

## **Minutes of the KPFK Local Station Board Meeting of Sep 5, 2007**

A regular meeting of the KPFK Local Station Board was held on Wednesday, Sep 5, 2007 at the Peace Center 8124 W. 3rd Street, Los Angeles 90048. Jack VanAken served as Chair and

Steve Weatherwax served as Secretary Pro-Tem. Minutes of the August 4, 2007 LSB meeting were distributed but not approved.

**Twenty-two Members were present:** Grace Aaron, Dave Adelson, Yolanda Anguiano, Rodrigo Argueta, Lydia Brazon, Israel Feuer, Bill Gallegos, Sherna Gluck, Jan Goodman, Terry Goodman, Ian Johnston, Tracy Larkins, Arturo Lemus, Ali Lexa, Reza Pour, Margaret Prescod, Jack VanAken, Fernando Velazquez, Steve Weatherwax, Don White, Gabrielle Woods and Lamont Yeakey.

**Two Members were excused (9/12/07):** Kimberly King, Yosh Yamanaka.

**Also absent:** General Manager Eva Georgia and Secretary Adriana Gomez.

**Authority and Notice:** This meeting was authorized by the LSB by a motion approved at its meeting of February 10, 2007. Specific notice was posted on the KPFK website beginning on August 27, 2007 (see Appendix A).

### **I. Call to Order, Welcome & Acknowledgements, Call of the Roll, Motion for Excused Absences, Review and Approval of the Agenda, Approval of Minutes**

Approval of agenda as amended (See Appendix B).

Motion **carried** by show of hands.

Y - 15, N - 0, Ab - 4

**II. Comments By The Chair** - Comments were **omitted** at the discretion of the Chair.

### **III. ICE Raids Task Force**

Anguiano **delivered** and **distributed** a report of the ICE Raids and Deportations Task Force, making the following recommendations:

- That a dedicated private telephone number be installed at the station with call-forwarding to groups of the Task Force within the signal area for dissemination within their networks.
- That this telephone number be directly available at all times to the station engineer on duty
- That the Task Force will provide the station with a list of responsible parties who are authorized to report immigration raids and checkpoints to the station engineer on duty
- That station staff, engineer at the switchboard, receiving calls, immediately allow the permitted agreed upon caller to announce the information on the air, with attribution to a

named or unnamed source other than the station

Public comment was **heard** for 35 minutes.

Gallegos **moved** to accept the recommendations of the ICE Task Force.

Gluck **moved to amend** that there be immediate consultation on any of the legal implications.

Motion to amend **failed** for lack of a second.

Adelson **moved as substitute:** that the LSB ask that the Pacifica National Board adopt a motion calling on KPFFK management to implement announcements of ICE raids based on the recommendations of the ICE Task Force, with the advice of Foundation counsel, and calls on KPFFK management and programmers to take actions with advice of Foundation counsel as soon as possible.

Motion to substitute **carried** by roll call.

Y - 17, N - 1, Ab - 2

*(Aaron - Y, Adelson - Y, Anguiano - Y, Argueta - Y, Brazon - Y, Feuer - Ab, Gallegos - Y, Gluck - Y, J. Goodman - Y, T. Goodman - Ab, Johnston - Y, Larkins - Y, Lemus - Y, Lexa - Y, Pour - Y, Prescod - Y, Velazquez - Y, Weatherwax - Y, White - Y, Yeakey - N)*

Motion by Adelson **approved** as main motion without objection.

Anguiano **moved:**

Whereas the Pacifica Mission mandates that underrepresented communities be served;

And further that steps be taken to promote understanding among different races and ethnic groups;

We recommend that KPFFK and the community task force develop an immediate response plan to the ICE raids, as well as the police checkpoints.

This plan should establish a means for listeners to report to KPFFK in the event of such raids or checkpoints, and for these reports to be read immediately on the air in both Spanish and English and be repeated throughout the program hour.

Motion **carried** by roll call.

Y - 16, N - 1, Ab - 2

*(Aaron - Y, Adelson - Y, Anguiano - Y, Argueta - Y, Brazon - Y, Feuer - Ab, Gallegos - Y, Gluck - Y, J. Goodman - Y, T. Goodman - N, Johnston - Ab, Larkins - Y, Lemus - Y, Lexa - Y, Pour - Y, Prescod - Y, Velazquez - Ab, Weatherwax - Y, White - Y, Yeakey - Y)*

#### **IV. Interim General Manager Search - including staff presentation**

A presentation of the Staff Proposal for Station Management was **distributed** and **delivered orally** by Development Director Sue Welsh and Afternoon Drive-time host Jerry Quickly. (See Appendix C)

Public comment was **heard** for six minutes.

**Motion** from the Personnel Committee:

RESOLVED: That the Staff Proposal for Station Management in the Interim Period be accepted by the LSB in principle as long as within 2 weeks a quorum of the Personnel Committee meet with the proposed Interim Management Team to present to the LSB their recommendation for who will be considered the iGM for legal and other reasons.

