



Message

Thu, Oct 23, 2008 2:28 PM

From: "padma" <padma@sover.net>

To: **David Ferland**

Subject: Fw: PAC minutes

Attachments: Attach0.html

13K

David, this is the draft i had sent out, Renée complained about them and added stuff to them, there were other additions and Jeff asked me to delete or soften the "pissed off" remark, please do if you print them. thanks, padma

----- Original Message -----

From: [padma](#)

To: [Renee Carpenter](#)

Sent: Friday, August 08, 2008 4:22 PM

Subject: Re: PAC minutes

Sorry Renée, the email i sent you last night bounced, i asked Daniel to forward it you, but here it is as a response to your latest. Gladness, padma

MINUTES OF PAC AUGUST 7, 08

- >
- > To guarantee a quorum Jeff, who had resigned that morning (due to need for
- > family time) had accepted to attend one last session, the others were
- > Daniel, Renée, Padma and Dana. Dave came to represent staff and left after
- > approximately an hour, Merry participated in some early discussions and Jen
- > informed us that Dana would be late because she was held up by the
- > Montpelier flooding.
- >
- > The pre-proposed agenda Items were: Ì15 min. open to public comment Ì review
- > last meetings' minutes: approve, with modifications, if necessary (5 — 10
- > minutes) ÌDiscuss: Ñpaid staff support for meeting notes, minutes, &
- > postings (take two) (David or Greg- please post a meeting announcement with
- > proposed agenda items in studio where programmers will see) Ò Group process:
- > appoint chair or co-chairs; secretary, or rotating secretary; other
- > committee process details, like who communicates PAC decisions with staff
- > ÓReview By Laws (20-30 minutes):Statement of Purpose & MOU (from last
- > meeting) ÔOperations/basic functions issues: ÕGovernance Committees &

- > Communication: Programming Committee-content of their last meeting ÖWGDR''s
- > role in community re: 35th celebration-Festival support (for discussion:
- > dot-com vs. dot-org) (not long-5-10 minutes) ×Look at CPB Grant (Greg,
- > please provide copies) re: Community Service & Governance (from last
- > meeting)
- >
- > Brian, who couldn't attend had sent the following Agenda item: Ø Off-air
- > studio training. I would like to see someone pick up the ball that was put
- > down a year ago and get training sessions organized so that more than a
- > select few of us can use this resource. It's one of the main reasons I was
- > drawn to drive 45 minutes do radio on WGDR in the first place. Û Dumb little
- > thing #1: Get the battery recharger back out in the open so when all the
- > monitoring headphones go kaput, we can maybe recharge AAA batteries in order
- > to monitor our shows when using the bathroom, etc. Bert used to keep this in
- > the main studio next to the bench below the window for all to use. Ú Dumb
- > little thing #2: A memo to all programmers about Zero Settings. What people
- > do to the turntables, the mixer, CD players and main board is their thing,
- > just please put it all back to zero when you're done so as not to change the
- > true sound of the next programmer's show. Û Timing of fundraising events:
- > Did anyone notice how jammed together our annual fundraiser was with the Amy
- > Goodman book-signing and the Chocolate Lover's suarez thingy? I definitely
- > noticed staff overload and tensions overflowing as a direct result. I also
- > wonder about overdoing with seeking funds from the public with too many
- > events in such a short period of time and recommend spacing things out more
- > carefully/strategically next year.
- >
- > Daniel opened the session with item Ò, he proposed himself and we supported
- > him as the first rotating facilitator for the meeting , Padma took minutes
- > that if approved and corrected by the other PAC members, Daniel would
- > forward to David to post on the station's website and also on the station's
- > lobby's bulletin board.
- >
- > We got David's welcoming approval to post minutes -and other announcements-
- > on the GDR website and the bulletin board. We introduced and began
- > discussing the possibility, logistics and needs to open a discussion blog on
- > the website. Renée explained how participants would have to register under
- > their actual identity even if later posting anonymously. The attention
- > required by such a new task reduced David's enthusiasm, we began to discuss
- > the feasibility of a (paid or unpaid) volunteer web-assistant for the
- > responsibility, this flustered David's excitement even more, and Daniel cut

- > the discussion short since we were off our intended agenda after we
- > reiterated that David would post only matters relating to governance.
- >
- > We continued with item Ó Reviewing the By Laws, since there was no policy
- > for how to deal with members of the PAC dropping out.
- >
- > In the following discussion, three possible ways to deal with the question
- > were proposed:
- >
- > 1) Renée suggested that an alternate be appointed.
- >
- > Merry offered that there is a need for a process for such an appointment.
- >
- > 2)Ed suggested that a runner up from the annual meeting get a chance to
- > serve in stead.
- >
- > A discussion ensued: if there were any record of the candidates and their
- > numbers of votes. David said he would produce the list at the next meeting.
- >
- > 3) Daniel suggested that the PAC continue with the reduced members, keeping
- > a quorum at 4.
- >
- > Padma reminded that in one of the previous sessions we had agreed to present
- > questions, findings and recommendations of the PAC to the attention of
- > programmers and staff at quarterly meetings, and also that the by-laws
- > demanded programmers meet quarterly. David agreed that they had become far
- > less than quarterly. A consensus was reached that it be suggested that
- > programmers meetings be held quarterly again.
- >
- > Renée suggested this September, Daniel said regularly, which i took to mean
- > every September.
- >
- > I believe the discussion entered item number Ñ paid staff and reverted to
- > taking the minutes should be done by the coordinating staff member.
- >
- > Ed said the job should be paid.
- >
- > Padma opposed having paid volunteers take the minutes.
- >
- > Daniel reminded us that we had decided to rotate minutes in the group.

