

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

Board Meeting Date: April 13, 2021  
 Location: Virtual Meeting  
 Commencement Time: 6:00 pm

**Estimated Time**

<p><b>1. Meeting Opening – 6:03pm</b></p> <p>1.1 Call to Order/Begin Recording/Welcome/Attendance</p> <p>1.2 Amend/Approve Agenda        Motion to approve the agenda – John, Second is by Rob – all in favor</p> <p>1.3 Amend/Approve Previous Minutes (March 9, 2021)        Updates to attendance        Motion to approve by Rob, second by John – all in favor</p> <p>1.4 Public Input/Correspondence        1-minute time limit per speaker</p> <p>-Jan: Reinforce that a huge majority of the programmers are supportive of Rick. Looking at the matrix to cut up the time; all news networks have lost 45% of listeners; would like all board members to think for themselves.</p> <p>- Bill: Attending to show support of Rick Anderson. Two weeks he was cut off and was told he was a liar. I think that was messed up and makes me lose faith in the board. Also commented about past events: when he was previously removed from the air.</p> <p>- Terry: Follow up to what Bill had to say. Totally support Rick. Have been with the station for 21 years, Rick has been with us for 12 years. We are wild individuals that is like herding cats. 90 day extension is not unreasonable. Fear the way that the community will respond. “Afraid for the station”</p> <p>- Steve: Like the other programmers said – 3-month extension of the contract. I have my ideas of who the next GM should be. As a programmer am pretty upset that Rick could be let go early or at the end of the June. I have told Ray to hold off my underwriting if things don’t go the way I want them to go. Sounds selfish, but I think I am doing it in the best interest of the station. Have been a supporter for 31 years. Programmers that are with me would like Rick to get what he wishes to work through the end of September. If it changes, you will have to find someone to take my spot and I will revoke my financial contribution if I don’t get my way.</p> <p>- Carrie: I am a former board member. I am speaking as a community member. I have a glimpse of what it is to run a nonprofit with a bunch of a volunteers. I don’t think it would be hard to extend his contract. Request that Grant be considered for GM.</p> <p>- Sanjay: When I turned 55 I could have retired from Chico State. I changed my retirement date 3 times. It would make a difference for the financial future. I felt heard, and I gave them some trouble. It was good for me, the institution, etc. They</p>	
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felt good, I felt good, etc.

- Phil: Just want to have my voice heard. Don't understand why it is hard to have Rick stay to September and hand over the GM position to Grant.

- Peter: I would like to second what Phil, Bill and the others have said. We need to be a compassionate organization and consider the wishes of the employee if it won't be a huge financial burden on the station.

- Anna: We need to do what is best for the station too. His [Rick's] contract was over in July? If the contract is over, the contract is over, we need to keep the employee in mind but also what is best for the station. I do support the BOD's decision. You [the BOD] have all of the information, and we don't. Sometimes you make decisions that people don't understand. I do believe that you are doing what is best for the station. Bottom line is that the BOD has the information. Volunteers need to trust the BOD because you have all of the info.

- Sue: indicated that she is just listening

- Rosemary: indicated that she is just listening

- Terre: is there any way to hear what Rick has to say?

- Anna: my experience has been that the employee can say their side, the employer cannot. People get disgruntled. We need to be cautious to not just take one side of the story. The BOD can only say so much because they are the employer.

- Rick: Wants to thank everyone for their support over the years. For sticking up for me in these meetings. Appreciate your love for me and the station. Appreciate the support over the years. At the crux of this, I asked for September 30 and the BOD took a month to get back to me and then they sent me a piece of paper. 9/30 retirement will ensure my social security due to my age. I have no 401k and no retirement. My wife is still working, so that is good. Thank you for all of your support, it has been really nice working with all of you. Appreciate all of you.

- Mercedes will review the written submissions.

Public comment forms are submitted through a Google form

Mercedes will check back with individuals that have been submitted to see if they want their comments (some emotional) put into public record.

- Mercedes: loves the station. Being on the board is hard work. Don't appreciate people questioning the BOD's integrity. It is difficult when we are looking at the facts and called names. Thanks the staff, BOD and community members. Thank you to everyone for sticking with the 31 years of the station.

- Jan: BOD needs to respect the programmers. Your love of the station has nothing in comparison for our time. And to disregard the work of Rick – I think that he has performed really well. Concerned of the direction that some BOD wants to take the station. All news systems are in dire straits. Please don't do that.

- Bill: In addition to thinking that Rick has been a great GM, he has also been a great programmer. I am hoping that things don't go so bad that he is no longer a programmer. Put in my support for Grant.