Motion **carried** by roll call.

Y - 13, N - 3, Ab - 2

*(Aaron - Y, Adelson - N, Anguiano - Y, Argueta - Y, Brazon - Ab, Feuer - Y, Gluck - Y, J. Goodman - Y, T. Goodman - Y, Johnston - N, Larkins - N, Lexa - Y, Pour - Ab, Prescod - Y, Velazquez - Y, Weatherwax - Y, White - Y, Yeakey - Y)*

Adelson **moved**, that the Chair shall poll the body to set a time at which to adjourn this meeting for the purpose of completing the agenda.

Motion **carried** without objection.

**Motion** by Gluck to **adjourn**.

Motion **carried** without objection.

Remaining agenda items (V.Committee Reports: [A] Personnel, VI. General Manager's report, VII. Pacifica National Board Directors Report, VIII. Approval of Minutes, Motions for Excused Absences (including retroactive), Waivers, IX. Unfinished Business - LSB Response to Staff letters ) **postponed** to adjourned meeting time and venue tba.

Meeting **adjourned** at 11:10 pm.

Submitted by Secretary Pro-Tem Steve Weatherwax and Jack VanAken.  
These minutes were approved on 10/6/07.

Appendix A - Notice

KPFK Delegates and Local Station Board meet Wed. Sept 5 at 7 pm

The KPFK Delegates will meet Wednesday, September 5, 2007 at 7:00 p.m. at the Peace

Center, 8124 West 3rd St., Los Angeles, CA 90048. Limited parking is available directly behind the Peace Center.

**IMPORTANT NOTICE:** All stake holders should be aware that the Delegates will vote on a proposed amendment to the Pacifica Bylaws. The amendment would alter the timeline for LSB elections, would potentially extend the term of to-be-elected LSB Delegates from three to four years, and would potentially alter the term limit for Delegates (currently six years). Complete text of the proposed Bylaws amendment can be found via a link at

<http://www.pacificafoundation.org/pnb/whole-pnb>

A meeting of the KPFK Local Station Board will follow immediately after the meeting of the Body of Delegates. Both meetings will be open to the public, and public comment will be heard.

Jack VanAken, KPFK Local Station Board chair  
661-755-2590 [jackv@123mail.org](mailto:jackv@123mail.org)  
refs:

[http://www.kpfk.org/index.php?option=com\\_content&task=view&id=3239&Itemid=80&lang=en](http://www.kpfk.org/index.php?option=com_content&task=view&id=3239&Itemid=80&lang=en)

<http://disc.server.com/discussion.cgi?disc=203188;article=10448;title=KPFK-fm%20Chat>

<http://disc.server.com/discussion.cgi?disc=165346;article=39582;title=KPFK%20Listene r%20Forum>

[http://groups.yahoo.com/group/kpfklsb\\_comments/message/2816](http://groups.yahoo.com/group/kpfklsb_comments/message/2816)

<http://groups.yahoo.com/group/freekpfk/message/22201>

<http://groups.yahoo.com/group/NewPacifica/message/78786>

Appendix B - Approved Agenda (as amended)

### **KPFK LSB Meeting**

I. Call to Order, Welcome & Acknowledgements

Call of the Roll

Review and Approval of the Agenda

[5 minutes]

II. Comments By The Chair [2 minutes]

III. ICE Raids Task Force - Public Comment will be heard [15 mins]

IV. Interim General Manager Search - including staff presentation - Gluck [45 minutes]

V. Committee Reports: [A] Personnel - [15 mins]

VI. General Manager's report [0 minutes]

VII. Pacifica National Board Directors Report [15 minutes]

VIII. Approval of Minutes

Motions for Excused Absences (including retroactive)

Waivers [20 mins]

IX. Unfinished Business - LSB Response to Staff letters [10 minutes]

X. Public Comment [10 minutes]

XI. Announcements/Adjournment [3 minutes] (Consistent with Board Policy the Chair will call for Public Comment at various points in the agenda. Any unused portion of the 30 minutes assigned to Public Comment will be used in Agenda Item X.) [total 135 mins = 2 hours 15 mins]

#### Appendix C - Staff Proposal for Station Management

Staff Proposal for Station Management in the Interim Period

September 5, 2007

Presented by the current KPFK Staff (Paid) and Management to the KPFK Local Station Board

In August of 2006, a motion was passed in a closed session of the Local Station Board on the heels of the GM Evaluation. On October 7, 2006, a portion of that resolution was read into the record of the KPFK Local Station Board:

"[0676] Be it resolved the KPFK LSB recommends that the GM will work within a more democratic, consensus-based structure at the station. That democratic structure will be decided upon at a later meeting of the LSB and the GM to take place within two weeks of this meeting."

As a station we were set on a different path that day, looking at ways in which our management could become less hierarchical and more collaborative. All interested parties agreed that the implementation of this motion might lead to improved relations between staff, management and LSB, but this initiative never made it past the discussion stage.

