

WPFW- LSB Regular Meeting Minutes February 12, 2025

Teleconference via Zoom Washington, DC

Kamau Harris – Chair

Robert Gordon – Vice Chair

Thomas Chase - Treasurer

Ellen Williams Carter - Secretary

1. Call to Order started at 6:33 pm with Chair, Kamau Harris

2. Logins/Greetings/Roll Call

- | | |
|------------------------------|-----------------------------|
| 1. Anita Irene Adams | 15. Robert Gordon |
| 2. Bill Curtis | 16. Michael Hersh |
| 3. Craig Green | 17. Wanda Gnahoui |
| 4. Julie Hewitt | 18. Dennis Williams |
| 5. Arthur Hyland | 19. Violetta Diamond |
| 6. David Kiasi | 20. Susan C Goodwin |
| 7. Eric Ramey | 21. Kamau Harris |
| 8. Minerva Sanders | 22. Verna Avery Brown |
| 9. Michele Tingling-Clemmons | 23. Ambrose Lane Jr. |
| 10. Wayne Bruce | 24. Ron Pinchback |
| 11. Michael Byfield | 25. Ellen Carter non-voting |
| 12. Vanessa Dixon Briggs | 26. Thomas Chase non-voting |
| 13. Tony Leon | |
| 14. Mariah McClain | |

3. Resignation: No resignations.

4. Approval of the Agenda and Minutes:

Motion presented by: Wayne Bruce

I move that the agenda be amended to add an executive session per the bylaws regarding personnel matters.

Vote: 12 Yes 8 No 1 Abstention

Minutes:

December 11, 2024 - approved

January 8, 2024 - approved

6. Management Reports:

- Katea Stitt, Program Director: submitted a report see **Attachment A**.

Katea Stitt, Program Director, was unable to attend the meeting because she was at the Hospital.

- Sataria Joyner, Membership Coordinator: submitted a report see **Attachment B**.

Sataria Joyner, Membership Coordinator, is on vacation.

- Miyuki Williams, Interim General Manager, reported and submitted a report see **Attachment C**.

Miyuki Williams, Interim General Manager attended the meeting.

7. Finance Committee

Thomas Chase, chair reported: submitted a report see **Attachment D**

8. Program Committee Report: submitted a report see **Attachment E**

Minerva Sanders reported:

The Programming, Outreach and Development committee will work together as it did previously.

9. Community Outreach Committee Report submitted a report see **Attachment F**

Violetta Diamond reported that the committee is:

- Adding meetings to the LSB Newsletter
- Planning a Town Hall in April
- Working to participate in more community engagement
- Creating an events calendar

10. Community Comment

Starr discussed her concerns with some public affairs programs.

11. Relocation Committee Report: Attachment G

Dennis Williams, reported:

- An election was held to determine the members.
- Presently, there is a 12-month agreement with the new landlord.

12. PNB Committee Nominations

➤ **Governance Committee:**

2 LSB members can be nominated per Article 8 of the bylaws

Vanessa Dixon Briggs, Mike Hersh were nominated.

➤ **Audit Committee**

2 LSB members can be nominated per Article 8 of the bylaws

Irene Adams was nominated.

13. PNB Report

Dennis Williams and Minerva Sanders: reported and submitted a report. **Attachment H**

Julie Hewitt reported:

She sent the PNB draft minutes to the LSB for January 9, 16 and 30th.

Ron is concerned about a vote by the PNB to remove powers of the LSB.

14. Committee Selections for all Delegates

Selections have been made by LSB members.

