

WPFW- LSB Regular Meeting Minutes November 13, 2024

Teleconference via Zoom Washington, DC

Dennis Williams – Chair

Wayne Bruce – Vice Chair

Kamau Harris –Treasurer

Ellen Williams Carter - Secretary

1. Call to Order started at 6:36pm with Kamau Harris, as Acting Chair
2. Logins/Greetings/Roll Call

- | | |
|-------------------------|-----------------------|
| 1. Anita Irene Adams | 10. Tony Leon |
| 2. Vanessa Dixon-Briggs | 11. Ron Pinchback |
| 3. Wayne Bruce | 12. Adele M Stan |
| 4. Michael Byfield | 13. Minerva F Sanders |
| 5. Bill Curtis | 14. Michael Hersh |
| 6. Violetta Diamond | 15. Wanda Gnahoui |
| 7. Mariah McClain | 16. Ambrose Lane Jr |
| 8. Kamau Harris | 17. Sue Goodwin |
| 9. Arthur Hyland | 18. Dennis Williams |

Excused absence: Andrew Kreig, Robert A. Gordon, Patrick Morrison

Unexcused absence: Verna Avery Brown, Donna Grimes

3. Resignation: No resignations.

4. The agenda was approved.

5. October 9, 2024 minutes were approved.

6. Management Reports:

- **Katea Stitt, Program Director: (submitted a report see Attachment A)**
Katea was unable to attend the meeting. Miyuki shared information on the attached report.

- **Sataria Joyner, Development Director: (submitted a report see Attachment B)**
Sataria was unable to attend the meeting. Miyuki shared information on the attached report.
- **Miyuki Williams, Interim General Manager, reported:**

Social Media

A relationship was established with social media/marketing expert Kwadjo Danso of Delta Star Digital to create and mount a WPFW Social Media Giving Tuesday/End of Year Campaign and other projects.

Staff and Programmers

There are now 10 Staff members and 137 Programmers. Miyuki asked all WPFW staff and LSB member to exhibit mutual respect and unity.

7. Finance Committee

Kamau Harris, chair reported: (submitted a report see Attachment C)

Financial Statements

He stated the Financial Statements are not prepared locally (at WPFW). They are prepared by the National Office. Then he shared financial information from the attached documents.

Audit

The next Audit is coming for 2022 and 2023. They estimated that the audit will be completed by April or May of 2025. QuickBooks will be used by for finances.

Proposed Budget for 2025

Next, there was a review and discussion of the Proposed Budget for 2025, which was passed during the Finance Committee meeting on Monday. Stephanie Wells, ED gave an explanation for each item. She stated that they've adopted a conservative approach in regard to the revenues and expenses to allow adjustments to the budget. She also stated, that at the National Office conducts regular reviews of each budget, and they are also reassessing the Central Office Fees.

Motion: FY2025 budget

I move that the WPFW LSB approve the draft FY2025 budget presented on November 11, 2024 to the Finance Committee and approved and move that it be submitted to the Pacifica Foundation's Finance Committee and National Board for consideration and acceptance.

Vote: Unanimous

8. Development Committee

Irene Adams, chair, reported:

There was no meeting because there wasn't a quorum. Irene decided to step down. Dennis Williams asked who will convene the next meeting. Irene said she will convene the next meeting in the beginning of 2025.

9. Relocation Committee Report/Questions: (submitted a report see Attachment D)

Kamau Harris, reported:

He read the report.

Minerva asked what properties are being considered. Kamau's response was the following:

1. 1110 Bonifant Street, Silver Spring, MD 20910 under \$30 per square feet.
2. 1003 A. Street NW Washington, DC \$40 per square feet.
3. 3917 Minnesota Ave Ne, Washington, DC 20019 \$40 per square feet.
4. 3520 Connecticut Ave NW, Washington, DC 20008 \$40 per square feet.

The Committee is still in negotiation concerning the properties and assisted by a broker.

*Some are rent abatement

10. Community Comment

Starr is concerned about the absence of Community Comments during programs. She said, we need to allow more calls during programs. She wants listeners to be able to share information. In addition, she was concerned how veterans day was represented on WPFW air.

