

WPFW Regular LSB Meeting Minutes

October 14, 2020 Teleconference via Zoom

Washington, DC

Sabooh Hakim – Chair

Tony Leon – Vice Chair

Nick Arena - Treasurer

Ellen Williams Carter - Secretary

I. Call to order started at 6:40pm

II. Roll call

22 - Members that were present at roll call: Craig Hall, Dennis Williams, Eileen Rosin, Ellen Williams Carter, Julie Hewitt, Louis Wolf, Marsha Coleman Adebayo, Martha Peterson, Maskeelah Washington, Tony Leon, Vanessa Dixon-Briggs, Wayne Bruce, Arthur McCloud, Lucille Perez, Tim Willard, Kathleen Maloy, Sabooh Hikim, Nancy Sorden, Ron Pinchback, Thomas O'Rourke, Nick Arena, Jay Winter Nightwolf, Donna Grimes, Thomas Blanton

Excused Absences: none

There were no resignations.

Timekeeper: Arthur McCloud

Sergeant at Arms: John Tatum

III. Agenda approved as amended shown below.

New Agenda items:

Vanessa

1) Confirmation of Process for Parliamentary Inquiries (adoption of the standards submitted by the parliamentarian) **Added to Agenda**

2) Role of the LSB Show Committee and what constitutes reasonable quality control. **Added to Agenda**

Thomas

Motion concerning participation by LSB members with LSB Show: actual motion to follow. **Added to Agenda**

Kathleen

Motion to adopt this practice: That the LSB member makes her parliamentary inquiry in writing by e-mail to the Chair and the Parliamentarian and includes all LSB members. The Chair and/or the Parliamentarian respond in a timely manner to the inquiry in writing by e-mail to the LSB member and include all LSB members. **Added to Agenda**

Kathleen

Motion #1 Move that Tony Leon be reprimanded for his behavior and advised that another instance of this behavior will result in his removal from the LSB. **Added to Agenda of Executive Session Executive Session Postponed**

Motion #2 Move that Tony Leon be removed from his position as LSB Vice-Chair due to his repeated divisive and vicious behaviors. **Added to Agenda of Executive Session Executive Session Postponed**

Arthur

Request: Can I get a standing 10min. slot like the other sub-Committees for the CSE? Maybe I could have **the O&D slot since there is no 5K walk this year. Added to Agenda**

Sabooh, Chair

Executive Session – Managers letters **Added to Agenda of Executive Session Executive Session Postponed**

Kathleen

MOTION Move that LSB Member Jay Winter-Nightwolf be Reprimanded, Censured, and Removed from the LSB because he has flagrantly violated his duty of care to Pacifica Foundation and to WPFW. On Monday May 11th Jay Winter-Nightwolf penned a vicious and slanderous attack on our Program Director and then presumed to send this piece of drek to station programmers, volunteers, and staff. Later that week, Jay Winter-Nightwolf distributed this attack widely to the public/WPFW community with the result that major donors and supporters expressed concern to WPFW senior staff. Added to Agenda of Executive Session Executive Session Postponed

MOTION Process for Filling Listener and Staff Vacancies on the LSB when Election Runners-Up are not Available

To be considered a candidate for filling a vacancy on the LSB, the interested person must submit the following materials in writing to the LSB Secretary:

1. Confirmation that she is a WPFW Member or confirm that she is a WPFW Staff Member.
2. Petition signed by 20 current WPFW Members or petition signed by 10 current WPFW Staff Members.
3. Statement of qualifications for service to WPFW
4. Statement about why she wants to serve on the LSB and why she values WPFW

At least one week before the LSB meeting where the LSB Members will vote on the candidate(s), LSB members will receive materials #3 and #4 for review. Materials #1 and #2 will already have been reviewed and confirmed by the LSB Chair. Discussion about the candidates is limited to the materials. Voting for the candidates will be by secret ballot. **Added to Agenda**

Tony

Motion regarding vacancies:

If someone is interested in joining the LSB they must:

*be a member of WPFW,

*send name and contact information, along with a brief candidate statement of 500 words or less to wpfwlsb@gmail.com 1 week before the meeting for time to confirm membership.

