

Minutes of WOMR Board of Directors Meeting
Thursday, June 15, 2023, 5:15pm
Truro Public Library and Zoom

Attendees: John Braden (staff), Matthew Dunn (staff), Sheila House, Breon Dunigan, Tony Pierson, Lyn Cason, Georgene Reidl, Breon Dunigan, Fran Sullivan (volunteer), Sheila Lyons, Justine Alten, Indira Ganesan

Regrets: Eli Ingraham, Barbara Blaisdell, Sarah Burrill, Dan Gallagher, Clarke Doody, Janice Roderick

Meeting called to order at 5:15 pm

Public Comments: John Yingling: "I'm very proud of the station, very happy with the job the staff has done. WOMR has one of the best staff in Ptown and I think they are significantly underpaid. Living on CC is difficult and expensive. If you were to hire people to replace the current staff it would cost the station twice as much." He recommended going on the attorney general's website for other examples of what other nonprofits are paying their staff. He included some examples like the film fest's ED is making 90k per year, the director at PAAM makes 160k a year while the assistant director makes 85K per year. These are realistic numbers for living on Cape Cod and that the board needs to consider these things.

John B agreed that the search for a marketing professional had opened his eyes to a wage gap with the current staff.

Breon pointed out the discrepancies in the budget with these organizations but John thought that PIFF was more comparable to WOMR than PAAM.

Approval of the minutes: not enough members in attendance.

Financial report: (Tony) obviously finances remain strong. Donations have been great both by the drives and the auto donations. Expenses seem to be under control. We did meet and approve the redundancy project, which the FinCom believes can move forward as a two phase project as recommended by John B. We have readily available funds to pay for the project even if phase two were to move forward as well.

Questions: none

ED report: (see attached)...

- John updated the board on the door replacement project on the Howland St side of the building. Still waiting for approval from the Historic District Commission.
- Tri commences this coming Saturday, despite the rain.
- Committees meeting updates
- Events update - Lyn asked about the late date in promoting the late Devil's Purse event. Lyn also pointed out that there wasn't a lot of WOMR logo presence at the PIFF.
- Pledge Drive update. Lyn: overage could be a source of funds to pay for the redundancy project.
- Marketing associate update. Tony asked about the first couple of goals. Kirsten getting to know the station and starting with social media and newsletter.

Minutes: Justine moved to approve the minutes as written. Breon seconded, all voted in favor.

Broadcast issues: nothing new to report. There is still a harmonics issue at Orleans that Kelly is working with Nautel to repair.

Justine: question about meta-data differences between 92.1 and 91.3 FM. Something the staff is aware of but is something Kelly will need to address.

Lyn asked about the CPB timeline for summer. Currently, we are still waiting for final remarks from CPB to approve the financial statements.

Lyn asked about the next step in the fall: which is to go into the grantor's website and confirm that the station's information is up to date. John will need to attend at least one educational webinar about any number of reporting subjects, and there is also an on-line class to take about diversity and sensitivity training for staff and board members that will need to be confirmed as completed in the fall.

Breon asked when board members who term off the board actually step down. End of December.

Bylaws: Lyn asking about the charter members (schedule A) mentioned in the bylaws. John created the missing schedule after it was pointed out by Lyn in an email.

Discussion about founding/charter members.

Redundancy project vote: Tony moved that the board "approve the redundancy project as specified by John and presented at the June board meeting with the understanding that the finance committee has also reviewed the project". Lyn seconded. All voted in favor.

Bylaw changes vote: Justine moved that the board approve the bylaws as amended.
Someone seconded, all in favor.

Meeting adjourned: 5:50

Minutes submitted by John Braden

Report of the Executive Director
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Building Projects:

Our rep from Andersen Windows is still meeting with the Historic District Commission (HDC) - they will have yet another site visit on the 21st. I also met with a carpenter friend of mine who believes the doors on Howland St and the door on Commercial can both be repaired instead of replacing them. If the HDC rejects the Andersen

replacement plan, I would like to hire this carpenter. He could be a great replacement for an on-call carpenter that we no longer have with Rupert.

Wellfleet Sprint Triathlon:

Now in its 13th year, this is our biggest fundraiser that we do out in the community. The race has been sold out for a couple of months now and we expect to collect \$6k in sponsorships. The race will be held this Saturday and everyone is welcome to come and cheer the triathletes on, or to help us gather our gear at the end of the race (around 10:00 AM).

Committees:

The Policy Committee met again to address the Policies on Committees. We will be bringing the updated policies to a future board meeting for ratification. The HR Committee met as well; this week we talked about the marketing position and the review process for staff. The Events Committee is working on a food and band event scheduled for October 21 at Brooks Park in Harwich as well as a meet and greet event on June 24th at Devil's Purse Brewery in Dennis.

Spring Pledge Drive:

Below are the numbers for our Spring Drive which turned out to be the most successful Spring Drive on the books.

Goals for Spring:

On-air Appeal: \$80,000 / Raised: \$101,244

Direct Appeal: \$16,000 / Raised: \$22,025

Funds raised put us \$27,270 over our budgeted goal.

New Hire:

After meeting with the top candidate for the job a couple of weeks ago, I am now ready to move forward with the hiring process. We've agreed to a second meeting this Friday where I will be making the hire official. Her name is Kirsten Andersen and her resume can be found [here](#), her introductory letter can be found [here](#), and samples of her work can be found [here](#).

~ Submitted June 14, 2023 / John Braden, Executive Director ~