15. New Business

➤ **Bill Curtis Motions:**

Motion #1 The WPFW Local Station Board asks that the Chair, Kamau Harris, be censured for exhibiting conduct that is adverse to the best interest of the Foundation and WPFW by inappropriately scheduling and holding a special WPFW Local Station Board meeting without due notice, as mandated in the Pacifica Bylaws, in a dilatory attempt to nullify the WPFW 2025 Pacifica National Board election, and to initiate a new election in defiance of Pacifica legal consultation, as delineated in a correspondence dated January 25, 2025 to the WPFW LSB Chair, Kamua Harris, from Arthur Z. Schwartz, General Counsel of the Pacifica Foundation, who advised "Should you hold an "election" you will be wasting everyone's time and opening yourself

up to charges of misfeasance" and in violation of Pacifica bylaws which specify that all nominations for board directors must be submitted by December 31st.

Vote: 18 No 5 Yes The motion failed.

Motion #2 We move that WPFW Chair, and Secretary Ellen Carter be censured for taking punitive actions against board members who did not participate in the special meeting on a dilatory topic that was not properly noticed by recording them as having an unexcused absence.

Vote: No vote. The motion was withdrawn.

Motion #3 We move that the LSB Secretary, Ellen Carter, be censured for posting a false statement in WPFW LSB minutes, that Eric Ramey had requested a review of events in the December LSB meeting and that a Special LSB meeting be called. No such request was ever made.

Vote: No vote. The motion was withdrawn.

Motion #4 We further move that the LSB Chair, Kamau Harris, be censured for unilaterally and arbitrarily cancelling the January WPFW LSB Show without any conversation with the Programming committee subcommittee or committee, or asking that a motion be brought to the LSB.

Vote: 14 No 6 Yes 3 Abstentions The motion failed.

Additional New Business

- Hiring of Parliamentarian (Carmella Watkins)- on point to be a Parliamentarian LSB will have to vote on it.
- \$160 for zoom account the LSB will need to split the cost.

16. Convened for an Executive Session as per the bylaws regarding a personnel matter.

Adjourn: Kamau Harris, Chair, Adjourned the Regular Meeting at 10:21pm

Minutes submitted by: Secretary, Ellen Williams Carter

Attachment A
PROGRAM DIRECTOR REPORT
FEBRUARY 2025

In addition to regular PD duties, the projects listed below were also spearheaded by me, and are now underway or still manifesting:

KNOW YOUR RIGHTS PSAs AND VIDEO

In thinking about how we can best serve our immigrant family who are now under threat, we've created 4 KNOW YOUR RIGHTS PSAs. The PSAs are in English, Arabic, Spanish and Haytien. The "RIGHTS" language was vetted by an attorney to ensure we are disseminating the correct and legal information. We also will post the corresponding videos on our IG account.

FACILITATED PITCH WORKSHOP

To ensure new Programmers, and those needing a refresher are ready for the Winter Pledge Drive, we conducted a Zoom workshop. Both the video and the corresponding materials were disseminated to Programmers.

WORKSHOP WITH KWADJO DANSO REGARDING SOCIAL MEDIA CAMPAIGN

Many Programmers expressed interest in understanding our social media campaign, and how social media works in general to amplify the message of WPFW, increase the listenership, and increase donations. In addition to learning about all of this, they also learned how to create a short (5-60 sec) evergreen video. The session was illuminating and helped demystify how their work corresponds to the larger Instagram footprint that is being built. These meetings will continue monthly.

PROGRAMMER EVALUATIONS

Several months ago, our Programmers completed self-evaluations. I will be meeting with each individual Programmer or collective to discuss their self-evaluations and ascertain how best to support them and/or help them improve in areas they identify as needing work. The deadline for ALL Programmer evaluations to be completed is March 28.

RETURNING WPFW APP

Still working on the return of the WPFW to the App Store (iOS) and on Google Play. Have submitted what is hopefully the final documents for the Apple Developer Account, and we think everything is verified for Google Play.

PAST SPECIAL PROGRAMMING:

MLK HOLIDAY/INAUGURATION DAY

We presented our annual MLK DAY offering. This is also Inauguration Day, so we will bring our listeners voices from resisters across the country. WPFW also broke the news of Leonard Peltier's clemency at the Fightback Rally that day at Malcolm X Park!