*plan to attend the next LSB meeting **Added to the Agenda**

IV. Approval of the Minutes

The September minutes were not approved.

V. Management Reports (submitted a written report: See attachment A)

Acting General Manager, Moe Thomas, stated:

Jerry is doing much better. The station is doing well with programming during the pandemic/COVID19. Sataria is working from home. Annette and I are at the station every day. Katea is in California with a sick relative.

VI. Finance (submitted a written report: See Attachment B)

The Nick Arena stated:

The bank balance as of September is \$33,000. The LSB needs to approve the WPFW FY2021 Budget. The fall and winter drive raised less than the usual amount. This year, we had increased vendors. Pacifica National Office has reviewed the budget.

VII. Community Comment

Ms. Marsha Edwards asked: Why are there so many pledge drives. What are the realistic goals. Arthur stated how the funds are used for station equipment maintenance, rent and the small staff.

VIII. PNB Report

No report

IX. Outreach and Development (submitted a written report: See Attachment C)

Martha stated that they didn't have the walk this year because the PD didn't agree that they could promote the event earlier than two weeks before the event.

She said the O&D committee developed 5 guidelines for fundraising. (See: attachment C: Guidelines for Fundraisers for individuals who desire to sponsor a fundraising event for WPFW.)

Nancy question:

Question for O&D Committee, the GM or PD: Why was the event given only 2 weeks to announce the 5K Walk for the COVID event? Martha stated that Katea said that is all they needed.

X. Programming Committee (submitted a written report: See Attachment D)

The letter to the managers has been redrafted. The LSB show challenges were discussed. Katea sent a volunteer handbook Program Evaluation for Strengths and Challenges for the programmers. There are some challenges with the managers getting things approved. The Resolutions were approved but not implemented. Thomas said they need to talk with Katea about the December 25th show. In November, Lucille and Donna will do the LSB show. They need people to do the show in October.

Communication Standards & Enforcement Committee Report for 10/14/20

As of 9/9/20 Special Rules of Conduct. Passed

XI. Unfinished Business

Kathleen

Motion to adopt this practice: That the LSB member makes her parliamentary inquiry in writing by e-mail to the Chair and the Parliamentarian and includes all LSB members. The Chair and/or the Parliamentarian respond in a timely manner to the inquiry in writing by e-mail to the LSB member and include all LSB members. Failed

Vanessa

1) Confirmation of Process for Parliamentary Inquiries (adoption of the standards submitted by the parliamentarian) Passed

2) Role of the LSB Show Committee and what constitutes reasonable quality control. Passed

Vanessa discussion: The Parliamentarian is not a decision maker only the chair rules.

XII. New Business

Kathleen

Motion for the Process for Filling Listener and Staff Vacancies on the LSB when Election Runners-Up are not Available

To be considered a candidate for filling a vacancy on the LSB, the interested person must submit the following materials in writing to the LSB Secretary:

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Tony

Motion regarding vacancies:

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*plan to attend the next LSB meeting

Vote 13 Yes 5 NO Passed

Motion to adjourn the meeting

Vote to adjourn the meeting Yes 8 No 2

XIII. Adjourned the Meeting at 10:21pm

Sabooh Hikim, Chair adjourned the meeting

Minutes submitted by: Secretary, Ellen Williams Carter

Attachment A:

Acting General Manager Report: Moe Thomas

WPFW Acting General Manager's Report

October 2020

The station is in good order. Jerry's absence has been keenly felt. Due to the cooperative efforts of the administrative and programming staff, we have been able to keep the operations of the station on course, meeting our mission and our obligations. While the pandemic has curtailed our activity in the field, our programmers have been able to either pre-produce or call in for their shows.

Programming efforts have been documented in the FCC-required Quarterly Issues Report, attached.

Financials have been documented in the Finance Committee Report, distributed. Audience support has been strong and consistent, such that we have been able to meet all of our obligations in a timely manner. The current Pledge Drive runs from 11 October to the end of the month. Some bills have been delayed to the last minute, but all have been paid correctly. I will reserve the balance of the financial status to the Finance Committee, which met publicly this Monday evening.

