

Foundation for Creative Broadcasting dba KXCI-FM  
Minutes of the Board of Directors Meeting  
December 11, 2003

Present: Tom Spendiarian, Lil Espinoza, Jean-Paul Genet, Ben Changkakoti, Debbie Friesen, Anne Lawrence, Jim Lipson, Tom Shook, Juan Restrepo, Kathleen Williamson, Dave Olsen. Absent and Excused: Jim Hannley.

Staff Present: Randy Peterson

The meeting is called to order at 6:37 by Spendiarian. Quorum present.

I) Review and Adoption of Past Minutes – The board reviews minutes of the 11/17/03 meeting. Changkakoti moves to accept, Lipson second. All agree. Minutes are adopted.

II) Executive Session – Motion by Changkakoti, second by Williamson, to move into executive session at 6:40pm to interview prospective board candidate and to discuss staff personnel matters. All in favor, motion passed. Motion by Changkakoti, second by Lawrence, at 7:06pm to return from executive session and resume regular meeting. All in favor, motion passed.

III) New Business –

a) Motion by Genet, second by Williamson, to appoint Phred Bartholomaei to the Board of Directors. All in favor, motion passed.

b) Changkakoti made a presentation on the General Manager search process. Thirty candidates applied by the October 17, 2003, deadline. The five-member search committee narrowed the field to nine candidates, who were asked to complete a 43-question written interview. Seven completed the interview. From those seven, the search committee selected three finalists, who on December 6, 2003, were interviewed three times, once each by the Board, the staff, and volunteers. A private investigator was allow hired to complete a thorough background check on all three candidates, including credit reports and a criminal investigation check. The entire process has resulted in a recommendation from the committee of Larry Bruce. Motion by Chagkakoti, second by Genet, to offer Larry Bruce the General Manager's position and to empower Changkakoti and Peterson

to begin negotiations with Bruce. Discussion followed. All in favor, motion passed.

c) Williamson discussed the proposed Town Hall facilitated meeting. She has contacted Carl Moore with The Community Store. We would be looking at an event in February or March. Motion by Changkakoti, second by Restrepo, to empower Williamson to commence further negotiations with Moore. Friendly amendment by Lipson that we seek to schedule a pre-meeting with Moore as soon as possible. Amendment accepted by Changkakoti. All in favor, motion as amended passed.

d) Motion by Spendiarian, second by Changkakoti, to include new General Manager as signatory on all KXCI bank accounts. All in favor, motion passed. Signatories will be Board president Tom Spendiarian, accountant Richard King, and General Manager Larry Bruce.

IV) Old Business –

a) Democracy Initiative – Remains tabled while the Board explores the facilitated town hall.

Motion by Changkakoti, second by Restrepo, to adjourn at 7:32pm. All in favor, motion passed.

Submitted for approval,

Randy Peterson  
KXCI-FM