

## **WPFW- LSB Regular Meeting Minutes November 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 6:37pm with Chair, Kamau Harris**

### **2. Logins/Greetings/Roll Call**

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

*Excused Absence:* Minerva Sanders, Wayne Bruce and Ambrose Lane

### **3. Resignation: No resignations**

### **4. Approval of the Agenda and October 8, 2025 minutes**

### **5. Program Director Report (Attachment A written report submitted by PD)**

**Katea Stitt, Program Director reported:**

*Special Programming*

I am proud of our programmers who participated in the special programming.

#### Social Media and Programming

We have populated the YouTube channel. John Jetter is interested in coming back on the air.

### **6. Membership Coordinator Report (Attachment B written report submitted by Membership Coordinator)**

**Sataria Joyner, Membership Coordinator:**

#### Pledge Drive

Fall Fund drive goal was \$250,000. The total amount raised was \$221,346.11. Pledge reminders were sent out. The second round of reminders are due to go out the week of November 17th.

### **7. Interim General Manager Report (Attachment C written report submitted by IGM)**

**Miyuki Williams, Interim General Manager:**

#### Pledge Drive

The furlough of government workers had an effect on our pledge drive. In addition, technical problems affected the momentum. We were \$30,000 short of our goal of \$250,000.

#### Development

A development team has been formed, with several individuals volunteering to join.

#### Engineering

Moe Thomas provided a report on the condition of the equipment. The Transmitter is happy and healthy. New wiring and power supplies were provided to repair the transmitter.

### **8. Finance Committee Report (Attachment D written report submitted by Thomas Chase)**

**Thomas Chase, Chair reported:**

The revenue target was achieved. New computers and transmitter equipment were acquired. Bills were paid on time.

### **9. Community Outreach Committee Report (Attachment E written report submitted by Violetta Diamond)**

The Town Hall meeting is scheduled for December 13, 2025. PNB questions about WPFW were answered and sent back to the PNB. The PNB chair, Susan Young, will be invited to the Town Hall meeting to discuss the new bylaws.

## **10. Community Comment**

No Comments were made.

## **11. PNB Director's Reports**

**Julie Hewitt reported:**

- The PNB passed the WPFW budget by the NFC.

**Dennis Williams reported:**

- An evaluation of the ED is planned.
- The Bill of Rights has not been addressed.

## **12. Program Committee Report**

Mike Hersh reported:

David developed a form to support a project aimed at evaluating programmers. He revised the form according to the suggestions made by the PD, Katea Stitt. It is a draft that David plans to send to the LSB for a vote during the next meeting in December 2025.

## **13. Relocation Committee Report**

Dennis Williams reported:

1. Discussed ways to raise funds for a new location.
2. Discussed a possible partnership that may result in partial ownership.
3. Reviewed the current rental situation and the option to extend the lease in 2026.

## **14. Unfinished Business**

1) Confidence Vote on Bylaws

Motion to vote on the revised Pacifica National Board (PNB) bylaws.

"On April 4, 2025, The Pacifica National Board (PNB), through an arbitration process, changed the bylaws of the Foundation. Based on what you know about the process to deliver these bylaws and/or the actual revisions that have been made, do you approve the adoption of the 2025 bylaws going forward? (Y/N)?

**OpaVote: Online Polling/Voting of LSB members:**

Vote results: 3 Yes      14 No

## **15. New Business**

1) Nominations required under Article 3, Section 12:

Nominations for these positions:

**Membership/Fundraising Coordinator**

No nominations were accepted.

**Community Outreach Coordinator**

Violette Diamond accepted the nomination for Community Outreach Coordinator.

2) Motion to change Regular Meeting date

**Motion:**

The WPFW LSB will change the regular meeting date to the Third Wednesday of each month effective as of January 2026.

Vote: Unanimous Approval

**16. Adjourn: Kamau Harris, Chair, Adjourned the Regular Meeting at 9:38 pm**

Minutes submitted by: Secretary, Ellen Williams Carter

## **Attachment A**

### **PROGRAM DIRECTOR REPORT**

**NOVEMBER 2025**

In addition to regular PD duties, the projects listed below reflect highlights of the work:

#### **CENTERING THE OCCUPATION OF DC AND MUTUAL AID FOR AND STORIES OF FEDERAL WORKERS**

Throughout our grid since the military takeover began, WPFW Programmers have been centering the voices of those resisting and impacted by the militarization of DC. Programmers have also been offering mutual aid info on air beneficial to furloughed workers and anyone in need. Verna Avery-Brown, Executive Producer of What's At Stake, has added activist Kymone Freeman to the show's host rotation. His segment is solely dedicated to DC, and aptly titled the "DC Takeover Edition." Joni Eisenbrg, Mark Thompson, Esther Iverem, Sunsara Taylor, among others have also consistently included what's happening on the ground in the DMV to their show topics.

