

**WCUW 91.3FM  
910 MAIN STREET,  
WORCESTER MA 01610**

**BOARD OF DIRECTORS MEETING:** Tues, Dec. 27, 2022, 7:00 PM (Zoom only)

**ATTENDING:** John Solaperto, Nicholas Cozzens, David Connell, Darren Pinto, Greg Check, Rick Hendra, Tania Romero, Uma Ananth, Mitch Gordon, and Troy Tyree

**ABSENT:** Bill Fisher, Tania Romero, Tupac William McNeil

**MINUTES:**

**Call to Order:** A quorum was reached and the Secretary called the meeting into session at 7:02.

**Approval of Minutes:** The minutes of Nov. 15, 2022 were unanimously approved. Our thanks to Uma Ananth for those.

**COMMITTEE REPORTS:**

Darren began the meeting by asking if everyone knew their committee assignments, as this is where the work would be getting done. And we have a lot of it. No one said no... but here they are again:

Darren moved on to committee reports, beginning with the Community Development and Fund-Raising Committee, which he chairs:

**Community Development and Fund-Raising Committee Report: Darren Pinto**

Darren has been working on making connections with the Worcester Railers Hockey Team and on getting our logo out there. The Committee itself is still organizing. But Darren is proposing that

- we plan an event to recognize our volunteers within the context of a larger campaign of events where we'll bring recognition to CUW's 50<sup>th</sup> anniversary.
- As part of this and prior to it, we need to update our volunteer contact list.

**Infrastructure Committee Report: Greg Check**

- The sign is working
- The door is expected the 2<sup>nd</sup> or 3<sup>rd</sup> week of January. Will it be warmer (John)? Troy hopes so...
- The Studio – we have a studio engineer now, Miles Smith, who's met with Troy
- Larry has submitted a floor plan, but he's looking for a meeting with Miles, Troy, etc. to finalize a proposal. Miles is suggesting some changes in equipment plans.
- Greg's is planning a meeting to look at design and placement options for the work station, hopefully by the end of next week.
- Demolition has begun (thanks to Darren and Nick), with the removal of the old carpeting in the studio.
- Troy reports that the production room is ready to broadcast, as needed. Once we've chosen the console for the air studio, other decisions will fall into place.
- Darren reports that he has a donor willing to put \$1000 towards monitors for our air studio – whatever we need, Darren will let him know.

When the Infrastructure Comm. meets the end of next week, they'll begin putting together a punch list of things to do.

**HR Committee Report: Rick**

The HR Committee met to catch new members up on last year's efforts and to set priorities for the coming year. Their top priorities are these:

- To continue working out and establishing an effective annual performance review for the Executive Director
- To establish handbooks of procedures and policies so that everyone – programmers, Board members, volunteers – can find the information they need to be effective.
- To work with our programmers and other volunteers on setting reasonable expectations for helping to support the station.
- To nurture the sense of community among all our volunteers in preparation for a 50<sup>th</sup> Anniversary capital campaign

We would also like to encourage the other committees to share their priorities for the year to identify those we can work on together. Training on the new equipment might be one area, community building in anticipation of a capital campaign might be another.

**NEW BUSINESS:**

- Greg suggested that we make an effort to bring lapsed members back to the station.
- Mitch added to that a concern for information on who has donated to our various shows. Troy has that information, but it's a lot of work to establish who gave what amount to which shows.
- Rick offered to help out with the donation calculations.

**EXECUTIVE DIRECTOR'S REPORT:**

- Renovations are moving along as noted above.
- There was discussion of how to manage shows when programmers can't make it. The issue was referred to the Infrastructure Committee
- Marlene Narrow has offered to provide a workshop on the use of software that can make and distribute promotional materials for our shows. Programmers invited!
- Once the year-end financial figures are in, we'll have a report from the Treasurer that will provide an overview of the past fiscal year and an opportunity to drill down on some of the figures. Think about which ones you want to talk about...