Eric Ramey emphasized the importance of treating all members of the WPFW Local Station Board, programmers, and the community with respect. He alleged that there was a lapse in ethical behavior. Next, in remembrance, he took a moment to honor the late Bert Withers, a WPFW programmer.

SabooH Hikim requested a complete report for the 5K run fundraiser. Furthermore, he asked, if the Relocation Committee received information about possible relocation properties for rental in Northeast and Southeast Washington, DC. For the Station.

Martha Peterson stated that the Community Outreach Committee is waiting for an updated report on how much the 5K run raised.

11. PNB Report

Minerva Sanders reported:

Audit

The PNB Audit committee needs delegate members from each station. WPFW LSB needs one more delegate.

New LSB Members

New LSB members will be welcomed and introduced at the December 11, 2024, Regular LSB meeting.

Evaluations

Vanessa Dixon-Briggs stated the PNB is in the progress of evaluating Stephanie Wells, ED.

12. Program/LSB Show Committee

No meeting because there wasn't a quorum.

13. Community Outreach Committee (submitted a report see Attachment E)

Violetta Diamond, reported:

She read her attached report.

14. MAS Committee Report/Questions (submitted a report see Attachment F)

Wayne Bruce, reported:

Four resumes were received. They are considering extending the advertising. The Miyuki Williams, IGM agreed to continue during this period.

15. Evaluation Committee

No report. Minerva waiting to get an okay to move forward.

16. CAB Report

Fred Wilson reported:

Members

As outlined in the WPFW CAB bylaws, the CAB consists of up to 12 members, including three officers - chairperson, vice-chair, and secretary. There are four committees within the CAB – Programming, Outreach, Bylaws and Membership, and Fundraising. Each member serves on at least two committees. Each committee is led by a committee chair who reports to the CAB chair.

Role of the Cab per Bylaws

The function/role of the CAB is to review the station’s programming goals, services provided by the station, and any significant policy decisions made by the station. We serve as a vehicle for the community to effectively provide input to the LSB and Programming Director. The CAB advises the LSB and Programming Director with respect to whether the programming and other policies of WPFW are meeting the specialized education and cultural needs of the communities served by the station, and may make recommendations we deem appropriate to meet these needs.

Meetings

The CAB meets on the third Monday of the month to discuss and plan initiatives related to the review of the station’s programming goals, the services provided by the station, and any significant policy decisions made by the station. We engage with the LSB and the staff to undertake community outreach activities that help define the cultural and educational needs of the community. This might involve holding a series of public meetings, conducting listener surveys, acting as a soundboard for WPFW’s Programming Director, or assisting with outreach activities in the community.

Programming Survey

They have provided a survey for the community to share their ideas anonymously with WPFW's CAB on how the station can provide programming that best serves the community's listening priorities. By completing WPFW's 2024 Annual Community Needs Assessment questionnaire, they can ensure that their opinion on the station's programming is heard and included in the development of its programs and activities. Here's a link to the online survey:

WPFW CAB 2024 COMMUNITY NEEDS ASSESSMENT E-QUESTIONNAIRE

You can also download a copy of the survey attached below, complete it and email or mail it to WPFW. If you need help, call the station at 202-588-0999. Please refer to WPFW' Programming Schedule Grid if needed. Have questions? Connect with the CAB by email at wfwcab_2023-2025@googlegroups.com OR cab@wfw.org.

17. Unfinished Business

No unfinished business.

18. New Business

➤ Discussion and Motion regarding payments to the Parliamentarian:

Will the LSB continue to pay the Parliamentarian?

It was decided to hold the motion until the new board is seated.

➤ Discussion and Motion regarding the LSB Show:

Motion: The LSB will continue the monthly LSB Show hosted by a current staff delegate who is (or was) an on-air programmer and the current LSB Chair.

It was decided to write a new motion after the new board is seated. Irene volunteered to write the motion. The Program committee will make recommendations.

19. Action Item/Agreements Summary

None made.

20. Convene to the Executive Session 10:44pm

The executive session was regarding a personnel matter as per the Bylaws.

