

MINUTES

Attending: Uma Ananth, Mark Babson, Greg Check, Gail Hunt, John Solaperto, Ed Arndt, Mike Warren, Lee Griffen, Robin Scott, Ann Souza, Scott Hayman, Executive Director, Troy Tyree, Ex-Officio

Guests: Walter Hentritze, Dan Hunt

Review and Approval of Minutes from February 2025 Board Meeting:

Mark moved to approve the minutes of the February Board meeting, as corrected. John S seconded the motion. All were in favor.

Update on Discussions with Troy

Mark and Scott shared their recent discussions with Troy about Troy's plans for retirement by sometime in 2026 after April. As part of succession planning, Troy, Mark, and Scott agreed to work towards relieving Troy of some of his responsibilities in the near term, particularly the bookkeeping and membership database management, and to focus on getting the finances in order over the coming year.

Mark shared a basic plan in development to improve the organization's operations, focusing on three fundamental areas: organizing the membership database, improving bookkeeping, and developing a succession plan for Troy. Mark and Scott proposed allocating up to \$2,500 to hire a contractor for 40-80 hours to clean up the membership database. Mark reported that these planning discussions with Troy have been productive and responsive to Troy's goals for the coming year and the areas where Troy feels he can be most helpful and valuable. Scott shared that we will be soliciting a qualified consultant/contractor in coming weeks to address the membership database. He added that if we could find someone who was also interested in and qualified to do some of the bookkeeping tasks that this would be good. Finally, Scott said that Troy's plan to retire in 2026 and our plans to find a successor can now be public. We can make cooperative and positive plans. Uma asked if the contractor(s) need to be onsite. Scott felt that the contractor would only need to be onsite as needed. Much of the work can be done remotely. John S and Anne S both said they thought the initial discussions and plans sounded very good. Mark moved to allocate up to \$2,500 for contract(s) with qualified people to help with our database clean-up and bookkeeping. Robin S. seconded the motion by Mark. All were in favor. Mark also outlined future steps, including developing a fundraising program with Troy, including measurable goals and incentives, creating a

WCUW 91.3FM

910 MAIN STREET, WORCESTER MA 01610

Minutes of the March 18, 2025 Board of Directors Meeting, 7:00 pm. Meeting Via Zoom

solicitation program for larger donors, and establishing standard operating procedures. The goal is to gradually transition responsibilities and potentially hire new staff 6 to 7 months from now.

Savings Account update from Greg Check

Greg provided an update on the savings account, which currently holds \$146,403.38. A new grant was added that is restricted to the Vegan Nation program. Troy and Greg are considering purchasing a computer for Marlene to use at home for the Vegan Nation programming. John suggested that Marlene could try using a donated Apple laptop before spending money on a new one. Greg also mentioned a disbursement of \$1,600 to Arreva, their donor management system. The savings account breakdown is below:

WCUW Restricted Account (15004247914523)								
Summary as of 03/18/25								
Date	Amount (TDI)	Amount (Bequest)	Amount (GWCF)	Amount (Daymarc Foundation)	Amount (Fidelity)	Amount (ARPA)	Amount (Vegan Nation)	Total Account
Beginning balance	0.00	0.00	0.00	0.00	0.00			0.00
Statement period end 9/30/23	32,004.73							32,004.73
Statement period end 10/31/23	32,007.23	74,808.77						106,816.00
Statement period end 11/30/23	32,010.34	68,737.16	6,160.60					106,908.10
Statement period end 12/31/23	32,013.65	61,535.97	6,161.24					99,710.86
Statement period end 1/31/24	29,516.73	56,139.02	5,576.82	20,002.09	5,000.52			116,235.18
Statement period end 2/29/24	29,519.67	49,338.71	5,577.38	20,004.08	5,001.02			109,440.86
Statement period end 3/29/24	28,722.72	48,178.84	5,577.97	12,088.36	5,001.55			99,569.44
Statement period end 4/30/24	26,925.47	44,646.12	5,578.54	12,089.59	2,501.81			91,741.53
Statement period end 5/31/24	26,928.54	35,484.25	5,579.18	4,173.07	0.00			72,165.04
Statement period end 6/30/24	25,331.05	35,487.76	4,979.67	4,173.48	0.00			69,971.96
Statement period end 7/31/24	19,332.95	35,491.24	4,980.16	29,176.35	0.00			88,980.70
Statement period end 8/31/24	16,877.58	35,494.87	4,980.67	29,179.34	0.00			86,532.46
Statement period end 9/30/24	16,879.45	25,101.44	4,981.22	21,181.69	0.00			68,143.80
Statement period end 10/31/24	11,240.10	25,054.18	4,981.76	21,184.01	0.00			62,460.05
Statement period end 11/30/24	9,471.39	24,830.73	4,382.21	20,331.10	0.00			59,015.43
Statement period end 12/31/24	9,471.39	24,830.73	4,382.21	20,331.10	0.00			59,015.43
Statement period end 1/31/25	9,173.11	22,191.95	4,383.02	26,610.09	0.00	85,632.28		147,990.45
Statement period end 2/28/25	9,173.95	22,043.28	4,383.42	25,812.46	0.00	85,640.13	1,000.09	148,053.33
Interim balance 3/18/25	9,173.95	20,435.28	4,383.42	25,770.51	0.00	85,640.13	1,000.09	146,403.38

