

THE NATHAN B. STUBBLEFIELD FOUNDATION  
JANUARY BOARD MEETING MINUTES 1/26/26  
WMNF COMMUNITY RADIO 88.5 FM

WMNF 88.5 COMMUNITY RADIO, 1210 MLK Blvd., Tampa FL 33603-4417

**Meeting Attendance**

Scott Elliott P  
Austin Craven P  
Steve MacIsaac P  
Jay Quigley P  
William Dobbins P  
Alyssa Crawford P  
Robert Landis P  
Letty Valdes A  
Annie Miles P

Gabrielle Ayala A  
KT Moran P  
Geoff Gutgold P  
Jeminy Pierce P  
Jennifer Campbell P

Chris Young P  
*Staff Rep*  
Randi Zimmerman P  
*Station Mgr.*

Visitors  
Miss Julie  
Michael Mainguth

**Mission Statement**

WMNF is a listener-supported community radio station that celebrates cultural diversity and is committed to equality, peace, and social and economic justice. WMNF provides broadcasts and other forums with a grassroots local emphasis that promotes creative, musical, and political vitality,

**Call To Order**

The President called the meeting to order at 7:15 PM. The meeting was held virtually due to a plumbing problem at the station. A quorum being present the meeting commenced.

**Agenda**

The President forwarded an agenda prior to the meeting and asked if there were any additions to the agenda or any questions. He noted that the agenda items might be taken up in a

different order in order to accommodate scheduled interviews with three Board applicants. He also noted an amendment to the Agenda with respect to the Personnel Committee meeting update, which he would be presenting along with Annie Miles. He then asked for a motion to accept the Agenda as amended; said motion was made, seconded, and passed unanimously.

### **Roll Call**

Gabrielle Ayala was absent; Letty Valdes was absent but gave the President her proxy prior to the meeting.

### **Attendance Review**

The Secretary presented an update with respect to attendance based on a review of completed and posted Board minutes from 2025 and video review of two 2025 Board meetings for which minutes had not yet been prepared and posted. Draft minutes for those Board meetings had been forwarded to Board members prior to the meeting.

A discussion with respect to attendance ensued. One Board member expressed difficulty in attending meetings in person on a timely basis as a result of his work schedule. At a later point in the discussion the GM noted that one Board member in the last year of her tenure might have difficulty given her location and travel circumstance in attending meetings in person.

The President expressed his view that physical presence at Board Meetings was very important, particularly for newer Board members. He stated that, although accommodations could and would be made as circumstances required and as seemed desirable and permitted, in person attendance at meetings was certainly preferred. A question was raised as to whether it would be necessary to amend the Bylaws to allow the President to take no action with respect to attendance when a Board member was nominally out of compliance with the attendance policy. Various views on this point were expressed. The President stated that in the interest of time and in order to stay on track with the agenda, any discussion with respect to amending the Bylaws to address potential ambiguities or exceptions to the attendance policy be added to the agenda for the next scheduled Board in February.

The President then summarized his current understanding of absences based on his review of Board minutes as follows: Jay Quigley had two (2) absences; and Letty Valdes had one (1) absence.. He then tabled further discussion of attendance until the end of the meeting in order to keep the meeting on schedule and amended the Agenda accordingly.

### **Review of Previous Board Meeting Minutes**

The Secretary stated that the previously distributed draft minutes for October 2025 and November 2025 meetings had been posted in basecamp for review. One member noted that the November draft minutes incorrectly referred to the Board President as "Chairman". A motion was then made to approve the October 2025 and November 2025 draft minutes as corrected. Said motion was seconded, and passed unanimously.

### **Upcoming Meetings Discussion**

The President noted the importance of members attending the next Board meeting (February 2025) in person if possible. He also noted that he and another Board member would be unable to attend the scheduled March 2025 Board meeting in person due to travel, and that although he may be able to attend virtually, the second Vice President would be responsible for leading the meeting. The second Vice President agreed to lead the meeting.

### **Volunteer Committee Update**

The volunteer committee chair presented a detailed update with respect to past and planned events. She noted that the record sale was very profitable, raising \$12,000.00. A poster was created for display around the station encouraging participation in the volunteer committee, and the chair noted that two new members have joined the committee. Dates for upcoming drives over the next several months were summarized, as well as all-station meetings in April 2025 and September 2025. Future events involving open houses and potlucks were mentioned, as well as a March 19, 2025 show featuring four bands. The President noted that details with respect to these events were set forth in the minutes of the volunteer committee meeting, which he would share with interested Board members.

### **Update On Community Advisory Board**

The CAB chair noted that meetings, to be held on a monthly, bi-monthly or quarterly basis, would meet at least a week before any upcoming board meeting so as to share on a timely basis CAB input to the Board. Board members currently on the CAB were asked to update their application information, and those indicating an interest in joining the CAB were encouraged to complete the application that was sent in early January. Eight (8) new applications are being considered.

### **Personnel Committee Update**

The President noted that the personnel committee had met and selected Ms. Annie as the Chair. The committee also discussed the following three (3) matters at their meeting.

