



Board of Directors Meeting Minutes

Date:	Wednesday, August 19, 2026
Time:	5:30 pm Hybrid In-Person at: UC 332 Online at: https://us02web.zoom.us/j/84776963431?pwd=Rbc3TW02GOkatxWeNgDZG1KOco50aF.1 Meeting ID: 847 7696 3431 Passcode: crfu
Attendees	In-person: Rickky, William Coleman, Olivier, Megan, Christopher, Claire Whitehead, Ramya, Amir Benkelai, Guest, Guest #2 Online: Saira, LongFei, Josh

Call to order @ 5:35 P.M.

Approval of the agenda.

Amir MOTIONS to approve the agenda; William SECONDS. All in favor: yes.

Approval of July meeting minutes.

Amir had a concern regarding pages 5 and 6, which was resolved. Ricky MOTIONS the approval of July meeting minutes; Ramya SECONDS. All in favor: yes.

Committee Reports

The Policy Committee has maintained contact in July to finalize draft 4 of the Anti-Harassment and Workplace Violence Prevention Policy. AI Policy is in the works, with a meeting this Friday, August 21, and availability is requested for working on the Programming and Volunteer Agreements. The Committee has identified the Privacy Policy as another item to work on.

The Programming Committee has received 1 new programming submission last month with a show focusing on local creators, which was not approved due to minor issues.



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The Finance Committee has met and reviewed the Terms of Reference for the finance committee and for the student fee committee. The Terms of Reference for each of these committees are underway and are awaiting a draft before final revision. The Student Fee Committee structure to join with the Finance Committee is being discussed with a representative (Christopher) at the moment.

The Nominations Committee is working to fill in the remaining spots on the Board of Directors. Going to be more proactive during Orientation Week.

Agenda Item	Purpose	Lead	Duration	Motion
Returning Board Director	Mike Ashkewe stepped down from the Board of Directors to take a temporary paid position with CFRU. This item is for the Board to vote if they want Mike back on the Board.	Chelsey	5 minutes	Amir MOTIONS approving Mike Ashkewe joining the Board of Directors; Olivier SECONDS. All in favor: yes.
Notes	• Mike Ashkewe could not make the meeting; however, below is a statement on why he is interested in joining the Board of Directors. ◦ "I wanna stay on the board at CFRU is that it is important to have someone who has a long broadcast history such as myself I've been in the media for 20+ years across various national and international outlets. I also like to represent the disabled and the indigenous community, as well as as an advocate who's been serving the community for close to 10 years. I feel like my expertise across broadcast media disability and indigenous advocacy circles will be unavailable insight to have serve on the board at CFRU."			
Finance	Monthly finance update	Claire & Rickky	30 minutes	Rickky MOTIONS the approval of the 2026-2027 budget as presented; Olivier SECONDED. Majority in favor: yes. One



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				abstained.
Notes	• More student fees income than budgeted because more students than expected were enrolled. • Repairs and Maintenance read 486.6% because of a shifted forecast to account for the renovations of the station, which was less than expected. • The budget for next year has been readied. • Insurance renewal has been renewed and payment will be sent by the end of August. It will be less than the previous year. • The budget next year includes government grants, specifically from the City of Guelph and Radiometres from the Community Radio Fund Canada. ◦ Received 2 grants this year. • The budgeted student fees assumes an index of 2% COLA. • The City of Guelph is funding communal organizations telling stories of their story in the history of Guelph. CFRU is tasked to record these stories. • With Radiometres, bringing back the mobile studio, including an additional role (see previous minutes for details). • William asked if the revenue is based on up to date enrollment; Claire explained it is based on 2025-2026 enrollment; and William explained enrollment is higher this year. • The Radiometres grant covers some travel costs. The Finance Committee discussed how to distribute CFRU's total travel costs. • Amir asked if the budgeted salary and benefits line accounts for bargaining. ◦ No. • The Committee projects a \$39,253.00 surplus nonetheless. • Most increases come from the grants. • William asked if the Board is ready to move forward with the budget as-is with the understanding of further adjustments.			
Concert Budget	Discussing a concert project by staff.	Megan	15 minutes	Olivier MOTIONS the approval of \$4,000.00 for the first show; Rickky SECONDS. All in favor: yes.
Notes	• Claire, Odesia, and Megan have created a team to make a			



