PACIFICA FOUNDATION
NATIONAL BOARD MEETING

Washington, D.C.
June 27, 1999

PROCEEDINGS

2 MS. BERRY: We are going to start
3 this meeting of the Pacifica governing board.
4 We are a little bit late, but here we are.
5 There are no new members to be seated. Could
I get a motion for approval of the minutes of
the last meeting?

MR. ACOSTA: I so move.

MS. BERRY: Is there a second?

MS. CISCO: Second.

MS. BERRY: All in favor indicate
by saying aye.

We have already set a schedule for
the next meeting. Does everybody know what
that is? That is the first weekend in
October. Is that right? It is the second
weekend of October. It is October 10th, that
is the board meeting.

MS. CISCO: Where?

MS. BERRY: It’s in Houston, Texas,
October 10th.

MR. BRAMSON: As a reminder, I will
be unable to attend.

MS. BERRY: Right. We want to
congratulate you upon the birth of your
daughter, before your daughter is born, and
before she is even a daughter. Well, I guess
she is a daughter. That is the next meeting.

Now we have the report of the LAB chair, who
is Charlotte Holloman, from the WPFW LAB.

Could you please come forward?
MS. HOLLOMAN: Good morning, ladies and gentlemen. It’s nice to see you, those of you that I know, and those of you that I don’t, it is also nice to see you. This report is on behalf of the council of chairs. For those of you who don’t know, that is the five chairs of the local advisory boards in each of our signal areas. The report represents the minutes of a meeting, which took place last week on Thursday, the 17th of June via conference call. Participating on that call was Sherri Gendleman from KPFA, David Allison from KPFK, Shirley Adams from KPFT, Karen Frillmann from WBAI, Charlotte Holloman from WPFW and Mary Frances Barry from Pacifica.

The agenda included the following: LAB reviews related to community needs assessment, station programming goals, policy decisions and service provided by the station, a process to calendar programming reviews, the current situation at KPFA, nominations to the governing board. Added to the agenda: a strategic plan for the coming millennium and the memo from African American programmers at KPFA to Mary Frances.
With regard to required LAB reports, Mary Frances mentioned that WBAI had not turned in reports on training and WBAI had not turned in reports on audience needs assessments. Mary Frances pointed out that the report done by Frank Millspaugh’s committee outlines methods by which community needs assessments might be accomplished.

A discussion ensued about the difficulty some LABs are experiencing in securing required information from station managers and program directors. Possible causes and solutions were discussed. David pointed out that clear programming goals may be lacking at the national level.

Mary Frances invited LAB chairs to offer suggestions about what current and future programming goals should be. It was pointed out that questions to managers by LAB members with respect to policy decisions, programming and service are viewed and treated as interference by some station managers who become defensive and decline to share information.

It was agreed that in some cases relationships between LAB members and station
18 managers are not productive. Mary Frances
19 promised to raise this problem with the
20 appropriate governing committee with the goal
21 of encouraging more supportive relationships. Mary Frances stated that program
1 directors should be providing regular
2 reports, including Arbitron data, to the
3 LABs. It was suggested that program
4 directors meet with LABs at least twice a
5 year.
6 Mary Frances agreed to apprise the
7 appropriate step and governing the committee
8 in this directive. With respect to a process
9 for calendaring programming reviews by the
10 LABs, Karen pointed out that Pacifica
11 decisions, read as Pacifica mandates, are a
12 bigger problem at WBAI than relationships.
13 For example, national programming
14 mandates conflicting with local programming.
15 Karen pointed out that calendaring might be
16 viewed as a mandate. Charlotte suggested
17 that calendaring programming reviews should
18 come down from Pacifica management to general
19 managers and program directors who are
20 Pacifica staff.
21 It was agreed that organizational
22 structure for communications and information
1 flow throughout the network is problematic.
2 Mary Frances promised to ask the governing
3 board to send something to general managers
4 and LABs designed to enhance communications
5 and relationships. On the continuing
6 problems at KPFA, there was lengthy
7 discussion.
8 Sherry reported that there is havoc
9 and chaos at the station. At the most recent
10 LAB meeting, 80 people attended. She said
11 the demonstrations have been ugly and
12 painful. Major donors are upset.
13 Sherry reported 6,200 people
14 contributed $600,000 in KPFA’s most
15 successful fund drive ever. However, 90
16 percent of this money was donated under
17 protest. Mary Frances states that Pacifica
18 policy is that no conditional pledges will be
19 accepted if they are given to affect
20 management decisions.
21 The comment was made that CPB money
22 is conditional. Mary Frances stated that
23 development directors have been asked to
24 determine which of these grants given under
25 protest are in fact conditional and that
26 money found to be conditional would be
5 returned.

6 Mary Frances said that the governing board is upset about expenditures and safety issues at KPFA. She has been told that local police consider shots fired at Pacifica and KPFA to be attempted homicide and that security guards have had to be hired. Any Pacifica board liability for injury or worse is the central issue from the board’s perspective.

15 Mary Frances reported Lynn Chadwick has moved over to be acting station manager at KPFA because no one else was available from the other stations. On the matter of KPFA’s African American programmers, it was said that Sheryl Flowers left for another opportunity and one paid programmer also left.

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1 There followed some discussion about KPFA programmers having on-air discussion of internal management issues by reporting it as news as a way of getting around the so-called gag rule. Mary Frances stated unequivocally that there would be no mediation with regard to Nicole Sawaya being
rehired or Larry Bensky going back on the
9 air.
10 There is a possibility that
11 underlying policy issues may be mediated.
12 The gag rule policy will be kept until it is
13 discussed and changed by the governing board.
14 David asked whether the gag rule policy was
15 actually a written policy because Larry
16 Bensky has claimed that it is not. Mary
17 Frances said that it is her understanding
18 from the lawyers that it is.
19 It was noted that while LABs have
20 functions, they have no power and that
21 station managers sometimes use an extension
22 of the gag rule to keep from answering

1 questions they don’t want to answer,
2 particularly as it relates to personnel and
3 programming. Mary Frances offered that
4 managers and program directors should be
5 forthcoming in the interest of collegiality,
6 especially as questions relate to why
7 programs are taken off the air because this
8 is within the purview of LAB responsibility.
9 Personnel questions are more
10 difficult because of privacy issues. Again,
general discussion of personnel matters should take place in the interest of collegiality. It was noted that the Pacifica strategic plan is expiring.

Mary Frances said that the new plan will address how Pacifica structure can be improved and that all the various Pacifica constituencies will again be consulted for their input. With regard to nominees to the governing board, Mary Frances offered that many good names have been received by the governance committee and that the committee would recommend some and that others would be withheld, but not rejected.

She pointed out the need to do greater outreach to Native Americans, Latinos, Asians and white women. She said that of the 19 seats on the governing board, she believes there are seven vacancies. It was suggested that the council of chairs conference calls take place more often than the current three times a year in advance of governing board meetings.

The consensus was six times a year and Mary Frances said she would take this under advisement. Respectfully submitted by
Charlotte Holloman, chair, WPFW LAB.

MS. BERRY: Charlotte, that was a wonderful presentation. Thank you for it.

Let me just reiterate for the board, let me comment on some parts of it and see if any board members want to.

First of all, it is indeed true that we need these reports on audience needs assessment and for the stations that haven’t submitted them, we would hope that they would do so since that is one of the principal functions of the local advisory boards.

Also, the problems with the managers and program directors and the LABs have been surfacing ever since I have been on the board and I’m sure before. I will reiterate, and the board I know supports this, that the executive director must direct the managers, yet again, that we expect to have harmonious and supportive relationships between the station managers and the LABs and the program director should meet with the LABs and the general manager can be there when they meet, but the general manager goes to the meetings anyway, or they should.

Information should be given that
19 will help the LAB to exercise its mandate to
20 conduct the kinds of needs assessments. So
21 we are reiterating again, and I am sure I
22 have the board’s support. I don’t see
1 anybody objecting to that because that is
2 policy, that the executive director is
3 directed to make this clear to the station
4 managers and part of their evaluation of them
5 would include, of course, LABs involved in
6 input into the evaluation process.
7 It seems to me that that would be
8 an effective way to handle that. We will
9 have some discussion after this presentation
10 and after this segment of the agenda about
11 the nondisclosure rule and what is happening
12 on that. So, I am reiterating that
13 everything that you say, I would ask the
14 board to urge people to do and I am doing.
15 We will go on from there.
16 I am also trying to figure out how
17 to have six meetings with the council of
18 chairs.
19 MS. HOLLOMAN: Perhaps the calls
20 could be shorter if they were more frequent.
21 MS. BERRY: Yes, maybe we could
22 have more of them and make them shorter.
1 Yes, Rob?

2 MR. ROBINSON: I would just like to
3 thank you for that, Dr. Berry, and thank you,
4 Charlotte. I think that it’s a wonderful
5 report. But I think what you showed to
6 everyone here so clearly is that our LABs are
7 indeed diverse, business-like, competent, and
8 very very positive in their orientation.
9 Thanks.

10 MS. HOLLOMAN: I would like to take
11 one minute to recognize one of our chairs or
12 acting chairs, Dave Adelson, who
13 participated in this report.
14 MS. BERRY: All right. Are there
15 any other questions or comments from board
16 members? We will proceed and we will see
17 what kind of feedback we get next time.
18 Thank you very much, Charlotte.
19 I want to also acknowledge the
20 presence of Burt Lee who is out there
21 somewhere and to thank him very much for the
22 party he hosted last night in his palatial
1 residence for the staff and the board. He is
2 a long-time supporter of WPFW, among other
3 things.
4 Thank you so much and we’re just so
pleased that you are here today and thank you for all you do. The next item on the agenda is the committee reports and the first one is executive committee. On behalf of the executive committee and on behalf of the board, I want to read a statement and see if I can get a motion on the statement that I am introducing to the board.

Now, the statement is in response to the current crisis. I have said to new board members, and I am not all that old as a board member myself, that Pacifica seems to me to be constantly in crisis in some part of the network. So, it’s not that the current crisis is the only one that has ever existed or will continue to exist, but the current crisis.

The board of directors of the Pacifica Foundation abhors the climate of violence, hate, racism and misinformation that has evolved in the conflict surrounding KPFA. The Pacifica board respects the diversity of opinions and beliefs regarding the KPFA conflict. However, we are obliged to protect the people, property, license and broadcast
9 air associated with Pacifica foundation.
10 KPFA is an integral part of the Pacifica network, which includes stations in four other major U.S. cities: KPFK in Los Angeles, KPFT in Houston, WBAI in New York and WPFW here in Washington. The network delivers ten hours of satellite programming daily to 65 affiliates nationwide.
17 KPFA is a 59,000-watt station, very large, located in Berkeley, which is expected to serve not just Berkeley, but the entire signal area from Mendecino to San Jose. The board invests management responsibility for the Pacifica network in the executive director. This includes, but is not limited to, operations, management and decision-making concerning personnel matters.
4 The board this day affirms its support for the enforcement of the nondisclosure policy with respect to protection of broadcast air.
7 We believe it is unprofessional and a disservice to the listeners for programmers to use the air as a soapbox during disputes over management issues. This policy has been in effect by the board at least since 1989.
12 However, in order to provide a
13 forum for the discussion of issues concerning
14 Pacifica national management, programs and
15 policies, the board is directing the
16 immediate institution at each station of a
17 monthly program directed at this end. There
18 will be a monthly discussion.
19 The public and staff will be able
20 to participate, so we are directing that this
21 happen immediately. Because the board is
22 responsible for protecting the license,
23 personnel and property of the Pacifica
24 Foundation, we feel that we must provide
25 security whenever those interests are
26 threatened.
27 The firing of shots into Pacifica
28 offices and at Pacifica buildings, the
29 physical and verbal harassment of staff
30 members and the uninvited incursions into
31 staff offices have made security necessary at
32 Pacifica Properties in Berkeley. Those who
33 oppose the use of security forces have the
34 power to remove it in their own hands. As
35 soon as conditions no longer require its use,
36 the security currently in place will be
37 removed.
38 In other words, the key is in the
17 hands of those who are engaged in certain activities there and we want to remove it; we don’t like having to pay for it, we don’t like having to have it, so as soon as matters recede and become peaceful enough that we can do so, we will do so.

1 We value and are committed to the needs of local communities and will continue to build collaborative relationships with local representatives, while assuring channels of communication. Representation from each signal area on the governing board and executive committee are important ways that we show our commitment.

9 We have somebody from every signal area on the governing board and on the executive committee. Furthermore, regular meetings by the LAB Chairs with the board chair -- you just saw a report from the chair of the WPFW board who talked about those regular meetings -- is a way that we show that commitment. Her participation here is a way in which we show that commitment. These are all important.