Reclaiming the Radical King and Why He's Needed Now More Than Ever

Dr. King was not just a brilliant and virtuous leader, but a radical organizer that fought against injustice. A leader that, just two years before his assassination, 63% of Americans viewed him unfavorably, including 44% who viewed him highly unfavorably.

Monday, January 20th, Inauguration Day, from 5am until midnight, WPFW presents *Why the Radical King Is Needed Now More Than Ever*, examining King's vision and action within the context of a 21st century nation that as King warned , "...continues year after year to spend more money on military defense than on programs of social uplift...approaching spiritual death."

That's *Why the Radical King Is Needed Now More Than Ever*, Monday, January 20, 5am until midnight, WPFW, building a more equitable and sustainable world, one broadcast at a time.

SCHEDULE:

5-8am Morning Brew Jazz Notes Edition - Ellen Carter - Musical Reflections on MLK

8-9am Democracy Now!

9-10am Malveaux - Julianne Malveaux – MLK and Child Poverty and a Prelude to Fightback Demonstrations Across the Country

10am-12pm To Heal DC - Joni Eisenberg - Organizing to Strengthen and Protect

12-1pm Don't Forget the Blues - Elliott Gross – Musical Integration – The Allman Brothers: First Integrated Band in the South

1-3pm Live from Fightback New York Rally and clips from rallies across the country in partnership with Breakthrough News; and an airing of the speech Three Evils of Society

3-5pm African Deep Thought - Brother Ka'Ba - More Than a Mythical King

5-6pm To the East - Ambrose I Lane Jr. - Dr Martin Luther King Jr.: From Reconciliation to Resistance to Revolution

6-8pm Building Bridges - Mimi Rosenberg & Ken Nash – The Fierce Urgency of Now

8-10pm The Collectors: Next Generation in Sound - Craig Hall - The King of Love and Peace

10pm-12am Black Star Radio - Katea Stitt – MLK and Pan-Africanism

PSAS AND PROMOS

I continuously write, edit, choose music for all PSAs and Promos, with production assistance from our engineers.

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 required

Attachment B

Membership Report for LSB February 12, 2025

Requested Information

December Drive number of people was 595. 511 renewing members and 84 new ones.

5K Run/Walk \$4285 This number increased on my end after reconciling 2024 lockbox payments

Current Activities

We have sent three eblasts. 2 were to keep the audience informed about the on-air transition and to reassure them that we recognized the technical issues and that we were working to address them. The third one was a Drive prep / solicitation expressing the importance of supporting the station especially now.

Most Tax statements were sent out for those who gave \$250 or more. Thank you to Sheila, Otis, Kamau, Dennis, Ron, Grace, Eileen, Craig, Tom Cole, Ben, Tom Chase, and Miyuki(who also graciously hosted). Their herculean effort enabled us to print, fold and stuff over 800 letters.

Winter Drive February 9-22 2025

We are off to a great start. As of 9:25 am on Tuesday, Feb 11 we are at 23% and \$40,100. Please help us continue to spread the word about our wonderful radio station. Remember that we are all WPFW ambassadors.

To Donate

Call: 202-588-9739 or 800-222-9739

Text To Donate: Text the letters WPFWFM to the number 801801

CashApp: \$WPFWFM

Online: <https://pledge.wpfwfm.org/index.php>

Send checks and money orders payable to WPFW:LIL

WPFW 89.3FM-Pacific Radio

P.O. Box 426022

Washington, D.C. 20042-6022

Interested in showing off your WPFW pride? We've got swag on the homepage at wpfwfm.org.

Attachment C

IGM Report February 12, 2025

Interim General Manager Report February 12, 2025

Finances

WPFW is current on most known bills. However, several annual music copyright fees have recently come due, including:

- **SoundExchange:** \$1,000
- **BMI:** \$6,900
- **ASCAP:** Estimated ~\$20,000

Monthly operational expenses are up to date. However, I have recently been informed that we will resume monthly healthcare payments and also owe back payments. Additionally, we remain current with Central Services.