21. Dennis Williams, Chair, Adjourned the Regular Meeting at 11:26 pm

Minutes submitted by: Secretary, Ellen Williams Carter

Attachment A

PROGRAM DIRECTOR REPORT

NOVEMBER 2024

November has been a busy month! In addition to regular PD duties, the projects listed below were also spearheaded by me:

RETURNING WPFW APP

We are re-establishing the WPFW which we had for several years prior to the pandemic. It was developed by Zeno Media, and we are again working with them to get it back online. In addition to being able to listen anywhere, it is monetizable via ads, and includes a podcast feature whereby our PA programs will be able to be streamed on demand in the app.

NEW SOCIAL MEDIA INITIATIVE:

We have established a relationship with social media/marketing expert Kwadjo Danso of Delta Star Digital to create and mount a WPFW Social Media Giving Tuesday/End of Year Campaign. Kwadjo is the social media manager for Friends of the Congo and has quite impressively grown both followers and donor for the organization. We've been in discussions with him for a while to determine how he may begin to do the same for WPFW. The goal of his involvement and this initial campaign is to grow our social media presence in order to secure new followers/listeners, and to raise \$10,000. The campaign is scheduled to launch right before Giving Tuesday, December 3.

SUBS:

We have identified 3 new music subs and are in the process of onboarding them with Vinnie and getting them trained. We are always looking for solid musicologists in all genres to sub, so if you know of someone, please reach out directly.

NEW PROGRAMS:

Dissecting Racial Capitalism, hosted by Jon Jeter and Denise Young (Thursdays, 2-3pm):

Former WPFW host Jon Jeter returns to us with a new program focused on the intersection of economics, both macro and micro, local and global, and social justice impacts the masses, especially those most vulnerable. It will launch this Thursday, November 14, 2pm Start date delayed several times due to the host's literary commitments due to the launch of his new book.

From the Browder File, hosted by Anthony Browder (Wednesdays, 5-6pm):

Renowned Kemetologist Tony Browder presents a new program in the spirit of some of WPFW's legendary programmers (Lorne Love, Ambrose Lane, Hodari Ali, Vince Godwin and Kojo Olohuniyo). Featuring interviews with local, national and international historians, scholars, artists and thought leaders (many of whom are personal friends and colleagues). It will also include cultural critiques on music, film, historical and current events as well as archived lectures with historians presented between 1987 and 1992. This material will be edited and curated to offer a contemporary analysis of historical events. Tony Browder replaces Nkechi Taifa who will be stepping away at the end of October, due to professional commitments. The program launched last week!

WEEKLY JAZZ AND SOCIAL JUSTICE CALENDARS UPDATE

WPFW's Jazz Calendar, produced in partnership with Capitol Bop; the Jazz listings will live on the Capitol Bop site with a link to WPFW in order to garner some of their followers. Our Social Justice Calendar returns thanks to a grant from the Diverse City Fund to provide funding. Consuela Watts, a Howard University senior interning to produce the calendar through May 2025, after which time another intern will take it on. Both calendar Producers asked that start date could be pushed to the beginning of November, and this week both are launching

CO-FUNDRAISER FOR WPFW & FRIENDS OF THE CONGO, SUN., OCT. 20, 5-8PM

I produced this joint fundraiser with Maurice Carney, ED, Friends of the Congo and Ayanna Gregory. Friends of the Congo and WPFW invite you to *LoveSound: An Evening of Soul Sisters in Performance* supporting the work of both

Friends of the Congo and WPFW on Sunday, October 20, 5-8pm at Westminster Presbyterian Church - 400 I Street, SW, Washington.

The evening features performances by musicians and poets including Free BenJamin, Wayna, Anna Mwalagho, Ayanna Gregory, Congolese artist Déjà Belle, Navasha Daya, Laini Mataka, Maimouna Youssef and Sweet Honey in the Rock. Tickets are \$50, including post-performance reception, and can be secured at <https://www.eventbrite.com/e/lovesound-an-evening-of-soul-sisters-in-performance-tickets-1016583487577> or by visiting Blue Nile Botanical - 2826 Georgia Avenue, NW. All proceeds benefit Friends of the Congo's DRC Women, Peace and Security Centre in Kinshasa, and WPFW! We raised \$2000 for WPFW, and over \$3000 for the Women's Center in Kinshasa!