1. The first involved the hiring of Juanita Hurtado Huérfano, who currently works for Colorado community radio station KGNU. She is from Columbia and currently enjoys refugee status. The committee also discussed and recommended that the station sponsor her application for a green card with the assistance of an immigration attorney the station works with who indicated that station sponsorship would involve neither financial nor other problematic responsibilities and that he would assist in the process. Comments were invited on this. GM Randi Zimmerman emphasized that she is already in the country legally, and our sponsorship would involve her green card application. A motion was made that the board accept the personnel committee and GM's recommendation that we provide a sponsorship for the news and public affairs assistant director for Jaunita. The motion was seconded, and passed unanimously.

2. The second issue involved the new social media director – Ms. Phan – who is an intern with USF. Randi noted that Ms Phan was doing an incredible job, but In order to satisfy USF's

internship requirements, the job description needs to have 'internship' in the job description, which it does not currently, and thus it needs to be modified. The President noted that this position would only be filled as funding allowed.

A motion was made that the Board accept the committee's recommendation to amend the job title of social media director to include "intern" and that the position would be contingent upon sufficient funding. The motion was seconded and passed unanimously.

3. The personnel committee recommended to the Board that annual bonuses for 2025 be approved as follows: (1) \$500.00 (five hundred dollars) for full time staff; and (2) \$200.00 (two hundred dollars) for part time staff. The funding required for this would be less than \$6,000.00 (six thousand dollars) and could be provided for by a recent credit from CPB of certain fees in the amount of \$44,000 (forty four thousand dollars).

A motion was made to adopt the personnel and finance committees' recommendations to authorize a one time bonus in the amount of \$200.00 (two hundred dollars) for part time staff and \$500.00 (five hundred dollars) for full time staff, to be funded with the aforementioned NPR credits, not to exceed \$6,000.00 (six thousand dollars) in total. The motion was seconded and unanimously passed.

The President then noted the need to modify the agenda to accommodate board applicants in the virtual 'waiting room' for their interviews, and that committee reports on development and technology would be presented after the interviews. No opposition was expressed. Visitor comments were invited, and Ms Julie expressed the need for additional support at upcoming events and board member participation in training for the next fund drive and the fund drive itself at the station. Michael Mainguth had no comments, but expressed his appreciation for being able to participate.

### **Executive Session**

The board entered into executive session at 7:45 PM. Three applicants for an open board position were interviewed, presenting details as to their background, interest in the station, and how they thought they might advance the station's mission.

The board selected Alice O'Farrell as the new Youth Director board member. The board exited the executive session at 8:44 PM.

### **Development Committee Update**

The development committee chair updated the board with respect to recent and upcoming events. Work on the Heat Wave sponsorships was continuing, as well as securing donations for the Oasis Tent. Outreach folders for potential sponsors are available in both hard copy and in digital format for board member use.

### **Technology Committee Update**

The technology committee chair provided the following update. The committee is working to save money by eliminating analog phone lines, and evaluating prices for cameras for the studios. The committee is also looking at using the Starlink service as a backup, which would cost approximately \$120.00 (one hundred twenty dollars) a month. One board member expressed a reservation about contracting with Starlink given its position on Ukraine's use of Starlink. Other board members shared this concern, but believed that given the cost of Starlink and the need for redundancy, it was probably the station's best option.

### **General Manager's Report**

GM Randi Zimmerman had provided her GM report prior to the meeting and asked if there were any questions or comments. In response to a question she clarified that the shortfall in large donations noted in the GM report was a function of testamentary donations not coming in as projected based on actuarial assumptions, as well as other factors.

### **Upcoming Items for Consideration**

1. Jeminy's efforts on the bowling party are to be commended, and a date of March 29th, 2025, from 12 to 4 PM has been set at Pin Chasers on Armenia Avenue. All board members are encouraged to participate actively as this is a board fund raising event, either by attending and bowling, volunteering, or sponsoring teams.
2. Selection of the honorary Board Member of the Year will be via a survey monkey to be sent shortly.
3. A subcommittee of the personnel committee will be formed for the purpose of the upcoming GM search effort. All board members are encouraged to participate in this this subcommittee.

### **Checkout**

The following matter was tabled at this meeting: (1) attendance policy revisions, if any, which should properly be considered by the bylaws committee in the first instance.

PALS were submitted by text, as follows:

Jay Quigley 9 9 9 8  
Geoff Gutgold 8 9 8 9  
Chris Young 9 8 9 9  
Ms. Annie 10 10 10 10  
Jennifer Campbell 8 9 10 8  
Scott Elliott 10 9 8 8  
Bob Landis 10 9 9 7  
Randi M Zimmerman 8 10 9 7  
Steve MacIsaac 10 8 9 7  
Alyssa Crawford 10 8 10 9  
KT Moran 10 10 9 9

Austin Craven 9 10 9 8  
Gemini: 10 10 10 8

### **Adjournment**

The meeting was adjourned at 9:32 PM.

### **The Board's Role**

Governs the NBSF, which protects the FCC license, building and equipment, goodwill; employs staff. Establishes the mission of WMNF. Responsible for strategic planning. Establishes prudent financial policies, annual budget, annual audit, conducts planning retreats, approves personnel policies, style statements and programming policies. Participates in fund raising functions of MMNF; approves nonbudgeted expenditures over \$2,000.00.