Engineering/Operations have been reliable and unhindered.

- We have had brief interruptions of internet service from Comcast, which has been addressed. We bought new networking equipment that has given us reliable connectivity and speed for the station.
- The CD players get heavy use and have been temperamental. So we have acquired five new and slightly used machines to replace any failures.
- The old Comrex phone system has been replaced by a current Telos HX6 phone system. Instructions were distributed, but it has been a learning process for our engineers and programmers. After a few weeks, the new phone system is running smoothly. There is a marked improvement in on air call quality.
- The old phone coupler in the production studio has been replaced by a current Telos HX2 system. There was some rewiring and clean-up in the studio as well.
- The two new turntables placed in service this summer have helped greatly with those programmers who depend on vinyl for their shows.
- We will be selling the old equipment as well as equipment now in storage. That should help us recoup some of the expenses.

Thank you.

Respectfully submitted;

/s/

Maurice "Moe" Thomas III

Acting General Manager, WPFW

WPFW-FM Third Quarter 2020

Quarterly Issues Programs List for Radio Station WPFW

July 1 to September 30, 2020

Placed in the Public File October 10, 2020

Section I. Issues – This is not an exhaustive list of WPFW community-oriented issue programming. The station’s programming includes numerous cultural and message music programs that serve a wide gamut of community needs. Despite the inability for many hosts and guests to be physically present, we were able to broadcast virtually unchanged this quarter. The station’s open phone lines provide critical feedback from the public over the air.

- A. Physical & Mental Health – This station stresses good health by highlighting experts in the field who can speak to the issue as both a medical and holistic matter. This issue has been associated with many other social issues, but we use spiritual and medical expertise to explain to our audience how these problems develop as well as to help family and friends. In particular this quarter, there has been keen interest and program focus on our response to the COVID-19 pandemic.
- B. Criminal and Social Justice – In the DC, MD, and VA area, these issues are ever present. Returning citizens have justice concerns. Local government and policing create an environment in which our audience must live and work. The station has broadcast extensive coverage surrounding Black Lives Matter protests.
- C. Women – Perennially, we discuss how women and people of color must navigate the changing social landscape. In many cases, it’s a matter of survival.
- D. Multicultural, Arts and Culture – In addition to our diverse music programming, our service area covers a rich diversity of cultures. Not only with music as communication, we discuss Integration, access, prejudice, and acceptance; matters that frequently come into conflict. This station maintains a schedule of both topical and musical programs that answer the needs of these communities.
- E. Politics (local, national, global) – Since Washington, DC is the center of world politics, we have resources from which to draw that will explain world events to our audience.
- F. The Environment - This has increased importance in our daily lives. We address this issue by airing discussions of air, water, food quality. There are also unavoidable economic consequences for the actions we take or do not take. Our audience is interested in how these actions may affect them directly.
- G. LGBTQ+ – We dedicate airtime to exploring the unique and unmet needs of this community to provide education and understanding to the public.

Section II. Responsive Programs

More than 50% of our 24-hour broadcast day addresses the topical concerns of our community. This station regularly broadcasts programming dealing with each of the above-referenced areas. The examples show below do not represent an exhaustive list of the types of programs that are responsive to issues, nor does it imply that the number of programs listed would be sufficient to meet any issue.

A. Physical & Mental Health

(Weekly) Monday, 10AM (1 hour) To Heal DC with Joni Eisenberg - Heal DC is dedicated to healing ourselves, healing our communities, and healing our Planet, with the understanding that health and healing are closely linked to the elimination of racism, economic exploitation, and militarism. Topics often focus on DC, which should be a national model for people’s health, but is far from it. HEAL DC has been on WPFW’s

airwaves since 1992. Chuck Hicks co-hosts the program, and other members of Heal DC Team include Dr. Greg Carr, Chair, African American Studies and Frank Smith, Founder and E.D., Civil War Museum. Since the COVID-19 Pandemic, the show has focused on the impact of racial disparity with the disease, and often partnered with the Black Coalition Against COVID, a new public health initiative aimed to empower Black people in staying safe.

