

Pacifica Foundation
Draft Agenda KPFT LSB Regular Meeting by Zoom Conference
November 12, 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*) LSB Secretary: Teresa Allen (5 min.)
Melissa Buie, Listener Representative Marianne Martinez, Listener Rep.
Lilian Care, Staff Rep. PK McCary, Listener Rep.
Adriana Casenave, Listener Rep. Sean Kelly McPherson, Listener Rep.
Glenn Etienne, Listener Rep. Torry Mercer, Listener Rep.
Lynden Foley, Listener Rep. Stuart Nance, Staff Rep.
Jerry Fowler, Staff Rep. Rick Norris, Staff Rep.
Rhonda Garner, Listener Rep. Jane Scheidler, Listener Rep.
Robert Gartner, Listener Rep. Debbie Smith, Listener Rep.
Rob Lee, Listener Rep. Ron Stubbers, Listener Rep.
Mike Lewis, Staff Rep. Michael Woodson, Staff Rep.
Michele Lightfield, Listener Rep. Colby Wright, Listener Rep.
Anita Long, Listener Rep. Susan Young, Listener Rep.
Sandy Weinmann (General Manager, non-voting)

3. Agenda Approval. (*After Agenda is approved, requires a 2/3 Vote to Change*) (5 min.)
4. Approval of Minutes (*for October 8, 2025 meeting emailed 10/13/2025*) (5 min.)
5. Staff Recognition (5 min.)
6. GM Report (10 min.)
7. KPFT LSB Committee and Task Force Reports
a. Development and Outreach Committee (5 min)
b. Governance Committee (5 min)
c. Committee of Inclusion (5 min)
8. Unfinished Business (15 min.)
a. Motion postponed from October meeting (see attached)
9. **8:00 Public Comment.** (30 min.)
10. New Business (1 min.)
11. PNB Directors' Reports (10 min)
12. Confirm next LSB Meeting (December 10, 2025) (1 min.)
13. 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.

Motion from 10/8 LSB Meeting re: Safe and Respectful Behavior

WHEREAS, the Pacifica National Board (PNB) has adopted a Safe and Respectful Behavior Policy to promote civility, fairness, and integrity throughout the network; and

WHEREAS, the implementation of this policy at the Local Station Board (LSB) level must ensure due process, transparency, and respect for local governance; and

WHEREAS, harmful behaviors often include not only overt hostility but also subtle actions such as **micro-aggressions, gaslighting, dismissive or exclusionary conduct**, which undermine participation and respect, especially for members of marginalized or under-represented communities;

THEREFORE, BE IT RESOLVED, that the KPFT Local Station Board affirms the Safe and Respectful Behavior Policy as a guiding standard for all members and further directs that:

1. **No finding of violation** shall be entered into the record or reported to the PNB **without review and discussion by the full LSB**.
2. **Any allegation of misconduct** shall be referred to a **Mediation and Conduct Review Committee** for fair, confidential, and education-based resolution.
3. The LSB shall develop a **Manual of Conduct and Cultural Awareness**, defining terms such as micro-aggression, gaslighting, implicit bias, and restorative dialogue, and outlining clear, restorative processes for handling complaints.
4. The **Manual** shall incorporate community mediation and anti-racism best practices, serving as both a local guide and educational tool for Pacifica members.
5. The **Chair or Secretary** shall transmit this motion to the PNB and ensure its inclusion in the official KPFT LSB meeting minutes.

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."*

1.Meeting called to Order at 7:06PM CT (13 makes quorum) LSB Chair: Ron Stubbers, Listener Rep.

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

LSB Secretary: Teresa Allen

Melissa Buie, Listener Representative P

Marianne Martinez, Listener Rep. Exc

Lilian Care, Staff Rep. Exc

PK McCary, Listener Rep. P

Adriana Casenave, Listener Rep. P

Sean Kelly McPherson, Listener Rep. Esc

Glenn Etienne, Listener Rep. P

Torry Mercer, Listener Rep. A

Lynden Foley, Listener Rep. P

Stuart Nance, Staff Rep. P

Jerry Fowler, Staff Rep. P

Rick Norris, Staff Rep. P

Rhonda Garner, Listener Rep. P

Jane Scheidler, Listener Rep. P

Robert Gartner, Listener Rep. P

Debbie Smith, Listener Rep. P

Rob Lee, Listener Rep. P

Ron Stubbers, Listener Rep. P

Mike Lewis, Staff Rep. P

Michael Woodson, Staff Rep. P

Michele Lightfield, Listener Rep. P

Colby Wright, Listener Rep. P

Anita Long, Listener Rep. P

Susan Young, Listener Rep. P

Sandy Weinmann (General Manager, non-voting) P

Excused absences for Lilian Care, Marianne Martinez and Sean Kelly McPherson approved without objection.