Our **Relocation Fund** has decreased due to ongoing payments for the buildout.

Fund Drive

Our financial position, while not ideal, remains stable. After gathering feedback from both listeners and staff, I have decided to **shorten the Winter Drive from three weeks to two weeks**. The goal for this drive is **\$175,000**, which will allow us to maintain our current financial standing.

As of today, we are on **Day 4** of the drive. **Sunday programmers exceeded their goals**, and overall, we remain **on target** to meet our financial objectives.

Conclusion

While we continue to face financial challenges, our commitment to fiscal responsibility ensures that we remain operational and able to serve our community. Thank you to our staff, programmers, and listeners for their ongoing support.

We deeply appreciate your ongoing dedication to WPFW and your commitment to our mission of providing independent media, progressive perspectives, and diverse music to our community. As we look ahead, we must address our financial needs to ensure WPFW not only survives but thrives.

Last year, a financial commitment of \$75,000 was agreed upon; however, unfortunately, this goal was not achieved. To move forward effectively, we seek to establish a defined, realistic financial commitment from the LSB for this year—an amount that the Board can actively work towards delivering.

Based on our projections, revenue from the Blues Festival, 5K Run, LSB Show, and individual contributions may total close to \$5,000. While this is a start, it falls significantly short of what is needed. We must set a concrete and achievable financial goal for the LSB's direct contributions and fundraising efforts.

Furthermore, WPFW is in urgent need of a permanent home—either through purchasing a building or securing a long-term housing solution. In addition, we require critical personnel to strengthen our operations, including:

- A Board Engineer
- An Operations Manager
- A Grants Writer
- A News Reporter
- A Bookkeeper/Business Manager
- A Development Director

Each of these positions is vital to WPFW's sustainability and growth. With additional funding, we can better serve our listeners, expand our reach, and ensure our station's long-term viability.

WPFW staff and Programmers are united in our efforts, working together toward a shared future. There has been no division or hostility among us. In light of the challenges facing WPFW, our community, and our nation, it is critical that we remain focused on the bigger picture. The survival of WPFW—and, in a larger sense, our collective commitment to justice and peace—depends on our ability to work together with purpose and resolve.

We ask the LSB to determine a realistic financial commitment and a plan for securing these funds. Your support is crucial in making WPFW a stronger, more stable institution for our community.

We look forward to working together to achieve this shared vision and appreciate your prompt consideration of this matter.

I have spoken to the ED about posting requested items from Tony Leon. She stated no, personnel matters cannot be posted on a public forum.

Thank you,

Miyuki Williams
Interm General Manager
WPFW 89.3 FM

Attachment D
WPFW 89.3 FM Jazz & Justice Radio
Treasurer's Report to the Local Station Board (LSB)
February 2025

WPFW Finance Committee met on Monday, February 10, 2025, and reviewed and provided comments to the Management Report to the Local Station Board Finance Committee. The updated management report is attached.

The WPFW Finance Committee identified several areas for committee focus in the coming year including the following:

1. Continuing working with WPFW management and PNO to improve the timeliness and completeness of our monthly financial reports, especially in the identification of deviations from budget.
2. Work with WPFW management and PNO to improve analysis and reporting of membership data, especially for assessing the effectiveness of various fundraising strategies.
3. Identify and promote/execute strategies to increase revenue

The Finance Committee will review the above areas in more detail at its next meeting.