19 We also affirm in particular the provision of the LAB Procedures and Practices
Policy -- that the LAB can be involved in the evaluation of the general manager -- remains in force and is policy in Pacifica and that people can count on that. We are also pleased that the Pacifica executive director has been dialoguing with staff at KPFA to begin conciliation with the assistance of the Federal Mediation and Conciliation Service. The board supports these conciliation efforts and we also support the idea of their extension and expansion as determined by the conciliator to include other parties of the issues with the agreement of the parties. So that you are clear about what I mean by that is, if these efforts go forward, and it is determined by the mediator after talking to the parties that other people ought to be put on either side, however many other people, that we, the board, would support that. This may include members of the governing board, it may include LAB members, it may include people in the community. I don’t know how many people it would include, but we are open to and supportive of the idea that other people can be included in the
3 mediations. I wanted to make that statement
4 and ask if someone on the board would
5 introduce a motion that this statement be
6 formally adopted as the policy of this
7 foundation.
8 MR. FARRELL: I so move.
9 MS. BERRY: Could I get a second?
10 MS. CISCO: I second the motion.
11 MS. BERRY: Would there be any
12 discussion that the board would like to
13 engage in at this time concerning the
14 statement that I have read and elaborated on?
15 Let me say as a point of information on the
16 statement that the unions -- at three of our
17 stations we have unions -- have contracts,
18 and the union contract has provisions in it
19 that they expect us to abide by.
20 We will implement this policy of
21 public and staff forums and want the union
22 members to participate too, consistent with
1 their contract. That is up to them to figure
2 out how they do it. We are not trying to
3 abrogate anybody’s union contract. We don’t
4 want it to become a dispute about -- trying
5 to overturn.
6 We know they have contracts, we
7 abide by them and we want them included too,
8 but consistent with how they view their own
9 contractual obligations. Is there any
10 further discussion of this matter? Yes,
11 Pete?
12 MR. BRAMSON: I appreciate the
13 statement. I think the tone is pretty good.
14 Specifically, the first paragraph is very
15 important because it addresses the issues
16 about violence, hate and racism.
17 I have a couple of questions, if I
18 may, which are based on, well, will there be
19 limits to the immediate institution at each
20 station of a monthly program directed to
21 these kinds of discussions about the
22 nondisclosure?
1 MS. BERRY: There are no limits to
2 what will be discussed so long as it is about
3 Pacifica programs, policies, whatever. It is
4 an opportunity for people, staff, community
5 people, anybody to discuss issues.
6 How it will be structured will
7 depend on the staff and the people at each
8 local station, because all of our local
9 stations have different kinds of way to do
10 stuff. But if there will be no limitations
of what they will discuss. We specifically discuss Pacifica programs, policies, etc., which is what the issue is. Because if staff at a local station have a problem with their general manager, they can talk to the general manager, I assume, and the general manager has to go on the radio already to have a report to the listener, in which people get to call in and ask questions. So, that has not been the bone of contention. The bone of contention has been about Pacifica programs, policies and the rest. We also are aware that most organizations do not have such policies. Most organizations do not permit staff to use the media operations, for example, newspapers, magazines, and the like, don’t permit staff to use their news stories to criticize management. Be that as it may, this is Pacifica. Pacifica is different. So we are saying that not only the public but the staff, too, can be involved in making any kind of statement they want as long as they don’t defame and degrade people and call them, you know, racists, bigots,
15 names.
16 MR. BRAMSON: How would you
17 describe the continuance to build
18 collaborative relationships with local
19 representatives? Could you give me an
20 example?
21 MS. BERRY: You are the chair of
22 the process review committee on this board.
1 MR. BRAMSON: I am.
2 MS. BERRY: I would hope that you
3 would, in addition to what is in the LAB
4 procedures and policies, and the things that
5 I have outlined here, that you are already
6 doing and the things that I already said when
7 Charlotte was here making her chair statement
8 about how the PDs should be with the LAB, how
9 the manager should be with the LAB and these
10 other reports that you do, perhaps you will
11 suggest other ways the board can improve in
12 their --
13 MR. BRAMSON: Good. I will do so
14 within three days and I will bring it back to
15 the board.
16 MS. BERRY: All right.
17 MR. BRAMSON: I have asked this
18 before, I just want to make sure I am being
19 clear. Is there a possibility of some time
20 line regarding the assistance of the Federal
21 Mediation and Conciliation Service?
22 MR. BERRY: There are no time
1 lines. We have put an offer on the table to
2 engage in conciliation. Both sides have
3 discussed who the mediator would be.
4 I understand now there is a desire
5 on the part of at least one of the parties to
6 the conflict to expand the number of people
7 and who would be involved. I think that
8 should be taken up immediately by the people
9 who are involved in the narrow conciliation
10 process and the mediator with an immediate
11 determination of can we agree on who the
12 folks would be in this expanded definition of
13 each side?
15 That is what I wanted to hear. Are we
16 willing to express interest in communicating
17 our time line issues to the public?
18 MS. BERRY: I just said that. I
19 want it to happen yesterday. I want it to
20 happen today. I want them to start
21 immediately defining who should be involved
22 and they are to take up each side’s
1 presentation of who they want to be there and
2 act on it.
3 MR. BRAMSON: Thank you.
4 MS. BERRY: Do you want to ask me a
5 question?
6 DR. GIBBS: That is a question from
7 a member of the audience.
8 MS. BERRY: We don’t do that
9 because we do not respond to questions. If
10 you want to ask me a question, you can.
11 DR. GIBBS: Oh, I see.
12 MS. BERRY: I will answer.
13 Otherwise the whole audience will be up here
14 asking me questions.
15 DR. GIBBS: Our statement says that
16 security depends upon the behavior of the
17 people who are causing us to have guards. Is
18 it possible to move the security guards in
19 front of the Pacifica national office instead
20 of KPFA?
21 MS. BERRY: The answer is no and
22 the reason why, let me explain why: there
1 were shots fired into the windows of the
2 Pacifica national office. Also, there was a
3 shot fired at the KPFA building.
4 The KPFA is a Pacifica property so
we are responsible for all of those
buildings. I know sometimes the stations
think that they are independent and that they
own Pacifica or something. But the board is
responsible for all those properties that are
owned by Pacifica.

Secondly, the incursions into
people’s offices took place within the KPFA
part of the building and not in the national
office part of the building. The entry of
300 people or some number, I don’t know what
number of folks in an unauthorized manner
into the space owned by us at KPFA took place
in the part of the building that is at KPFA.

What I am really saying is that as
soon as we can be assured that folks don’t
intend to come into the building when they
are not supposed to, bring in 300 people,
make it appear that they are trying to take
over the building or some doggoned thing or
if they are harassing and abusing staff
members, then we’ll take the entire security
away, paying for security.

But we cannot draw a distinction
between the buildings because we own them.
We own the whole thing and we have staff in
9 both of them. If something were to happen to
10 them, especially since we know something has
11 already happened, this board would be
12 considered negligent and we would be liable
13 for whatever happens. And I know that’s hard
14 to take, but it’s true.
15 As an anti-authoritarian myself,
16 and I have a demonstrated record of
17 anti-authoritarianism, I don’t like any kind
18 of security and any kind of anything. But
19 under these circumstances I think that it is
20 necessary.
21 I hope that maybe as the mediation
22 goes forward people can sort of give
23 assurances to each other and then the board
24 wants it removed as soon as possible. Is
25 there anything else? Can I call for the
26 question? All those in favor of the approval
27 of this statement, indicate by saying aye.
28 Opposed? 7 I count one opposition. Have I
29 counted correctly? Is there someone I did
30 not count who is in opposition? Then the
31 statement is approved.
32 Also, the board has agreed that
33 board members may go out and discuss this
34 statement. We have not been publicly
discussing everywhere the issues around this
because we have felt that since we have a
policy of not discussing it, we would not be
on the air discussing it ourselves on the
air, but that wouldn’t make any sense.
But now that we have a statement of
where we stand and the board has agreed to
it, there is no reason for board members not
to be able to discuss it. There are some
details that cannot be discussed. It also
does not preclude board members from
discussing the statement and the issues. Let
me ask the board about this.
Do you think we should be able to
discuss just this statement and the events on
any of the news shows on our own air as a
result of the change that we have made? Or
do you think we should still withhold
ourselves from discussing even the statement
even on our own air, keeping in mind, let me
take a minute to say this, the reason
why this is a news story is because the staff
made it a news story.
I gave the example to some people
of when I was a reporter in Vietnam, there
was another reporter who used to go out to
18 villages and talk to people and create 
19 stories, nice human-interest stories. Then 
20 this reporter would write about the nice 
21 human-interest story that he had just -- 
22 Then he would disseminate it and 
1 get plaudits for this great human-interest 
2 story he found in this village. Then all the 
3 other editors would beat up on the other 
4 reporters and say, why don’t you go find a 
5 nice human interest story like that? 
6 Other reporters would be tempted to 
7 go and do that. I call that the creation of 
8 stories, and then never telling the listener 
9 that you are part of the story, making them 
10 think it is just a story you found. The 
11 staff at KPFA, and I am not being critical of 
12 them because they, I am sure, well meaning 
13 people would have their own concerns within 
14 this culture -- disclosure policy, they know 
15 they violated it. 
16 They said they know they violated 
17 it and helped make it into a news story 
18 something that was not a news story then it 
19 became a news story so it was on the news, 
20 but then we didn’t comment on our air. What 
21 I am asking you now is, since it is a news
22 story, they made it that, we have given them
1 a way to talk about it in the block, should
2 we report to the listeners and talk about
3 this statement or should we be willing to
4 talk about this statement on the air Friday?
5 MR. MILLSPAUGH: I think if we
6 issue a statement it is a legitimate news
7 story for any news service including our own.
8 I would point to the kind of related sort of
9 thing when a commercial broadcaster
10 broadcasts something about an organization
11 which may be their territory organization,
12 they identify the -- but they do make that
13 report and I think that as we are releasing
14 an official statement we should release it
15 universally, which universe includes KPFA.
16 MS. BERRY: Yes, Bob.
17 MR. FARRELL: I would expect that
18 another group of people who are part of the
19 Pacifica team be advised to treat this as any
20 other breaking news story that they might
21 deem to be of importance, and that is our
22 news directors.
1 News directors at each of the
2 stations have a responsibility to service
3 their area and also as part of the management
4 team, to ascertain importance of stories, to
5 place the priorities, to structure interviews
6 and comment, to establish balance as they
7 perceive that, to seek access to
8 spokespersons from several sides and put that
9 in some coherent manner so given the time
10 available to them, that they can put a
11 cohesive kind of comprehensive view to our
12 listeners and I would hope that our news
13 managers would rise to the level of
14 professionalism that is expected of them in
15 this manner as they often do in other
16 instances.
17 So I think it is appropriate for
18 our management to be available as a news
19 source and that our directors would be among
20 the first to accept this --
21 MS. BERRY: Since we are releasing
22 it as a news release it does become news?
1 MR. FARRELL: Yes.
2 MS. BERRY: However we got here, it
3 has become news.
4 MR. FARRELL: The policy that we
5 have approved in the statement, the one about
6 the forum and the staff it’s on, is a way for
7 us not to have this happen in the future
8 because in the future if people want to
9 discuss something about the management they
10 can do it in that padlock and we don’t have
11 to do it on programs and news and we won’t
12 have this problem, so we hope that this will
13 be an exception and it won’t ever happen
14 again.
15 But in this instance, we will then
16 be able to talk about this statement as a
17 news story and hope that this will be the end
18 of us having to do this.
19 MR. FARRELL: I thank the board
20 chair for bringing it up. I think that would
21 allow greater communication, greater
22 dialogue, at least in the presence of the
1 board and the members of the governing board
2 to the public.
3 MS. BERRY: So we are free to
4 discuss this statement and the statement will
5 be issued as a press release. All right, the
6 executive committee report. Why don’t we
7 just go on to the next committee report, the
8 finance committee report.
9 MS. MAKELA: I will try to be
10 succinct. There were two segments of the
11 finance committee meeting, as often happens.
We had an executive session first and then a public session.

During the executive session we discussed financial matters of proprietary nature relating to our CA budget, national office budget and KPFA budget. In the next segment of the finance meeting, as people are aware, we have begun over the last couple of years to look at proposed budgets for the next fiscal year.

In June, in preparation for final approval in October, we reviewed the station budgets as they were presented to us.

I am delighted to report that in a couple of cases the stations are projecting surpluses due to successful fund drives and containment of expenses this year. They are planning to enter the next year with surpluses that can be used for staffing needs in some cases where they have been understaffed and are prioritizing necessary capital expenditures this year, for they have not been able to make because of limited budgets.

