

DRAFT

WOMR/WFMR Program Committee ("PC") Meeting Minutes for June 21, 2023

Present: Mary Lyttle, Breon Dunigan, Denya LeVine, Andy Falconio, Michael Fee, Matthew Dunn, Ira Wood, Justine Alten, John Braden, and Melinda Krasting

Regrets: Andy Rahorcsak, Carol Courneen

The meeting convened at the Eastham Public Library at 4:10 pm.

Executive Director's Request

The PC acknowledged and accepted the Executive Director's request that draft minutes of future meetings be completed and forwarded to the ED sufficiently in advance so that they can be included in the Board of Directors meeting packet.

Proposal to Revise Broadcast Schedule

The PC discussed in detail proposed changes to the broadcast schedule to enable greater opportunities for current substitute and new DJs. Mike Reviewed the history of the initiative and described the Report of the Strategic Plan on Programming dated July 19, 2022, and its presentation to the Board of Directors on August 25, 2022. One of the conclusions and recommendations of the Report was that the Board "authorize and direct staff and the PC to develop a revised program schedule to create additional time to enable broader points of view." Although the minutes of the Board meeting on August 25, 2022 do not reflect a formal vote, the minutes do reflect the Board's favorable view of the substance of the Report.

Previously, the PC had discussed in broad terms issues arising out of proposed schedule revisions, and the specific challenges of revising the Sunday schedule during PC meetings in April and May of 2023. In both instances the PC was unable to reach consensus but agreed that the topic required further thought and discussion.

Operations Manager Matt Dunn described the difficulties in finding broadcast opportunities for existing substitute DJs, many of whom wait for months between gigs. There is even less available airtime for new DJs, some of whom would help to fulfill the PCs' goal of providing more opportunities for younger and more diverse talent. Matt requested clear direction from the PC for communicating the lack of available airtime to existing subs and new dj applicants.

Melinda asked why all music shows were not limited to two hours and talk shows to one-half hour.

Ira Made several points including (i) the PC must realize that not everyone can have a regular slot just because they want one; (ii) we need to establish clear standards for awarding slots and we may wish to include a residency requirement; (iii) how to we clearly define DEI criteria; and (iv) should we revise the DJ Agreement to require all DJs to volunteer a set number of additional hours for Committee work, events, or administrative support?

Breon suggested that we create 2 or 3 slots per week that are dedicated exclusively to new talent preview, practice, and training. Matt said that he had been using Saturday morning slots for this purpose but that they are now filled with kid volunteers for the summer. Andy F. suggested that one way to free up time on the schedule may be to require live broadcasting, or otherwise limit off site show recordings when DJs are away or otherwise unwilling to broadcast live.

Mary posited that we are “converging on change” and that we should approach the topic with care and input from all involved. Denya and Justine agreed and suggested that a DJ summit be organized so that DJs, the Board, and listeners could join the discussion. John agreed that a DJ summit with a facilitator is a good idea. Ira noted that the station has historically governed itself as a democratic institution and so that when contemplating big changes, we need to ensure that all voices are heard.

Justine, John and Ira discussed prior efforts to obtain feedback through the use of surveys to volunteers with mixed results. Justine suggested that with some thought a more effective survey could be designed to solicit feedback in advance of a Fall DJ summit. Denya stated that if we are going to do a Fall summit that planning should begin asap. John, Mike and Justine agreed to work on the program.

Program Evaluations

Matt reported that programmer evaluation letters have gone to 41 volunteers, 27 more are ready to go, and 16 evaluations are awaiting comment from PC members. All agreed to complete the reviews by July 14. Matt needs to “dun” the 24 volunteers who have yet to complete the self-evaluation form.

Revision to DJ Agreement

The PC discussed a proposed change to the DJ Agreement to clarify that show approvals from the PC are not for a set term of two years, but rather are reviewable by the PC at any time. Justine moved to implement the revisions, Andy F. seconded, and the motion passed unanimously.

Program Transitions

Matt reported that Rich Willecke begins his seasonal program on June 28 at 1pm. Jim Freeman began his show on alternate Sundays on June 11. There are 7 new DJ trainees in the pipeline, several of whom are ready for their first solo airtime.

Next Meeting

The next scheduled meeting of the PC will take place on July 19, 2023 at 4pm EST at Eastham Public Library. Zoom participation will be available.

The meeting adjourned at 5:13 pm.