UPCOMING SPECIAL PROGRAMMING:

NOVEMBER 28, 10AM – *National Day of Mourning 10am*

Every year for several years now, WPFW has brought live to our audience the rally and march from Plymouth Rock presented by the United American Indians of New England (uaine.org). This year will be no exception. That afternoon, we will present music centering gratitude.

END OF YEAR PLEDGE DRIVE SPECIALS – DATES/TIMES TBD (will occur between Dec 15-21):

In an effort to offer our listeners something special during our end-of-year fundraising drive, the following specials are being proposed:

- *Remembering Bill Lucy and Centering the Black Workers' Movement*
- *From the Pen of Q: A Quincy Jones Retrospective*
- *Somebody Blew Up America: Baraka at 90*

PAST SPECIAL PROGRAMMING

OCTOBER 14 – *Unpacking Indigeneity*

We began our Fall Pledge drive on Indigenous People's Day. Amid an unpredictable change globally, indigenous peoples are frequently referred to as prime examples of resilience and resistance, charting the course for a new way of being – decolonized, anti-imperialistic and communal. On Monday, October 14, Indigenous People's Day, 9am until 7pm, WPFW pondered what it means to be indigenous and celebrated indigenous cultures around the world. Participants/topics included John Kane/*Resistance Radio*, Indigeneity in the Congo, Bushmeat Radio (aka Thomas Stanley) with the *Landback Soundtrack*, and DJ Lance Reynolds highlighting the work of North American indigenous soul, funk and popular artists. Thanks to both Jacquie Luqman and Garland Nixon who were pitch partners on the day.

9-11am John Kane/*Resistance Radio* (pitch partner Jacquie Luqman)

11a-12p Africa Now! w/ Mwiza Munthali and James Pope

12-1pm Building Bridges with Mimi Rosenberg and Ken Nash

1-3pm Thomas Stanley aka Bushmeat presents the *Landback Soundtrack*

3-7pm House of Soul: the Indigenous Edition with DJ Lance Reynolds (pitch partner Garland Nixon)

ONE YEAR ANNIVERSARY OF GAZA

In concert with the *Palestinian Film and Art Festival*, being presented October 24-27 (<https://www.dcpfaf.org/>) WPFW presented special programming commemorating the genocide continuing to unfold in Palestine, and the spreading assault on Lebanon, and highlighted the resistance movements that have emerged. We are also supporting the festival with promotion leading up to the event.

NOVEMBER 5/6 – ELECTION DAY AND RESULTS COVERAGE

WPFW and WBAI led the production of Pacifica's National Election night coverage which aired on November 5, 8pm-12am EST. The effort included contributions from all 5 sister stations and the Affiliates' Program. On November 6, 9-11am, Verna Avery-Brown produced an excellent extended What's At Stake post-election coverage program

PSAS AND PROMOS

I continuously write, edit, choose music for all PSAs and Promos, with production assistance from Chris Bangert-Drowns.

OTHER DUTIES

Coordinating Subs

Curating additional and/or special programming

Board-Oping when necessary

Correspondence and phone calls with Listeners as necessary

Other duties as assigned or needed

Attachment B

LSB Report November 13, 2024

The 5K was September 14, 2024

Individuals = \$1115.00

Sponsorship Level 1 = \$1000.00

Sponsorship Level 2 = \$200.00

Sponsorship Level 3 = \$400.00

Cash Collected at Event = \$170.00

Credit Card at Event = \$460.00

CashApp = \$120.00

This equals \$3465 not including expenses or money received for the purpose of paying for those expenses. There is still a meeting to be had with Martha to verify that all monies are accounted for.