I want to particularly recognize KPFT. We met with Garland Ganter and it had
16 been so long since KPFT had had a surplus
17 that Garland couldn’t use the word. And it
18 was a lighthearted moment. But I want to
19 recognize that as with WPFW, our two smallest
20 stations have struggled out of nagging
21 deficits and a situation where they have been
22 underfunded and unable to do the programming
1 and make the changes that they most wanted to
2 do at those stations.
3 Both stations plan to end this
4 fiscal year with surpluses and are projecting
5 strong budgets for the next year. So, I
6 wanted to particularly recognize the general
7 managers of those two stations and the hard
8 work of all of the staff and volunteers at
9 those stations.
10 We had a meeting. We had a
11 discussion with the general manager of KPFK
12 about the on-going transmitter and tower
13 issue there. We had approved a budget for
14 the replacement of the tower and transmitter
15 which was to take place this summer and into
16 the fall and because of an increase in cost,
17 we had a brief discussion about the situation
18 and agreed that we needed a report on paper
19 of the new cost and new plan and that we were
20 committed to Pacifica’s part of that cost.
21 We were hopeful that the NTIA grant
22 that has been applied for will come through
1 and we tabled final decision about augmenting
2 the commitment of Pacifica until August, once
3 the NTIA decision is made and we have a
4 written report from the general manager
5 there. The finance committee will reconvene
6 by conference call and work out the finances
7 for that. But we are absolutely committed to
8 going ahead as soon as possible with the
9 transmitter.
10 The National Office and Archives
11 budget at this point have not been finalized
12 and had projected deficits. The Comptroller
13 and executive director need to finalize those
14 budgets and rework them, including a plan and
15 a proposal to the finance committee as to how
16 we would cover the needed income for those
17 budgets. We then met with the general
18 manager at WBAI.
19 It was proposed to us that, well,
20 the context of it is that the finance
21 committee has had an on-going concern and had
22 been working with the WBAI management over
1 the year about the budget. There was a large
2 deficit of $200,000 and some from last year
3 that needed to be scheduled into the budget
4 this year.
5 I am pleased to report that a good
6 chunk of that deficit has been covered this
7 year; however a remaining $78,000 is in the
8 budget for this year. It is proposed to the
9 committee that we roll that amount over to
10 the next fiscal year because it would be
11 totally difficult and/or impossible to pay
12 that off this year by WBAI.
13 I think the committee expressed
14 great concern about the budget there and the
15 budget over the last few years, that we have
16 been unable to stay within the budget, even
17 with strong fund drives and an increase in
18 income. However, the committee does
19 recommend that we move the remaining deficit
20 into the next fiscal year.
21 Our further concern is that we are
22 also being told there may be an additional
1 deficit in this fiscal year. We are very
2 concerned about that so that WBAI is not
3 strapped with this as it goes into the new
4 fiscal year with much to do and can continue
5 to build the station.
So, in addition to recommending the rollover, we have charged the controller with putting controls in place to minimize the deficit as much as possible as we finish this fiscal year and to work with the general manager to ensure that as far as possible, BAI remains within the budget to send to this committee and the controller will determine what exactly those controls and management will be.

We further instructed the general manager at BAI to submit the New Year’s budget by Labor Day and the committee will convene by conference call to take a preliminary look at it and we will have a better idea of the deficit at that point.

Just a note for people because there have been some questions as the board composition has changed, so will the budgeting of board costs, the full budget for board costs will now be seen in the national office budget in the future.

Allocations were made per station for signal area rests so that will be removed from the station budget. That’s it.

MS. BERRY: Could I get a motion to
10 accept the report of the finance committee?
11 MR. BRAMSON: I so move.
12 MR. FARRELL: I second.
13 MS. BERRY: Thank you very much.
14 Is there any discussion of the report of the finance committee at this time? All right, I will call for the question. All in favor indicate by saying aye.
17 Opposed?
19 It is so ordered. Before I go to the 50th anniversary committee report, let me just point out that since this is Pacifica there is always need for clarification.
1 When we earlier talked about being available for the news -- our statement -- and discussed whether we would be available, we did not need to imply that news directors should assume that it is news and put it on the air. What we were discussing was whether we are willing to say, if asked, that it was news and that it was okay for us to talk about it.
10 That was the point that we were making. The point is we decided that yes, we would talk about it if anyone asked us and that does not violate any policy or procedure
14 and that we’re doing it because of the way
15 this has become news and the future has
16 nothing to do with us changing any way we
17 behave.
18 So that has nothing to do with
19 telling news directors that it’s hot news,
20 that they should put us on the air. Now, the
21 50th anniversary committee report, Michael
22 Palmer, please.
1 MR. PALMER: The 50th anniversary
2 committee met yesterday afternoon. There are
3 ongoing events through the remainder of the
4 fiscal year that are going on at four to five
5 units.
6 I’m being helped quite ably with
7 the assistance of the national development
8 director, Cheryl Garner-Shaw. I want to
9 thank her for all of her help with that so
10 far.
11 A few of the things that are going
12 on now. KPFT last night had an event at one
13 of the venues in Houston that drew about 880
14 people to it. So it was well attended and
15 for Houston it will be a successful event and
16 we are glad to see that and for participation
17 of all of the community and all the work of
18 our staff in helping to get that off the
19 ground and completed.
20 KPFA, in May, they had a social --
21 that was similarly attended, 800 people or
22 so, that was well covered and a very positive
1 event for not only the L.A. community, but
2 the greater community during that time of the
3 crisis. They are also making efforts to have
4 another event the latter part of this year at
5 the museum on television, radio to celebrate
6 their 40th anniversary and we support all of
7 their good efforts in that direction.
8 They also have a particular -- WPFW
9 is undertaking a feasibility study right now
10 to determine their fundraising potential for
11 major gifts and one of their initial
12 priorities as I understand, is to be secure
13 the location for their transmitter; that’s
14 one project.
15 Also, the feasibility study will
16 give them their capability of undertaking a
17 local capital campaign to obtain a more
18 appropriate facility for WPFW and I have full
19 confidence that the local community is
20 capable and will succeed in this effort. I
21 personally look forward to that success in
reaching that realistic goal to be established by the feasibility study.

AT WBAI in early May they had a public event that was a celebration of Pacifica’s 50 years, and as well, a celebration for the program director, Samurai Marksman, who had recently passed on. It was very well-attended and a very good, four-and-a-half hour event. I am quite pleased that that community came together like that.

KPFA’S 50TH anniversary committee has suspended activities in recognition of the conflict that is going on in their community. So there is nothing going on in that area at this time, although in the meeting there was a spokesperson for that committee in the audience who said that they are very ready, willing and able to pick up their activities again should there be resolution to the conflict.

I would like to say that at this point for me personally I would like to recognize the courage of, primarily the women in the national office that have been going to work around all of this. They are showing
4 tremendous courage in the face of all of the
5 racism, the -- language that is being
6 directed at them.
7 Some of them are individuals, but
8 by the people that are in opposition. I have
9 been reenlightened about the magnitude, the
10 depth and the vehemence of racism since I was
11 a young boy from Korea and the latent ability
12 of a large majority of our core audience to
13 direct racism scares me to death at times. I
14 want to recognize Vanessa, Cheryl
15 Garner-Shaw, and Elan Fabri and all the
16 women in the office for putting up with this
17 level of hate from this progressive, Northern
18 California community.
19 I can only hope that the Houston
20 progressive community has a degree of
21 civility. That is my report.
22 MS. BERRY: All right. Could I
1 hear a motion to approve the report of the
2 50th anniversary committee?
3 MS. CISCO: So moved.
4 MR. FARRELL: Second.
5 MS. BERRY: All in favor indicate
6 by saying aye.
7 Opposed?
It is so ordered. The program standards and practices committee, Frank is going to tell us about the lively meeting, the wonderful meeting.

Yes, the three-hour long meeting of the program committee was held yesterday and training session for the board. We had a special presenter, David Giovanoni, of Audience Research Analysis, who performed an audience research analysis for us, familiarized the board with some of the procedures and techniques for doing that.

Two of us on the board were here four years ago and had received an initial instruction from David. So he had sort of a baseline of four years ago to compare performance of the stations. There is good news.

The good news is that the combined weekly cum of all of the stations has reached or surpassed 700,000 listeners, which is a 20 percent increase.

Secondly, and more dramatically, the amount of listening has increased by 30 percent. It was also viewed that Pacifica listenership represents one-third of the
12 entire so-called community radio listenership
13 in which we are therefore a major presence.
14 There is also some, well, let’s
15 call it not-so-good news, which is that
16 Pacifica listenership represents only two
17 percent of the total public radio
18 listenership, the whole public radio
19 universe. We represent two percent of it.
20 Furthermore, the Pacifica listeners
21 listen twice as much to NPR programming as
22 they do to Pacifica programming. Further,
1 Pacifica listener loyalty comes in at about
2 17 percent which is half of that, half of the
3 loyalty factor of the National Public Radio
4 audience. 5 Finally, that any given Pacifica
6 audience consists of one-third core listeners
7 and two-thirds fringe listeners. David also
8 imparted some basic conceptual information,
9 such as the definition of public service
10 consisting of the relationship between
11 significant audiences and, I think, gave us a
12 set of tools which we can all use to more
13 intelligently approach our role as board
14 members, which materials, by the way, will be
15 distributed to all the board members
16 subsequent to this meeting by mail.
In addition to yesterday’s session, I have some brief things to report. Our FCC attorney, at our request, has given us a letter which spells out the FCC issues pertaining to so-called control of air and to so-called non-commercial programming. I believe you have a copy of that letter and I would ask that that be submitted as part of the report of this committee.

You have previously heard of the progress in the LAB audience research progress report which we did receive from KPFA and WBAI, but have not received as yet from the other three stations. I would urge them to have them for us for the October meeting so that we can have a complete file and picture of the status of this effort at this point.

We also requested some follow-up answers and questions pertaining to producer training opportunities at each of the stations. I did get follow up response from WPFW and KPFT and again, I will ask that those stations which have not submitted theirs as yet do so prior to the October meeting.
I would also point out that in your board booklet at Page 21 there is a national program KU distribution schedule. I know that many people sometimes feel that we are only distributing a few hours a week of nationally produced programming. That is only just part of it.

We also distribute a large amount of programming, some 50 to 70 hours a week, I don’t know, that reflect programs produced locally and that are distributed nationally, as well as a couple of independent productions which we distribute nationally to our 65 affiliates as well as to our five Pacifica stations.

Along with that, I would also point out that accompanying each of the station manager’s reports in the board booklet, there is an annotated grid reflecting their program schedules. I think that will be of interest to all the board members, to look at for their similarities and differences, essentially in light of the conversations we had yesterday at the meeting.

That concludes my report. I think most of you were there yesterday, if you have...
3 anything you wish to add.

4 MS. BERRY: All right. Could I get

5 a motion to accept the report of the program

6 standards and practices committee?

7 MS. CISCO: I so move.

8 MS. BERRY: Do I hear a second?

9 MS. MAKELA: I second.

10 MS. BERRY: Is there discussion?

11 MR. BRAMSON: In regards to the

12 documents going out to the governing board

13 members, is that what I heard? Will they

14 also go to the LABs?

15 MR. MILLSPAUGH: I see no reason

16 why not. I think that would be good to do.

17 MR. BRAMSON: Thank you. That

18 would be of assistance so that the local

19 boards can then do some pretty good

20 assessments. I just want to make mention

21 that KPFA has been involved in a struggle, so

22 therefore, I hope you will understand that

1 they have been --

2 MR. MILLSPAUGH: I do understand,

3 and I did point out that they in fact did

4 submit.

5 MR. BRAMSON: But they were

6 basically unable to do it, as I understand
MR. MILLSPAUGH: What?

MR. BRAMSON: In the manner in which they submitted it? I think, if memory serves me, the context was, we are in the middle of a fight here; we are not able to do this completely.

MR. MILLSPAUGH: No, I would say, we are in the middle of this dispute and things have been difficult for us to make progress, but here is the progress we have made so far. That is all I would ask any station for was what is the progress that you have made so far?

I did not expect a completed document but only a progress report, and that was submitted and I want to acknowledge that.

MR. BRAMSON: Are you expecting, and again, I just want to make sure I am clear, are you expecting something kind of completed by October?

MR. MILLSPAUGH: I’m expecting progress reports by October. I think this is an ongoing process and the root responsibility of all of the LABs. It is their function under law and it will be a
continuing revolution.

MS. BERRY: I think Charlotte Holloman told us in reporting the council of chairs that -- has turned in its needs assessment. It was not -- didn’t turn it in.

