

Minutes of WOMR Board of Directors Thursday, March 26, 2026 on ZOOM

Attendees: Breon Dunnigan, Marcy Feller, John Braden (staff), Ira Wood, Fred Boak, Dan Gallagher, Lyn Cason, Fran Sullivan, Mike Fee, Stephanie Helm, Matt Dunn (staff), Bob Weiser (volunteer), Sheila House, Bob Seay, Mary Martin

Regrets: Indira Ganesan, David Panagore

Meeting called to order at: 4:03pm

Public comment: none

Minutes: Ira motioned we approve minutes of February meeting, Lyn seconded, approval was unanimous.

Finance Committee report: see attached

- Highlights
 - greater than 6 months of working capital in our accounts
 - the 1st set of payments for Mt. Gilboa work were made in March (temporary transmitter/antenna/etc while work is done on water tower)
 - income is pacing 25k more than 2025 and pledge support is offsetting what we lost in CPB funding.
- Question from the board regarding note in report about risk analysis of insurance coverage and self-insuring. The Finance Committee is discussing dropping flood insurance and assuming the risk. Follow up question “do we still have a mortgage?”, answer: No! All paid off!

Executive Director report: see attached

- Question from the board regarding emergency storm repairs: can we get funds from insurance or elsewhere for necessary repairs? Insurance did not cover Mt. Gilboa transmitter failure, but we’re still hoping it will help for station transmitter. We received an emergency grant of \$5,000 from Kelly Foundation. Follow up question regarding thanking them; probably not on air, but probably press release and on our website. Someone suggested that NOW Foundation was helpful when our antenna went down several years ago.

Broadcast Issues & Updates: see attached

- Construction on Mt Gilboa delayed until after Labor Day due to storm damage. Could impact fall membership drive.
- Question from the board: will the contractor be able to store all the parts that are coming until after Labor Day? Probably, but if not we will use storage at Magnum Moving.

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Goals & Objectives of the Board: see attached for descriptions

1. Succession planning
 - John has updated his job description; staff is working to document their day to day activities
2. Development strategies
 - Development Committee could use more people
3. Committee structure
 - productive Policy Committee meeting, updates to come after follow up meetings
4. Financial strategies and policies
 - not much progress
5. Capital planning
 - John will be meeting with Rupert and others for a walk through of the station building, planning for any needed updates
6. History project
 - lead person has been on vacation and is returning next week

To be added: something related to Programming; identifying target audience and programs to appear to those audience members.

Comments & questions:

- It's getting hard to find a radio!
- How do we get new listeners? There seems to be awareness of the station, but does awareness lead to listening?
- "of and by the people"
- "unique entity"

Committee Reports: see attached

Policy Committee: we had our first meeting together on Tuesday March 24, an excellent meeting with lots of discussion. Mike will write up a summary and we hope to get back to the Board within a month or two with recommendations/suggested changes.

Program Committee: kicking off DJ review process, evaluating the IWD programming, working on how to provide more support for the future

Other Business/Questions

Regarding upcoming Blind Boys of Alabama show at Town Hall (Payomet production), how much we expect to receive from proceeds is unknown. It was suggested that we discuss placement of the WOMR table at the Payomet Tent; John said there has already been some.

Do we have a truck for Brewster in Bloom parade? Most likely from Cape Associates.

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Upcoming Events

- WOMR 44th Birthday Party: March 30th at Wellfleet Preservation Hall / 5 to 8 PM, live band and vittles
- Blind Boys of Alabama: April 18th at Provincetown Town Hall, 7 PM (Payomet production, in partnership with WOMR)
- Brewster in Bloom Parade: May 3rd on Rt 6A in Brewster starting at 1:00 PM
- Market in the Park: May 9th Orleans Village Green

Next board meeting: Thursday, April 23, 2026, 4pm in the Davis Space at WOMR, 494 Commercial St, Provincetown, MA 02657

Planning ahead: next next board meeting on Thursday, May 21, 2026, 4pm at the Eastham Public Library,

Meeting adjourned to move to Executive Session at: 5pm; Ira motioned, Dan seconded, approval was unanimous

Executive Session

Called to order at 5:10 pm

Fran presented the HR Committee proposal for an employee health insurance opt-out incentive program (see attached for details/analysis).

We propose a flat quarterly incentive of \$1,500 for any benefits-eligible employee who waives their right to enroll in our group health plan. This payment will be treated as taxable income. This payment program will be reviewed annually to ensure continued feasibility.

Ira moved that we accept the proposal, Dan seconded, approval was unanimous

Executive Session adjourned: 5:10 pm; Ira motioned, Mike seconded, approval was unanimous

Minutes submitted April 8, 2026 by Fred Boak

WOMR Treasurer's Report (3/23/26)

Finance Committee members:

Lyn Cason-Treasurer (*attended 3/17 Fin Com meeting)

Dan Gallagher*, Stephanie Helm*	Marcy Feller*
Bob Seay, Sheila House*	Mike Fee*
Breon Dunigan, John Braden*	David Panagore, Tony Pierson*(guest)

Cash Management

As of March 23rd- we have \$253k in checking and money market accounts and \$121k in investment CDs for a total of \$374k in our bank accounts. That compares to \$405k as of Feb. 17th. This represents just over six months of working capital. In March we have incurred \$20k in transmitter feed line/temporary antenna expenses. There will be additional infrastructure repairs due to the Winter Blizzard. Total repairs being estimated by John Braden.