Reggae Show on October 5, 2024

\$1392 at the door

\$1960 EventBrite

Total \$3350

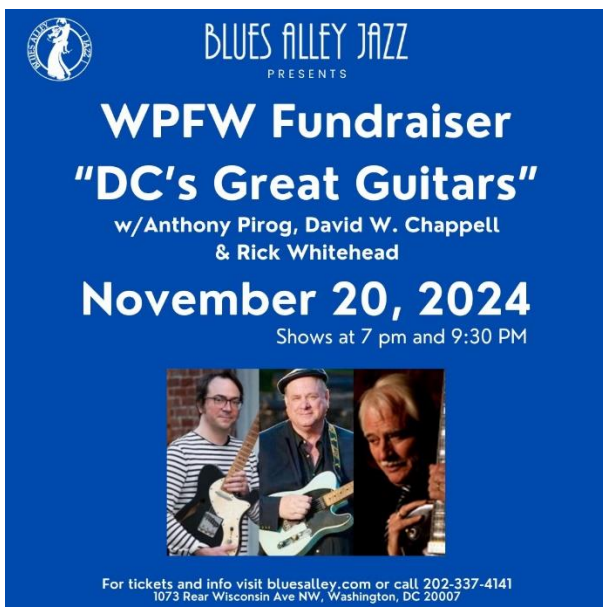
Fall Pledge Drive October 14-November 3, 2024 Goal was \$300,000.00

Calls and Website = \$223,438.80

CashApp and PayPal = \$11,496.39

This equals \$234,934.19


What's next?



BLUES ALLEY JAZZ
PRESENTS

WPFW Fundraiser
"DC's Great Guitars"
w/Anthony Pirog, David W. Chappell
& Rick Whitehead

November 20, 2024
Shows at 7 pm and 9:30 PM



For tickets and info visit bluesalley.com or call 202-337-4141
1073 Rear Wisconsin Ave NW, Washington, DC 20007

We ask that you purchase tickets and encourage others to do the same. The link to purchase tickets and to share with your friends, family, colleagues and associates is:

<https://www.instantseats.com/index.cfm?fuseaction=home.artist&VenueID=3&artistid=27170>

Giving Tuesday is December 3, 2024. We are launching a social media campaign for Giving Tuesday that will also run to the end of the calendar year. The current goal for the entire campaign (thru Dec 31) is \$10,000. More information will be available shortly. If you are not “Following” WPFW on Facebook, Instagram and X, please be encouraged to do so now. You will be a big part of helping to spread the word far and wide.

The December on-air pledge drive is the 15th thru the 21st. The entire end of month campaign will include social media, email blasts, and on-air promos for various funding sources. Simply send people to wpfwfm.org to click Donate Now.

We are looking for volunteers to help with events, pledge drive and The Move. We will be looking to you!

Don't forget about our WPFW Legacy Circle that speaks to planned giving. We will be reaching out to you individually over the next few weeks. To save time and other resource, I ask that you visit our website at <https://wpfwfm.org/radio/support-us/charitable-bequests>. You have been long time listeners, volunteers, and financial contributors. You have shown that you care deeply about WPFW's future. We ask that you consider joining the WPFW Legacy Circle. It is one of the most effective ways to help make sure WPFW is around for generations to come. There are many ways to make a planned gift. Common ways include through a will or trust, from a donor advised fund, gifting life insurance or making gifts from your IRA or retirement plan. Each way can offer current income tax and/or estate tax benefits. Again, visit <https://wpfwfm.org/radio/support-us/charitable-bequests> or to request more information or speak in confidence about planned giving, please email our volunteer planned giving consultant at; PlannedGiving@wpfw.org

Attachment C

WPFW Finance Committee Monday, November 11, 2024, 7:00 pm Agenda

In attendance:

Kamau Harris, chair
Julie Hewitt
Saboo Hikkim
Tony Leon
Eileen Rosin, secretary

Non-voting
Miyuki Williams, WPFW iGM
Dennis Williams, LSB Chair

Agenda:

1. Meeting convened at approx. 7:05 pm
2. Roll called
3. Agenda approved with no objections
4. Financial Report from iGM
5. Review FY25 budget
6. Questions, new business, etc.

7. Adjourn

Remarks:

- The fall drive fell short: goal was \$300k but only \$235k or so was pledged/received.
- The audit and 990 for FYs 2022 and 2023 will be set in motion shortly.
- Repots on the 5K and reggae events will be presented at the LSB meeting.

Motion:

Tony Leon offered the motion:

WPFW’s Finance Committee approves the draft FY2025 budget presented on November 11, 2024 and moves that it be submitted to the Pacifica Foundation’s Finance Committee and National Board for consideration and acceptance. Motion passed by acclamation.