(Weekly) Monday, 2PM (1 hour) To Your Health – Dr. Theodore Watkins, M.D.

Dr. Theodore Watkins, Sr is the Medical Director of The Watkins Institute. He is a recognized authority in preventative health and wellness. Dr. Watkins' programs and treatment plans are designed to give support and guidance needed to make and sustain the changes to prevent or reverse many of the deadly chronic illnesses affecting the world today. This includes nutrition, breathwork, and a focus on the mind-body connection.

Example: Monday, July 13, 2020, 10 AM (1 hour) To Heal DC, Joni Eisenberg, host - Why Many DC Residents East of The River Are Not Wearing Masks - Guest the ever-present threat and disproportionate impact of COVID-19 on Black communities, and why those in the most vulnerable populations are not wearing masks. Guest: Tyrone Parker, E.D., Alliance of Concerned Men, Inc.

Example: Saturday, August 15, 12-4pm (4 hour special) Getting It Right: A National Town Hall on Re-Opening Our Nation's Schools — The Washington Teachers' Union and WPFW-FM co-sponsored a national town hall to discuss the chaos, complexities and most effective ways to reopen our nation's schools; it featured national education, health and civil rights leaders, teachers, and social workers. Hosts: Askia Muhammad and Melissa Harris-Perry.

Example: Monday, August 24, 2020, 5:00 PM (1 hour weekly) COVID, Race, and Democracy - National Pacifica program highlighting the impact of COVID on issues of race and democracy. This show featured Congolese gynecological surgeon Dr. Denis Mukwege, winner of the 2018 Nobel Peace Prize, calls for an international criminal tribunal on the Democratic Republic of Congo and receives death threats in return. The California legislature passed legislation requiring corporations like Uber and Lyft to treat transit and delivery drivers as employees rather than gig workers, but the corporations are trying to overturn it at the ballot box.

Iowa teachers, parents, and students speak out against the governor's return-to-school protocols; Dr. Michio Kaku on the latest coronavirus guidelines; Black Agenda Report poet-in-residence Raymond Nat Turner on President Donald Trump's pandemic management; Presidential candidate Gloria La Riva on Democrats courting Republican voters while marginalizing progressives in their own party; Black Agenda Report Editors Margaret Kimberley and Danny Haiphong, also on Democrats.

B. Criminal and Social Justice

(Weekly) Tuesday, 10AM (1 hour) Crossroads

The weekly program is a deep dive into the failures and inequities of America's criminal injustice system, while humanizing those most affected and their families - the currently incarcerated or the returning citizen. The hosts, former Death Row inmate Roach Brown and attorney Nkechi Taifa, have been stalwart activists on behalf of the 70,000,000 people who make up the carceral state.

(Weekly) Wednesday, 6PM (1 hour) Led By Love

The weekly program is an interactive, fast-paced, restorative justice program that tackles issues facing youth who find themselves within the criminal justice system. The hosts, Clint Lacey and Linda Harlee-Harper, are the Director and Associate Director of DC Youth Rehabilitative Services, and their motto is led by love when dealing with and creating policy for incarcerated young people.

Example: September 9, 2020, 6PM (1 hour) Led By Love, Clint Lacey/Linda Harlee-Harper, hosts, Mental Health and COVID-19 Inside Youth Detention Centers.

Our guest, Executive Vice President Andrea Thomas, discusses the United Planning Organization, a storied nonprofit and community action agency with decades of experience in serving some of the most in-need communities in the District, and how it's setting Black youth up for success so that they never engage in the youth carceral system.

Example: September 1, 2020 10 AM (1 hour) Crossroads, hosted by Roach Brown and Nkechi Taifa, Children of Incarcerated Parents and the Coronavirus. These week's program features conversations with several children of incarcerated parents, and the effects of stress of and worry for their parents on these young people. The show also offers an update on how COVID is affecting those on the inside. Also includes "The Grapevine" a weekly segment offering informational national news, status of prisons & jails, emergency release, Reentry, advocacy, resources, current events etc.