She pointed out which stations had not.

MR. BRAMSON: If there is anything I can do to assist to get that going, I want to do that. I think it is very important to do that.

I say that the presentation made to us in the morning was by an individual that made no recommendations at all as to what Pacifica or an individual station should do.

They were simply holding up a mirror that a impartial, third-party had done to show us what our audience is, looks like and it is very informative and is very informative in light of getting needs assessments from the LABs. It is very informative because the audience that perhaps we have perceptions about as well as others, is different in radical ways and I found it very informative, very useful, but I want to be clear that it is my understanding that no recommendations or suggestions were made
17 through that.
18 So that there is no
19 misunderstanding in our communities, I think,
20 that we are listening to people for this
21 reason. So, emphatically say, no
22 recommendations were made, just a mirror was
1 held out to see what this community looks
2 like.
3 MS. BERRY: I think that actually
4 once we get the needs assessment and your
5 committee does its work in looking at these
6 and matching them up, you might have some
7 recommendations to us as a board about
8 programming based on that which we could
9 enact as policy if we choose to do so. But
10 let’s see what the stations -- I can see
11 where a station manager would made use of the
12 information with their program director and
13 try to figure out what to do about their
14 programs without anybody having to tell them
15 to.
16 But if they don’t do that, and if
17 the LAB doesn’t use the information in doing
18 a community needs assessment, then it will be
19 up to us to try to figure out what would I be
20 doing. Yes, Pete?
MR. BRAMSON: I would like to make a suggestion that if I was handed this bit of information and I was on a LAB, I don’t know that I would be able to understand it so well. I would like a recommendation made to each individual program director who goes to LAB when this gets -- is that possible?

MS. BERRY: Well, I think it is up to the station managers, the management, to decide that. I have already encouraged and said that PDs should go to the LAB meetings. Whether they come on that occasion, that would be up to the LAB and the station to work out, but if they need that as a resource, then certainly they ought to have them.

MR. BRAMSON: Thank you.

MS. BERRY: They may also want somebody to come and explain the numbers to them. I was at a LAB meeting, one of the ones I haven’t been to in a long time, here at W, where we had a discussion of programs and ratings and all kinds of stuff with an expert --

MR. MILLSPAUGH: I would hope that the Program directors of each of the stations
3 were sufficiently conversant with how to read
4 numbers that they could help at least to get
5 the LAB members to the primary levels of it.
6 If that is not the case, I would suggest that
7 -- needed training for the PDs.
8 MS. BERRY: All those in favor of
9 accepting the report indicate by saying aye.
10 Opposed? 11 It is so ordered. Now we have the
12 report of the board of governors structure
13 committee. David. 14 MR. ACOSTA: Thank you Madam chair.
15 The Governance & Structure Committee met several
16 times by teleconference over the last few
17 months and also yesterday. We took up the
18 issue of nomination of directors. At the
19 February meeting in Berkeley when we enacted
20 the bylaw change regarding nomination of next
21 year’s directors, we added a footnote to the
22 bylaws that states "the committee is
1 committed to maintaining a national governing
2 board composed of a majority of persons of
3 color, keeping in mind that this is a goal
4 and not a quota."
5 We have done that and we continue
6 to do that. In addition, the footnote stated
7 that "the committee recognizes that the local
8 advisory boards will still have input to the
9 governing board through the council of chairs
10 and the right to nominate collectively or
11 individually directors to the governing board
12 through the board of governors instructor
13 committee, the only limitation is that the
14 nominee may not be a LAB member and a
15 governing board member concurrently."
16 At present we are considering
17 nominees nominated by staff, present board
18 members, individual LAB members and full
19 LABs. So we are doing that. Furthermore,
20 the footnote stated that the committee will
21 ensure representation from the signal area of
22 each Pacifica station. We have done that.
1 Lastly, the executive committee
2 must have representation from each signal
3 area and we are completing that today. At
4 this time, Madam chair, I would like to place
5 into nomination for executive committee
6 member from the KPFA signal area Jewelle
7 Taylor Gibbs.
8 MS. BERRY: For the executive
9 committee, could I get a second of the
10 nomination?
11 MR. FARRELL: I second.
12 MS. BERRY: Is there any discussion
13 of Jewelle and whether we will accept her
generous offer to be willing to do this? All
those in favor indicate by saying aye.
Opposed?
It is so ordered.

MR. ACOSTA: And one other item
with regard to the directors is that we are
keeping in mind the diversity of
representation, specifically recruiting
membership of Hispanic, Asian and Native
American communities.

MS. BERRY: And white women. We
have a shortage of white women on this board.
I don’t know how that happened since white
women are the majority of the population.
There must be something. I don’t understand
it.

MR. ACOSTA: We have seven
positions available and hope to have a slate
of nominees by the October meeting. The next
item that we considered was the nomination of
officers. At this time there are two
vacancies for secretary and treasurer. The
committee recommends Andrea Cisco from the
WBAI signal area for a term of three years.
At this time, Madam chair, I would place into
17 nomination the name of Andrea Cisco for
18 secretary.
19 MR. FARRELL: I second the motion.
20 MS. BERRY: All right. Is there
21 any discussion of the name of Andrea who has
22 graciously agreed to take on this burden, if
1 we should agree to place it upon her? All in
2 favor indicate by saying aye.
3 Opposed?
4 It is so ordered.
5 MR. ACOSTA: The next vacancy was
6 the treasurer and to take advantage of
7 institutional memory and to aid in the
8 transition of this position, we recommend the
9 following: As interim treasurer for one year
10 only, June Makela from the WBAI signal area
11 and who has been our treasurer for the last
12 four years.
13 As treasurer for a three-year term
14 immediately following that one year, Michael
15 Palmer from the KPFT signal area. At this
16 time I would like to place both of these
17 nominees in nomination.
18 MS. BERRY: Could I get a second?
19 MR. FARRELL: I second the motion.
20 MS. BERRY: Is there any
Discussion? Yes, Pete?

Mr. Bramson: I want to make sure
that I am being clear as to why I will
oppose. It is not about June, nor her
qualifications, nor Michael and his
qualifications. I think we are setting a
precedent in our interpretation of our bylaws
that I cannot support.

Ms. Berry: Ayre?

Mr. Kriegel: I also am going to
oppose that. But I would appreciate it if we
could split up the candidates because I would
rather vote yes where I can vote for yes and
no where I can vote for no.

I agree with Pete that I am
opposing June’s re-nomination based on
procedural reasons, as we discussed before.
I would like to vote for Michael Palmer.
Given that opportunity, I would. So if you
could split those votes up, I would
appreciate that.

Ms. Berry: Is there any further
discussion of the motion on the floor?

Mr. Palmer: I would say, it is not
a precedent. The board has acted
historically in accordance with the existing
3 bylaws.

4 MS. BERRY: Are you perfectly
5 comfortable with this process, being
6 nominated in this way, Michael?

7 MR. PALMER: Correct.

8 MS. BERRY: Is there any further
9 discussion? All those in favor of the motion
10 indicate by saying aye.

11 Opposed?
12 I hear two in opposition. It will
13 be recorded as a majority vote.

14 MR. KRIEGEL: Can you ask for
15 abstentions, please?

16 MS. BERRY: Yes. Abstentions?

17 MR. BRAMSON: I think there were
18 three nays, if I am correct.

19 MS. BERRY: Oh, did I miss -- wait
20 a minute. Opposed? Three. Abstentions?

21 In favor? Six. Even if you don’t
22 vote for yourself, it still passes. There
23 are three opposed, one abstention, and six in
24 favor if we don’t count you. Is there
25 anything else for your board of Governors?

26 MR. ACOSTA: Yes. The other issue
27 that we considered was committees. We are
28 presently formulating the purposes and the
We should codify these by the October meeting.

We established two new committees that will be reporting to the governors committee, as subcommittees. One is the public relations subcommittee to formulate ways to improve and invent communications without and within the organization. We have determined that Robert Farrell from the KPFK signal area will be the chair.

We established a strategic plan subcommittee to review and evaluate and revise as needed the strategic plans and we have determined that Andrea Cisco from the WBAI area will be the chair of that committee. We are also considering the establishment of three new committees as either full committees or subcommittees of other committees.

The legal committee to aid in issues of legality surrounding the organization and the fund raising committee to formulate alternative methods of raising revenue and the technology committee to keep us abreast and take advantage of new
We also discussed the process review subcommittee. That particular committee will be reviewing and revising, if necessary, parts of the bylaws and the LABs policies and procedures to conform to the action of the board and to clarify any ambiguities.

We hope to have this also done by the October meeting. For all of these committees, we will be seeking input from all segments of the organization. The last thing we had on the list, I would like to introduce a resolution at this time for our outgoing board secretary, Roberta Brooks.

If I may read the resolution, Madam chair: "Whereas Roberta Brooks in serving Pacifica Foundation’s national board, first for six years as a representative from KPFA and the last three years as an at-large member and secretary of the board, has been instrumental specifically in the formulation of the board’s strategic plans and generally in the foundation’s growth and stature in the public radio community, the board recognizes..."
14 and thanks Roberta Brooks for her thousands
15 of hours of hard work and her dedication and
16 commitment to the highest ideals of the
17 mission of the Foundation."
18 I ask that this be approved by the
19 full board. 20 MR. MILLSPAUGH: So moved.
21 MS. BERRY: Is there a second?
22 MR. PALMER: I second.
1 MS. BERRY: All right. It has been
2 moved and seconded that we pass this
3 resolution of appreciation to Roberta Brooks?
4 Is there any discussion?
5 MR. ACOSTA: I would also like to
6 express my gratitude to the national staff,
7 and in particular, Vanessa Ransom, for all
8 her help with this committee, especially in
9 light of the climate that she and other
10 members of the staff have had to work in. I
11 appreciate all of the work from each of the
12 members of the board governance and structure
13 committee. I would ask them at this time if
14 they had anything to add to it. I would
15 welcome that.
16 MS. BERRY: Now, we first need to
17 approve the motion of resolution to be sent
18 to Roberta. All those in favor of it,
19 indicate by saying aye.
20 Opposed?
21 Secondly, we want to thank Andrea
22 Cisco for being willing to be chair of the
1 strategic plan committee and thank Bob
2 Farrell for his suggestions and for being
3 willing to be chair of that Subcommittee.
4 According to practice in Pacifica
5 and bylaws, the way they are stated -- and
6 keep in mind that bylaws are undergoing
7 revision by Pete & Company. The board chair
8 has historically appointed people to
9 committees except for the executive committee
10 and so on, or in this case their
11 subcommittees.
12 So one might think that the chair
13 of the committee might appoint people. First
14 of all, does any board member have any
15 objection to Bob being chairman of the
16 subcommittee on public relations and Andrea
17 being chair of the strategic plan committee?
18 I just want to make sure everybody gets the
19 right to express their opposition.
20 So they will be chairs of these
21 committees, without objection. What board
22 members would be willing to serve with them
on either one of these committees? Who has
an interest and is willing to serve on either
one of these committees? Pete?
MR. BRAMSON: Yes.
MS. BERRY: Yes? Which?
MR. BRAMSON: Both.
MS. BERRY: How about you, Ken?
MR. FORD: I'll take public
relations.
MS. BERRY: Public relations, okay.
How about you, Aaron? Will you be on PR?
Why don't we do the following? You think
about it. Don't E-mail me because I might
not get it.
Let's see what means we should use,
by horseback or pony express, well, by some
means of communication. Think about it over
the next week and let me know by the end of
two weeks from now if any of you want and
have a desire to be on any of these
committees.
DR. GIBBS: I will work with Andrea

on the committee.
MS. BERRY: Okay.
DR. GIBBS: Jewelle Gibbs.
MS. BERRY: Jewelle Gibbs will be on with Andrea. So Andrea has Jewelle and Pete and Bob. Bob has Pete and Aaron.

MS. BERRY: We are happy to have 8 board members work on any committee that they care to. Can we have a motion to accept the report of the board of governors committee, just accept it?

MR. FARRELL: I so move.

MR. KRIEGEL: I second.

MS. BERRY: Is there any further discussion? All in favor indicate by saying aye.

Opposed?

It is so ordered. Technical committee, do you have a report today?

MR. FORD: No. Our issues were referred to the finance committee because they have financial implications.

MS. BERRY: We are now, then, going to go to the public comment section unless board members have something else they would like to raise that I missed and didn’t know it. Yes, Pete?