WPFW 89.3 FM

Jazz & Justice Radio

Management Report to the Local Station Board (LSB)

Finance Committee

November 2024

Ending Balance @ 10/31/24 (\$70K allocated for relocation)	\$151,068
Contributions received in October (cash)	\$171,448
Fall Fund Drive Total (incl sustainer, bill me, CashApp, PayPal)	\$235,000

Expenses in the month:

Salaries, Wages & Benefits (single pay period)	22,665
Office Rent	16,884
Tower Rent	6,233
Telephone	12,156
Electricity	3,796
BMI Fees	2,000
Other Expenses	5,967
Total Expenses	\$69,701

Finance Report: FY25 Proposed Budget

WPFW FY25 BUDGET PROPOSED	Total FY23 Actuals	Total FY24 Projected	FY24 Q1+Q2 ACTUALS	FY25 Proposed	FY25 NOTES
REVENUE					
Listener Support	\$ 1,307,410	\$ 1,448,000	\$ 466,000	\$ 1,100,000	
Major Donors (\$1K & Up)	\$ 40,000	\$ -		\$ 25,000	
Donations	\$ -	\$ -		\$ -	Bequests
Car Donations	\$ 6,950	\$ 7,000		\$ 12,000	
Community Events	\$ 33,194	\$ 30,000		\$ 30,000	Events potentially scheduled for FY25: Reggae event, Frier Congo, Amy Goodman postcard event, Peace Ball, 5K
Grant Income	\$ -	\$ 30,000		\$ 20,000	
Misc Other Income	\$ -	\$ -	\$ -	\$ -	
Special Campaign - Moving		\$ -		\$ -	
Underwriting/Sponsorship	\$ -	\$ 10,000		\$ 20,000	
Sustainers	\$ -	\$ -		\$ 180,000	15K/mo
TOTAL REVENUE	\$ 1,387,554	\$ 1,525,000	\$ 765,000	\$ 1,387,000	
EXPENSES					
Salaries & Related Expenses	\$ 676,893	\$ 680,800		\$ 680,800	
Gross Salaries	\$ 484,833	\$ 485,000		\$ 485,000	6 FT and 4 PT. We have a plan for FY25 to increase the staff in vital positions that have been eliminated over the years
Payroll Taxes - FICA	\$ 36,382	\$ 37,000		\$ 37,000	
Payroll Taxes - SUI	\$ 6,538	\$ 6,600		\$ 6,600	
403B Pension Contribution	\$ 2,056	\$ 2,200		\$ 2,200	
Health Benefits	\$ 147,084	\$ 150,000		\$ 150,000	
Board Expenses	\$ 500	\$ 5,000		\$ 5,000	
National Board Meeting and Travel	\$ 500	\$ -		\$ -	
Local Board and LSB Elections	\$ -	\$ 5,000		\$ 5,000	

Administrative Expenses	\$ 505,021	\$ 256,950		\$ 141,700	
--------------------------------	-------------------	-------------------	--	-------------------	--

WPFW PROPOSED	FY25 BUDGET	Total FY23 Actuals	Total FY24 Projected	FY24 Q1+Q2 ACTUALS	FY25 Proposed	FY25 NOTES
	Consultants/Vendors/Contractors	\$ 186,291	\$ 18,000	\$ 86,848	\$ 1,500	
	Moving Costs	\$ -	\$ -		\$ -	
	Telephone	\$ 45,368	\$ 10,000	\$ 27,674	\$ 14,000	3.5K month x 12 - \$42K
	Internet/Cable	\$ -	\$ 3,000		\$ 7,000	
	Postage (USPS, FedEx, UPS)	\$ 860	\$ 50		\$ 50	
	Web-Site	\$ -	\$ 2,500		\$ 2,500	
	Interest/Bank Charges	\$ 6,012	\$ 6,000	\$ 3,111	\$ 6,000	
	Professional Fees - Legal	\$ -	\$ -		\$ -	
	GM Search	\$ -	\$ -		\$ -	
	Office & Supplies	\$ 22,995	\$ 6,500	\$ 12,604	\$ 150	
	General Repairs/Maintenance	\$ 518	\$ 1,600	\$ 1,792	\$ 1,500	Costs minimal due to mov
	Other Administrative	\$ -	\$ -		\$ -	
	Office Rent	\$ 206,315	\$ 200,000	\$ 159,144	\$ 100,000	New location TBD, total in months at current location ~45K for new location
	Utilities - Office	\$ 27,368	\$ 9,300	\$ 17,500	\$ 9,000	
	Travel	\$ 7,810	\$ -	\$ 5,013	\$ -	
	Storage	\$ 1,451	\$ -		\$ -	
	Computer Supplies/Maintenance	\$ 33	\$ -	\$ 410	\$ -	
Programming Expenses		\$ 199,097	\$ 254,300		\$ 207,500	
	Consultants/Vendors/Contractors	\$ -	\$ 50,000		\$ 1,200	

