

Pacifica Foundation
Draft Agenda KPFT LSB Regular Meeting by Zoom Conference
October 8, 2025 7pm CT

Note 1: Public Comment is at a fixed time. Agenda items in order may be pulled before or pushed to after the public comment period of 30 minutes as required. Public comment at 8:00pm and adjournment by 10:00pm are fixed. Other times are estimates.

1. Call to Order: 7:00PM CT (13 makes quorum) LSB Chair: Ron Stubbers, Listener Rep.
2. Roll Call/ Quorum (*and Excused Absences*)
Melissa Buie, Listener Representative
Lilian Care, Staff Rep.
Adriana Casenave, Listener Rep.
Glenn Etienne, Listener Rep.
Lynden Foley, Listener Rep.
Jerry Fowler, Staff Rep.
Rhonda Garner, Listener Rep.
Robert Gartner, Listener Rep.
Rob Lee, Listener Rep.
Mike Lewis, Staff Rep.
Michele Lightfield, Listener Rep.
Anita Long, Listener Rep.
Sandy Weinmann (General Manager, non-voting)
LSB Secretary: Teresa Allen (5 min.)
Marianne Martinez, Listener Rep.
PK McCary, Listener Rep.
Sean Kelly McPherson, Listener Rep.
Torry Mercer, Listener Rep.
Stuart Nance, Staff Rep.
Rick Norris, Staff Rep.
Jane Scheidler, Listener Rep.
Debbie Smith, Listener Rep.
Ron Stubbers, Listener Rep.
Michael Woodson, Staff Rep.
Colby Wright, Listener Rep.
Susan Young, Listener Rep.
3. Chairman's Foreword (5 min.)
 - a. Conduct
 - b. Membership drive matching
 - c. Discussion time limitations
4. Agenda Approval. (*After Agenda is approved, requires a 2/3 Vote to Change*) (5 min.)
5. Welcome to New Member Michele Lightfield (3 min.)
 - a. Welcome
 - b. Statement by Michele Lightfield
6. Approval of Minutes (*for September 10, 2025 meeting emailed 9/27/2025*) (5 min.)
7. Staff Recognition (5 min.)
8. GM Report (10 min.)
9. PNB Directors' Reports (10 min.)
10. **8:00 Public Comment.** (30 min.)
11. KPFT LSB Committee and Task Force Reports
 - a. Development and Outreach Committee (5 min)
 - b. MSRC (5 min)
 - c. Governance Committee (5 min)
 - d. Committee of Inclusion (5 min)
12. Unfinished Business (15 min.)
 - a. Motion postponed from September meeting (see attached)
13. New Business (10 min.)
14. Confirm next LSB Meeting (November 12, 2025) (1 min.)
15. Adjourn Meeting **Time Certain by 10:00 pm or earlier** (1 min.)

Time Limits per Speaker for Debates and Motivation

1. Motion maker's motivation for up to 90 seconds.
2. Board members may discuss for pro or con for 60 seconds.
3. Any other discussion should be limited to 60 seconds of speaking per member, with possible additional 60 second follow up after others have had a chance to speak.

1.Meeting called to order at 7:04pm CT (13 makes quorum) LSB Chair: Ron Stubbers, Listener Rep.

2.Roll Call/ Quorum (*and Excused Absences*)

Melissa Buie, Listener Representative A

Lilian Care, Staff Rep. P

Adriana Casenave, Listener Rep. P

Glenn Etienne, Listener Rep. P

Lynden Foley, Listener Rep. P

Jerry Fowler, Staff Rep. P

Rhonda Garner, Listener Rep. P

Robert Gartner, Listener Rep. P

Rob Lee, Listener Rep. P

Mike Lewis, Staff Rep. P

Michele Lightfield, Listener Rep. P

Anita Long, Listener Rep. A

Sandy Weinmann (General Manager, non-voting) P

LSB Secretary: Teresa Allen

Marianne Martinez, Listener Rep. P

PK McCary, Listener Rep. P

Sean Kelly McPherson, Listener Rep. Exc

Torry Mercer, Listener Rep. P

Stuart Nance, Staff Rep. P

Rick Norris, Staff Rep. Exc

Jane Scheidler, Listener Rep. Exc

Debbie Smith, Listener Rep. Exc

Ron Stubbers, Listener Rep. P

Michael Woodson, Staff Rep. P

Colby Wright, Listener Rep. P

Susan Young, Listener Rep. P

Requests for excused absences: Sean Kelly McPherson, Rick Norris, Jane Scheidler, Debbie Smith were excused without objection. A. Casenave asked that all LSB members be notified of excused absences. Chair rules that the Secretary will handle Requests for Excused Absence and distribute to the Board.

3. Chairman's Foreword

a. Conduct; Chair states LSB members making ad hominem attacks will not be tolerated. If warned, board member may be put in the waiting room or, if persisting, may face further repercussions. PK McCary calls Point of Order: requests discussion of working with each other. Chair refers the board to the PNB's adopted **Guidelines for Safe and Respectful Behavior** (passed Nov 2024; see below).

b. Chair encouraged Membership Drive Matching Challenge by the LSB members.

c. Discussion time limitations n/a (see these listed below the Draft Agenda).

