

Held Wed, December 3, 2025, 7-9 PM CDT online via Zoom <https://zoom.us> ID: 811 895 6459

7:10 Call to Order and Introductions

Quorum was established shortly after 7 PM. Ben Theobold (Chair) called the meeting to order, after various attendees struggled with Zoom. Ben called for attendees to introduce themselves. Notably Vicki and Mark Niswanders, who are moving away, resigned their board seats and can now vote, and Cliff Barnes is now the Treasurer.

7:26 Approval of the Agenda

Evelyn Underwood moved to approve the agenda; date correction offered; Mark Niswander seconded; approved as corrected.

7:30 Approval of the Minutes

Vicki Niswander moved to approve the 04 September 2025 draft minutes; Gina Pagliuso seconded. Cope Cumpston and Gina Pagliuso offered corrections; approved as amended.

7:37 Bylaws Ratification

In addition to the usual committee reports, there was an agenda item to ratify the proposed bylaws that had been approved by the board. A 45 minute discussion ensued. Motions to ratify were offered and seconded at the beginning of the discussion, but withdrawn later.

Jeff Machota asked if the bylaws had been reviewed by a lawyer; they had not, and he recommended an attorney with experience with non-profit organizations. Dave Witzany pointed out that the current bylaws require mail balloting to amended the bylaws, and that BoD and Associates preliminary voting were not sufficient to enact a change.

One detail discussed is that the proposed bylaws continue to require that the Associates SOP has a 3-year sunset clause, and that might be redundant with the SOP's own sunset clause.

There was no consensus to strike the Associates SOP sunset clause from the proposed bylaws. Lynn White moved and Evelyn Underwood seconded a motion to request that the BoD have the proposed bylaws reviewed by a lawyer, and pending any further changes, conduct a mail ballot for the amended bylaws. This was approved by voice with no Nay votes.

8:20 Station Manager's Report

Eric Bohlen (Station Manager) reported that Board has proposed creating positions of two Volunteer Coordinators to relieve the SM of that role. He also read the PC's WEFT-o email regarding respectful behavior at the station.

8:23 Board of Directors Report

Vicki Niswander reported for Audrey Fisher (Board Chair). The board approved a 5% raise for the Station Manager plus increased health stipend. Cliff Barnes was elected as Treasurer to replace Mark Niswander, and elections for all of the corporation officers will occur at the Board's December 22nd meeting.

8:24 Treasurer's Report

Mark Niswander shared the spreadsheet of WEFT's finances giving current assets, income, and expenditures. He reported an additional anonymous donation of Apple stock. Mark pointed out that WEFT donations vary widely from month to month. Mark remarked that retirees can get a tax benefit from donating part of the minimum required IRA distributions.

8:30 Governance and HR Committee Reports

Already covered in bylaws discussion above. There is no HR report.

8:31 Programming Committee Report

Gina Pagliuso submitted a PC reported. See attached report below. She mentioned that the associate-elected PC seats are all filled and officers elected, there is upcoming Air-Shifter training, that FCC guidelines are posted, and re-iterated the respect memo.

8:36 Music Committee Report

Anthony Santarelli reported that there was no November MC meeting, but December's meeting doubles as the annual holiday party. The committee is working on an inventory of the music collection; there's no immediate plans to cull. Still looking for a Rock genre director. The MC is looking over tasks that Bob Paleczny performed. The Roots Rock Reggae collective is down to just down to Anthony now, and it's future is uncertain.

8:41 Digital Library Report

Eric Bohlen report that Vicki got us a grant to get a Network-Attached-Storage system to hold the digital library, replacing the external hard drive that currently hold the Zara collection. The NAS may also be used to keep a back-up image of the WEFT website. We're ordering two new FM antennas to go on the studio roof; one to monitor our own signal, and the other to receive WSOY from Decatur for the Emergency Alert System. CD players continue to be a problem and Dearborn Plys, an electronics repair technician, has been cleaning and adjusting some of our Numark players. The front studio Netwave console has been crashing, which has been correlated to use of the cue speaker and headphones amp, so low levels are in order for their use.

8:51 Financial Development Report

Vicki Niswander reported that she is no longer chair, and that the winter fund raising campaign letter has gone out. Vicki is also planning to apply for a Rotary Club grant for upgrading flooring and finish work.

8:52 Remote Access Team Report

Gina Pagliuso moved that we extend for an additional 15 minutes; seconded and approved. Gina provided a written report (attached below) and said that RAT operations are stable. There are 14 shows per week produced at home and 44 shows live in studio.