WPFW PROPOSED	FY25 BUDGET	Total FY23 Actuals	Total FY24 Projected	FY24 Q1+Q2 ACTUALS	FY25 Proposed	FY25 NOTES
	Programing Supplies	\$ 24,884	\$ 5,000		\$ 2,500	Zoom, YouTube, Adobe
	Tower Rent	\$ 81,743	\$ 61,200	\$ 38,586	\$ 72,000	6K/mo
	Utilities - Tower	\$ 82,211	\$ 92,300	\$ 58,091	\$ 84,000	

Internet/Cable		\$ 9,000		\$ 18,000	
Maintenance - Technical/Wire Supplies	\$ 5,641	\$ 5,700	\$ 722	\$ 20,000	Generator to transmitter
Website	\$ 743	\$ 600	\$ 653		Moved to Programming S
Telephone - Radio Lines - Transmitter	\$ -	\$ 24,000		\$ 3,000	Expenses divided between Dev
NFCB Convention	\$ 3,875	\$ -		\$ -	
Music Licensing Fees	\$ -	\$ 6,500		\$ 6,800	
Development Expenses	\$ 77,832	\$ 92,550		\$ 67,000	
Consultants/Vendors/Contractors	\$ -	\$ 5,000		\$ -	
Credit Card Discount Fees	\$ 22,217	\$ 22,000	\$ 16,974	\$ 31,000	2.1% of revenue
Postage - Subscription/Renewal Forms	\$ -	\$ 2,650		\$ 500	
Supplies		\$ 7,500		\$ 7,500	
Printing - Marketing and Subscriptions	\$ 242	\$ 250		\$ -	
Development	\$ 1,847	\$ -	\$ 1,847	\$ -	
Premiums PRA	\$ 854	\$ 1,000		\$ -	
Community Events	\$ 2,653	\$ 2,700		\$ 3,000	
Premiums from Vendors	\$ 18,323	\$ 18,350	\$ 6,627	\$ -	Covered by merch co
Shipping - Premiums	\$ 1,010	\$ 1,100	\$ 519	\$ -	Covered by merch co
Fund Drive / Telemarketing	\$ 30,686	\$ 32,000	\$ 8,900	\$ 25,000	
TOTAL EXPENSES sans Central Se	\$ 1,459,343	\$ 1,289,600		\$ 1,102,000	

CENTRAL SERVICES		\$ 277,511		\$ 208,133	
National Office		\$ 208,133		\$ 208,133	
Archives		\$ 69,378		\$ -	
TOTAL EXPENSES with Central Services		\$ 1,567,111		\$ 1,310,133	

WPFW FY25 BUDGET PROPOSED	Total FY23 Actuals	FY24 Total FY24 Projected	Q1+Q2	FY25 Proposed	FY25 NOTES
		ACTUALS			
		\$ 1,525,000	\$	1,387,000	TOTAL REVENUE FY25
		\$(1,289,600)	\$	(1,102,000)	TOTAL EXPENSES sans CS
		\$ 235,400	\$	285,000	NET INCOME (NET LOSS) sans CS
FY25					
		\$ 1,525,000	\$	1,387,000	TOTAL REVENUE FY25
		\$(1,567,111)	\$	(1,310,133)	TOTAL EXPENSES with CS
		\$ (42,111)	\$	76,867	NET INCOME (NET LOSS) with CS

Attachment D

WPFW Relocation Committee Report for 11/13/24 LSB Meeting

The Relocation has been meeting weekly. The most recent meeting was held on Wednesday, November 6 at 7:30 pm with all members attending: Kamau Harris (Chair), IGM Miyuki Williams, Chief Engineer Moe Thomas, Verna Avery-Brown, Wayne Bruce, Vanessa Dixon-Briggs, Robert Gordon, Ron Pinchback, Adele Stan and Dennis Williams.