Example: July 22, 2020 10 AM (1 hour) Crossroads, hosted by Roach Brown and Nkechi Taifa, COVID-19 and Unconstitutional Imprisonment with Health Risks.

C. Women's Issues

(Weekly) Wednesday, 3PM (2 hours) Sophie's Parlor - The weekly program is the oldest running women's radio collective in the nation. This is a show by and about women, but for all listeners.

Example: Wednesday, August 12, 2020, 3PM (2 hours) Sophie's Parlor, Pam Parker, host – Pam interviews Korean Filmmaker and Activist Annabel Park about her documentary film Story of America.

Example: Tuesday, September 29 2020, 6PM (1 hour) Sankofa with Shine, Ciera Shine, host – #SAYHERNAME and Breonna Taylor - Ciera Shine is a Black millennial host. As such, she often uplifts the plight of Black women. In this program, she discusses the tragic murder of Breonna Taylor and other young women and trans-women of color at the hands of police.

Example: Monday, July 13, 2020, 10 AM (1 hour) To Heal DC, Joni Eisenberg, host - Celebrating the 100th Anniversary of The 19th Amendment - Unpacking the significance and history of the 19th Amendment, giving women the right to vote, and what that means today. Guests include Elise Bryant, E.D., Labor Heritage Foundation; Derrick Johnson for the NAACP; AND Dorie Ladner, Veteran SNCC Member and Activist.

Example: Tuesday, July 14, 2020 10 AM (1 hour) Crossroads, hosted by Roach Brown and Nkechi Taifa - Kirsten Darby and Bernida Thompson talk about how their families have been directly impacted by these Kafkaesque systems and their work with Just Future Project. Kirsten is at Just Future Project, where she stands up for the dignity and equality of some of the most marginalized members of society. Throughout the radio appearance, Kirsten and Bernida work together to describe the abusive and unconstitutional application of these sex offender laws — especially highlighting the case of Galen Baughman in Virginia, which was the focus of a recent opinion piece in the Washington Post.

D. Multicultural, Arts and Culture – All such music programs fully permeates our broadcast schedule.

(Weekdays) 5PM, (1 hour) Live @ 5 features performances and interview with local, regional, and national talent, live in our studio.

Example: Tuesday, August 11, 2020, 5PM, Monthly Labor Live @ 5, Chris Garlock, host with guest The DC Labor Chorus - Chris interviews the members of the DC Labor Chorus, a group of union members from Washington, DC and surrounding areas. The Chorus also performs several songs.

Example: Wednesday, September 2, 2020, 9AM, What's At Stake, Verna Avery-Brown, host - Verna interviews Sister Jenna, founder of the Meditation Museum about Women of Spirit Initiative to bring about racial healing and eradicate systemic racism.

Example: Sunday, July 12, 2020, 8PM (2 hours) Pa'Lante, Daniel del Pielago, host – Ciera Shine Daniel pays tribute to, and speaks with founding members of the Young Lords, a civil and human rights organization.

Examples: Saturday, July 11, 2020, All Day –

7AM Oldies House Party with Captain Fly (two hours) – Presents golden oldies and new edition updates

10AM House Of Soul with James Funk & Lance Reynolds (two hours) – Pop jazz and blues music

12PM Southern Soul Rumpin' with Dr. Nick & Lady (two hours) – Presents special emphasis on this sub-type of soul music

2PM Roots and Fruits with Bill Wax, (two hours) -- explores the origins of modern jazz, soul, and blues.

4PM The Kulcha Shak with DJ ZeeLion & Sista Kim Bey, (two hours) -- explores multicultural world and popular music as well as classic rock titles.

6PM Caribbeana with Von Martin & Bryan Bernard, (two hours) -- presents news, public affairs, sports, as well as popular music of the Carribean.

E. Politics (local, national, global)

(Weekly) Monday, 7PM (1 hour) Sojourner Truth

Sojourner Truth with Margaret Prescod is a public affairs program that airs Friday, originating from KPFK Radio, Los Angeles. Sojourner Truth brings you news and views on local, national, and international policies and stories that affect us all.

