

Draft minutes  
Pacifica National Board Open Session  
Teleconference Meeting  
Thursday, September 8, 2022, 8:30 pm ET  
All times are Eastern Time  
*(meeting notice appended to the end of this agenda)*  
Directors:

Teresa J. Allen, KPFT, Listener - p	James McFadden, KPFA, Listener - p
Burt Cohen, Affiliate - exc	Darlene Pagano, KPFA, Staff - p
Jim Dingeman, WBAI, Listener - p	Lawrence Reyes, KPFFK, Listener - p
Vanessa Dixon-Briggs, WPFW, Listener - p	Shawn Rhodes, WBAI, Staff - p
Sue Goodwin, WPFW, Staff - p	James Sagurton, WBAI, Listener - p
Heather Gray, WRFG, Affiliate - p	Sharonne Salaam, WBAI, Listener - p
Donna Grimes, WPFW, Listener - p	Akio Tanaka, KPFA, Listener - p
Julie Hewitt, WPFW, Listener, Chair - p	Mark Van Landuyt, KPFA, Listener - p
Evelia Jones, KPFFK, Listener - p	Beth von Gunten, KPFFK, Listener - p
Ali Lexa, KPFFK, Staff - p	Egberto Willies, KPFT, Staff - exc
Marianne Martinez, KPFT, Listener - p	Susan Young, KPFT, Listener - p

Others:

Stephanie Wells, Executive Director - p  
Julia Kennard, Chief Financial Officer  
Markisha Venzant-Sampson  
Arthur Schwartz, Pacifica Counsel  
John Tatum, Parliamentarian - p  
Marianne Edain, Recording Secretary - p  
Polina Vasiliev, Secretary - exc

1. Preliminary items – 5 min.

A. Call to Order by Chair – the meeting was called to order at 8:48 pm

B. Roll Call – a quorum was present

C. The Chair reads the Report Out from the Closed Session of 9/1/22:

The PNB met in closed session to discuss cost savings via staff reductions to respond to the dire financial situation, to consider a union contract, and other legal matters.

D. Excused Absences - Burt Cohen, Egberto Willies

E. Identify Timekeepers

people – Heather Gray

topics – Lawrence Reyes

2. Agenda approval – 5 min.

The agenda was amended to exclude items 6.a and 6.b. The agenda was further amended to move item 6.d to be heard before item 6.c. The agenda was approved as amended.

3. Approve Minutes – 5 min. there were no minutes to be approved.

4. ED Report and Q & A – 15 min.

ED Stephanie reported on continuing work around staff reductions, training of the incoming Business Manager, and creating new fund drive premiums. She is working on funding digitizing of the archives.

5. General Counsel Report and Q & A – 10 min – no report

6. Unfinished business – 30 min. See APPENDIX for four motions carried over from 9-1-22.

Lawrence Reyes moved and James McFadden seconded item 6.d.

There being objection, the motion was put to a vote.

Voting yes were Vanessa Dixon-Briggs, Sue Goodwin, James McFadden, Lawrence Reyes, Sharonne Salaam, and Beth von Gunten.

Voting no were Teresa Allen, Jim Dingeman, Heather Gray, Evelia Jones, Ali Lexa, Marianne Martinez, Darlene Pagano, James Sagurton, Aki Tanaka, Mark Van Landuyt, and Susan Young.

There being 6 yes votes and 11 no votes, the motion failed.

Jim Dingeman, proponent of item 6.c, waived consideration of this item in the interest of time.

The following items were not addressed:

7. New Business – 1 min.

- a) Motions forwarded to PNB Secretary and PNB at least 48 hours prior are presumed to be included here.
- b) Any motions sent after, if voted onto the agenda as an amendment.

8. Adjourn to the closed session at a time certain of 9:30 pm. The meeting adjourned at 10:12

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## **APPENDIX**

### **6a. Motion on Demonstration Project using Market Data at WBAI - WITHDRAWN**

Susan Young offers the following motion for consideration at the PNB meeting August 11, 2022 in order to make clear the PNB support for LSBs, GMs, PDs and the ED in making the difficult, often unpopular decisions, that harvest information gathered through the PNB data requests in order to enhance the relevance, market share and financial support for Pacifica programming all of which has been in severe decline. Director Dingeman has strenuously argued the case – with which I wholeheartedly agree – that Pacifica’s core business is radio and that failing to make radio programming successful defeats the Pacifica mission and threatens the viability of the system. WBAI can be a leader in demonstrating the potential and modeling the actions that accomplish change in programming that is essential for Pacifica to continue and thrive.