3. S. Young moved to approve Agenda. Passed without objection.

4. 2025-10-08 Minutes approved without objection.

5. Staff Recognition : To all who helped make the Pledge Drive a success, including: Robin Lewis, Marlo Blue, GM Weinmann, Elise Bentsch, Howard Reynolds, people calling Lapsed Donors, including those who offered a match.

6. GM Report: KPFT is current on all obligations, Pledge drive did well & we're also giving to "Pancho Claus". We are ready to pay taxes and fees due. We are still negotiating repairs at the tower. We are looking for more underwriters. We have 2865 households donating now. \$197K was raised at the Pledge Drive; 113% of our goal. GM report will air next week at 8am, 11-20-2025.

7. KPFT LSB Committee and Task Force Reports

a. Development and Outreach Committee: The committee continues to call Lapsed Donors; T. Allen urges all Board members to support KPFT on Giving Tuesday, Dec. 2, 2025.

b. Governance Committee: meets next on Nov 18, 2025

c. Committee of Inclusion: A. Casenave asks that her COI Report of 10-08-2025 be attached to the KPFT LSB minutes.

8. Unfinished Business

PK McCary's **Motion from 10-8-2025: Safe and Respectful Behavior**. PK McCary noted that additional material was at the bottom of the motion and should be included. That material is present under "Rationale" below.

Motion Regarding Safe and Respectful Behavior

WHEREAS the Pacifica National Board (PNB) has adopted a *Safe and Respectful Behavior Policy* to promote civility, fairness, and integrity throughout the network; and

WHEREAS the implementation of this policy at the Local Station Board (LSB) level must ensure due process, transparency, and respect for local governance; and

WHEREAS harmful behaviors often include not only overt hostility but also subtle actions such as **micro-aggressions, gaslighting, dismissive or exclusionary conduct**, which undermine participation and respect, especially for members of marginalized or under-represented communities;

THEREFORE, BE IT RESOLVED, that the KPFT Local Station Board affirms the *Safe and Respectful Behavior Policy* as a guiding standard for all members and further directs that:

1. **No finding of violation** shall be entered into the record or reported to the PNB **without review and discussion by the full LSB**.
2. **Any allegation of misconduct** shall be referred to a **Mediation and Conduct Review Committee** for fair, confidential, and education-based resolution.
3. The LSB shall develop a **Manual of Conduct and Cultural Awareness**, defining terms such as *micro-aggression, gaslighting, implicit bias, and restorative dialogue*, and outlining clear, restorative processes for handling complaints.
4. The **Manual** shall incorporate community mediation and anti-racism best practices, serving as both a local guide and educational tool for Pacifica members.
5. The **Chair or Secretary** shall transmit this motion to the PNB and ensure its inclusion in the official KPFT LSB meeting minutes.

RATIONALE

This motion strengthens Pacifica's culture of respect by pairing policy with education and local accountability.

It upholds the principles of **due process, cultural awareness, and restorative justice**, ensuring that all members are treated fairly while fostering a safer, more inclusive environment for dialogue and collaboration.

S. Young moved to refer this Motion to Governance Cmte. Passed: 13Y, 3N, 3A.

9. **8:00 Public Comment.**

10. New Business: A. Casenave asks that the missing minutes of Public Comment on KPFTx tape from Feb. 2025 be corrected. S. Young will research with Otis Maclay.

11. PNB Directors' Report: Incorrect date will be corrected in the Director's Report.
12. Confirm next LSB Meeting (December 10, 2025)
13. J. Fowler moved to adjourn. Meeting adjourned at 9:20pm CT.

Respectfully submitted,

Teresa J. Allen

2025-11-20