Community Advisory Board Meeting Nov 21, 2017

Present:
Paul Riismandel, Erin Yanke

Couldn't Make it:
Katmeow Garcia, Lisa Loving, Janice Dilg, Dave Fulton

Don't know what happened to:
Clay River, Emanuel Price

- Possible all programmer meeting in early 2018
  - Questions from programmers about programming and how we're addressing cultural appropriation and artistic merit and people can come and ask questions. Vo has offered to facilitate that discussion. Will happen Off Site from the station. Date to be set. Feb or March is our goal.

- End of Call-Carry on the weekends Dec 1st

- CPB Restricted Funds for programming restructuring
  - Point of the restricted funds is to put programming on national platforms, we had an internship program last year that was generally not successful, am revamping with Becky and will bring a proposal and budget to Whiz Kids group after we get the funding for next year and know how much money we have to work with

Thoughts and conversation notes
- In hiring a contract person, be clear if you want them to do the job, or set up a system so that volunteers can do the work with support of the contract person. BE EXPLICIT about this in the beginning.
- If you want them to set up a system let the person know that you do not expect much to happen in the first 8-12 weeks. That is when they will be investigating systems, deciding on best practices with program staff, setting up trainings, and training volunteers. Give the person time to set up the system without doing a lot of the work, so they don't feel they have to choose between recruiting/training and working - which leads to poor results.
  - Need to leave generalized processes behind, setting it up for the people after this contract person
  - If they are training volunteers then make sure identifying strong volunteers to become mentors is part of the plan
- Have a contract AND a workplan
  - We expect uploading will happen at this time. We expect this amount of uploading will happen in a month

- ○ Note if the workplan has ebbs and flows. Uploading Drive content to national platforms won't happen, could be good window for training, or for packaging content for specials

- In talking about work loads,and working off site, Erin mentioned that when many people work at home there is more to do for the people who are on site. Paul brought up the idea of a Studio Manager
- Studio Manager could
    - ○ Have a 2-3 hours shift at the busiest part of the day when there are the most questions, or the most people working at the radio station
    - ○ Help with general questions about all parts of the station
    - ○ Have basic tasks to keep place running
        - ■ Low level maintenance
        - ■ Helping in production rooms
        - ■ Like the receptionist but for the station volunteers instead of the general public

- Working harder does not solve the problem when the problem is not the person doing the job

- In non-profits, to succeed is to work harder for a larger population with the same resources - to succeed is to set yourself up for failure
- In profit world, growth is encouraged and throwing money at problems is the first step usually, not strengthening the structure or work flow or accountability

I propose the NEXT MEETING for Feb 22 5:30-7pm. Please let me know if this works for you.