In the spirit of that resolution, the staff in attendance and the management team of Bob

Conger, Zuberi Fields, Efren Llarinas, Sue Welsh, and Armando Gudiño (absent but in agreement) came together and agreed at our Staff Meeting of August 28, 2007, that an interim GM is not needed during the interim period between GMs. The staff and management team were in accord that the current management team is capable of running the day-to-day operations of the station with the support of department heads and administrative staff. It is felt that the rebuilding of trust and respect among staff, management and the Local Station Board, is paramount; that allowing the dust to settle before introducing someone new to the KPFK family would ensure a more positive transition to a new GM.

It has been suggested that one aspect of the General Manager's job is to articulate the vision for the station and employ the skills and talents of the staff to realize that vision. Therefore it is the perspective of staff and management that effort and resources should be directed to the establishment of sound criteria for a GM hiring process, based in part on the intent of the LSB resolution asking for a more democratic and consensus-based management, which includes the participation of all stakeholders, particularly staff and management, whose daily work lives are especially impacted by the choice of this manager. The process of selecting the new General Manager for KPFK Radio should be thoughtful and deliberate, with the necessary time taken to search for appropriate candidates who can execute the job duties according to state and federal laws and the Pacifica Mission. To rush to fill the position of GM with an Interim would be to run the risk of setting a bad precedent for the permanent GM hire.

We also suggest that KPFK would incur two sets of costs, each associated with the two hiring processes. These costs would be in the form of actual expenses associated with a hiring process and the payment of an IGM salary; as well as the time expenditure of paid and unpaid staff and LSB members allocated to these processes and to the training of someone new.

For this reason, we feel it is in the best interest of the station to allow the current management team consisting of Bob Conger, Zuberi Fields, Armando Gudiño, Efren Llarinas and Sue Welsh, to manage during the interim period, allowing the LSB and other stakeholders the time to thoughtfully pursue the search and hiring of a new General Manager for KPFK.

## The Benefit of Established Management Team Working Collaboratively versus Hiring an IGM

### Cost Savings

KPFK would save the cost associated with the salary of the IGM position, resulting in several potential benefits, including money in the bank. (If an IGM were hired, a part-time position would also save the station money.)

### Time & Resource Savings

- 1) If the effort of the LSB is focused on the search for a GM for the long term, and not an Interim GM, time and costs associated with a new hire will be saved for both LSB and staff. The tasks required for organizing an important new hire at KPFK (organizing a hiring committee, establishing criteria and job descriptions, running job announcements, interviewing candidates, selecting a candidate and training the new hire) would be in conflict with LSB Elections, the October Fund Drive, Volunteer Thank You BBQ on September 15, potential live remote broadcasts, and the completion of various radio station reports required by the FCC and our current Local Station Board.
- 2) A new person, or someone new to the GM position, would have to receive training and orientation from the existing staff, not to mention having the need to meet with each staff person individually, to get the proposed IGM up to speed. This training period would take resources away from other tasks such as the KPFK Fund Drive. KPFK staff and management are on the threshold of the October Fund Drive (10/9-10/23) and all efforts need to be directed towards planning and executing a successful fund drive.
- 3) Much time and energy has been spent by LSB members and its Personnel Committee in dealing with staff and management conflict. The August 28 staff meeting demonstrates that staff and management are in agreement on the issue of IGM. This rapprochement represents a potential period of renewal with staff and management resolving problems at the station more effectively, leaving the LSB to concentrate on its important functions and responsibilities. It also presages the real possibility of improved LSB communication with staff focused on the mission and challenges of building KPFK in an intense era of change in media technologies.

Structure:

Management Team: Bob Conger, Zuberi Fields, Armando Gudiño, Efren Llarinas, Sue Welsh. In the interim period between General Managers, the station will be managed by the current management team in a collaborative way. Specific liaison responsibilities will be designated, and if required, one manager will be selected as point person, if need be, while actual duties continue to be carried out by the respective managers. Those duties include interfacing with the LSB, ED and the public; and keeping the station running administratively, financially and technically. We want to ensure we remain respectful of each other through the transition and to secure this, we all agree that decision-making would be collaborative. No one manager would have authority over another.

It is understood that managers will continue to receive input from staff as established by the reporting structure currently in place, and shop stewards will continue to attend management meetings. We remain open to other methods of communication.

Staff and Management agree that there should be no significant programming or personnel changes during this interim period, absent any violations of current station and/or Pacifica policy, and/or California Labor Law.

Proven Management Structure

Both staff and management worked in a collaborative way in 2006 when Eva Georgia

was on extended leave, and it was agreed by most that this worked out very well, allowing two successful fund drives in the GM's absence, and swift and efficient follow-through on station issues. One long-time programmer noted that having staff work together with the management team has proven to be very effective in the past, since it allowed all voices to be heard and to work collaboratively.

#### FCC Regulations

For the purposes of FCC requirements, Bob Conger, Chief Engineer, will serve as point person for the FCC.