8:53 Community Outreach Report

Eric Bohlen reported for Todd Hunter. He mentioned the planned Volunteer Coordinator positions mentioned in the Station Manager report, and noted planning for a holiday gathering Saturday December 13th, which doubles as a going-away party for Mark and Vicki.

8:56 New Business / Comments

Dante Winslow mentioned inexpensive mixing consoles available on-line; Eric replied that broadcast consoles have specific technical requirements beyond live sound and production mixers, and the concern of teaching 80 air-shifters a new board. So we try to use the existing board as long as possible.

8:57 Voting

There are no open Programming Committee seats or Associates Executive Committee seats, so only three open Board of Directors seats could be filled. Two nominations for Associate-elected Board of Directors were offered -- Don Tanner and Lynn White. Don Tanner was elected for a term ending 03/27, and Lynn White was elected for a term ending 03/26..

9:12 Agenda Complete - adjourn

With no new business, the meeting adjourned at the completion of the agenda.

The next Associates meeting is scheduled for Thursday, 04 March 2026, at 7-9 PM online via Zoom.

WEFT treasurer report - Dec 2025**Current balances**

PNC Savings account	03/11/05	(earns 0.02% interest)
PNC Checking account	09/16/26	(0% interest)
Schwab cash	01/31/56	(earns 0.45% interest)
Schwab CD (Cross River Bnk)	10/05/54	1 yr @4.1%, 1/2/26
PNC CD (Goldman Sachs)	04/24/72	2 yr @5.05%, 6/11/26
Schwab CD (Amer Expr)	06/11/68	2 yr @3.7%, 9/25/26
Schwab CD (First Nat Bank of MI)	09/14/68	2 yr @4%, 1/22/27
Schwab CD (Bank of Amer)	05/24/82	2y @3.85%, 7/16/27
PayPal	10/03/04	
<i>Total</i>	03/09/34	

Stock

AAPL	10/12/01	10/10/00	06/16/06
PSEC	03/18/08	01/01/00	09/21/21 Pays monthly dividend of \$135.
<i>Total stock value</i>			03/07/28
<i>Total assets</i>			05/15/62

Monthly activity*Income*

Sept	05/24/72	(\$10,000 from Helen Harrison Fndtn, \$2500 from former WEFTie via IRA RMD, \$2200 UW & inkind from Champ Park Dist, \$1200 UW & inkind from Plant Mode, plus others.)
Oct	06/10/62	includes \$17,080 worth of AAPL stock donated anonymously (65 shrs@ \$262.77)
Nov	04/30/14	

Expenditures

Sept	01/09/55	Hartford prop/liab insur \$7280, Trans electr \$1842, Spintron annual \$1044
Oct	10/06/41	2 months of trans elect \$3386, WEFTfest performances \$1400
Nov	05/02/40	InRush Broadcast Service \$4827

PC Report for Dec. 3, 2025 Associates' MeetingNew/Time Change Shows:

Lost in the Library – moved from Sunday 11am to every 5th Saturday 5-6pm
EcoJustice Radio – Sunday 11am-noon
Sprouts – Monday 5-5:30pm
Catch the Beat – Wednesdays 5:30-6pm
Friday Forum – Wednesdays 6-7pm (Sept.24 – Nov 19)
Magical Mystery Tour/ Behind the News/ On the Ground (Nov 26 thru beginning of Spring Semester)
The Sonic Spectrum – Friday 10pm-midnight (2nd, 4th and 5th weeks)

Special Programming:

Sweet & Savory Blues – Thursday 11:30am-2pm currently being covered by subs (Dave D)
Sync Sound System – Nov 30 Halloween Special midnight-4am
Whirled Waves (Nov 30) and Senor Blues (Nov 31) – Marleen Hendricks Halloween special
Alice's Restaurant – twice on Thanksgiving (7:30am and noon)

Ended Shows:

Disability Beat – Monday 5-5:30pm
The WEFT Weekender – Friday Morning Menu 6-9am
The Rap Magic Show – Saturday midnight-2am

PC Membership/Open Seats:

The PC has NO open seats! Thanks to everyone that's committed their time on the 2nd and 4th Tuesday of each month. New members since Sept. Assoc meeting: Cope Cumpston, Lynn White. Tim Burnett is on hiatus until Jan 13.

PC Officer Elections were held in October – Gina P chair, Don H vice-chair, Cope C communications through September 2026

PC working on:

The PC has continued holding meetings via Zoom. Meetings have been held regularly throughout the quarter.

