

Minutes WOMR Board of Directors Meeting
~4:00 PM, Thursday, April 17, 2025 ~
Eastham Library

Attending: John Braden, Mary Martin, Breon Dunigan, Bob Seay, Fran Sullivan, Sheila House, Sarah Burrill, Lyn Cason, Dan Gallagher, Indira Ganesan (shortly?)

Regrets: Ira Wood, Barbara Blaisdell, Fred Boak, Stephanie Helm, Eli Ingraham, Clarke Doody

Sheila called the meeting to order at 4:06 PM, noting the quorum is present.

Approval of February Minutes: Approval was moved but Breon requested a roll call to note who was present. (The AI note-taker was unable to supply that.) John will reach out to board members and get a head count.

Treasurer's Report: (see attached for full report) As of April 15th we have \$81k in checking, \$51k in the operating money market account (\$132k total). That compares to \$24K in checking and \$61K in the operating money market account on 3/20/25 (\$85k total) plus \$104k in CDs. We received \$42K from CPB on 4/11/25- the last installment of the \$140k grant award for 2025.

Treasurer's Report (Otter.AI version, edited)

- Lyn provided a detailed report on the financial status, including cash management, deposits, and grants received.
- The total cash balance on March 15th was \$132,000, with \$81,000 in the checking account and \$51,000 in the money market.
- The second payment of \$42k from the Corporation for Public Broadcasting was received on April 11th.
- The total income for the first six months of the year is \$340,000, with total expenses of \$352,000, resulting in a net deficit of \$12,000.
- Lyn pointed out financial variance, noting that underwriting is coming in lower, but charitable auto is significantly less than budgeted.
- The development committee plans to strategize on underwriting outreach for the rest of the year, with Steve Kleinberg returning in May.
- The finance committee will enter the budget season, creating scenarios for best and worst-case financial outcomes.

Executive Director's Report and Broadcast Issues: (see attached) John updated the Board on the progress of the pledge drive - which was going very well. We are currently seven to eight thousand dollars away from making our goal. He also reminded them of the work that was done to repair the feedline at the Provincetown transmitter site in February and the future plans of the landlord there to make improvements to the site which would require the station to bury the feedline.

Concerns About CPB Funding and Future Plans

- Concerns were raised about the potential impact of CPB funding being clawed back, starting in October 2025.
- John Braden explains the timeline and the process by which CPB funding could be affected.
- Mary and others discuss the importance of raising additional funds to compensate for any potential shortfall.
- The possibility of hosting events to raise funds is mentioned, with past successful town hall scenarios being highlighted.

Exploring Alternative Revenue Streams and Building Ownership

- The discussion shifts to exploring alternative revenue streams, including the potential sale or fractionalization of the building.
- Dan expresses concerns about the potential negative impact on the station's independence and financial stability.
- Mary and Breon discuss the importance of maintaining ownership of the building to ensure long-term financial stability.
- The idea of using the back room for additional revenue generation is considered, with John reminding the board of its current uses such as rehearsals, lectures, and yoga studio rental.

Committee Check In

- Fran provided an update on the program committee's activities, including the approval of a new Thursday night program.
- The need for new DJ training and mentorship is discussed, with Matt creating a list of potential trainers and mentors.
- Lyn mentioned the importance of having a current and accurate list of committee members and their roles is highlighted.
- And the need for a new employee handbook, with the HR committee being tasked with updating it.

- The discussion includes the need for a board evaluation survey to assess board members' satisfaction and committee preferences.

Adjournment

- The next meeting is scheduled for May 15th at 4 PM, with the room booked at the Eastham Library beginning at 3:30 PM.

Action Items

- Provide budget scenarios and recommendations to the board by mid-June.
- Review and update the employee handbook.
- Share the list of current committee members with the board.
- Conduct an annual board evaluation survey to assess member interests and committee assignments.
- The development committee plans to strategize on underwriting outreach.

Minutes generated by Otter.AI with edits by John Braden who wrote sections as well

April 15, 2025

WOMR Treasurer's Report

Finance Committee members:

Lyn Cason-Treasurer

Fred Boak

Dan Gallagher

Stephanie Helm

Bob Seay

Sheila House

Cash Management

As of April 15th we have \$81k in checking, \$51k in the operating money market account (\$132k total).