Whereas the WBAI General Manager has reported in the August 2022 newsletter that the station debt totals \$1.2 million of which 92% is owed to the National Office and PRA;

Whereas the WBAI debt owed to the national office has substantially contributed to the inability to retain the services of NETA and pay for other critical shared expenses;

Whereas two WBAI Directors on the Pacifica National Board hold the key leadership positions of Chair of the National Finance Committee and Chair of the Strategic Planning Committee and in these capacities have forged policies to implement at all stations;

Whereas the Chair of the Strategic Planning Commission has reported that WBAI has lead the way in complying fully with the PNB information request regarding listenership;

Therefore, be it resolved that:

- the WBAI LSB is urged to support its General Manager and Program Director and hold them accountable to urgently make bold programming changes based on the assembled listener data in order increase listenership and use the listener data gathered to develop a plan for urgent implementation to change the program;
- that these measures enable WBAI to promptly retire the debt to the national office and restore the Foundation's ability to engage NETA for financial services;
- that these actions demonstrate the value to which the assembled data can achieve more broadly throughout the network.

**6b. Motion Regarding System Wide Programming Enhancement: WITHDRAWN**

Offered by Susan Young *[At an earlier meeting (date?), the PNB agreed to postpone this motion to the September meeting.]*

Whereas bold radio programming in the service of the Pacifica mission is the Foundation's legacy, core business and best hope to revitalize the network;

Whereas listenership, audience share and membership and donor support have been in decline and are critically low;

Whereas many programming decisions lack rigor and accountability;

Whereas the network as a whole can learn and benefit from examples of programming successes and failures across the network and mine the data that is available for this assessment;

Therefore be it resolved that the Pacifica National Board directs the Executive Director to confer with all GMS and PDs in an urgent effort to create effective programming at all five stations based on listenership and financial contributions, in alignment with mission and goals, drawing on successful programming from around the network and affiliates with attention to local audiences, which assessment takes into account the costs associated with the programming (compensation to programmers and costs of premiums/products);

to report back to the Pacifica National Board about management's recommended approach to holistic program enhancement;

to establish a periodic review of programming to assure that the programming grids continue to be relevant, vital and fiscally sound; and

to challenge programmers on an ongoing basis to a higher standard of excellence through training and by establishing data driven goals and accountabilities.

**6c. Motion from Jim Dingeman that GMs & PDs are empowered to correct issues: POSTPONED**

“Whereas the current source of our revenue is 95% dependent on listener members

And that the Pacifica Foundation has suffered since 2000 a severe decline in our membership impacting on our fiscal stability and ability to exist

And that at the present time three of our five stations have varying levels of fiscal problems that have drastic effects on the existence of the Foundation as a viable entity be it moved that

The Pacifica National Board authorizes that the General Managers, Program Directors and the Executive Director take measures immediately to begin correcting these issues at the various stations.

This includes implementing changes that address problems that the current programming grids manifest in their problems to raise audience and revenue”

**6d. Motion to resolve the KPFT LSB composition disputes**

From Lawrence Reyes (postponed to the REGULAR August meeting; postponed again)

Whereas, it has come to the attention of the PNB that there are disputes within the KPFT Local Station Board (LSB) as to its composition, specifically around 3 status changes: Cressandra Thibodeaux, Paula Miller, and Sandy Weinmann, and

Whereas, based on the May 29, 2020 Disposition of Appeal of Campisi v. Pacifica Foundation, Inc. (A153873), in which the Appeals Court stated, “We agree that the Bylaws confer broad general authority on the Board to oversee the activities of the local boards and radio stations.”, the PNB has the authority to settle this type of a dispute, and

Whereas, Cressandra Thibodeaux was elected as a KPFT Listener Delegate on November 2, 2021 and seated with an excused absence on the KPFT LSB on December 8, 2021, and

Whereas, during the LSB meeting of January 12, 2022 from which she was absent, Cressandra Thibodeaux wrote via email twice to the LSB during the meeting, resigning her seat--term ending December 2024--and by a vote of 14 Yes, 2 No, 2 Abstentions, in that meeting, the LSB seated the highest ranked candidate on the KPFT Listener runner up list, Sister Mama Sonya, and directing the LSB Chair Sandy Weinmann to verify that the emails had been sent by Ms. Thibodeaux, which they were, and

Whereas, Sister Mama Sonya had not been alleged to have engaged in any Delegate-disqualifying activity, and

Whereas, Article Four, Delegates, Section 9, Removal of Delegates of the bylaws says, "Any Delegate shall be removed from the position of Delegate, and cease to be a Delegate, upon the occurrence of any of the following: (A) said Delegate's death or resignation; ..." and

Whereas, on January 18, 2022, the KPFT LSB voted in an emergency meeting to not accept Cressandra Thibodeaux’s resignation and Sister Mama Sonya was unseated, and

Whereas, on December 12, 2019, Paula Miller, the highest ranked candidate on the KPFT Listener runner up list, was seated on the KPFT LSB as a Listener Delegate to fill the Listener term--ending December 2022--of Matthew Moore who was elected on November 1, 2019 and resigned as a Delegate-elect on December 10, 2019, and

Whereas, on March 9, 2022, Paula Miller resigned her seat creating a Listener Delegate vacancy, and

Whereas, Sister Mama Sonya was then told she could have the Miller remnant rather than the Thibodeaux remnant and the next Listener runner up, Bob Locander, was not seated, and

Whereas, Sandy Weinmann was appointed KPFT's interim General Manager effective July 1, 2022 while occupying a Staff Delegate seat on the KPFT LSB, and