CD Investment Options Discussed

Scott shared investing options with the board, focusing on CDs offered by their current bank, M&T. He proposed a 6-month CD at 3.24% APY or a 12-month CD at 3.49% APY for \$60,000, which would yield about \$964 and \$2,100, respectively. The board debated the merits of 6-month versus 12-month terms, considering potential future expenses and interest rate changes. They also discussed the possibility of exploring online banking

WCUW 91.3FM

910 MAIN STREET, WORCESTER MA 01610

Minutes of the March 18, 2025 Board of Directors Meeting, 7:00 pm. Meeting Via Zoom

options for higher yields but leaned towards staying with their local bank for simplicity and potential grant opportunities. The group agreed to start with a 6-month CD and reassess in the future. Robin moved to authorize the opening of a 6-month Certificate of Deposit at M&T Bank at an interest rate of 3.24% APY. Ed Arndt seconded the motion. All were in favor.

SWAT Problem-Solving Meetings Scheduled

The board discussed and agreed to hold two SWAT problem-solving meetings with Walter in April: one on Wednesday, April 9th from 6:30 PM to 8:30 PM, and another on Saturday, April 12th from 1:00 PM to 3:00 PM. Members were asked to email Scott and Mark with their preferred session and suggest additional attendees. The group aims for 8-10 participants per meeting, including board members and other key individuals. The plan is to review the original SWAT survey responses with the goal of brainstorming solutions action steps for the future of the Station.

FrontRoom programming committee update from Gail H and John S

John reported that the station made \$697 from the Mugwumps and Cheerios show, including record sales. The total revenue for February was \$1,160.80, keeping the FrontRoom on track to meet their \$20,000 annual goal. Gail mentioned potential grants from the Worcester Art Council, because of meeting with the new chair of the Worcester Arts Council. Gail will report on lots of other good stuff at the next board meeting.

Infrastructure Report from Greg Check:

Greg Check reported that the committee has not been very active but that the Burke remote control equipment is on order. Dan Hunt also replaced some doorknobs in the station and Larry Haley provided a sketch for the CD Library renovations as well as an estimate of costs. The committee does want to tackle the back bathroom, but Greg said they are waiting for warmer weather and tapping several people to potentially do the work. Soundproofing options for the studio were discussed but it was concluded that the recent loud band would have been audible regardless of additional measures.

The board discussed recent communication issues with programmers regarding movie screenings at the station. They acknowledge the need for better communication and buy-in from programmers before implementing changes. The board also addressed challenges with difficult programmers. They emphasized the importance of supporting Troy in his role and maintaining consistent messaging about programming decisions. The discussion

WCUW 91.3FM

910 MAIN STREET, WORCESTER MA 01610

Minutes of the March 18, 2025 Board of Directors Meeting, 7:00 pm. Meeting Via Zoom

concluded with mentions of upcoming fundraising efforts, with the spring member drive set to begin on March 21st and run through April 13th.

The board discussed the upcoming spring fundraising drive. They debated whether to postpone it to allow more preparation time but decided to proceed as planned starting Friday. However, there is a goal to improve the campaign over the next two weeks by developing a theme, deciding on donation incentives, and fixing technical issues with the donation page. The board acknowledged challenges with PayPal integration and bookkeeping that need to be addressed. They expressed a desire to have a more organized and effective fundraising approach for future campaigns.

Mark Babson adjourned the Meeting.