#### **PLEDGE DRIVE**

Created and disseminated theme and info to Programmers; create buddy schedule; coach Programmers on pitch techniques as needed; and of course, pitch.

#### **SOCIAL MEDIA**

Continuing to work with Kwadjo on IG marketing plan as well as amplifying special programming on Sudan, Human Rights Day and National Day of Mourning/Voodoo Chile: Remembering Jimi Hendrix.

#### **UPCOMING SPECIAL PROGRAMMING**

##### **Wednesday, November 19, 5am – 8pm**

*Amplify Sudan.* WPFW presents Amplify Sudan, Wednesday, November 19, a day of emancipatory informational and inspirational programming centering Sudanese sovereignty and the ongoing threat to peace and security for her people. From 5am until 8pm, there will be

discussions with activists, journalists, and the people most impacted by what's happening in Sudan, in addition to the presentation of music and poetry centering Sudan.

### **Thursday, November 27, 5am-7pm**

*We Are Here/Voodoo Chile.* WPFW has commemorated the National Day of Mourning for several years with speeches, music, and poetry. In addition, we include a live broadcast from the [United American Indians of New England](#) (UAIINE) annual protest and commemoration held on Thanksgiving Day in Plymouth, Massachusetts. This event began in 1970 and serves to counter the Thanksgiving narrative by honoring the history of Native Americans, raising awareness of the oppression they continue to face, and protesting racism and colonialism. The event includes speeches, prayers, and a march, and its origin stems from the suppression of a Wampanoag leader's speech at a 1970 Thanksgiving banquet. Finally, we will present a birthday tribute to Jimi Hendrix.

### **December 10, TIME TBD – Human Rights Day**

### **PSAS AND PROMOS**

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

### **OTHER DUTIES**

Facilitating our Quarterly Programmers' Meeting on Wednesday, April 20, 7pm.

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**

### **LSB Membership Report November 2025**

**11/10/25**

Membership Report Sataria Joyner

## Fall On-Air Pledge Drive

October 12-25, 2025 Goal: \$250,000

The drive was originally extended by one day to Sunday, October 26th. We had special programming entitled *\*Brown Sugar: The Genius of D'Angelo and the Explosion of Neo-Soul* was on Saturday, November 1. In the database the drive runs Oct 12th thru Nov 1.

Phones/Website \$208,967

CashApp/PayPal \$13,379.32

Total: \$221,346.11 88.6%

\*Approximately \$10,700 included above

Pledge reminders were sent out. The second round of reminders are due to go out the week of November 17th.

### Upcoming Dates

December 2, 2025 is Giving Tuesday more info to come

December 14-20, 2025

February 8-21, 2026

May 3-16, 2026

August 2-15, 2026

October 11-24, 2026

December 13-19, 2026

## Attachment C

IGM Report November 2025

**Interim General Manager:** Miyuki Williams

**Reporting Period:** November 2025

### Overview

November was a month focused on stabilization, infrastructure assessment, preparation for endof-year fundraising, and continued community engagement. We balanced urgent operational needs with longer-term planning for station capacity and sustainability. We continued to operate as a primarily community-powered institution supported by listeners, volunteers, and collaborative partnerships, while working to strengthen financial footing and broadcast reliability.

### Finance & Development

- The Fall Fund Drive concluded short of the stated goal by approximately \$30,000. Contributing factors included federal furloughs affecting our core donor region and fluctuating volunteer capacity during drive periods.
- Despite the shortfall, listener engagement remained strong, and post-drive contributions continued to trickle in.
- We launched planning for **Giving Tuesday** and the **Year-End Appeal**, both expected to help close the gap.
- We are maintaining current obligations for Central Services, healthcare, payroll, and operational bills. A small reserve remains intact but requires replenishment.
- A major donor follow-up strategy is underway, including personal acknowledgments and targeted asks.
- Work continues on the development of a **Legacy Listener Circle** thanks to Craig Williams and structured **Underwriting Program** thanks to Tom Chase.