That compares to \$24K in checking and \$61K in the operating money market account on 3/20/25 (\$85k total) plus \$104k in CDs. We received \$42K from CPB on 4/11/25- the last installment of the \$140k grant award for 2025.

We are replenishing operating reserves during the April Pledge drive. The Seaman's foundation is sending us \$5K -final payment for their contribution to the Transmitter fund before June.

Financial Highlights First six months of 2025 (October 2024-March 2025) versus October 2023-March 2024

Total Ytd income is \$340K and total Ytd expenses are \$352K resulting in a Ytd net deficit of \$12K. Compared to prior year to date actuals: Income is \$10K more than 2024 and expenses are (\$5K) more than same period in 2024 The resulting Ytd net deficit variance is \$15K worse than the same period in 2024.

Income and expenses- variance analysis for First Six months of 2025 compared to 2024

1. **Income** - The net income variance is \$10k more than 2024:
 - \$11K-Underwriting is less than last year. The \$27k Ytd is only 43% of the \$68k budget
 - + \$12K-Pledges are \$ higher
 - + \$14K increase in CPB funding
 - \$16k Charitable Auto -Received \$4k thru March '25-total budget is \$32k- probable budget shortfall.
2. **Expenses** - First six months of 2025 are \$5K more than March 2024 Ytd:
 - + \$9K less in fundraising expenses- timing difference
 - + \$13K less in contractor expenses- timing difference

- \$13k more in transmitter -electricity/repairs
- \$20k more in salary/benefits. Upfront payment of \$15k for employee HSA accounts.
Total staff salary/benefits budget is \$321k. March Ytd actuals are \$179k (55% of budget).
+3k – Business expenses, CPB fine in 2024
+3k- School House maintenance

3. First six-month of 2025 results compared to 2025 Budget:
 - a. First six months of expenses are \$352K or 52% of the total budget.
 - b. The Ytd deficit of \$12k compares to a Break-even budget for 2025. April is pacing to make up the deficit.

Report of the Executive Director
Prepared for the WOMR Board of Directors
April 17, 2025

Spring Membership Drive:

Today marks the 13th day of the drive, and pledges are still being processed — so the numbers we have are estimates. So far, the on-air drive has brought in approximately \$83,000 (with just under \$60,000 prepaid), and the direct appeal has raised \$13,520, bringing the combined total to around \$96,500. Our overall goal for both the on-air drive and direct appeal is \$112,200.

Active Committees:

The Planning Committee continues to review materials generated by Rina Dael after the Strategy Retreat on March 22nd. At their first post-retreat meeting they reviewed the Mission, Vision and Value Statements.

The Development Committee met this week for the first time in many years. The notes from that meeting are included in the meeting packet.

Upcoming Events:

Poetry Reading - 4/24 Prez Hall (12th Annual)

Cherry Blossom Market in the Park - May 10 Orleans Green (Orleans Chamber)

Bob Dylan covers concert - Prez Hall May 15 (Jim Nosler)

Bitter and Broken Men's Chorus / WOMR fundraiser - Prez Hall May 31 (Tom Fettig)

Wellfleet Sprint Triathlon - June 14 (15th Annual)

Ptown UU Concert - June 22 (John Thomas)

Carnival Parade - August 21 (stay tuned for more info)

Devil's Purse Meet and Greet - Sept 2025 (Clarke, WOMR)

Broadcast Issues / WOMR March 2025

Transmitter Feedline at Mt Gilboa:

On February 28th, Chris Kelly and his team completed a temporary repair to the antenna feedline at our Provincetown transmitter site. As mentioned in last month's report, the Provincetown Water Department is planning site upgrades, expected to be finalized in the fall, which will likely require us to bury the feedline underground.

The temporary repair involved removing the damaged portion (approximately 1/3 of the line) and splicing in a new section of cable to reconnect with the existing undamaged portion.

~ Submitted March 19, 2025 / John Braden, Executive Director ~