

Minutes

WOMR Board of Directors Meeting 5 PM, January 31, 2018 Wellfleet Preservation Hall, 335 Main St, Wellfleet, MA

In Attendance: Ira Wood, John Braden, Fred Boak, Breon Dunigan, Susan Lindquist, Justine Alten, Tony Pierson, Bruce Bierhans, Rick Sigel, Dave Wilber, Marcy Feller, Sheila House, Bob Weiser (public), Matt Dunn (Staff), Carol Courneen (Program Committee), Denya Levine (Program Committee)

Regrets: Seth Rolbein, John Yingling

Meeting called to order at 5:06pm

Public Comment: Bob Weiser requested that he receive the BoD meeting pack in advance of BoD meetings. Discussion of this will be added to the agenda for the next BoD meeting.

Minutes: Tony & Marcy reported to John B with typos in the December minutes. Tony moved to approve December BoD minutes with those typos corrected, Marcy seconded, approval was unanimous (11-0-0)

Finance Committee report: attached
basically, things are really good; healthy reserve, line of credit down to \$0

Executive Director's report: attached

Report from Program Committee RE: Best Standards

Susan reported that the Program Committee is coming up with:

- a new DJ self evaluation form, focussing on fewer yes/no question and thought provoking questions
- new protocol for training (at time of BoD meeting there was a draft, and was to be a topic at next PC meeting)

It is anticipated that these docs will be available for view at the next BoD meeting

Discussion:

Rick & Tony said that BECC comes at a great point in time, as new equipment will require additional training, new procedures, review of best practices

The PC is discussing methods to get positive results with group training and DJ "gab fests" (allowing DJ's to exchange info, discuss together technical and programming issues)

Breon asked if DJ's react positively to discussion; Matty replied that generally they do, no real push back, and that many realize that there is a tendency to lose focus over time.

Matty said that while technology has changed, our training & evaluation have not changed with them as quickly. There are "groovy training meetings" to come. The DJ summits have become less pledge drive oriented, more tech.

Someone (Matty?) said that we strive to "continue to improve & evolve"

Denya said that there is nothing wrong with calling a show and saying something along the lines of "I love you & your show, however X could be better...." or just let Matty know if we hear something that is in need of attention.

Program Committee General Discussion

Ira said that having veterans leave for extended periods of time can make it difficult to get new "permanent" volunteer DJ's in their time slots; he would like to see the leave of absence issue tightened up. Matty and the Program Committee were asked to come up with a viable rule which we will discuss at a future BoD meeting.

Tony asked about formal changes regarding getting more open time slots; how do we get more volunteers?

Carol said that changing 3 hour time slots to 2 hours via attrition has been discussed.

Susan asked if possibly this could be part of the equipment upgrade.

Matty said that a big problem is getting people in the front door in the first place. He is excited about mobility, being able to bring the equipment to the volunteers.

Susan asked if we should consider a part-time volunteer coordinator in our next budget discussions.

Tony: What is the ideal broadcasting day, is it in the back of our minds?

Matty: there are issues with volunteer availability when it comes to block programming, also multiple thoughts regarding what that ideal might be.

Need for Sexual Harassment Policy

Bruce said that a sexual harassment policy is important to have, that non-profits are not exempt from harassment law suits

John found a policy from another non-profit, but it was pointed out that it has no actionable steps specified/procedure for complaints. John said that the policy posted had, but was very long-winded.

Bruce said that for the most part action requires simplicity in response.

How to get from allegations to action?

Bruce: policy "protects all parties"

Marcy: having a policy "puts everyone on notice"

John & Bruce will discuss policy and the Policy Committee will meet and present a doc to the BoD

Committees

Bob Weiser has been added to the Policy Committee, no vote was taken.

John: Events Committee is having an identity crisis.

John & Tony: should we change focus of the committee to Events & Outreach?

Tony: the goal is enhanced visibility of the station, not immediately resulting in more money

Susan: focus on mission of building community through media.

General agreement of name change, Policy Committee will draft change to Policy Doc when they next meet.

