

## WGDR PAC Meeting – January 6<sup>th</sup> 2010

Potential items for the agenda are:

- Underwriting policy
- Preparing for the WGDR annual meeting (elections and our presentation)
- Grant for local news service
- Streaming policy
- Discipline policy
- WGDR / Goddard task force
- Tabulating and reporting on programmer survey:

PAC elections. As I see it, Tonio, Bill, and Beth are scheduled to remain and there will be four positions to fill at the annual meeting. Three positions will be for two-year terms that will expire in 2012 and there is one vacancy for the remainder of a term that will expire in 2011. I come to that conclusion as follows:

- Tonio, Bill, Beth, and Rick were elected on March 21, 2009 for terms of two years which expire in 2011 and Rick resigned, leaving the remainder of his term to be filled..
- Renee and Padma were elected in 2008 and their terms expire in 2010.
- Thomas's appointment to complete a partial term that expires in 2010 was confirmed at the 2009 annual meeting.

According to our by-laws, the general manager shall post a notice that nominations are open one month before the elections are to take place. With elections on February 6<sup>th</sup>, that notice will need to be posted on January 6<sup>th</sup>, the date of our meeting.

15 minute Public Comment:

Staff Report- Greg:

Suggest that Thomas could also run for elections, as second term (1<sup>st</sup> was appointment)

Greg's idea: Annual meeting Saturday Morning; Ginny Burson-Speaker; lunch; available for afternoon; residency at Goddard 'til day before; GB arriving Thursday in Manchester, to CV on Friday to meet w/ Goddard admin; dinner...; flies back Sunday from Burlington; as an extension of Task Force discussion w/ Goddard; feels less threatened than before re: Goddard-WGDR relationship;

Goddard narrowed to three finalists for President- here for week of January 18<sup>th</sup>

Would like to have a provocative question for each of the candidates; will request that the task force help to develop the question; Greg will email task force & cc PAC

(Would like to see a White Paper as result of task force conversations between WGDR-Goddard)

Tonio: 1<sup>st</sup> & 3<sup>rd</sup> Saturday = Farmers' Market

TW: PAC would like to present, would like time;

Greg: Annual meeting- taking ideas for formatting meeting:

9-10: Greg's comments, CAB & PAC comments = 1<sup>st</sup> hour

10-10:30: INTRO to candidates

10:30 – 11:30: Ginny Burson - about 30 minutes to speak, and then take questions

11:30: Election Results, set 1st meeting

TW: when PAC & CAB present 10 minutes, 20 minutes for feedback/discussion

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Greg: Judy Cyprian will facilitate; agenda setting deadline-two weeks before meeting

After Annual meeting we have lunch and come back to WGDR continue discussion

Josh: interim short term music director; Greg will write up a job description; WGDR becoming integrated with Goddard Human Resources criteria/compensation level; totality of job on paper= job description; appropriate compensation level; grant supported, Goddard positions; 3-year temp position not allowed; will allow part-time benefits;

Bill: Focus of preparing job descriptions should come from WGDR

Greg: trying to engage programmer representation; seeking someone from PAC to be on hiring committee; need to hire & begin new position by March 6<sup>th</sup>; will email posting to all programmers; 22-1/2 hours/week @ 3 days/week

Verbal commitment from local foundation for \$5,000 for Hardwick station  
Check from Dylan FR= \$2,500

Some progress in fundraising; will gather a group to develop strategy for this year; Goddard on board for \$10,000

Project in 2 parts; writing a grant proposal for PTFP- Public Telecommunications Facilities Program might finance up to 50% of Hardwick project.

News Director Grant: When paid position for training ended, Greg intended to take those resources to apply for Public Affairs coordinator position; thinking about writing job description for the next fiscal year (July 1); conversation to be continued; J-Labs position may compliment (or be focused on Hardwick)

### Programmers' Comments:

Charles Rossell: Underwriting stuff, Fund raising... (would be nice if Hardwick didn't need underwriting) **...more inclusive process to determine pledge drive protocol: on air fund raising.** We haven't met our goal for several rounds... premiums, other ideas, tent stuff... noticed harsh penalties for programmers not fund raising.

James Cross (Monday afternoon programmer): ?Premiums? Community-offered "thank you gifts"

Training on the agenda? David in charge of training; James was intern, still runs day-to-day training (with Mac); Christine organizes schedules & 1<sup>st</sup> day.

TW: are you satisfied with training materials & process? PAC considered development of training syllabus; would you be willing to work with PAC to develop?

JC: Would be good to have a syllabus; no public affairs training; would have to get a slot at "news" time; Mac dropped off Fridays leaving staff to switch out; Training manual covers FCC policy, discipline policy, in-studio training; have a first day orientation—but Christine does broader orientation now. Training in "slots"

TW: enough people to fill training slots without going to David and Greg?

Charles: How would you feel about moving training slots to different times in programming schedule? JOSH: late nights are biggest gap; need people to close; copies of training manual (same as operators' manual, minus test and a few forms)  
News Training: syndicated news vs. public affairs

Josh: old training slot was just before syndicated program, so "news training" was built in; all syndicated programming has underwriting; particular skill...

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TW: We've lost our Pacifica satellite feed.... complications to get it

When will this be fixed??

Communication between some public affairs programmers- are they willing to train new programmers/ trainees? Mentorship....

CR: Perhaps should be part of everyone's training....

### Annual Meeting:

10 minute presentation: Staff asked for a lot of opinions & support on discipline and other issues; got Greg to consider in more detail to consider agenda for Annual Meeting; PAC has been trying to get more people in hiring positions; moving toward job descriptions; Bill participated this year in one hiring situation; Greg open to input in another...; we're relevant to staff, demonstrated by their attendance at every meeting to report;

Thomas won't be here; will write script; Renée will be willing to give presentation; focus on positive.

Elections: Use cross off list as in past (CR); recruit new members for PAC; make a PSA;

Surveys: someone in PAC should review and report

Underwriting: Won't discuss for lack of a quorum (Bill left early with grandson)

Meeting Adjourned

Next Meeting: January 27<sup>th</sup> 6:30 PM