurring stream is. Diane will see what she can come up with. Shirley can go into Little Green Light and filter by monthly donations for whatever time period.

--Julie asks for clarification about the net revenue line in Paul's report. Grant: when we created this fiscal year's budget, we estimated a loss of \$93,144.63 for the entire year. From July 1-March 2026, our net revenue is only at -\$11,048. The \$82,095.69 is supposed to represent the better difference in our favor. We are only operating at a loss of \$11,048.

--Julie asks about line 4070 Grants. This is listed as \$70,000. We budgeted for \$10,000. She was curious about the reasoning for this. Paul: because grants aren't guaranteed, we are playing it safe based on what we've seen historically in the past two years as we've seen grants income increase. Grant would rather have there be a surprise of us obtaining a lot of grants and it not being something we are expecting in our revenue stream and not be stuck relying on something that isn't 100%.

--Julie also asks about the NFCB subscription. Grant explains that the NFCB (National Federation of Community Broadcasters) is a group that the station is a part of that consists of other community broadcasters and stations across the country. Through this membership, we get access to a lot of benefits and perks that a station like ours wouldn't be allowed to have otherwise. It is a membership that does cost us money on an annual basis. Grant confirms that we have been members for a few years now. It was in the budget, but it may not have been line-itemed out. Laura adds that this was categorized under dues and subscriptions. This has also given us certain protections in terms of copy written music. We are also able to seek certain legal advice from them.

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

Seconded- Emmanuelle Sainte

Roll Call Vote:

Ayes: All

Noes: None

Abstain: None

Absent: Shelby Hebert, Josh Indar

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: 06/02/2026 in person

Fundraising Committee: 05/19/2026 in person

Grantwriting Subcommittee: 05/20/2026 via Zoom

News Committee: 05/19/2026 via Zoom

Program Committee (PC): 05/21/2026 in person

Technology Advisory Committee (TAC): 05/26/2026 in person

See: [KZFR Board and Committee Meeting Google Calendar](#)

BOD Event Cash Counts: (signups shown as of Friday, May 8, 2026)

Link: [KZFR BOD Internal Controls \(Cash Count\) FY 24-25 Sign-up sheet - Google Sheets](#)

Count Date	Event	Signed Up	Need
Tues May 26	Folking Around	Mary Tribbey	1 person
Mon June 15	Beats & Brews		1 person
Mon Sept 14 (tentative)	Touch of Chico		1 person

2. Action Items- NONE

3. Staff and Committee Updates

3.1 Staff Reports

3.1.1. GM Report- Grant Parks

--Submitted prior to meeting.

--Mary shares excitement about the Message Station Maker. Grant: there are 10 stations as part of a pilot program being administered through the NFCB. It gives us a one-year subscription to this platform. Grant already had his onboarding and training sessions for this. It is a yearlong project. Laura asks how much flexibility there is in this program for the languages we can choose- thinking of our large Hmong population. Grant: unfortunately, Hmong is not a language option that they offer, but they do offer lots of others such as French, Spanish, Portuguese, etc.

There's approximately 12 languages in total. Laura offered that this may be one that we can suggest for future versions of their software. She also asks if Grant has any idea of what a subscription would cost us annually after our complimentary one-year subscription. Grant explains that there are different tiers. The lowest tier is \$50/month for 500 credits/texts. Usually, one message is equal to one credit.

--Julie asks Grant and Laura for their feedback about their attendance at the Golden Valley Bank shareholder's meeting. Laura shares that she was impressed with their service, friendliness, and their commitment to the community. Everyone was very friendly. She feels it's a very important partnership for us to enter into. Grant adds that a lot of organizations that we partner with or are very similar to us have accounts there as well.

3.1.2. Underwriting Report- Ray Laager

--Submitted prior to meeting.

--Eric asks where we currently stand compared to previous years. Ray: compared to last year, we were down 64% in April. Eric asks if Ray sees this as a long-term trend. Ray explains that we are now in the busier time of the year. Paul adds that the overall economic landscape of Chico is a big part of this; we're seeing a multitude of businesses downtown closing but there is also a lot of investments being made, buildings being purchased, etc. Businesses are starting to cut back on non-essentials and focus on their fixed costs. He feels that we are experiencing a larger overall umbrella issue within Chico and the North State which is economic turmoil for a variety of reasons. When there are not any active dollars flowing into the community, it's inevitable that we will see our underwriting dollars slowly to decrease year over year. Ray: our greatest export is the community and we are a big part of this.

--Eric shares feedback regarding his first BNI meeting. It seemed very friendly and very helpful to everybody. He feels that it is worth going to a meeting to better understand what BNI is. There were a wide variety of businesses represented.