MR. BRAMSON: I have a couple of comments and I will make it quick. I wanted
8 to go over a couple of issues and I wanted to
9 put forward a resolution. I submitted to the
10 full board a couple of documents representing
11 Pacifica KPFA statements, also statements
12 from the local area and each of the documents
13 developed binding threads that simply stated
14 to ask for the return of staff and
15 independent mediation dispute --
16 To that end we have all received
17 many letters and correspondence about how in
18 effect -- and I will use this as an example
19 of a letter that our major donors are upset
20 by our behavior and that they are going to
21 suspend their financial support of not only
22 of KPFA and Pacifica entirely.

1 I realize that the climate is very
2 difficult. I support the board’s ability to
3 move forward into various conversations and
4 try to move things forward. At this time I
5 would like to put forth a motion which is a
6 vote of no confidence for the executive
7 director and the chair of the board.
8 MS. BERRY: Is there a second of
9 the motion introduced by Mr. Bramson?
10 Hearing no second, the motion dies for want
of a second. Now, we will go on to the
public comment portion of the meeting.
Do I dare let you take a minute for
a break or not? Okay, we will take a
five-minute break.
(Whereupon, at 11:28 a.m., the
board recessed to reconvene at
11:40 a.m. the same day.)
MS. BERRY: We are going to start
the public comment. The rules are that each
speaker has -- we are starting at 20 minutes
before the hour by my watch. I don’t know if
it is right or not. That means we will go
for no more than an hour. It is suppose to
go an hour; we are starting late.
Each person who is called upon will
have two minutes to speak and then at the end
of it we will see if any board members have
any responses to what the public commentators
raise. I will call out the name of the
person. If the person is available, could
someone keep time for me, please? Elan, are
you keeping time?
When I call out your name, if you
are here, come forward. I will call out your
name more than once if you don’t come forward
immediately. The first person to come
forward will be Errol Maitland.

MR. MAITLAND: I would like to say
good morning to the board of Pacifica Radio
and to the listeners, friends and supporters,
and public board members who are here from
the diverse stations and communities that
Pacifica serves. It is a pleasure to be here
on the 50th anniversary of Pacifica, an
organization that was founded in
contravention and contradiction to the most
popular war ever fought in the history of
mankind, the Second World War.

It is a tribute to Lew Hill that
during that time during that climate he would
stand up and question that war and for 50
years Pacifica as an organization has
continued to question. As someone from the
African American community, I am well aware
that the gains that we have in society have
come at great sacrifice. We did not enjoy
the privilege of laws and rules and
regulations; that we had to go out and create
for ourselves a just society -- our own
values.
18 Some of the steps that Pacifica and
19 this board have taken today live on in that
20 tradition. As an organization, we must be
21 open, we must be willing to discuss amongst
22 ourselves, and with our listeners. I pride
1 myself first and foremost as a listener to
2 WBAI in New York for well over 30 years.
3 That it serves that community well and it
4 serves it as a drum, a system that gives us
5 advance warning of some of the impending
6 doom.
7 I pride myself as a broadcaster and
8 feel we often times challenge this system.
9 We will continue to do that. As a member of
10 the local advisory board, I hope we continue
11 the process where it is open and where
12 dialogue will continue and that you all will
13 come to New York and mediate some of these
14 disputes.
15 As a union ship steward, we need a
16 contract and Pacifica should desist from
17 breaking a union. Thank you.
18 MS. BERRY: Your time is up. Thank
19 you. I now call Sorret Ambrose.
20 MR. AMBROSE: My name is Sorret
21 Ambrose. I live here in Washington. I work
22 with the Fifty Years is Enough network which
1 monitors IMF and World Bank. I am a frequent
2 listener to WPFW, a one-time subscriber to
3 that station. I hope to be again.
4 Many of our colleagues are from the
5 Bay area, so I have heard a lot about the
6 situation at KPFA. Totally by coincidence, I
7 was in Berkeley last Monday, the 21st. I was
8 on the morning show with Phil McGarry, being
9 interviewed. It was an 8:15 slot. When I
10 got there, there was a demonstration outside
11 the office. I was surprised by the press
12 release that was available here.
13 The description of what was
14 happening there doesn’t match my experience
15 of what was happening outside of that
16 station. I would caution the board to be
17 very suspicious of the information you are
18 getting, if you are relying on the
19 information that suggested there was an
20 intimidating atmosphere there.
21 Lynn Chadwick was walking around
22 taking down the signs that the protesters

1 had. No one approached her. No one said
2 anything to her until one of the members of
3 Elders of Survival, a group I worked with for
4 a long time, and who has been working -- Her
5 comments were, "I hear you and I’ve heard
6 that," to everything that was said. She
7 refused to respond to anything.
8 So the depiction in the first
9 release of a woman who wanted to dialogue
10 with the protesters is inaccurate. The
11 assertion that the demands of KPFA are unfair
12 couldn’t be further from the truth. There
13 were just some posters outside the station.
14 The staff was united behind the demands.
15 The assertion in the press release
16 that these people who are protesting are
17 politically retired and, therefore, have a
18 lot of time is scurrilous. It’s very
19 important and makes -- These are people who
20 have many interests.
21 MS. BERRY: Your time is up.
22 VOICE: Let him speak, let him
1 speak.
2 MS. BERRY: Others wish to speak.
3 If there is time at the end, after everyone
4 has spoken, we will let you speak again.
5 VOICE: Can’t you give him a
6 30-second extension? 7 MS. BERRY: You are taking up the
8 time by talking now. If there is time at the
9 end, we will let you speak again. I am sure
10 everybody will want to speak longer and then
11 they will be mad because they don’t have
12 time. Cerene Roberts, please come forward.
13 MS. ROBERTS: I am Cerene Roberts.
14 I work at WBAI. I have been a listener,
15 programmer, and member -- can anyone hear me?
16 MS. BERRY: Just get closer to the
17 mike.
18 MS. ROBERTS: My name is Cerene
19 Roberts. I work at WBAI. We have a union
20 issue at WBAI where we have been working
21 under an old contract, an expired contract.
22 There have been tremendous sums of money
1 spent to break the union. You mentioned the
2 union and union busting, that it is something
3 that is not happening at Pacifica. It is one
4 of the things that has been happening at
5 Pacifica for a number of years.
6 What has happened at Pacifica and
7 the positions that the national board seems
8 to have been taking for the past several
9 years -- and I hope that this meeting marks a
10 change from that -- is that there has been a
11 whole lot of hypocrisy where what we say on
the air and what we advocate and what we do
behind closed doors, who work at Pacifica,
who work at stations, who --, made the
national office run are in direct opposition.
Hypocrisy is a really dangerous
thing. If we expect people to believe,
because I have talked to listeners and I had
someone say to me last week, I can’t believe
any of the things I am hearing about Pacifica
because you guys talk about other people
doing this. We are doing it. We are doing
it at home.
What happened at KPFA and, you
know, you hear reports on having the police
or having an attempted homicide
investigation. On the other hand, you hear,
No, it was just a shooting. No one was in
the building. Some of these things should be
documented.
Are we talking about the Justice
Department having been brought in because
certain people have connections? We need to
address all of that. We need to address it
because it is affecting our ability to raise
revenue. It is affecting our credibility on
a really, really, really significant level.
I would like to see the board address some of those issues. I have not heard anything here today that even addresses that. The fact that we are going to have a monthly meeting, supposedly, I want some more information about how this monthly meeting is going to be convened and are we actually going to deal with what the problem is?

MS. BERRY: Paul Schaffer, please.

Mr. Schaffer.

MR. SCHAFFER: My name is Paul Schaffer. I think it is a mistake to view Pacifica's problems in terms of the struggles at KPFA and WBAI. I think those are signs of health. I think the real way to understand Pacifica's problems is to look at the stations that do not get -- particularly at KPFA.

I was going through the binder out there with the program grids and the stations and the question occurred to me, "How much of the programming of WPFW would be out of place in major NPR stations?" With the exception of the Teach-In on the Yugoslavia situation, how much of the programming of KPFK would be
19 out of place in a major NPR station?
20 Back when I worked for Pacifica, it
21 was considering itself listener-sponsored
22 radio. That terminology evolved into
1 community radio and public radio. The
2 official word is called constituency. But
3 more and more, I think the word market will
4 turn up in places where constituency might.
5 In the governance committee meeting yesterday
6 there was someone talking about how
7 Pacifica’s fund raisings and marketing have
8 to have a shared understanding of "what our
9 market is."
10 I think the line says, national
11 Pacifica is evolving toward, I think it is
12 destructive of what happened to Pacifica’s
13 values and I think, frankly, that you are
14 turning Pacifica into a somewhat different
15 flavor than we are.
16 MS. BERRY: Thank you, Mr.
17 Schaffer. Would Medea Benjamin please come
18 forward?
19 MS. SKEELS: My name is Vicki
20 Skeels. I am from Sacramento, California.
21 MS. BERRY: What is your name,
22 please? Would you spell it?
MS. SKEELS: Vicki S-k-e-e-l-s.
I 2 am one of the market, a constituent member
3 from the sidelines, from the provinces of
4 California. We have come a long way.
5 I am very concerned that we are not
6 seeing what the essence is and all of us in
7 Sacramento. There is a large -- there. We
8 don’t want to lose -- We depend on KPFA for
9 information that we can’t get anywhere else
10 and we believe strongly that the principles
11 that KPFA espouses on how to settle things
12 diplomatically, how to use the democratic
13 process, is essential.
14 Now we are not big donors, most of
15 us, but we are donors. We urge the board and
16 the management to consider the position and
17 the different ways of resolving this. I
18 would also say that I hope my impression is
19 wrong, but I think we are doing that. Thank
20 you very much.
21 MS. BERRY: Thank you very much for
22 your comments. LaVarn Williams, please come
23 forward.
24 MS. WILLIAMS: Good morning, my
25 name is LaVarn Williams. I am from the KPFA
26 area. I live in Union City, California. I
want to thank the people of Washington for allowing me to speak on your time because I realize that Listener Comment is one of the -- I was at the Berkeley meetings at that time when the listeners had to make their speeches to the board at that time and they raised a number of issues.

One issue was they wanted the board to rescind their vote to remove the LAB members from the national board. They wanted to extend the contract of Nicole Sawaya who was the general manager of KPFA at the time. Sheryl Flowers spoke very eloquently and emotionally about the disrespect from the Pacifica national office and also Sheryl Flowers is a Black woman and she has since resigned from KPFA and -- also a black woman was at the door of KPFA the night the shots me were fired, so she was there and the shots also -- 3

The other thing is, the other opportunity for the listener to actually voice an opinion was through the fund drive. The KPFA fund drive was very successful. It was 53 percent of the phone, 60 percent higher than the last year and 88 percent of
the -- With this, the listener could see the
station was going from listener sponsored to
listener be damned. Thank you.

MS. BERRY: Thanks very much.

Christina Perry. Christina Perry, please
come forward. Christina Perry is not here.

Mike Alcalay. MR. ALCALAY: It is spelled
A-l-c-a-l-a-y. I am a physician dealing with
AIDS. I have a program for a number of
years, a weekly program that went national.

I got an award from NFCB, Golden Reel.

Actually, I produced the first all-Pacific
program -- in 1990. San Francisco. I had
the enormous chance to work as co-host with
Amy Goodman, spent a week, 18-hour days with
her. So I am prepared for this weekend.

I was sick several years ago,
picked up a bug from the open water supply,
almost died, was on IV fluids, had visiting
nurses. I was getting better with these new
protease inhibitors.

A friend of mine who I worked
hand-in-hand on these radio projects -- asked
me to co-produce his live recordings. We
did. My son, who is a photographer, went in.
This picture is the one he took. Movia is
14 the voice for the voiceless. Pacifica is the
15 voice for the voiceless. That includes
16 complete accountability. That includes
17 openness, openness, openness.
18 I am the campaign coordinator for
19 something called The Campaign for
20 Commercial-Free K-2EV. They have elections
21 and a folio. They have a folio. They have
22 elections for their governing board every
1 year, every year, every year. They are the
2 biggest NPR/PBS media station that has
3 elections for their governing board. They
4 their governing board. They
5 have a folio to do that with.
6 We have no
7 folio at KPFA.
8 We have not even started to
9 think about that.
10 Thank you.
11 I call Kaleel Jacobs-Fantanzzi.
12 MR. JACOBS-FANTANZZI: Hello. My
13 name is Kaleel Jacobs-Fantanzzi. I am a
14 local advisory board member at KPFA. I would
15 like to first say that I am not a part of the
16 hate campaign or the violence campaign that
17 the last person was talking about.
I am very concerned about several different things. First of all, I would like to suggest that there is a public speaking time at the beginning and at the end of this day. I think it is very important to hear from the public as much as possible.

I also think that Lynn Chadwick, the acting General Manager of KPFA has not come to the local advisory board meetings, has not made a response to points made on the radio, so I think that she is not really doing an effective job as general manager.