Airshifter tracking tool – reminder emails went out to any Airshifters that have not attended two Associates' meetings in the past year (14 Airshifters) and all Airshifters in arrears with their membership dues (9 folks) on 9/1 and 9/2 (9 meeting/17 dues prior to September 2025 meeting).

Airshifter training – 11 folks attended Airshifter classroom training on Nov 16. Some have completed booth training while others have begun volunteering at the station.

PC continues emailing new/changed on-air programming highlights to wefto. Please email Don H at dhhittle@gmail.com with special programming notes to share via "Program Notes" emails. Open time slot list will be emailed to wefto this week. Thanks to Lorri C and Eric B for updating all required media when changes occur.

The PC completed an FCC reminders bullet point document that was mailed to wefto and posted in the booth. WEFT's Ongoing Indecency Waiver (for shows between 10pm-6am) was tweaked to make it clear that the Waiver is for song lyrics only – not Airshifter speech.

PC Report for Dec. 3, 2025 Associates' Meeting (con't.)

The PC is working on an Airshifter Responsibilities/Requirements document, to remind folks of their responsibilities to the station as outlined in WEFT's Airshifter SOP (dues/meetings/volunteering) A document was posted in the booth and emailed to wefto on 9/2 and 9/3 reminding folks to be respectful of each other – especially when folks are in the booth.

An alternate show was aired during an Airshifters' absence without their approval. When subbing, always make sure to follow the format of the show that is being covered. If a change is to be made, the show's Airshifter and the PC must be notified and in agreement with the change.

Current Open Show Time Slots:

Sunday

Open Format 3-7am

Celtic Music Go Bragh Go Bragh 6-8pm (alternating weeks)

Monday

Freeform Overnight midnight-6am

Monday Morning Menu 6-8am

Monday Morning Jazz 9-11:30am

World Beat 2-4pm

The Courier 4-5:30pm (Excellent volunteer opportunity)

Tuesday

Freeform Overnight midnight-6:30am

World Beat 2-4pm

The Courier 4-5:30pm (Excellent volunteer opportunity)

Wednesday

Freeform Overnight 1-6am

Morning Menu 6-9am

The Courier 4-5:30pm (Excellent volunteer opportunity)

Thursday

Freeform Overnight midnight-6am

Thursday Blues 11:30am-2pm

The Courier 4-5:30pm (Excellent volunteer opportunity)

Roots, Rock Reggae collective (3 weeks/month open)

Friday

Freeform Overnight 2-6am

Friday Morning Menu 6-9am

Friday Morning Jazz 9-11:30am

The Courier 4-5:30pm (Excellent volunteer opportunity)

Blues Live Collective 8-10pm (2 weeks/month open)

Saturday

Freeform Overnight midnight-7am (or 8am – alternating weeks)

Open Format 8-10am (1st, 3rd and 5th weeks alternating with Higher Ground) – currently Peace Talk Radio, Economic Update, Counterspin

Program proposal forms (hard copies) are in PC binder in the back studio. Digital versions found at http://new.weft.org/about/show_proposal.html and may be emailed to programming@weft.org.

RAT (Remote Access Team) Report for Dec 03, 2025 Associates' Meeting

As of November 24, 2025, 14 shows per week were being home-produced and 44 shows per week were being produced in-studio. The balance of 22 shows per week was being covered by RAT member remote operations (Courier/Informational programming/Zara).

As of Oct 27, 2025 14/44/22

As of Sept 22, 2025 14/45/21

WEFT RAT continues to support Airshiffters who choose to remain at home via remote Zara coverage or through facilitation of the broadcast of home-produced programming.

Attending 03 December 2025:

Eric Bohlen
Lorri Coey
Jaye Covert
Cope Cumpston (Cope C)
Denise Curia
Kurt Eilbracht (Zoom user)
Mike Feldman
Edwin Hadley
Ian Hammond
Marleen Hendrixx
Kristin Holtz
PASTOR HUB
Damien Jaxxyn
Roshan Krishnan
Adrian Lugo
Jeff Machota
Paul Mueth (Voice Over)
Mark Niswander
Vicki Niswander (WEFT Community Radio)
Gina Pagliuso
Anthony Santarelli (12174171311)
William Saylor
Richard Schoell
Don Tanner
Ben Theobald
Barbara Trumpinski-Roberts
Evelyn Underwood
Lynn White
Seon Williams (Wall Street Jewelers)
Dennis Wilson
Dave Witzany
Jeff Zolitor

Excused Absences 2025-Dec

Przemyslaw Bosak
Richard Bressler
Andrew Cardinal
Kevin Elliott
Rick Esbenshade
Jason Finkelman
Todd Hunter
Shaun Mills
Zack Widup