<p>- Rosemary: Jan, I am on the program committee. Not an easy committee to be on. If you don't like the direction, I encourage you to participate in order to make change. I have been a programmer, I know the amount of time it takes to do that work. The PC is not trying to take the station to an all-news station. We will try to adhere to what is good for the station in terms of programming. We totally invite you to come on board.</p> <p>- Steve: I never found the BOD work hard, I found it tedious. I found it was best to do what is best for the radio station. I have tried to leave my ego out of it. I think this circumstance is hard. The matrix programs were in question and they did not know that Rick Anderson was a programmer. I think it is bad that the board does not know who the programmers are.</p> <p>1.5 Announcements We will bring on new board members.</p>	
<p><b>2. Action Items</b></p> <p>2.1</p>	<p>0 minutes</p>
<p><b>3. Staff and Committee Updates</b></p> <p>3.1 Staff Reports</p> <p>3.1.1 GM Report – Rick Report submitted FCC license renewal year Rick's report indicated 6 year-cycle, Grant's report indicated 7 year-cycle</p> <p>3.1.2 Office Manager Report – Grant Report submitted Grant will be at the next PC meeting to cover offsite programmers (OSP) guidelines Next PC Meeting – April 21 Rob: you mentioned the CA grant relief. Don't think the station will receive funding. Each round rolls into the next. This grant cycle asks for comparison of budgets.</p> <p>3.1.3 Underwriting Report – Ray Report submitted March is up from 2.5% from last year Because there are several new underwriters, programmers are encouraged to pre-read their underwriting copy before they go on air.</p> <p>3.1.4 Volunteer Coordinator Report – Leah Report Submitted Working with Dan Carter and Diana Suzuki with another YouTube project called Uplift Community. May be earlier than expected. It will be a 2-part series. Ray: we launched ZephyrFest – please post to your social media. Ray has sold some ZephyrFest sponsorships to local businesses. We had many share the first episode, and it has the most views Rosemary: I am on the fundraising committee – is there a way to make money off of ZephyrFest? There is mention of underwriters that is supportive of 6 episodes.</p>	<p>35 minutes</p>

Leah: young people don't turn on their radios – online platforms are the way to reach them

Bill: on air promos are referencing past ZephyrFest shows.

Sanjay: about sharing about KZFR – happy partner, happy life. Happy programmers, happy social media sharings. Remember that as we go forward.

Terre: \$800 we were able to raise for John D's show. Tammy has given us a guitar to auction off. We will all come together, we can raise money.

### 3.2 Treasurer's Report – John

Report forthcoming

Budget for FY 22/23 will be prepared

Rick and John have a 21/22 budget for the grants and will be revised by the BOD

### 3.3 Committee Reports

#### 3.3.1 Executive Committee

- Has not met due to BOD closed sessions.

- Closed sessions have been posted per CPB guidelines

#### 3.3.2 Program Committee (PC)

- Wednesday, April 21 – 11:30 am

- PC is an advisory committee to the BOD

#### 3.3.3 Community Advisory Board (CAB)

- Next meeting will be in June

#### 3.3.4 Fundraising Committee

- Have not had a quorum – meetings are informal brainstorming meeting

- Created a spreadsheet of ideas

- Ready to start an endowment fund and to theme a pledge drive around it.

- Jeannie is assisting

#### 3.3.5 Document Review Committee

- Ken has stepped down as Chair – Rob is new Chair

- Working on the BOD policy and CPB guidelines to maintain compliance

- Next meeting is May 5 (meeting every 2 weeks)

#### 3.3.6 News Department Committee

- Paul: Met on April 5 to decide how to move forward.

- Committee feels it is important to continue work. Focus on the mechanical aspects needed to support both a news director and news programming.

Discovering what is out there for support – 4 local foundations to support news programming. Everyone is aware than any expansion needs to be funded.

- Next meeting May 3

- Paul: minutes will be ready 4/14 and brought to BOD for full discussion

#### 3.3.7 Virtual Event Committee

- Uplift Community (see Volunteer Coordinator report)

News and Public Affairs Social Meeting Group

- have been meeting regularly

- promoting each other's programs

<ul style="list-style-type: none"> <li>- Bobbi: news department discussed merging with public affairs to work together and promote each other.</li> <li>- This item will be brought to the BOD for discussion at a later meeting.</li> </ul>	
<p><b>4. Matters for Discussion</b> 4.1</p>	0 Minutes
<p><b>5. Meeting Finalization</b> 5.1 Review items for next BOD Agenda 5.2 Meeting Close/Thank You</p> <p>Next BOD meeting scheduled for Tuesday, April 27, 2021 at 6PM via Zoom. Adjourn: 7:07 pm</p>	1 Minute
<p><b>6. Closed Session – 7:08 pm meeting end time 8:28 pm</b> 6.1 Succession Planning Committee – Updates &amp; Discussion</p>	54 Minutes