Composition of Executive Committee

Both Breon and Marcy were willing to join the Exec Comm as the non-officer member position formerly held by Carol Courneen, but it was pointed out that Corporation By-Laws dictate that BoD members must have at least 1 year on the board before becoming officers and by extension it was suggested that Exec Comm membership should probably have the same requirement.

Tony nominated Marcy to be on the Executive Committee, Jusine seconded, approval was unanimous (11-0-0)

Filling Two Vacant Board Seats

Susan: Nominating Committee should meet the first month after the annual meeting to start the process for the following year's nominations as well as be prepared in case of BoD resignations. BoD members should always have the name of at least one person who could replace them (or others) on the BoD; Susan recommended that there be a form so recommendations could be submitted in writing to the Nom Comm.

BECC Update

Tony: Structure is in place and the campaign is well under way with the exception of targeted, one-on-one talks with potential big donors

John: \$84k in pledges & donations and several grant applications have already been submitted (Massachusetts Cultural Council, Seamen's Bank, Cape Cod 5), with at least 7 foundations identified and still to be asked. Seamen's Bank has already committed at \$5k.

Tony: we need names of "fertile" businesses & individuals we might want to approach

Susan asked if community preservation funds were possible. John, Breon, Sheila & Justine all said it was very unlikely.

Tony said that any ideas are welcome.

Future Agenda Items:

Should board meeting packets be made available to public in advance of BoD meetings?

Susan asked that we discuss term limits on working committees and whether there are committees which are no longer needed.

Next two BoD meetings:

Wednesday, March 7, 2018, 5pm at Community Development Partnership, 3 Main Street Mercantile, Unit 7, Eastham, MA

Wednesday, April 4, 2018, 5pm at WOMR, David Space, 494 Commercial St, Provincetown, MA

Meeting adjourned at 6:19: Fred moved to adjourn, Justine seconded, approval was unanimous (11-0-0)

Minutes by Fred Boak

Report of the Executive Director
Meeting of the Board of Directors of WOMR/WFMR
Wednesday, January 31st, 2018 – 5:00 PM

Fall Pledge Drive:

For this drive we budgeted \$65k on-air and \$12k direct appeal. As of Friday, January 26th we have raised \$67,157 on the air and \$15,146 in the mail for a total of \$82,303.

Upcoming Events & Outreach:

- East End Market's WOMR Weekend February 17-19, 10% of all sales will be donated to WOMR.
- Johnny Nicholas will be performing live in the Davis Space in a benefit for WOMR on March 4 from 3-5 pm.
- Our Birthday Party will be held at the Elks Hall on March 10 from 5-8 pm. The band this year will be Funktapuss.
- This year's Poetry Reading will be held on March 23rd at Prez Hall at 7:00.
- Awkward Disasters & Inappropriate Opinions comes to the Cultural Center of Cape Cod on April 26 at 7:30 pm.

Triathlon:

I'm still working on an agreement with NEEE and Kathleen Walker, have reached out to Karen DePalma to see if she could help us or at least point us in the right direction.

BECC:

Grants/requests completed: Mass Cultural Council, Cape Cod 5 and Seamen's Bank. Seamen's has committed to \$5,000 so far. Carol, Justine and I have started the process of asking volunteers to chip in for the campaign. Chris Kelly has been active in asking Matty and I questions about logistics.

Audit and Conflict of Interest:

The annual audit has been completed and I will have with me a copy of that report for every board member at the meeting. I will also have copies of the Conflict of Interest policy. Please read it, sign the five pages attached and return to me.

Upcoming Meeting Schedule:

- **Capital Campaign Committee Meeting:** TBD
- **Personnel Committee:** TBD
- **Nominating Committee:** TBD
- **Events Committee Meeting:** February 13 at 6:00, Wellfleet Library
- **Program Committee:** February 21 at 4:00, Eastham Library
- **Spring Pledge Drive:** April 6-19

Summited January 26, 2018
John Braden, Executive Director