Highlights from the recent Pacifica Foundation National Finance Committee (NFC) meeting include:

1. PNO has circulated draft Income Statements for review by department management. The Pacifica Foundation ended FY 24 with a surplus of \$48,446.
2. Outstanding Pacifica Foundation load balance is \$1,945,201.
3. Three station - KPFA, KPFT, and WPFW - are current with Central Services Payments
4. IRS Form 990's are to be submitted for FY 22 & 23 by February 15, then the audits for those two years will begin.
5. Areas identified by the NFC for activity in the coming year include

1. Budget Timeline for Stations, LSBs and PNB to assure that all FY2026 budgets are passed before the end of FY2025
2. Process to handle deficit budgets, bi-monthly reports from ED and GM on bringing budget to actuals.
3. Process and methodology for setting the Central Services Fee

Submitted by:

Tom Chase

WPFW Treasurer

WPFW 89.3 FM Jazz & Justice Radio

Management Report to the
Local Station Board (LSB) Finance Committee

February 2025

Ending Balance @ 1/31/25	\$217,516
Contributions received in January	106,632
Truist Account Balance for Operations @ 1/31/25	167,516
Industrial Account Balance for Relocation @ 1/31/25	50,000
 Expenses during the month	
Salaries, Wages & Benefits	25,000
Central Services	12,640
Office Rent	7,436
Electricity	7,093
Bank & Merchant Fees	5,539
Telephone	1,273
Relocation	600
Marketing	376
Call Center Services	265
Tower Rent	90
Other Expenses	1,255
Total Expenses	<u>\$61,567</u>

Notes:

1. Industrial Account - \$20,000 spent in December for two studio boards: one each for WPFW and KPFK; \$10,000 for KPFK board to be credited to WPFW was Central Services.
2. Office Rent - amount paid was for the remainder of amount due for 1990 K St. We have not received the bill yet for Eckington, which will include first and last month and deposit. Monthly rent at Eckington is \$4,175.
3. Call Center Services - balance due for December fundraising.
4. Tower Rent - bulk of tower rent was paid in December with \$90 paid in January due to typographic error on invoice.

Attachment E

Program Committee Meeting Minutes

Submitted by Minerva Sanders, Chair

Event name	WPFW Program Committee Meeting
Time	Jan 27, 2025, 07:34 PM - 09:11 PM (EST)
Participants	Â Verna Avery Brown, Marsha Edwards, Martha Peterson, Craig Green, Mike Hersch, Eric Ramey, Vanessa Dixon Briggs, Bill Curtis, Kamau Harris, David Kaisi, Craig Green, Irene Adams, Louis Wolf, and Wanda Ghnaui. The meeting agenda was posted in the chat.

The WPFW - LSB Programming Committee meeting focused on introducing committee members and possible future members, discussing the role of the committee, and addressing concerns about the station's direction and programming. The committee also discussed their plans for the upcoming year, which included reviewing programming and show formats, hosting events, and promoting community outreach. The conversation ended with a call for collaboration and problem-solving within the committee, and a discussion on the committee's role and responsibilities in ensuring the station meets the needs of its listenership.

Next steps

- Committee member Irene Adams agreed to send the programming committee description and goals spreadsheet to all committee members once we have the list from the LSB secretary. (Craig Green and others asked for the information.)

- Minerva Sanders will contact the Program Director and request her attendance at the next committee meeting.
- All members once identified will receive a copy of the Pacifica bylaws information about the programming committee.
- Programming Committee to work on creating a mission statement at the next meeting.
- Programming Committee to review the program grid and identify show types at the next meeting.
- Programming Committee to elect chair, vice chair, and secretary at the next meeting on February 24th at 7 PM.
- Minerva will invite the IGM (Interim General Manager) to the next meeting.
- Next meeting February 24th, 2025 7 PM
- Submitted by Minerva Sanders

Attachment F

WPFW Outreach Committee Action Items

Submitted by the Chair, Violetta Diamond

Meeting February 4, 2025-7:00 pm. Present: Martha Peterson, Marsha Edwards, Sabooh Hikim, Mike Hersh, Violetta Diamond, Lakecia Henderson. Excused: Arthur Hyland, Minerva Sanders, Mariah McClain

We determined we had enough members to proceed with our agenda, which was approved by unanimous consent.