--Bryan asks about what KZFR's policy regarding seeking out partnerships/donations with larger corporations. Ray: historically, they have been difficult to get in front of. Bryan follows up asking if companies such as Lowe's and Home Depot are off the board. Ray explains that it is all about relationships. There is not a policy against this; it's just difficult to build those relationships. Paul also offers that these businesses need to have an understanding of our stipulations in regards to underwriting. Because we are a non-profit, we have certain limitations in what our underwriting messaging consists of. Some entities may not find this appealing.

--Emmanuelle asks how our last Blood drive went. Ray says that it went well. He is planning another for some time in August.

3.1.3 Volunteer Coordinator Report- Leah McKean

--No report was submitted.

--Tabled until the next Board meeting.

3.2 Committee Reports (including Strategic Plan Updates)

3.2.1. Community Advisory Board (CAB)- Laura Lukes

-Submitted prior to meeting.

-Even though we are no longer mandated to have a Community Advisory Board, the CAB is going to continue to meet.

3.2.2. Executive Committee- Laura Lukes

--Submitted prior to meeting.

--Laura: we will have a paper ballot at our June meeting for the Board election. This will include voting on the Board applicants.

3.2.3. Fundraising Committee- Grant Parks

--Report submitted prior to meeting.

--The Fundraising Committee discussed the upcoming Folkin' Around Festival on 23 May and Beats and Brew on 13 June.

--Julie thanks Leah, Grant, Shirley, and Ray for a well-organized and successful pledge drive.

3.2.4 Grant Subcommittee- Grant Parks

--No report was submitted.

3.2.5. News Advisory Committee- David Fuhs

--Report submitted prior to meeting.

--The Committee discussed the existential issue for the News program going forward: Chico Sol is moving to every other week; Chico State Orion is on hiatus until the Fall- how to keep stories going. They also discussed putting money in the proposed budget for a News Director and for Lorenz for production. Lorenz will be staying on with us post-graduation to help with audio production and Hopriana is staying on as a reporter.

3.2.6. Program Committee- Grant Parks

--Report submitted prior to meeting.

--Laura asks how recruitment for another community member has been going. Grant confirms that they are still seeking one more community member. Laura asks if there's anything Board members can do to help in this recruitment effort. Grant: it cannot be someone who is a current programmer. Bryan asks if Board members are prohibited from joining the Program Committee. Grant confirms that this is correct; Board members cannot also be on the Program Committee.

The Program Committee has the capability to enact disciplinary actions upon volunteer programmers. If the programmer wants to appeal this, they would go to the Board. Laura adds that there are very few instances where the Board involves themselves with programming or programmers.

--Julie asks about the debut episode of the second installment of the Chico Speaks podcast, Building Bridges Across Butte County and the archive of this show. Grant says that there was a production setback so it will be debuting in the near future. Once it is made active, it will be on the archives and on the website. Julie asks how to know when these episodes are coming up. Leah is usually on top of promoting these on social media and in our newsletters.

3.2.7. Technology Advisory Committee (TAC)- Grant Parks

--No report was submitted.

3.2.8. Ad Hoc Committee Reports

3.2.8.1. Board Recruitment

--This Committee has completed its work for this year.

3.2.8.2. Budget Committee

--The Committee has presented a draft which will be discussed later in the agenda.

3.2.8.3. Investment Committee

--Tabled until the next Board meeting.

4. Matters for Discussion

4.1 Board Applicant Candidates & Interviews (Heavenly Ax, Bryan Bickley, and Hoppie Campos)

--The Board applicants each briefly introduced themselves and the Board briefly interviewed each candidate. Voting will take place next at our next Board meeting.

4.2 Income Stream Comparison

--Tabled until the next Board meeting.

4.3 Draft 2026-2027 Fiscal Year Budget

--Mary: we're raising income from pledge drives by \$20,000. We are also raising the 4040 account by an additional \$60,000. She asks if Grant realistically thinks we can get an additional \$60,000 from the same group of people we're already tapping now. Grant believes this is realistic. The reasoning for pledge drive estimates being \$120,000 is because we've already generated more than this for pledge drives in the current fiscal year in Quick Books. With the 4040 Donations account, Grant does not see the increase coming from monthly donations. The goal of the Development Officer is to secure larger donations (\$20,000+). They would also be

working with people with their retirement funds. Mary points out that the baseline budget does NOT include the services of a Development Officer and still shows this increase- how are we going to get this extra money? We had budgeted our 4040 account at \$60,000 last fiscal year- this is a \$40,000 increase.