Whereas, Article Seven, Local Station Boards, Section 2: Composition of Local Station Boards of the bylaws says, "Each LSB shall consist of the 24 Delegates elected by the Members for that radio station - 18 Listener-Sponsor Delegates and 6 Staff Delegates," and

Whereas, Article Seven, Section 2 of the bylaws also says, "The station's General Manager shall serve as a non-voting member of the station's LSB," and

Whereas, nowhere in the bylaws, including in Article Nine, Officers of the Foundation, Section 7: Executive Director, does it state that the Executive Director shall serve as a member of the PNB, no less a voting member, and

Whereas, once Sandy Weinmann accepted the KPFT iGM position he became part of KPFT management and ceased to be a KPFT Staff member since an individual cannot be designated as both a staff member and a manager concurrently, and

Whereas, one individual cannot occupy two of the 25 LSB seats concurrently,

Therefore the PNB has determined a resolution to the 3 disputes and declares, per Article Four, Section 10 of the bylaws:

That by virtue of the Cressandra Thibodeaux resignation as a KPFT Listener Delegate, Sister Mama Sonya was seated for the term ending December 2024 and her "un-seating" on January 18, 2022 is null and void, and

That Sister Mama Sonya was entitled to vote in the PNB Directors' election which closed on January 19, 2022, and

That the vacancy created by the resignation of Paula Miller should have been and shall be filled by the next highest ranked candidate on the KPFT Listener runner up list from the last Delegate election (2021), and further

That by virtue of Sandy Weinmann becoming the KPFT iGM, he resigned his Staff Delegate seat and occupies the non-voting General Manager seat on the KPFT LSB, and the Staff Delegate seat Sandy Weinmann has vacated shall be filled by the highest ranked candidate on the KPFT Staff runner up list from the last Delegate election (2021) namely, Rodrigo Bravo Jr., and

That upon the passage of this motion, the 3 Delegate changes as described in the motion shall be immediately implemented and the correct Delegates seated on the KPFT LSB, and within 30 days of the passage of this motion, the 2022 PNB Directors' election by the KPFT Delegates shall be redone.

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## **Article Seven, Local Station Boards, Section 2: Composition of Local Station Boards**

Each LSB shall consist of the 24 Delegates elected by the Members for that radio station - 18 Listener-Sponsor Delegates and 6 Staff Delegates. (Four of the Delegates for each radio station shall also concurrently serve as Directors of the Foundation, as set provided in Section 3 of Article 5 of the Bylaws.)

In addition, an "associate station," if any, as that term is defined in Section 8 of this Article, may appoint one representative to the LSB of the radio station with which it is associated. Associate station representatives shall be voting members of the LSB; provided, however, that no associate station representative shall have the right to vote for the election or removal of any Foundation Director or Delegate nor may s/he be eligible for election by the Delegates to the office of Director. No LSB shall have more than a total of three (3) associate station representatives (and no more than one (1) from any one associate station) at any given time. The term of office of an associate station representative shall be three years, with a maximum of two consecutive three-year terms of service on an LSB.

The station's General Manager shall serve as a non-voting member of the station's LSB.

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## Article Four, [Delegates](#), Section 10: Filling of Vacancies

If a Delegate position becomes vacant mid-term, that Delegate shall be replaced for the remainder of his/her term by the highest ranked candidate from the last election of Delegates for that Class of Members for that station who was not elected and who is available and continues to meet the Delegate eligibility requirements as set forth in Section 2(A) or 2(B) of this Article of these Bylaws. In the event that no eligible and available candidate from the last election is found, then the Delegates for that radio station shall appoint a Member of the appropriate class to serve as Delegate and fill the seat for the remainder of the term.

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## Article Nine, [Officers of the Foundation](#), Section 7: Executive Director

A. The President of the Foundation shall be referred to as the "Executive Director." The Executive Director shall be the general manager, chief executive officer and chief administrator of the Foundation. S/he shall be selected, supervised and discharged by the Board. In addition, his/her performance will also be subject to annual evaluation by each LSB, which may make recommendations to the Board.

B. Subject to the control of the Board, the Executive Director shall have general supervision, direction and control of the business and the officers of the Foundation and the primary responsibility for implementing the directives, decisions and policies of the Foundation and the Board pertaining to administration, personnel, programming, financing and public relations. The Executive Director shall generally promote, coordinate and supervise the mission of the Foundation and shall have such powers and perform such duties as may be delegated or assigned to him/her by the Board.

## MEETING NOTICE:

**Thursday, September 8, 2022**

**8:30 PM ET**

Pacifica National Board

Teleconference

**Purpose:** Special meeting of the PNB. Some of the meeting will be in executive session. [Committee Members](#)

An executive session matter before the PNB is the primary reason for scheduling a meeting on this date; it is also likely that some open session matters from the Sept 1st meeting will be carried over to this meeting. Directors Hewitt, McFadden, Reyes and Sagurton called for this meeting.

Julie Hewitt

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Posted: 08/31/2022 - 8:13 PM

Updated: 08/31/2022 - 8:13 PM