Discussion items:

Inclusion of LSB updates in a special section of the newsletter.

Someone from the LSB (tbd, possibly rotating) would send LSB updates to Art with ample time for inclusion in the newsletter.

This would include a short recap of LSB meetings and announcements of upcoming LSB and committee meetings, as well as volunteer opportunities, events etc.

We hope this would encourage participation and volunteering at events, fund drives, etc. and invite listeners to join the LSB for community comment.

We're still working out specifics, including deadlines for sending info. to Art, who will take responsibility for drafting and delivering the info. to Art, and other requirements.

We decided to discuss this concept with Art for his feedback.

Developing the 2025 Calendar of Events. Events include:

The 5k Run: 8am-1pm September 13

Two Town halls: (to do: schedule dates, times, presenters)

First town hall on a Saturday in April Venue: the same church we've used before. The church supports WPFW's mission and provides the space for free. However, the committee has previously provided donations for use of the free space and parking. Martha will facilitate contacting the Church to confirm dates.

Draft agenda for first town hall:

the CAB will report on the community assessment survey results

community outreach to ensure we're listening to the listeners

we're planning to widely publicize this event

2nd town hall could be combined with Programmers' Appreciation Reception (as we did at Busboys a while back)

Community Outreach at events. We discussed handing out postcards with the grid, other items at farmers' markets, Whole Foods, metro stops, etc. We need cards printed, that would require accurate content and bids on print runs. We discussed how many weekends per month. Mike Hersh agreed to ask the programming committee about who we should feature on the cards.

Mission Statement for the Outreach Committee. We will consider the existing document and discuss updates as needed.

Responsibilities and Goals include: Drafting and updating the events calendar, developing, scheduling, and hosting events, publicizing info. about WPFW, brainstorming outreach ideas.

Submitted By,
The Outreach Committee

Attachment G

WPFW LSB Relocation Committee

February 2025 report

Former Chair Kamau Harris convened the 2025 Relocation Committee on Zoom at 7:30 pm Wednesday, January 22. All members as selected by the LSB were present:

Verna Avery-Brown

Wayne Bruce

Tom Chase

Vanessa Dixon-Briggs

Robert Gordon

Kamau Harris

Ron Pinchback

Moe Thomas

Dennis Williams

Miyuki Williams

The committee confirmed that WPFW's contract with real estate broker The Genau Group remains in place through May 2025. There has been no recent activity searching for new properties while the station has been busy moving into the new temporary studio on Eckington Place. Understanding the time and work involved in that move, the committee resolved by consensus to identify new space no later than midyear 2025 to allow for all necessary arrangements before expiration of the current 12-month leasing agreement.

The committee elected Dennis Williams as 2025 Chair and former LSB delegate, station member Adele Stan, as nonvoting Secretary. Meetings were scheduled for the first and third Wednesdays of each month.

On Wednesday, February 4th, Chair Dennis Williams convened the meeting of the Relocation Committee with all members present except excused Vanessa Dixon-Briggs. Chair Williams said

he would seek details on two properties referred by Delegate Ambrose Lane Jr, and that is in process. IGM Miyuki Williams reported discussions about potential administrative space in Takoma Park. There were no feasible options available in time to allow for volunteer phone-banking during the current fund drive, so the answering service is being employed.

Treasurer Tom Chase said he would likely have new financial information from the National Finance Committee that can be shared with potential landlords—starting with 1110 Bonifant Street in Silver Spring, a site still on the Committee’s radar from last year. Chase also said he is in discussions with a representative of the Montgomery County Executive’s office about possible locations in the county.

CE Moe Thomas raised the possibility of extending the lease at Eckington Place in order to save more money for a potentially permanent home. The Committee agreed that management should explore that option and that it would meanwhile remain committed to its 2025 timeline.

Next meeting is scheduled for Wednesday, February 19th.

Submitted by Dennis Williams