--Ray adds that the Best of Chico is a very conservative estimate. Total revenue for 2024 was over \$73,000. For 2025, it was \$67,000. Julie asks if all of the income from the Best of Chico is from paid advertising. She asks for confirmation that we will be able to use our existing staff to manage this. Grant: there is one external person we would bring on as a third-party contractor, ID International. They will be helping with web design for the page. Most others tasks will be managed in-house. Julie asks if the salary/wages for the ID International person is already included in the budget. Grant confirms that this is included in the budget.

--Ray asks for confirmation that all of the proposed budgets do not include dipping into our investment portfolio. Grant is able to confirm this.

--Eric: all of the proposed budgets have a negative net revenue that is very high. He would like to see us work on estimates that get us closer to a \$60,000 per year net loss. This would give us approximately 8 years to work with. They have not looked at salaries and staffing- he feels it is fair game to look at this. Grant encourages everyone to send any suggestions or changes to the Executive Committee. Payroll cuts would be a discussion of the Executive Committee. Laura explains that Eric's proposal is for us to plan to budget for a deficit that stays within us being able to scrape out of our investment account annually and bankrupting ourselves in 8-10 years. She adds that whenever you have to cut a budget, it's unfixed costs, and this is almost always payroll.

--Paul reports that we are currently at a positive net revenue of \$8,000. We had budgeted for a net loss of \$93,000 in this fiscal year.

--David points out that he and Grant just finished a semester-long project with a group of senior marketing students who were tasked with coming up with ideas of how the station can improve our media presence to attract younger listeners. This would involve hiring another staff person- some kind of media coordinator.

--Expenses: one change from the current fiscal year to the upcoming fiscal year is Chikoko is removed. Without having to do this event, we incur less expenses. Eric asks if we have added a 3% inflation rate for any of our fixed expenses. Eric suggests doing this since everything has been increasing in cost. Grant asks if we would also adjust for inflation on the income side. Eric: where it would make sense. The yellow budget reflects the addition of a News Producer and a News Coordinator. The blue budget also reflects these additions plus the addition of a Development Officer. Grant explains that all of these are priced at 9 months since he would like to allow time to find the right candidates to hire. Laura comments that in terms of our payroll expenses, we are in line with other community and public radio stations.

--There are 4 different budgeted amounts for our net revenue. These DO NOT include any of our submitted grant application award monies. Grant emphasizes that we should be considering which budget to vote on based on this net revenue line. He points out that the grant applications that have been submitted and that are reflected in the budget are not the only grants that the Grant Writing Committee will be applying for.

--Julie points out that we received approximately \$35,000 from the CPB dissolution in the current fiscal year. This was an unexpected income that contributed to us operating in a positive net revenue.

--Paul asks how comfortable Grant realistically is operating at a negative net revenue. Grant is NOT comfortable doing this- it is stressful and it changes what some of his operations are. We will have to approve a budget that puts us into some kind of negative until we can find an income stream that can offset what we were receiving from the CPB or we will have to reduce staff and therefore reduce our services. Less staff and less services would trickle down to less fundraisers. Grant points out that establishing a donor stewardship program has been discussed and that he has the data but he does not have the time to do this himself. If we want to increase revenue, we need to find personnel whose job it is to do this. This is a position that is discussed in our Strategic Plan as well. Stations such as KVMR, KWMR, and KQED all have development officers.

--Mary: it is a risk to hire someone as a Development Officer and feels it is a bit unrealistic for us to expect them to create so much money in their first year- we will probably see this more in year 2 and year 3. We want to hire somebody who will stay with us for a while. She agrees that it is important to hire this position well. She also expresses that we have to take care of the News Program if we want to continue having one. We also have to take care of our emergency equipment. She agrees that we should invest in someone to bring more money into the station. It is a risk, but it is a calculated risk that Mary feels would pay off.

--Laura asks Grant if he has someone in mind to fill the Development Officer position or if we will need to put out a search. Grant says that we will put out a search. He will also be talking to all of his contacts at the University Advancement. They might be able to make recommendations or at least point Grant in the right direction.

--Laura encourages everyone to study these budget proposals further and come back to the June meeting with any changes or further discussions. At this meeting, we can vote on an adjusted budget as adjusted in the meeting.

5. Meeting Finalization

5.1 Review Items for next BOD Agenda: Draft 2026-2027 Fiscal Year Budget will be an action item at June meeting. Frequency of in-person Board meetings will be a discussion item at June meeting.

5.2 Meeting Close/Thank You

Next meeting will be 9 June 2026 at 6:00 PM *in person*.

Meeting minutes respectfully submitted by S. McCoy