We draw out how those of us most impacted - women, communities of color and other communities are responding. We also discuss the inter-relationship between art and politics. At the start of our show we bring the headlines of the day.

Example: Wednesday, July 29, 2020, 1 PM (1 hour), Shay Wa Nana, host Zein El-Amine, Professor at the University of Maryland and Journalist - For this segment, Zein discusses the tragedy of Yemen and its people with Fernando Carvajal who served on the UN Security Council Panel of Experts of Yemen from April 2017 to March 2019 as Armed Groups Expert and Regional Expert, and Shireen Al-Adeimi, assistant professor of education at Michigan State University. Since 2015, she has played an active role in raising awareness about the Saudi-led war on her country of birth, Yemen, and works to encourage political action to end U.S. support for the war.

Example: August 27, 2020 7:00 PM (1 hour), Sojourner Truth; host Margaret Prescod - Margaret speaks with Nana Gyamfi, E.D. for the Black Alliance for Just Immigration about their work including rapid response project for impacted asylum seekers, other migrants and immigrants, translation services, legal workshops, prep for asylum hearings, getting the word out about and updates on immigration policies, and support during raids and prepping people who may be rendered deportable including those impacted by DACA and TPS.

Example: September 25, 2020, 2:00 PM (1 hour) Let's Talk Native; John Kane, host - This program is produced on the Cattagus, Seneca Territory by John Kane who has spent most of his adult life fighting for

Native sovereignty and advancing the lives of Native people. This episode featured a discussion about the culture shock of assimilation, and the lasting intergenerational trauma on Native peoples.

Example: Monday, August 17, 2020 (1 hour) Monday Morning QB with Askia Muhammad - produced by Chris Bangert-Drowns and Sue Goodwin. On Monday Morning QB, Askia is joined by his news team to push trending stories to a new level. His colleagues, the finest co-producer's and reporter's, Sue Goodwin and Chris B.D. They take on large topics affecting real people today in the legal process by investigative journalism. Covering their fight for justice and equal human rights. Monday Morning QB consults prominent journalists and professionals to deliver top tier progressives new to WPFW.

F. The Environment

(Weekly) Friday, 9AM (1 hour) Think 100% #Climate Fridays

Think 100% #ClimateFriday is an hour long show hosted by Rev. Lennox Yearwood Jr. that keeps you up to date on the climate movement in a rapidly changing world through the lens of race, justice, and equity. Rev. Yearwood shares breaking news and updates on environmental issues, the climate crisis, and politics. This program makes tangible how the climate crisis is already impacting our lives and what you can do about it. On the show we also air segments from Think 100%'s award-winning podcast The Coolest Show on Climate Change.

Example: Think 100% #Climate Friday, August 7, 2020, 9AM, Rev. Lennox Yearwood, host -

Rev. Yearwood discusses environmental justice with the Rahwa Ghirmatzion, Executive Director of PUSH Buffalo on fighting gentrification and building strong, affordable communities.

Example: Think 100% #Climate Friday, July 31, 2020, 9AM, Rev. Lennox Yearwood, host -

Rev. Yearwood discusses the 15th Anniversary of Hurricane Katrina, its lasting impact, and environmental justice with Gina McCarthy, President and CEO of the Natural Resources Council.

Example: Law and Disorder, July 27, 2020 -- Dakota Access Pipeline: Update

July has been a legal roller coaster ride with respect to efforts to shut down the Dakota Access and Keystone XL Pipelines. First, a judge invalidated federal permits saying that the Army Corps of Engineers failed to address the potential damage from oil spills in the Dakota pipeline. He ordered the company Energy Transfer to stop pumping crude oil through South Dakota. On the heels of that order, a federal appellate court temporarily blocked that shutdown.

As for KXL, which would carry tar sands oil from Alberta Canada through Montana and South Dakota before reaching Nebraska, the Supreme Court in early July rejected the Trump administration's request to allow construction of the KXL Pipeline by TC Energy. A Montana court ruling halting construction therefore still stands.