Also, I think there is a concern that as we are attempting to make the Local Advisory board more diverse, it is really hard to get more folks wanting to be part of the local advisory board after being disempowered by the national board.

So I think it is very important that we find ways to empower the community, to empower the local advisory boards and I also think that there is some issues I think we need to discuss in terms of Mary Frances Berry and her concerns and promises she made.
I would like to see Pacifica have more diverse programming on a national level directed towards youth, directed towards people of color. I also have been part of the repression, of not being allowed inside KPFA several times. Right now there is an increase in the number of guards. The police now accompany them and they have been told to not allow me in the building. This makes my job as a --

MR. BERRY: Thank you, Kaleel. Mr. Ambrose Lane.

MR. LANE: Thank you for having me.

In your booklet on Page 84 it says that the Christian Right has pursued radio licenses forever, and that are made available. They now number one out of every ten U.S. radio stations. There are nearly three religious radio stations -- One of the things that I know to be concerned about is that we haven’t dealt with what our role should be. We should be the opposition to the right wing, fascist movement in this country and we have not done that. For five years we have been
3 mired down in this. We have allowed our
4 listeners to be taken over and we have not
5 dealt with two things: Vision, what is the
6 continuing vision of Pacifica? And secondly,
7 what does that vision mean in terms of our
8 seeking growth.
9 There is a lady in this city, a
10 Black lady who has taken one radio station,
11 and she now owns 26 radio stations from
12 Washington to Atlanta because she was focused
13 and she knew what she had to do. It’s about
14 time the Pacifica board learns what it has to
15 do in terms of promoting the vision.
16 We are the only ones left out here
17 and we get mired down in this kind of thing.
18 Of course, you have to understand, Lynn, your
19 predecessors, Pat Scott, played games with
20 people. Her predecessor was a total
21 incompetent, and therefore, Pacifica has to
22 work on its competency, work on its vision
1 and make sure that there is growth because
2 this country is moving farther and farther to
3 fascism and we are the only voice out there.
4 If you can’t focus on that, then you have no
5 relevancy and we must take on the Right Wing.
6 The only way we will do that is to
7 deal with these problems and move forward as
8 a corporation.

9 MS. BERRY: Thank you, Ambrose.

10 David Adelson,

11 please.

12 MS. BENJAMIN: Hi, I’m David

13 Adelson. No, I’m Medea Benjamin and David

14 has given me his place. I would say right

15 on, Ambrose to what he just said. We have

16 got to get ourselves out of this mud that we

17 are in.

18 Unfortunately, I am leaving, after

19 being here for three days, with still a heavy

20 heart. I think the delegation from the Bay

21 area came here to start opening a dialogue,

22 and I think we started it. I think that we

23 have the ability to address -- last night --

24 was a great beginning -- I don’t feel that

25 the statement that you gave out this morning

26 went far enough.

27 I look forward to pushing further

28 on that because we are talking to people back

29 at the station and the crisis is greater than

30 I think some of you on the board really

31 understand. I think the responsibility of

32 board members is to come out to the Bay area.
Please, everyone, do come out there and get the dialogue moving. We need you out there. We are hearing things here we never heard before. We never heard about the racist attacks and we are appalled by them. You have never heard about the kind of repression that people are feeling, opposing measures that you have taken. So, please, come out, every one of you. Please make this report. Please recognize the crisis we’re in and take strong measures to --

MS. BERRY: Thank you very much.

The next person is Susan Stone.

MS. STONE: I am Susan Stone. I am the director of drama and literature on the staff of KPFA. I appreciate this opportunity to speak because I want to say that although I do not appreciate the depth and tone of the staff on the national office, especially women -- I come here -- because I deeply believe in the mission.

After Sacramento we have been working in a vacuum. We have been dying to deal. We have been dying to move this forward and we had nothing with which to
15 work.
16 I, too, hope that we see in a very,
17 very short time members of the board, and
18 Mary Frances Berry as well, in the Bay area
19 so that we can move forward.
20 I also resent the personal affronts
21 that some of us have had. You cannot know
22 the depth of what is happening in terms of
1 racial injustice that is personalized towards
2 us and we are here in spirit to advance the
3 dialogue as well as to keep it from being
4 personal on our end so we can deal with it
5 together.
6 I acknowledge how personal it has
7 been and I am very sorry about that. I also
8 want to encourage the board to remember that
9 the best of this culture comes from the local
10 level, the input into national program
11 directors, the development of the key and
12 varied apprentice program, whereby talent
13 must be developed for future news and
14 programs from other areas of Pacifica’s
15 broadcast interests, and that we continue to
16 improve upon our apprentice talent that
17 represents diversity and youth, which is what
18 you want, and it is right there at KPFA,
19 especially at KPFA.
20 Also pay attention to the programs
21 such as the African American programmers who
22 came here and are represented by us who want

1 to be heard and have not been heard and who
2 also wish that you would pay attention to the
3 local issues that KPFA -- by showing them a
4 response to the letter and paying attention
5 to all things on the local level which build
6 the national level.
7 So, thank you for listening to us.
8 Please come out. We are waiting for you. We
9 will stay in touch to make sure that that
10 does happen.
11 MS. BERRY: Thank you, Ms. Stone.
12 The next person is Andrea Buffa, please.
13 Would you come forward?
14 MS. BUFFA: Hi. I came here with
15 the Bay area delegation. Before I got here
16 what I knew was that KPFA lost one of the
17 best station managers they have had in many
18 years, that we have lost two veteran
19 programmers, and that we have experienced a
20 management style -- style --
21 I also knew that there had been a
22 course taken so far that had been repressive, 1 including gag rules, security guards and 2 calls from the Department of Justice. But I 3 came to tell the board that there was a major 4 crisis happening.

5 When I got here what I found was 6 that I was perceived as potentially violent, 7 marginal, racist, despite the fact that I 8 have never done such things, have never 9 condoned such things, don’t condone such 10 things and when I heard about them, the 11 racist -- I knew -- I think there is an 12 information blockade going on here and I 13 think what happened this weekend is that 14 despite all that we look forward to giving 15 each other information.

16 Our delegation came up with 17 creative solutions and the board has been 18 somewhat understanding of the situation in 19 working with us, especially by suggesting a 20 free speech block, as I have not seen any on 21 the board of directors. I think we need to 22 push a little bit further.

1 This morning I talked with people 2 at the station. There are now four security 3 guards instead of two. On Mary Burke’s show
this morning she wanted to have two people on
to sing a duet. -- the second person was
allowed in and they were not allowed to sing
their duet and they were very upset.
I beseech you to put the security
guards in front of Pacifica and to move a
little bit further than you have so far. We
can get there. Please, please do more.
Thank you.
MS. BERRY: Thank you. It looks
like Amy Goodman. I thought Amy left.
MS. HANRAHAN: I am not on the
list, but I would be pleased to speak.
MS. BERRY: What is your name so
that the recorder can get it?
MS. HANRAHAN: My name is Noel
Hanrahan and I am a producer from Pacifica,
KPFA. H-a-n-r-a-h-a-n.
MS. BERRY: Go right ahead.
MS. HANRAHAN: I just want to say
that I find that your immediate strategy and
your spin on all this are just amazingly
masterful. I am sure that it will be
documented over the next couple of years.
It is something that really allowed
the Pacifica National board -- fly its way
8 through when it clearly failed its job. I
9 think your job is to listen to the station
10 people, listen to the people out there in
11 Pacifica and, and listen to the listeners.
12 So far, since I have been at this meeting, I
13 feel that you haven’t.
14 You really haven’t understood the
15 depth of the crises -- Nicole Sawaya was the
16 best manager we have ever had. I have worked
17 there for 15 years. I was trained as an
18 apprentice there and when I began producing
19 prison radio programs I got the skills to go
20 out and record Lamere Abu Jamal and to bring
21 out all 72 essays that we heard of Lamere and
22 bring them to the air and -- I can swear to
23 you that Nicole Sawaya was the best thing
24 that we had at that station.
25 The process of removing her was
26 completely undemocratic. So the way you are
27 spinning this, the things you are putting
28 out, it’s unbelievably masterful and it will
29 not go unnoticed and true democracy means
30 that you will have to listen to listeners.
31 That station will not be returned
32 to normal. Producers like myself who
33 desperately love Pacifica and who want to
12 give my best to Pacifica and who want to
13 produce more voices like Lamere Abu will --
14 Right now you are really losing it. You are
15 really destroying the thing, one of the
16 things I love most.
17 The air at Pacifica is just too,
18 too valuable for you to go down this road and
19 make this mistake. In five years you will
20 see what you have done.
21 MS. BERRY: Thank you very much.
22 Tina Bartolome, please come forward.

1 MS. BARTOLOME: Good morning. I’m
2 Tina Bartolome and I came with the delegation
3 from KPFA. I am a native of San Francisco
4 and I’m 23 years old and a college student.
5 I subscribe to KPFA.
6 Basically, I came here with this
7 delegation as a representative of my
8 community in hopes to work something out so
9 KPFA can continue its mission of providing a
10 local voice. Basically, I am really
11 disappointed, as someone who intends to
12 dedicate her life to political activism, to
13 be in the ironic position of like protesting
14 against people who are involved in the civil
I feel like there are people here and I have a lot of respect for their experience in the movement, yet we are here protesting against those very people. I find that very ironic. I’m leaving here knowing I never want to be in your position, basically. I never want to have such a disconnection from our listenership and from the folks who are here today. Basically, what KPFA means to me as a young person in the Bay area is, I am a cultural organizer as well and I do a lot of thinking about how we are going to use culture as a weapon in the movement against fascism and the things that this gentleman was talking about.

It is really serious in California. There is going to be a youth crime bill proposed next year that is very fascist. We need radio. We need radio as a tool to fight these things.

Young people don’t always have access to E-mail and things like that. There’s other stations like KMEL that really manipulate hip-hop. I think we can use KPFA
19 to use culture as a way to hammer at the
20 things and create a vision of what we want to
21 build. That’s why I am really passionate
22 about this.

1 So, I support what the delegation
2 is here to do. I just hope you listen to
3 that.

4 MS. BERRY: Jorge Garcia, please.
5 MR. AMBROSE: Mr. Garcia has
6 donated his two minutes to me so I can
7 conclude my statement.
8 MS. BERRY: You may be able to have
9 two minutes anyway. I said I would recognize
10 you again for a repeat, but you can go ahead
11 if you want to.
12 MR. AMBROSE: Okay. Picking up
13 where I left off, I mentioned that Ms.
14 Chadwick’s lack of response to the protest
15 was very frustrating. I think it is that
16 kind of lack of response to the subjects and
17 issues that are being brought up that has led
18 to a lot of frustration --
19 I have seen the same lack of
20 response in the board here today. These
21 things are not being discussed. You are
22 talking about peripheral issues. I think we
I have some very unfortunate comments which I
2 had not heard about, racism and misogynistic.
3 But unfortunately -- I am not defending
4 racism or misogyny, of course. I am saying
5 that frustration builds up when there is no
6 response at all.
7 MS. BERRY: Let us be in order.
8 The gentleman is finished, I assume.
9 MR. AMBROSE: I made an unfortunate
10 comment and I can’t get out of it.
11 MS. BERRY: Jorge Garcia. You may
12 still make your statement, Mr. Garcia. Then
13 we have one after you, so there is time for
14 you and time for the board to discuss what
15 has been said.
16 MR. GARCIA: My name is Jorge
17 Garcia. I am a schoolteacher. I also came
18 with the delegation. I don’t feel that the
19 statements, the sexist and racist behavior is
20 in any way justified, regardless of
21 frustrations, so I disagree with that
22 statement.
1 I also find it ironic, like Tina
2 said before, that we are standing before a
3 group with an amazing amount of experience in
4 the struggle and this is who we are
5 challenging. This is who we are trying to
6 reason with.
7 I don’t understand why we are
8 fighting this ourselves. I think we all see
9 the need. I also wanted to say that hip-hop
10 and youth culture is a very important tool in
11 drawing youth to the movement and drawing
12 youth to the progressive ideas.
13 As a Latino, I would like to see
14 the civic and national league come up with a
15 more creative program and consult us as to
16 how --
17 MS. BERRY: Okay. Cheryl
18 Garner-Shaw, please come forward.
19 MS. GARNER-SHAW: As Vanessa said
20 -- if you would not take my picture, I would
21 appreciate it. I appreciate the delegation
22 here. I appreciate the public here. I
23 appreciate the board here. This is a
24 challenge for you.
25 You say you don’t know nearly
26 enough. KPFA is recording this. Now you
27 know. Current was here. Now you know.
28 Carnival is a -- I was there on Monday, same
29 as you. So what you just said is real
30 indicative of the people that work in
9 fronting me. That is the same thing as when
10 I stepped into my office, House Negro, was
11 yelled from the same person, a KPFA staff
12 member this morning was --, that same
13 individual.
14 So, I want you all to know, this
15 has been a long week. It has been a long
16 three months. I think it’s peaking, but I
17 hope it goes away. Unfortunately, I think
18 everyone needs to understand your
19 responsibility of who you are representing.
20 It is your responsibility to know. Don’t
21 excuse yourselves because if you are going to
22 take a position, if you are going to support
23 what is going on, you need to know who you
24 are representing and whom you’re backing, so,
25 now you know.
26 We do a hell of a job to support
27 this institution, and I have never, ever,
28 called anybody a name, said anything
29 derogatory to anyone. But when I hear my
30 name on the air saying people are coming down
31 because I am getting ready to fight somebody,
32 a group of older white men outside waiting
33 for me, that’s -- not only is the board
34 responsible, the community, and the people
who come out here to say, "I am representing KPFA" and the community, of which I have been a member for over 20 years, is responsible.