Without objection the committee authorized the Chair, IGM and engineering team to proceed with negotiations to secure temporary studio space and separate temporary office space ASAP. These spaces would be available for move-in before the December 31 deadline and for some period of months to be determined.

The next order of business for the committee will be to decide whether to request a lease for permanent space based on one of four current letters of intent, obtained by the broker at the committee's direction. Once a permanent lease is signed, the space will be built out as needed for the studio and offices to occupy within the next several months.

Attachment E

OUTREACH COMMITTEE MEETING REPORT November 5, 2024

Members Present: Mariah McClain, Marsha Edwards, Martha Peterson, Sabooh Hikim, Violetta Diamond (chair), Arthur Hyland, Irene Adams (excused), Minerva Sanders (excused)

1. **Newsletter Update**

Arthur reported that he is currently working on the next edition of the Newsletter. Articles and content were discussed and suggested.

2. **5k Run/Walk**

The Committee has submitted a report on the expenses and funds received in connection with the Run/Walk. The Committee is awaiting a final report from the station. Arthur will follow up with Sataria.

Martha left a message for the contact at Bladensburg Park to schedule next year's event and is waiting for a response.

3. **Townhall Meeting**

The committee has scheduled the second required Townhall meeting for December 7, 2024, at the New Bethany Baptist Church, 1300 10th St. N. W., Washington, D.C. The Station and all parties that should participate will be contacted. The Committee will communicate by email to further plan the Townhall, including finalizing the agenda, the PSA, and other related matters.

The Committee is inviting all LSB members to attend as well as Station Staff. Additionally, the Committee is requesting that LSB members donate to help defray the costs of refreshments for the Townhall.

4. **Outreach Committee Budget Request**

The Committee submitted its budget request in a timely manner and is awaiting a response from the Finance Committee. The Committee would like to know when it will receive an answer to its request.

Attachment F

REVISED MASC REPORT TO THE WPFW LSB 10/9/24

The MASC meets in closed session via Zoom

At the time of this LSB meeting, the 10 MASC members consisted of –

Tony Leon (Chair), Robert Gordon (V-Chair), Irene Adams (Secretary), Minerva Sanders (Assistant Secretary), Kamau Harris, Wayne Bruce, Verna Avery-Brown, Vanessa Dixon, Sue Goodwin, Ron Pinchback.

Since the September LSB meeting the MASC met on **9/16** as an evaluation sub-committee, on **9/23** as a committee of the whole and on **10/3** in a special meeting as a committee of the whole. To date only 4 resumes have been received.

9/16 –7 members were present, and we listened to 3 members give their evaluations on the 4 resumes received.

There was some discussion as to:

1. why there was such a low number of applicants,
2. possibly extending the advertisement,
3. confirming existing ad and reconsidering to include expanding the advertisement.

All possible reasons for lengthening the process would be contingent on the IGM agreeing to continue in her position during this time. All members of the MASC are asked to complete the written criteria checklist prior to the next meeting.

9/23 – At the urging of the Chair, the planned agenda was pre-empted by an unexpected issue involving communications related to one of the GM applicants. Because the issue involves potential personnel matters, the MASC concludes the September 23rd discussion should remain confidential.

The members agreed to review the communications and then hold a special meeting.

The Pacifica E.D. and the WPFW LSB Chair were also in attendance at this meeting.

10/3 - Special Meeting

The Pacifica E.D., who was present at this meeting, stated that she is investigating the matter. Because the issue involves potential personnel matters, the MASC concludes the September 23rd discussion should remain confidential.

The MASC approved the following actions:

1. The MASC would not take any further steps regarding the communications.
2. Reopen the job search without eliminating the current candidates

The next meeting was scheduled for 10/11/24 @ 6pm and then rescheduled for 11/4.

11/4 – This meeting was cancelled.

Robert Gordon

Interim MASC Chair