### Engineering & Technical Operations

- Overall broadcast transmission has remained stable.



- Engineering support capacity has improved with additional consultant coverage in the event of system alerts or outages.
- We are refining protocols for:
  - Transmitter emergency notifications
  - Studio equipment readiness
  - Phone system testing prior to any fundraising period
- Planning continues for incremental upgrades to aging audio consoles and CD/turntable equipment in Studio A.

## Programming

- Programmers delivered strong work during the Fall Drive, including special programming addressing international crises and local community concerns.
- WPFW continued to feature music, artist interviews, and analysis rooted in justice, culture, and liberation narratives.
- Planning is underway for **Programming**, ensuring culturally relevant reflections, music specials, and community-focused broadcast days.
- Collaboration discussions continue with filmmakers and cultural institutions for potential **on-air panel conversations** and **fundraising screenings**.

## Community Partnerships & Outreach

- WPFW remains intentionally present within the DC metro arts, cultural, and social justice ecosystem.
- We continue to receive communication and listener engagement from audiences **internationally**, including recent outreach from the Democratic Republic of Congo during the Fall Drive broadcast.
- Planning continues for the **49th Anniversary Celebration** in 2026.

## Staffing, Volunteers & Internal Operations

- Volunteer engagement remains strong, including on-air talent and behind-the-scenes contributors.
- Additional training and structure are being developed for the Brigade cohort.
- We are reinforcing expectations of **professional conduct, responsiveness, and cooperation** among staff and volunteers.
- Recruitment and evaluation for a permanent General Manager is ongoing. Candidate discussions reflect the need for strong operational leadership, radio knowledge, and authentic community engagement.

## Governance & Compliance

- All required filings, reports, and on-air compliance elements remain current.
- The station continues to adhere to Pacifica policies regarding financial reporting, public file maintenance, and FCC broadcast standards.

## Challenges & Needs

- Rebuilding the donor base and strengthening recurring giving remains a primary priority.
- Sustained fundraising shortfalls risk limiting planned upgrades and expansion capacity.
- Continued attention to internal communication and consistent coordination across programming, engineering, and administration is necessary for smooth operations.

## Next Steps (December & Early 2026)

- Execute successful **Giving Tuesday** and **Year-End Appeal** campaigns.
- Advance planning for **Spring Drive** with stronger lead time and clearer fundraising expectations for each program.
- Finalize studio equipment upgrade priorities and seek vendor bids/donations.
- Continue structured outreach to community partners and cultural institutions.
- Advance orderly transition planning for General Manager leadership shift.

**Respectfully submitted,**  
**Miyuki Williams**  
Interim General Manager, WPFW 89.3 FM

## **Attachment D**

Click on the WPFW FY26 Treasurers Report



## **Attachment E**

### **Outreach Report for the November 12, 2025 LSB Meeting**

WPFW Newsletter: Committee member Arthur Hyland sent in a report of the WPFW Newsletter which went out on October 21st with 15,088 recipients and a 99.9% delivery rate. There will likely be a change in the format of the next Newsletter as Pacifica wants all Pacifica stations to use a new email provider, Constant Contact. The next Newsletter will probably go out sometime in December. Any suggestions for the next Newsletter should be submitted to Arthur Hyland

Town Hall: A discussion of the next WPFW Town Hall was next on the Agenda. After a lengthy discussion, the following decisions were made:

1. Date, location and time of the Town Hall: The Town Hall will be held at the Brookland Busboys and Poets on Saturday the 13th of December from 12 until 3pm.

2. Possible Agenda Items: a. provide available resources for wpfw listeners who have questions about SNAP b. collect supplies/donations for listeners who are in need of food, funds, etc.

(this could include a coat drive; WPFW collected 70 coats last year); c. the Finance Committee and Management should provide a report. d. The new Bylaws. (according to the new Bylaws, the Town Hall will no longer be sponsored by the WPFW Outreach Committee); Susan Young, Chairman of the PNB Governance Committee will give a report. e. Possible Titles for the Town Hall: The Revolution Will Be Televised; Radio Revolution - Amplifying Voices for a Free DC.;

Radio Revolution - Broadcasting for a Free DC; Free DC - The Role of Independent Media in the Fight For Liberation f. Action Plans: Get a Town Hall PSA on the air; Contact Free DC to have them speak, (Mariah will complete this task)