February 2026 YTD P&L results vs. February YTD 2025

- **Income** - The total income YTD is \$351k compared to a total year budget of \$697k and \$25k better than February YTD 2025.
Results compared to February YTD 2025:
 - +78k- Pledges exceed 2025
 - 76k CPB Funding received \$22k for infrastructure support in January
 - +8k- Major Gifts/HVAC rebate
 - + 11k in car donations (BMW proceeds - \$7k received in January '26)
 - + 4k rents in Schoolhouse
- **Expenses** – The expenses February YTD 2026 are \$315k compared to \$697k total 2026 budget, Expenses are \$37k more than Feb. YTD 2025. The variance increase in expenses YTD of \$37k compares to the prior year:
 - +7k increase in pledge drive expenses
 - +4k increase in facilities & equipment
 - +6k increase in transmitter electricity/equipment repairs
 - +3k Snow removal
 - +4k increase WFMR tower rent
 - +5k increase in marketing consultant which is pacing on budget for 2026.
 - +4k increase in new History project expenses
 - +4k increase in Insurance -timing
- **Surplus**- Net operating surplus is \$36k February YTD 2026 compared to a surplus of \$48k for February YTD 2025, and \$12k less than 2025 YTD.
- On 3/17 Fin Com reviewed the Income and expense variances year to date. We discussed doing a risk analysis of insurance coverages. John Braden, Lyn Cason and Mike Fee will review policies and coverage and make a report to the Fin Committee by the April BOD meeting.

Report of the Executive Director
Prepared for the WOMR Board of Directors
March 26, 2026

Spring Membership Drive:

Currently, we have raised \$45k toward the Spring Drive goals of \$142k. The Drive begins on April 10th and runs for 14 days. We are planning to use a generous donation from the Charles F. de Ganahl Foundation to inspire matching donations.

Building & Systems Issues:

The generator at Gilboa has been repaired, the one at the Schoolhouse has been hauled away for assessment. The platform for the generator at the Schoolhouse has been repaired but we still need to make it fire-proof.

A fire panel inspection yielded a report with multiple failures related to the heat sensors throughout the building. Most of them will need to be replaced with smoke detectors.

CRM Software Update:

Chris Boles is on vacation this week but the staff will be meeting with him about the upcoming drive when he returns. Kirsten has identified a kink that we'd like to iron out before moving forward with the drive. We should be able to use Bloomerang as our primary entry point for the staff for the pledge drive. The advantages are many and immediate.

As mentioned previously, we've begun to use the system to register attendees for our events which have had the added benefit of event donations. The weekly, off-season film series has generated \$15 and the birthday party, \$285 (in addition to a \$500 sponsor). And of course, we can track these donations and they become an entry in the database. Kirsten is also using the system for publishing newsletters.

Studio Upgrades:

The staff is looking at some improvements to the Susan Lindquist Studio that would cost about \$2,000 and would allow us to repurpose equipment that we purchased but have not been using.

Conference:

Staff members have also been talking about an upcoming conference that will be hosted by Greater Public and the National Federation of Community Broadcasters July 8-10 in Chicago. The cost of registration is \$1,324 and there will also be the cost of the room and flights. We have some funds in the budget allocated for staff development and conferences that should cover most of the cost.

Upcoming Events:

WOMR 44th Birthday Party - March 30th at Wellfleet Preservation Hall / 5 to 8 PM, live band and vittles

Brewster in Bloom Parade - May 3 on Rt 6A in Brewster starting at 1:00

Market in the Park: May 9th Orleans Village Green

Broadcast Issues / WOMR March 2026

The Provincetown Water Department Renovation Project has begun:

The work at the water tank at Mt Gilboa has been put on hold until after Labor Day. The blizzard did extensive damage to the scaffolding and repairs would have pushed the project past Memorial Day weekend. We have been told that we will need to install our temporary antenna in mid August. The antenna and the feedline are on route to the contractor who will be installing them when the time comes. They will be scheduling a site visit before the summer.

~ Submitted March 25, 2026 / John Braden, Executive Director ~



Goals and Objectives for WOMR Board 2026

February 2026

1. Succession Planning: update staff job descriptions (current as of 2022); document each staff member's day to day operational details to ensure continuity in the event of extended absence; and inquire into staff's retirement plans (if any) and formulate a hiring/replacement plan (if necessary).
2. Development Strategies: assess current approaches to marketing/development considering Development Subcommittee Recommendations issued January 2017; maximize implementation of CRM with regular Board updates on rollout, data collected, potential applications; and consider whether hiring a full-time development person makes sense.
3. Committee Structure, Performance and Policies: review of Bylaw provisions governing Standing Committees (Section II, A-H); review policies governing committee appointment process, transparency and term limits; determine whether each committee is operating effectively and, if necessary, suggest ways to improve, redefine or phase out committees as necessary.
4. Financial Strategies and Policies: Lyn described the process to review and update this framework at the last Board meeting. In addition, according to NFCB, any long-term financial planning must consider potential licensing fees incurred because of CPB's collapse.
5. Capital Plan: create a list of foreseeable repair and maintenance projects including building roof, window and front door replacements, transmitter costs, sewer hookup, etc., and plan timelines and budgets for each item.
6. History Project: facilitate Save-A-Story's efforts to memorialize WOMR's history into a high-quality publication.