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	concert series because many major festivals that used to be in Guelph have gone out. • The team is trying to put a maximum of 4 shows throughout next year. • One show is in the works and is ready to be announced soon. • The budget for the 4 shows is \$15,000.00, which allows for good pay towards the acts. • The first venue is the Guelph Black Heritage Site. • \$500.00 per act with commissioned poster art at \$150.00. • Amir asked about the commissioned poster art, if it is going to be a callout or something else. • Megan clarified they will look at volunteers and she will look in the School of Fine Art and Music at the University of Guelph, where she works a second job. • Ramya asked about security, and Megan explained there will be liability insurance. ◦ Ramya suggests security is added- an outside party. • Megan added the possibility of student acts. Amir suggested contacting the Music Students Association. • William suggested a higher budget for the venue. • All shows will be dry. • Students get in free- a set amount of free tickets next to the paid ones. Both through EventBrite. • Revenue has yet to be factored in. For now, the team wants the \$15,000.00 approved. • Rickky suggested recording to include more radio. ◦ Christopher mentioned that an interview and some live broadcasting for sure would take place. • As the first show is underway, it will be approved, and the total amount will be approved once security is accounted for by the other shows. • \$3,750.00 moved to \$4,000.00 to account for additional contingencies.			
Staff Liaison Updates	If there is anything the Board should know from the Staff	Olivier	5 minutes	None
Notes	• Olivier said he received a few things that should be brought up to the meeting by Claire. • This is regarding the HR system. Claire found that there is an agreement, and there is a payment, 1 dollar a year, which Bryan has paid off, for the next 20 years. • Odesia has requested 5 hours be added per week to her contract. Return to it in Other Business. • Jenny asked that Olivier look into potential new Board members.			



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	Hence why the 2 anonymous guests are recorded as attendees.			
Policy Committee Terms of Reference Approval	For the Board of Directors to review the updated Policy Committee Terms of Reference and approve if all is well.	Amir	10 minutes	Amir MOTIONS the approval of the Policy Committee Terms of Reference; Olivier SECONDED. All in favor.
Notes	None. The Terms of Reference have been approved.			
Anti-Harrassment and Workplace Violence Policy Review	For the Board to give feedback to the Policy Committee on the Anti-Harassment and Workplace Violence Policy draft as it is currently, so the Policy Committee can move towards approval.	Amir	30 minutes	
Notes	- Main differences were to change where the manager(s) would have responsibilities with the Chair, Vice Chair, and Joint Health and Safety Committee. - Everyone is included in this policy: volunteers, staff, paid volunteers, Board Members, etc. - Action item: Board Members to review the policy and provide feedback by August 28th before the end of day, otherwise the committee will assume that there is no feedback.			
CFRU Antennae Agreement	Recurring item. See July minutes.	Chelsey	15 minutes	None
Notes	Moved because the Chair could not make the meeting.			
Board & Staff Visioning Session Planning	To plan a visioning session with Staff and Board following the Board only visioning session.	Amir	10 minutes	None
Notes	- Every Board Member will provide their updated availability by the end of the work day on Friday August 28th, 2026. The poll will be sent out by Amir later. - Amir reminded that the core purpose of this meeting is for staff to provide ideas on how to spend the surplus.			



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Board Visioning Session Updates	Follow-up with staff on what was discussed at the Board visioning session. Minutes thereof are confidential and for the Board only.	Amir	15 minutes	None
Notes	- Working on creating better resources, better training and training scheduling. - Training updates from Rickky. - Better understanding of horizontal (flat) organization structure, predominantly meaning the removal of middle management. - Staff introductory slides for training on January 8, 2027.			
Other Business	Additional Discussion	All	N/A	Ramya MOTIONS the approval of adding 5 hours to Odesia's position for the month of September; Amir SECONDED. All in favor.
Notes	- Odesia requests for +5 hours for the month of September to be paid during the additional events for September. - Claire had questions initially on both the Anti-Oppression and Anti-Harassment and Violence training. - There was one Anti-Oppression training, but not all were there, and the second one never happened because the members that had to be there could not make it. - This training has to be in-person and three months from the AGM. - Claire is suggesting amending the bylaws to allow any Board member who has taken the training for an x number of years in the past to be withholden from taking it again because of issues with getting members to attend the training. - Another suggestion is to ensure that any Board Member with an executive role is Anti-Oppression trained and Anti-Harassment and Violence trained. - The in-person requirement may be an error.			

Adjourned @ 7:04 P.M.



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William MOTIONS the adjournment of the meeting; Olivier SECONDS. All in favor:
yes.