4. Agenda approved without objection.

5. Welcome to New Member Michele Lightfield

6. Minutes (*for September 10, 2025 meeting emailed 9/27/2025*) approved without objection.

7. Staff Recognition

8. GM Report: optimistic about reaching Pledge Drive goal of \$175K. Thanks Mo Thomas for assistance with problems with our transmitter; waiting on components. Thanks to Bill Crosier for engineering assistance. Thanks those who have made Lapsed Donor calls- we've raised \$16K+ so far this fiscal year. We are looking for people to help with underwriting. Thanks Rob Lee for hosting a get-together for donors and James Nagel for designing a T-Shirt. We've had 1000+ downloads on our App. Currently we take in \$25K+ per month from sustainers; our goal is \$30K/month. LSB members should contact Development Dir, R Lewis, if each would like to match new sustainers \$1 for each new sustainer up to \$150.

9. PNB Directors' Reports: upcoming meetings of National Finance will be reviewing KPFA, KPFT, KPFF and National Office budgets. WPFW and Affiliates budgets have been reviewed and approved. Governance Cmte. sent a Motion stand a Personnel Cmte. to the PNB. Audit Cmte.: the auditor resigned, but this will not affect our nonprofit status.

10. KPFT LSB Committee and Task Force Reports

a. Development and Outreach Committee: T. Allen calls for participants at The Woodlands Pride Fest on Oct 25th; working with the host of Queer Voices- to sign up people for KPFT notifications and pass out cards promoting Queer Voices.

b. Governance Committee: meeting every other month at 7pm.; next meeting Nov 18, 2025.

11. **Public Comment.**

c. Committee of Inclusion: Adrianna Casenave said the COI met on Sept. 18, 2025 and did not make quorum; otherwise productive discussion COI's place in community engagement. Next meeting Oct 11, 2025.

12. Adrianna Casenave's: **Motion from 9/10 LSB Meeting:**

GM Reports to the LSB

That the entire KPFT LSB receive a monthly report showing the amount of money raised by each program.

Chair rules that the Motion is Out of Order, should be removed from the agenda as the Motion is moot, is not under the purview of the LSB and the GM to generate such a report. Adriana Casenave calls the Chair out of Order: Feels the Chair does not have the authority to remove the Motion from the Agenda.

Chair again calls Adriana Casenave Out of Order, as she is arguing with the Chair.

Chair's ruling passes 10Y; 3N, Chair abstains.

13. New Business: PK McCary Motion regarding Board Behavior. Chair requests that we postpone consideration of the motion and put it on the Agenda for the next meeting, to allow time for the Board to study it, as said Motion is lengthy and has only recently been sent to the Board. Mover agreed to postponement. Chair read the Motion.

14. Confirm next LSB Meeting (November 12, 2025)

15. Chair moved to adjourn; Lilian Care seconded. Meeting adjourned at 9:22pm CT.

Respectfully submitted,

Teresa J. Allen, Secretary

2025-10-12

On November 14, 2024 the Pacifica National Board adopted Guidelines for Safe and Respectful Behavior

"The Pacifica National Board adopts guidelines for safe and respectful behavior standards of conduct for management, employees, board members, volunteers and members others for engagement with the Pacifica Foundation as follows in conformance with the California Corporation Code, federal labor law, Pacifica Foundation bylaws, Roberts Rules of Order and best practices for non-profit corporations:

"Behaviors that are not permitted and are subject to remedies including mandatory reporting to law enforcement when warranted:

1. Any forms of physical violence including unwanted touching, or threats of physical harm are strictly forbidden.

2. Any conduct that intimidates, demeans, or provokes others is prohibited.

3. Making false statements or accusations about any individual is strictly prohibited.

4. Unauthorized sharing of confidential information related to the job performance of management, paid staff, unpaid staff, volunteers and other confidential matters such as legal proceedings, real estate transactions, contractual negotiations is prohibited.

5. Personal attacks, name-calling, or insults directed at others is prohibited.

6. Any act to interrupt, disrupt, or interfere with Pacifica or Pacifica station events, meetings, production or activities is prohibited.

"Consequences for acts of prohibited behaviors may include:

Pacifica national and station management may restrict access to Pacifica premises and productions for any person whose behavior poses a safety concern or disrupts the functioning of the organization for a period of time that depends on management's sole assessment of the severity of the threat to safety or disruption of normal functioning and shall document the violation and the action taken by management.

"1. The Pacifica National Board and Local Station Board may conduct confidential adjudications of Delegate or Board member infractions to consider suspension or removal. 2. The Pacifica Executive Director may revoke a membership for infractions and may set a period of time during which the individual cannot renew a membership.

3. The Pacifica National Board and Local Station Boards may consider removal of committee members or members of the public attending meetings for infractions."

Conduct of a Member in the 9/10/2025 KPFT LSB Meeting

This note was constructed in consultation with member(s) of the PNB

The PNB adopted a policy about safe and respectful behavior shown above. The actions of one member of the LSB in the September 10, 2025 KPFT LSB meeting violated this policy and are highlighted for the record as follows:

2. Any conduct that intimidates, demeans, or provokes others is prohibited.
3. Making false statements or accusations about any individual is strictly prohibited.
4. Unauthorized sharing of confidential information related to the job performance of management, paid staff, unpaid staff, volunteers and other confidential matters such as legal proceedings, real estate transactions, contractual negotiations is prohibited.
5. Personal attacks, name-calling, or insults directed at others is prohibited.
6. Any act to interrupt, disrupt, or interfere with Pacifica or Pacifica station events, meetings, production or activities is prohibited.