MS. BERRY: Thank you very much.

David Adelson was on the list and let someone else have his time. I will let you have a minute, so long as you don’t discuss anything that you know you are not supposed to discuss. Then the board needs to discuss what you have said.

MR. ADELSON: I understand. I would just like to say something quickly. Pacifica was founded to investigate and explore the causes of poverty and other things. Some of these racist remarks and some of the violence should have been the subject -- of the condemnations on both sides aren’t going to be sufficient. So I think we should address it all. I want to thank the board for providing a channel to actually get this dealt with.

MS. BERRY: Thank you, thank you.

MR. ADELSON: I just want to ask -

MS. BERRY: No. Thank you very much. Jay, was your name on the list?

MR. IMANI: I asked someone to put
MS. BERRY: It was a failure of your secretary? Well, this is the last, but I am indulging you because you said you thought it was on the list. Assuming you are not lying, I accept your representations in good faith. Tell the people your name.

MR. IMANI: My name is J. Imani. I am a member of the local advisory Board.

Racism is everywhere. For the last ten years I have been struggling against it, all forms of personal oppression.

On my right arm I wear a tattoo of Africa with a cross, spear, and shield, representing my commitment to the liberation of African people. The moment I found out about these allegations I also started researching. I found out about who made such allegations. This person will be dealt with directly upon our return. I have already started the process. If I could find out the other folks who have made some of these other remarks, they also would be dealt with.

I in no way support or condone that type of behavior against any people, particularly my sisters engaged in the
21 struggle. I don’t go for it -- at the same
time, there are other issues that I must
address as well. Those are the issues of
democracy, accountability and participation.

3 I feel like, let me explain: I joined the
Local Advisory board feeling that if I
understand the inner struggle -- institutions
we can not build, must become -- National
radio network I am apart of that.

8 After joining up, my ability to be
able to affect what happened here was
drastically changed from my perspective. My
attempts to find out and figure what was
happening were stifled.

13 So now we are trying to figure out
how to do that. So, to me the main issue
here is how to get the station -- You all can
do what you all please. We can’t do nothing
about it but just dislike it and talk trash
about behind your back or to your face. That
is actually not good enough.

20 I want to begin to affect change.
I want to structure a way to figure how we
can make sure and show accountable to us. We
want to do what’s right; I know that, but --
makes that very difficult sometimes. We know
that accountability is the only way to keep
people actually accountable. We need to push
buttons and twist arms. Help us do that.

You know you ain’t going to do
wrong when someone is holding your hand.

MS. BERRY: Thank you very much. I
will see if other board members have
something they want to say, but I would make
some comments in response to what has been
said. I think Ambrose Lane said what I hoped
when I first came on the board, although I
wouldn’t have used "fascism" as an expression
since I am a public figure and I would have
had to explain what I meant and I try to
avoid that. I would have said some other
word that would be nicer.

But when I came on the Pacifica
board I thought we would be discussing issues
like programming and vision and making the
progressive voice have a longer reach and
being a newspaper for the progressive
movement, as it were. I thought we would be
discussing not keeping the progressive radio
as marginal, less than two percent of the two
percent that listen to public radio.

So that we don’t think we are the
7 center of the universe. We are not. We are
8 not even on most people’s screens. So I had
9 hoped to be something to make that voice
10 louder and be discussing that.
11 Since I have been on this board I
12 have had only the opportunity of two minutes
13 to discuss that since I have been on the
14 board. In fact, no one from the community
15 around the radio who wants to discuss issues
16 ever discusses that with me. I have had one
17 person who is interested only in trying to
18 get people elected as opposed to not elected.
19 I have some other people interested in other
20 stuff.
21 But the people who are involved
22 most of the time don’t want to discuss the

1 vision. When I mention the strategic plan,
2 people who are protesting tell me they never
3 read it. When I asked some questions about
4 it, they say, "Forget it." When I ask them
5 what their vision is, they say democracy and
6 -- participate and I say, "For what purpose?
7 What is your goal? How are you going to make
8 the progressive voice have a broader reach?"
9 So maybe I am just at odds with your
I always assumed in the old days when Askia was covering me when I was in various protests that Pacifica had this interest in the broader reach of a voice and that was what it was all about. I am discovering that most people are ground down in what I call minutiae and worried only about contemplating their own internal navels at whatever station they happened to be at as opposed to thinking about the broader vision.

To answer you more specifically, when I became board chair I went around to each LAB to meet with the people there. At the KPFA LAB there were no people of color who were members. This is my first term as board chair, so that was very recent. I am happy to see that as a result of this crisis and conflict there are now three, I am told, members of the LAB who are people of color. Two of them have only been members for four months, I am told, and they are the ones that they sent here, which is very interesting indeed.
When you talk about how to manipulate the message and how to manipulate the public relations, to take the two people of color who have only been there for four or five months, to put a face on your LAB by sending them to meetings is a very, very, very imaginative and creative way to deal with it. But I want diversity, however I get it. So I’m willing to take it, even if that makes it.

Secondly, whether they sent you or you came, my point is that you are the ones. I accept you. I accept you in good faith. I’m only pointing out for the audience that may not know that KPFA had no people of color as LAB members when I came on this board and I am happy that they have some now and I want the other LABs to do as well and I hope they get more.

The second thing is that I have long argued and preached, I have even had discussions with Jay about it, the need to have more youth involved. That doesn’t mean that I am an ageist and I hate old people. I am old myself. But I have wanted youth involved because I know that when the grim
17 reaper comes along and
18 it’s just people like me when we go,
19 you need to have some people there.
20 I also want the progressive message
21 to reach broader and wider for the future.
22 That’s what that is about. So I have tried
1 to talk to program directors and station
2 managers and executive directors about
3 hip-hop and all the various music forms and
4 how I listen to the stuff and some of it is
5 very progressive. I don’t understand why it
6 is not on.
7 So, I will commit to you young
8 people that I will talk to the executive
9 director, I will talk in terms of the
10 organization utilizing your talents to try to
11 bring you together with the folks who are
12 implementing it to try to use your talents to
13 try to get some of that on the radio. Okay?
14 I commit that to you because I think it’s
15 important.
16 The other thing that I will say is
17 that on the question of this board, I have
18 discovered in Pacifica something else I
19 didn’t know existed. Incredible arrogance on
20 the part of the various constituencies within
21 Pacifica.
22 Everybody assumes that they have a
1 monopoly on virtue and everybody assumes that
2 they’re in the right and morally correct and
3 that everybody else is evil, out to undermine
4 them or have some kind of nefarious purpose
5 in mind in whatever they do.
6 When I say to people, why would the
7 members of this board serving without pay,
8 all of whom have something else to do,
9 respected people who have public reputations
10 which you can look up, why would they be
11 spending their time sitting down engaged in
12 some nefarious plot to destroy Pacifica.
13 The asking of the question tells
14 you how idiotic it is to even propose such a
15 thing. You may disagree with people. You
16 may not like what they say. But to assume
17 that you are the only person who has morality
18 and virtue and that all others are evil, is
19 wrong.
20 The other thing I’ll say to you is,
21 there is a deep-seated strain of racism in
22 the left. There always has been. History
1 will document this. It is a problem that
2 surfaces from time to time and it is
3 something that the left has had to struggle
4 with very hard. Why is that the case?
5 Because the left is part of society and there
6 is a deep strain of racism in the society and
7 sexism and homophobia and all of those other
8 evils.
9 Why wouldn’t it be in the left? If
10 it is in the left, the left has to struggle
11 with it, acknowledge it, that it’s there and
12 whenever it surfaces, cut it off at the head.
13 When the left fails to do that, then the left
14 deserves no respect from people who call
15 themselves progressives.
16 Movements must take responsibility
17 for the people who are in the movement with
18 them. It is not enough to say, I’m in a
19 movement. I have been in a lot of them and I
20 take no responsibility for all other people
21 and whatever they might say, oh they’re just
22 doing that, let’s just focus on the issue.
1 That is B.S.
2 If you are in the movement you are
3 responsible for your colleagues in the
4 movement and your cohorts and policing them
5 and that is what you are responsible for and
6 we have heard some of the things that have
7 happened here. But nobody has a monopoly on
8 virtue.
9 So, this board, let’s talk about
10 responsibility, what this board is
11 responsible for. We have heard over and over
12 again that this board ought to go out to
13 Berkeley.
14 First of all, Pacifica has five
15 stations. Pacifica has national programming.
16 Every station in Pacifica thinks it is the
17 center of the universe. Every station in
18 Pacifica has problems, some of them may be
19 political problems with constituencies,
20 others may be money problems and others may
21 be other kinds of problems. I heard somebody
22 say that the executive director who was
1 acting as interim manager at KPFA hadn’t done
2 this, that or the other, whatever. The
3 executive director has to manage the Pacifica
4 network. We are doing the best we can with
5 what we have.
6 The network is not rich. The
7 financial reports are available to people who
8 want to see them. I get E-mails from people
9 that think that there are billions of dollars
10 somewhere floating around and that the board
11 members are getting them and going off on
12 trips to this place and that place, which is
13 just absolutely ludicrous. Think about the
14 limitations of what we have to do. Have some
15 empathy for each other.
16 Now, on the matter of what we have
17 done here and whether we have gone far
18 enough, I know that in the progressive
19 movement no matter what you do you never go
20 far enough. I understand that. So, I expect
21 to be criticized. We came to this meeting.
22 We have had discussions, and we will have
1 others. We have made a terrific advance,
2 forward movement on what was happening before
3 we got to this meeting.
4 We have agreed that if the mediator
5 which is already -- the staff picked somebody
6 as this mediator -- say that there ought to
7 be more people, expanded constituencies on
8 each side, board members, people from the
9 locals, wherever, we’re willing to entertain
10 that. The board is open to that.
11 But this entire board is not going
12 to troop out to Berkeley and camp out there
13 to sit down and have daily sessions all day
14 long -- I’m not, maybe the rest of you are
15 -- with the community, without any kind of
16 mediation or anything, with talk, talk, talk
17 back in forth to each other. We are
18 interested in resolving the issue and we are
19 interesting in doing it in a forum where we
20 are engaged and we are willing to be engaged
21 and to consider whatever needs to be
22 considered. We have said that.
1 We came to this meeting. People
2 didn’t like the nondisclosure rule, one of
3 the places where they talk about Pacifica.
4 We said, yes, you can do that. They want us
5 to say that there will be no security at the
6 station. It would be ludicrous, outrageous,
7 and I don’t know what other word I could use.
8 MR. FARRELL: Irresponsible.
9 MS. BERRY: Irresponsible, thank
10 you, Bob, for this board, to know what has
11 happened out there and to have no security or
12 not enough security. If something happened,
13 people would be saying, Well, why didn’t they
14 do something? They knew that there was a
15 problem; these people are crazy.
16 Some of the same people now who are
17 complaining would be criticizing us and
18 saying, doggone it, you know they knew. And
19 here they are. And we would be held
20 responsible.
21 Now, on conditional pledges, this
22 has come up at various times. We appreciate
1 the people who gave money or made pledges to
2 KPFA, as we appreciate all the donors at all
3 the stations and all the programs of
4 Pacifica. We want more of that, as much as
5 we can get.
6 The point is that the staff was not
7 authorized to go on the air and tell people
8 to give pledges conditionally and to send
9 postcards with marked off, I am only giving
10 this money if you rehire this one and do
11 that, to my office.
12 It boggles the mind that they would
13 send it to my office in the first place. I
14 don’t want Pacifica on a daily -- What was I
15 suppose to do with these post cards? What
16 did I do with them? I packed them up and
17 sent them back to Pacifica.
18 We cannot accept conditional
19 pledges because if a person gives us money
20 and says, you can only spend this if you hire
21 John Doe and we don’t hire John Doe, the
22 person can sue us and get their money back.
We cannot accept conditional pledges. That means that we don’t know how much money -- of course we accept grants conditionally. A grant that says, this grant is to be used for a certain program and we apply for it and accept the condition, that is different. But to say that managers must be hired or programs must be kept on the air, we can’t do that.