- >
- > Renée agreed that unless the system of rotation didn't work there was no
- > need to discuss having activity coordinator do it.
- >
- > David is ready to leave, but Padma asks the group to raise the question of
- > lack of process and community involvement in the hiring of paid volunteers
- > that had been part of the by-law's concern to be discussed.
- >
- > David agrees that there has been no process, and passionately explains how
- > Burt, after carrying the station when Bon left, hired the volunteers that
- > had given most freely of their time. "Crisis mode hiring". David goes home.
- >
- > The conversation continued that presently the decisions of the staff are the
- > process.
- >
- > Merry objects that this is not the concern of the PAC.
- >
- > The discussion seems to return to the subject of recommendations at the
- > quarterly meetings with Daniel asking (prompted by Merry's question) -Do we
- > think the PAC should make recommendations to the programmers?
- >
- > Jeff says he doesn't think it necessary.
- >
- > Renée gives a brief introduction to the history of the kinds of processes
- > that community radio stations have evolved.
- >
- > Daniel asks if the community of programmers should have a say in the
- > governance of a community radio station. He reiterates: -Are you saying that
- > the PAC want's to advise Greg that we think the community should have a say
- > in the hiring process?
- >
- > Ed: it is Community Radio.
- >
- > Daniel: -we each need a copy of the CPB grant. Item ×
- >
- > Padma: -we also need time, until next meeting, to revisit the five previous
- > drafts of the PAC which we only received this morning in order to comprehend
- > the changes.
- >
- > Merry asks -if "it" is going to affect (already) hired staff?

- >
- > Renée sais that it's not about any one in particular but about process
- > (seems we are back reviewing by-laws?)
- >
- > The discussion wavers between wether we have a group consensus to "advise
- > Greg" and wether Greg is running a Community station as a commercial one.
- > Whether Greg understands the Community Model.
- >
- > Renée feels that the PAC should recommend that Greg educate himself better
- > by going to the Community Radio Governance Conferences.
- >
- > Jeff, is it our role to ask him to?
- >
- > Padma: -are we not an advisory board? If as David said it is a matter of
- > shortage of volunteers, is that not a question of corporate administration
- > versus Community Governance. I for one am far less inclined to volunteer in
- > the present climate than ever before at GDR.
- >
- > Daniel: i don't feel that way.
- >
- > Ed and Jeff acquiesce.
- >
- > Renée recommends that staff participate in ongoing development on Community
- > Radio Training.
- >
- > Jeff: -our role is not to piss people off by establishing policy for
- > personnel!
- >
- > Padma: it is the tradition at Goddard to evaluate teachers and the college
- > administration...
- >
- > Daniel: -are you saying that the PAC, as a governing body we begin to create
- > a relationship with the supervisors of the station administrators?
- >
- > Renée: -something like that.
- >
- > Daniel protests:-this would be an extra burden ..
- >
- > Ed says he doesn't know how.
- >

- > Renée: Staff evaluation including a programmer survey?
- >
- > Daniel: -before we should ask the president if he thinks the PAC should have
- > a part and who should, if anyone, give Goddard management input from people
- > under Greg.
- >
- > Dana arrives. The discussion continues about how evaluations would be
- > done...
- >
- > D: if we feel the station is becoming more corporate what should we do about
- > it?
- >
- > R: -independent media runs as corporate media if members are not part of the
- > process... we should begin to ask the staff if there is a staff evaluation..
- >
- > E: not staff, but station evaluation.
- >
- > Daniel as the facilitator puts the discussion to rest by stating : -since i
- > for one don't feel the way you do, there is no consensus, so we should move
- > on.
- >
- > In consideration of the fact that Brian couldn't attend, we will table his 4
- > issues until he joins us for discussing them.
- >
- > We schedule the next meeting early in September Wednesday September 10
- > before the next quarterly programmers' meeting at which time we will put to
- > the assembled programmers the question (in item Ó) of a replacement for
- > Jeff. And until resolved or duly voted on the PAC will continue at its
- > reduced number.
- >
- > Daniel concludes the agenda by telling the group that if comments on Renée's
- > minutes (for Dana's) go unchanged he will send them to David with Padma's
- > approved or amended minutes.
- >
- >
- > I'm sure there was much more, please don't be shy to correct or add what you
- > feel is needed. Gladness, padma
- >