As listeners will recall, protesters and lawsuits against both pipelines cite the devastation that pipeline leaks would cause to the environment. In the case of tar sands oil, it is thicker, highly volatile, and more corrosive than conventional crude oil. This increases the likelihood of a leak. That renders it far more difficult, if not impossible, to clean up such a spill.

Guest – Attorney Natali Segovia is the Staff Attorney for the Water Protector Legal Collective – the organization that grew out of the legal tent at Oceti Sakowin camp in the Standing Rock resistance to the Dakota Access Pipeline. She chairs the Indigenous Peoples' Rights Committee of the National Lawyers Guild

and serves on the Board of Directors of the Alliance for Global Justice. She also serves on the Indian Law Section Executive Council of the Arizona State Bar.

G. LGBTQ+

(Weekly) Tuesday 2PM (1 hour) INSIDE OUT LGBT RADIO

The Inside Out Radio Collective looks at everything from pop-culture to politics through a LGBTQ+ inclusive lens.

Example: Inside Out Radio, Tuesday, September 15, 2020, 2PM (1hour), Ed Stern, host - Inside Out Collective member, Ed Stern, hosts a conversation on the new book *Bodies and Barriers: Queer Activists on Health* with Editor Adrian Shanker, and Contributor Ryan Thoreson. Shanker is an award-winning activist and organizer whose career has centered on advancing progress for the LGBT community. He has worked as an arts fundraiser, labor organizer, marketing manager, and served as President of Equality Pennsylvania for three years before founding Bradbury-Sullivan LGBT Community Center in Allentown, PA, where he serves as executive director. An accomplished organizer, Adrian has led numerous successful campaigns to advance LGBT progress through municipal nondiscrimination and relationship recognition laws and laws to protect LGBT youth from conversion therapy. A specialist in LGBT health policy, he has developed leading-edge health promotion campaigns to advance health equity through behavioral, clinical, and policy changes.

Example: Inside Out Radio, Tuesday, August 4, 2020, 2PM (1 hour), Kathryn Boxill, host - Inside Out Collective member, Kathryn Boxill, hosts a discussion about birthing and growing your entrepreneurial spirit with Lorine Pendleton, Investor, and Danielle Ricks, Small Business Owner and Strategist.

Attachment B:

Nick Arena Finance Report – October 2020

WPFW Finance Committee Report - Monday, October 12, 2020

1. Station Cash Flow Update: Bank Balances were \$33K as of September. Fall Pledge Drive has a goal of \$300K. LSB members should consider ways to assist the Drive. Off-air and other types of fundraising are still needed due to shortfalls in 2019 and 2020. Certain LSB members and the General Manager will be discussing new grant opportunities and foundation going forward.

2. 2020 Budget Revenue and Expense Updates: Financial statements are being provided by NETA, the interim CFO to Pacifica who also is providing account support to the Station. Thru August, 2020, the Station had a Net Loss of \$54K with unpaid Central Services accounting for most of these unpaid expenses.

Loan interest payments of \$10K were made in September. PNO estimates that WPFW past due Central Services payments for FY20 are approximately \$94K. Additional payments for other expenses from FY19 are estimated at \$180K. Approximately \$20K in National Election costs that are not included in the FY2020 budget. The Station has not been asked to make payments for the 2019 National Election to date.

3. FY2021 Budget – for review and approval. (See attached in the Finance Committee Report email). The budget was passed by the Finance Committee on October 12. It has also been reviewed and approved by NETA, the interim CFO.

Attachment C:

Outreach and Development Report October 2020

The O & D Committee discussed the failure of their plans to sponsor the WPFW Walk to Combat COVID-19. The event flyer, online registration form, walk certificates, PSA announcement and Health practitioners were all in place for the event. The GM approved the Walk at the September LSB meeting. Because we were only allowed two weeks to advertise the event after announcing the event in August, the Committee felt that two weeks was not enough time to promote the fundraiser and informed the PD that we would not be sponsoring the Walk.

The Committee proposed the following Guidelines for Fundraisers for individuals who desire to sponsor a fundraising event for WPFW.