So we don’t know how much money we raised at KPFA until that is worked out. The final thing I will say is that no one in Pacifica has the right to be on a program forever. No one has the right to have a program on a station for their entire lives. Programs have to be evaluated. They have to be reviewed, and they haven’t been as much as I think they ought to be. So we can determine how they fit in with the strategy with the Progressive message with the reach of it, the changes that are taking place and are there other voices that should be heard and so no one should assume because I am on the air this is my program forever and nobody else can ever have this time slot.
4 That is the last thing I have to
5 say. Does any board member wish to say
6 anything about anything, including anything
7 that was said?
8 VOICE: I would like to agree with
9 Ambrose. I came on Pacifica because I
10 believe it is the voice of the
11 disenfranchised. I would like everybody here
12 to know that I came in this morning for this
13 meeting.
14 I couldn’t be here the two days
15 before, unfortunately, but I want everyone to
16 know that you didn’t hear a lot of
17 controversy today, but there is a lot of
18 controversy that takes place when you are not
19 here.
20 The board is not monolithic. I
21 want everyone to know that there are people
22 who stand on both sides. We are engaged
1 ourselves in trying to figure out the right
2 ways to go. We might be doing things
3 correctly and we might be doing things
4 incorrectly. But I would not want anyone for
5 a moment to think that the board is a rubber
6 stamp.
7 I want everyone to know that many
8 of the decisions that are made are made on
9 different levels and some of us have a part
10 in those decisions and some of us don’t have
11 a part in those decisions. All of us at some
12 time or another hear about the results of
13 those decisions, sometimes we hear about them
14 and sometimes before you hear about them.
15 However, the board itself is
16 democratic and I think you can depend upon
17 that issue of democracy for us to continue
18 working hard to come to resolutions that
19 hopefully will be correct resolutions. But
20 sometimes they will be wrong resolutions.
21 That’s just how it is with people.
22 MS. BERRY: Any other comments?
1 DR. GIBBS: Mary, I would like to
2 make a few points.
3 VOICE: Can you come to the mike?
4 DR. GIBBS: Actually I have a
5 pretty loud voice. It is tired, but can
6 everybody hear me?
7 First of all, I want to acknowledge
8 the fact that the board has worked very hard
9 over the last three days. We have been
10 meeting from 8:00 in the morning to 8:00 at
11 night and then talking to each other
12 afterwards.
13 We have not had much sleep. We are
14 all tired. We have worked very hard to
15 discuss these issues.
16 I also want to acknowledge the
17 people who came from the Bay area to meet
18 with us last night and to acknowledge those
19 who came today to express themselves. But I
20 want to say I think we are all here -- and I
21 am really underlining all, every single
22 person in the room -- because we are
23 interested in Pacifica, because we care about
24 Pacifica and because we care about what
25 Pacifica has historically represented and we
26 hope will continue to represent.
27 But there are two visions of
28 Pacifica. And this is something, actually,
29 that we are still struggling with on the
30 board. I want to say that honestly, we are
31 still struggling. The vision of Pacifica --
32 and I want to make an analogy which actually
33 we talked about earlier between -- one
34 vision says that there is the national board
35 and then there are the local stations and
36 that vision is a vision that would be like
37 the federal government and the states.
The federal government makes certain over-arching policy, but the states have certain rights and certain autonomy. But there has been an agreement worked out over 200 years and it keeps changing, doesn’t it, between the states and the federal government. Those of you who follow the news closely know that the Supreme Court just gave some more rights back to the states this week.

The other vision of Pacifica was perhaps more of the original vision which is the local autonomy, and that each station made its own policies and each station was pretty much a rule unto itself. But when the strategic plan was made several years ago, before I ever joined the board and was just a listener like all of you were at some time, this vision shifted.

I think that we are all at some level having trouble with the new vision. That is why we asked some of the people who came the other night, some of you guys know from Berkeley, have you read the strategic plan.

Now, at that time the staff was
20 involved, local stations were involved. I
21 think it is important to give me the time to
22 mention how this developed. This was

1 developed, as I understand it, in a very
2 collaborative, collegial relationship. All
3 the stations had delegates. It was not
4 imposed by the national board. This vision,
5 and please read it when you go back to
6 Berkeley or wherever, really changed the
7 nature of the relationship of the local
8 boards to the national.
9 I think the thing we are all
10 struggling with is how to go about
11 implementing -- it’s really sort of a new
12 structure -- where it is true that more
13 functions were allocated to the board, not
14 for a power grab as people seem to say and
15 think, but for streamlining management.
16 Anybody who has ever worked in a big
17 corporation knows that if you buy things in
18 bulk it’s just cheaper.
19 So that is just one example. So
20 you streamline how you buy things. It is
21 cheaper to have sort of certain kinds of
22 administrative services in one place. So
1 the idea of this change was to shift things
2 to the national board, not for power
3 grabbing, but for efficiency. Okay?
4 Now that’s one point. The other
5 thing is that in this vision, it means we are
6 trying to develop more national programming.
7 There again, we have not developed all that
8 we would like to develop, and that is coming.
9 So basically, I want to say to all of you
10 that just as you are struggling with the
11 local issues, about how much autonomy you
12 have, the board is still struggling with
13 trying to figure out the relationship between
14 this new sort of more federal vision as
15 opposed to another vision.
16 But I think the strategic plan does
17 make some changes which are difficult. I
18 work at the University of California
19 Berkeley, and you all know we are always in
20 turmoil, too. I could just tell you, as I
21 said to my Dean after I had been there two
22 years and had seen several different
23 demonstrations, change is always difficult.
24 People are familiar with and comfortable with
25 what they always know and the programs they
26 always liked.
It is always difficult to initiate change because you lose your favorite program. Even you know when the cartoons are changing in the San Francisco Chronicle and you should see the letters. This is not even serious. But people are committed to cartoons and they get like, I’m going to cancel my subscription because Peanuts was cancelled, for god’s sake. So any change is difficult and what we need to do as adults is work together to accept the changes that will move the network forward.

That was my first point. My second point, and I admit that was a long first point, but my second point is really to talk about what Ambrose said about the vision. I think it is so important what you said. We ought to be responding to the Right Wing Movement which is taking over this country. We ought to be responding to the retreat from affirmative action. Not just one program that comes from New York. We ought to be responding in every single local station. The increasing power of the police state.

The Supreme Court has given the
9 police power. They can stop any of us at any
time, open our cars, and search us without
cause, as I understand it. I am not a
lawyer, but that’s what I understand. The
increasing gap between the rich and the poor.
Corporate welfare which rips all of us off
because it takes our taxes, you know, all of
these issues are issues that Pacifica has
cared about.
While we are spending our time here
arguing about whether there is a guard or not
a guard, what are we doing about these
programs? What are we doing to communicate
to our audience the importance of voting the
right people in so that we can do something
about these things and everything. We should
be working together to define and develop our
vision.
I think Ambrose said it perfectly.
We should be working together to have our
listeners buy into our vision. That’s very
important. We should be working together to
implement the vision on a local and national
level.
My third and final point is
resolving the conflict, which is why
13 everybody is here. I do think that we would
14 appreciate more acknowledgement from this
15 audience of how far the board has moved, just
16 in the last three days, to meet some of the
17 concerns.
18 We have been staying up night and
19 day. It would be nice to have some
20 appreciation from all of you. The idea of an
21 hour when you could discuss local issues --
22 MS. BERRY: Don’t beg, Jewelle.

1 DR. GIBBS: I’m not begging. I’m
2 not begging. I am a minister’s daughter, I’m
3 preaching. I’m just saying we would like to
4 have some acknowledgement that we are trying
5 to meet you halfway. The process is
6 beginning. We are trying to open the
7 dialogue. We are trying to have honest
8 dialog and I think we have to continue to
9 establish trust with each other and continue
10 to really believe that we are all here for
11 the same purpose of advancing the Pacifica
12 network and advancing the Pacifica vision.
13 Let’s work together. Let’s stop
14 fighting and that’s all I’m going to say.
15 MS. BERRY: Thank you very much.
The public comment period is up, but go right ahead, Ron.

MR. ROBINSON: Thanks very much. I would just like the audience to know that one of the most important reasons for us to be here is to listen to you. I would like to thank you for giving me the opportunity as a member of the board to listen to you.

On the WPFW station where I came from, my mentor and guru is Ambrose. Let me tell you something that I heard Ambrose saying which I am not sure everybody heard the way I did. I think one of the things we have to realize in the progressive movement -- realizing the progressive movement, -- not just the local community, but a community of progressives and I think that is what Pacifica believes at root that it is trying to do.

The thing that I think Ambrose is saying to us is that is all very well, but the reality is that even with progressives there are things that separate us. There are differences between us. That doesn’t make any difference except that we have to listen and speak to each other.
If we don’t listen and speak to each other, the people that are not part of the progressive community will create a community for us and we will wake up in a can. I really think that that is what we have to start doing as progressives. Frequently, in any kind of community there is a tendency for people -- we are all human, whether we are progressive or reactionary or whatever -- but we tend to listen to people that we like and we tend to only talk to people that we know; maybe it’s because of where we live or the things that separate us, which church we go to. I think one of the things that we have to begin doing is, we have to worry about the people that we don’t know, talking to them and listening to them, and the people that we don’t like who live in that community, talking to them and listening to them as well. I think one of the realities about Pacifica as an organization is that we have been in conflict for a long time. We are very complex. We have a national staff and a national office. We have five stations. We
2 have station managers, station staff,
3 volunteer programmers, volunteer producers.
4 We have -- we have LABs, we have a national
5 governing board. We have officers and
6 committee members, so we are a very complex
7 community, and I think one of the problems is
8 that historically it has been easy for all of
9 us to talk to only the people that we like
10 and to listen to only the people that we like
11 and to talk to the people that we know and
12 not talk and not listen to the people we
13 don’t know and that I think the point that
14 Ambrose was making is that for many years, at
15 least five, that has been one of the things
16 that has hampered this board in its
17 relationships.
18 We become in many ways a
19 dysfunctional family. It doesn’t mean we are
20 not doing wonderful things. It doesn’t mean
21 we’re not carrying the torch. There are --
22 for some very dysfunctional relationships and
1 I think what many of us feel today is we’re
2 saying we have to start talking and
3 listening.
4 I personally, based on my
5 experience in local government, I don’t think
that the public is ever -- particularly the
public in a progressive community -- is ever
going to be without conflict. There is never
going to be peace on the left. I think we
are unrealistic if we expect it. We maybe
should be real worried if we find it.
I don’t think that we are going to
expect on a board like this that anybody is
going to walk up to us and tell us what a
wonderful job we are doing individually and
collectively. That just doesn’t happen any
place. People tell you what is wrong. They
don’t tell you what they like. Maybe that’s
good, maybe that’s diagnostics.
But I think the thing that I heard
Ambrose saying and I think most members of
the board would agree with at this point is
that what we have to do, and we began this
retreat, the meeting on Friday in which we
had somebody talking to us about the issues
of organizational development and how we can
manage conflict. The importance being for us
is not that we erase any conflict within the
organization as that we have institutions to
manage the conflict in the future and that we
start spending more time with people we don’t
10 know, maybe the people that we don’t like,
11 and entering into a dialogue and keeping that
12 dialogue in place.
13 If we can do those things, I think
14 we will be healthy. We need your help and we
15 are going to make mistakes. We don’t always
16 take our responsibilities by ignorance. We
17 don’t always take our responsibilities
18 sometimes by neglect. And we will make
19 mistakes.
20 A young man made a statement here
21 today that he didn’t mean to say. He felt
22 badly about it. That’s the way it is. If
1 you’ve got enough guts to stand up and say
2 something, nine times out of ten everything
3 that comes out of your mouth may not be what
4 you intended, but at least you got up and
5 talked.
6 MS. BERRY: All right. Does any
7 other member of the board feel that they need
8 to say something or want to say something?
9 All right, with that, that is the end of the
10 meeting. I will entertain a motion to
11 adjourn.
12 MR. FARRELL: I so move.
13 DR. GIBBS: I second.
MS. BERRY: It is non-debatable.

Thank you very much. I want to thank the board members. I want to thank the audience. Especially I want to thank the staff for this meeting and for this last few days. Now let us go forward.

(Whereupon, at 12:51 p.m., the meeting was concluded.)

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