1. Submit a proposal for the fundraiser to the GM and PD 4 (four) months before the event.
2. Send a reminder of the event to Management every two weeks after submitting the proposal
3. Management must notify the Outreach & Development Committee of its approval or disapproval of the event one month after receiving the fundraising proposal.
4. Once approved, the O & D Committee broadcasts a PSA no less than one month before the event.
5. Place a flyer announcing the event in the WPFW office.

Anyone who desires to sponsor a fundraiser should feel free to attend an Outreach & Development Committee meeting and present your plans. The O & D Committee is ready to help.

Attachment D:

Communication Standards & Enforcement Committee Report for 10/14/20

Chairman – Arthur McCloud

Members – Eileen Rosin/Dennis Williams

Parliamentarian Advisory – John Tatum

Purpose

To create a stress-free peaceful meeting environment without threat of being bullied, or verbally abused for your input, ideas, or opinions regarding issues, disagreements or other related items influence conflicts of interest. We're all volunteers and deserve a vast level of respect without personal rebuttal and our intent is to ensure that we all get it! We're all grown but sometimes can act like undisciplined children, therefore it stands to reason that when applicable, grown folks need discipline too, therefore this committee is undoubtedly purposeful and on point per our current experiences with a total of 6 member resignations/withdrawals in 8 months due to unnecessary acts of personal derogatory behaviors.

Mission Statement

To put a stop to the unnecessary personal attacks (inclusive of written and verbal conduct) that adversely affects our members, organizational representation and purpose. The “Enforcement” part of our title is to provide a fair and sanctioned due process to hold such conduct accountable within the guidelines of our Pacifica By-Laws in conjunction with Robert's Rules of Order.

Vision

To bring forth the realization that we all need to break our old consistent habits of addressing people instead of issues and not who's right or wrong but what's right and what's wrong!

Current Status

As of 9/9/20, it's the dawn of a new day for the LSB and its unbecoming conduct issues! Now that the "Special Rules of Conduct" (SRC) document has been approved, we will begin practicing them immediately and within this upcoming LSB Meeting of 10/14/20. Note that we have decided to make a temporary adjustment as approved by the Chairman (and hopefully without rebuttal) to allow second-time speakers 1 minute as opposed to 90 seconds to save time as noted in SRC#5. The Chairman has agreed to announce this and may allow 30 additional seconds if requested or deemed necessary. [Thank you Kathleen Maloy for your observation and input to the CSE on this.] We may move to amend the rules pending how effective they are in improving our meetings and e-mail transmissions. We have now begun the "Enforcement" or "accountability" document for violations through a due process to be outlined for the accompaniment the SRC. This will be inclusive of advisories, warnings, adverse actions, etc. for each rule. We, (The CSE) believes that only those who may continue to be disruptive and have personal vendettas with people rather than issues will display resistance to the rules and the upcoming penalties due to fear of accountability of which was previously non-existent and/or not enforced.

On the recent events of e-mails requesting stances on previous derogatory issues of inappropriate behaviors prior to 9/9/20, this Committee has no position on addressing past issues of conduct. We do support the current By-Laws for any penalties as deemed necessary via LSB along with the forthcoming SRC Penalties to be enforced upon approval. In regards to the violation and SRC non-compliant e-mail sent 10/6/20 @ 2:03pm in response to a Member of whom simply asked a question and gave suggestions for a standard process of filling LSB vacancies, this Committee stands behind whatever the LSB deems necessary for penalization under the current By-Laws until completion of the New SRC Penalties to be hopefully accepted/approved via the LSB. Further questions/concerns of this matter may be addressed in an Executive Session due to Personnel issues.

Forthcoming

Pending where we are with the research of the Pacifica By-Laws in conjunction with the new release of Robert's Rules of Order 12th Edition September 1st, the CSE will make an upcoming motion for the acceptance of SRC Penalties upon completion as follows:

"I move for the adoption of the WPFW LSB Special Rules of Conduct (SRC) Penalties as presented via The Communication Standards & Enforcement Committee (CSE) to be accepted and implemented in conjunction with accountability for non-compliance of the SRC rules to solidify adherence/enforcement of governance of the LSB and its sub-committees thereof."