# Meeting Arrangements

**Location:** Room 335 University Centre

**Date/Time**: Monday, January 27, @ 7:00pm – pm

# Attendance

**Invited:** Alex Green (Chair, Treasuerer), Viktorija Arsic (Vice-Chair, Secretary), Heartz/Community (Staff Liaison), Nicholas Cooper/Community, Natalie Vasilivetsky/Communtiy, Brenna McCutcheon/Student, Theresa Martin/Community, Abdul-Rahim Abdulai/Student

**Guests:** Jenny Mitchell/Community, Hilary Dort/Community

# Agenda and Minutes

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| **#** | **Agenda Items** | **Speaker** | **Time**  | **Notes** |
| 1 | Call to order | Alex Green | 7:08pm |  |
| 2 | Approval of the agenda | Alex Green | 7:08pm | Natalie motions, Scotty seconds, approved unanimously  |
| 3 | Approval of previous meeting minutes  | Alex Green | 7:08pm | Natalie motions, Nicholas seconds, approved unanimously  |
| 4 | Other business | Alex Green | 7:09pm | * Alex and Ian had meeting with VP of UofG. VP was displeased with Vish because before he left, he made the university promise that CFRU would not lose any funding due to the Student Choice Initiative. The VP is not happy with CFRU because of this.
* Alex and Ian apologized, but the VP was resolute. As a result of Vish’s previous conduct, the VP is considering requiring additional referenda to give us funds, and to see how much funding the station is receiving. The VP is also considering physically downsizing our location.
* **(7:11pm)** Ian is of the opinion that making us pay rent would be wrong, because the UC is paid for by student fees/organizations. However, the university could still try to get us to pay rent and/or downsize.
* **(7:15pm)** Alex doesn’t think that we would have a positive result if there was a referendum put to students about us receiving student funding. Alex suggested that we should avoid a referendum if possible.
* **(7:19pm)** Jenny suggested turning to the NCRA for help. They could communicate with the VP’s office about our importance across Canada and lend their support.
* **(7:20pm)** Natalie suggested emphasizing photography and increasing our social media presence. From her previous experience this has resulted in grants and funding, and positive community response. Emphasize how CFRU aligns with the Strategic Framework of the University.
* **(7:23pm)** Alex pointed out that the referendum could mean that the students vote that CFRU goes. The university is considering having a general referendum, and we would fall under that.
* **(7:27pm)** **Communication Methods:** Alex asked who is fine with continuing to use Slack. Ease of use was brought up, as well as notifications actually notifying Board members.
* **(7:29pm)** Alex asked Jenny whether the Staff would like to be brought in to Slack. Jenny said that the Staff can be brought in where needed through Scotty.
* **(7:31pm)** Scotty suggested that we add Committees onto Slack. Centralized communication is preferred.
* **(7:33pm)** Alex provided financial update as Treasurer. As of last week, the SCI is not effective anymore! However, the ruling happened after all the opt outs. The university is not clear if they will make students pay or leave things as they were. Legality has not been decided yet. We don’t know what will happen to CFRU for the next fiscal year. Ultimately, if thing remains the way they are, we have a shortfall of $90,000. From 2018-2019-
* $372, 530 to 2019-2020 282,000. We have a 20-25% loss (about $90,000).
* We do have reserve funds and money in the bank. We have enough money to get by. We are not fully staffed either.
* **(7:37pm)** Based on our current financial situation (which could improve!) Ian has offered to stay on as volunteer Station Manager until October 2020. Alex suggested that we don’t even consider replacing the station manager until Ian decides to leave.
* **(7:38pm)** Scotty moves to table considering hiring a new Station Manager until July 2020. Hilary seconds. Unanimously approved.
* **(7:40pm)** Jenny asked about, when the hiring turned over to the new Board, where was the previous hiring process at? Jenny asked Abdul-Rahim who applied for the position, and if they had been followed up with.
* **(7:41pm)** Abdul-Rahim clarified that they had gotten as far as the interview aspect, selecting three of the most qualified candidates from a list. Abdul-Rahim did send follow up emails letting the three candidates know that the Board experienced a turnover and that they would reach out again.
* **(7:43pm)** Natalie asked about rehiring. Alex said we are still in precarious financial situation and we need to be careful. Bryan Webb is returning in August 2020. Natalie wants to avoid staff burnout due to other staff vacancies. She wondered if we could hire a co-op student, or add more staff hours.
* **(7:45)** Committee Assignments: Bargaining, Employment Equity, Labour Management, Fundraising, Nominations, Joint Health and Safety, Technical, Policy, Management, Programming, Hiring, Finance, Grievance.
* **(7:46pm)** Jenny noted all the committees that are active: Programming, Finance, Technical. Two staff representatives are active on those committees. Jenny passed on Christopher’s request to officially form a Policy committee.
* **(7:54pm)** Alex suggests that we move Committee selection to Slack.
* Natalie and Brenna joined Fundraising.
* **(7:59pm)** Alex moves to discuss Other Business.
* **(8:00pm)** Natalie brought up her worry about Staff burnout. If this is the case, Natalie is wondering if we have enough money to hire a co-op student or how else we could alleviate the burden on Staff.
* **(8:01pm)** Jenny mentioned that highschool students are usually co-op students for programming and tech. They don’t typically do much of Staff work, rather they are more like volunteers.
* **(8:02pm)** Jenny suggested creating a Student Liaison position, but also acknowledged that this could put us in a messy situation.
* **(8:03pm)** Natalie suggested a Peer Helper program, but Scotty noted that because of our agreement with the University, we may not have access to Peer Helpers.
* **(8:03pm)** Jenny noted that it’s hard to say if the staff could be burning out. It depends on the pressing nature of station work, and whether other staff members could help each other (such as Bryan coming in ad hoc to help out with any technical issues). Prioritizing is situation dependent. Jenny said that more time needs to pass before we can fully determine if 30 extra lieu hours are enough. For the time being, Jenny said that burnout is not an issue. We should remain aware of the situation, and the Staff will inform Scotty periodically about Staff wellbeing.
* **(8:15pm)** 40th Anniversary on January 28, 2020: Natalie pointed out that we should probably have a cake (or other goodies). We need to consider dietary restrictions. Any spending on this (under $20) will be based on personal good will and budget.
* **(8:18pm)** Jenny brought up the 40th Anniversary Committee. The tentative goal is to try to do 40 events that commemorate our anniversary. In the previous CFRU newsletter, Jenny put out a call for Committee Members for an Ad Hoc Committee. Jenny would like the Board to specifically approve Golden Throats Karaoke tip jar that commemorates our 40th Anniversary. Jenny wants the Committee to exist as a conduit for ideas. Alex will add it on Slack.
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| 5 | Motion to move in camera | Alex Green | 8:30pm | Viktorija motions, Natalie seconds. All in favour.  |
| 6 | Motion to move out of camera | Alex Green | 9:00pm | Viktorija motions. Adbul-Ibrahim seconds. All approved. |
| 7 | Adjournment  | Alex Green | 9:00pm |  |
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# Agreed Action Points

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| **What?** | **Who?** | **Deadline** | **Status**  | **Notes** |
| See who could be an ally in the VP’s office. | TBA | TBD | TBA | We need to justify our existence to the university administration and the students.  |
| Reach out to NCRA (Berry) and other radio stations for support.  | Scotty Heartz, Nicholas Cooper, Hilary Dort | TBD | Ongoing | The NCRA oversees us and could lend their support and affirmation.  |
| We need to build a business portfolio/get an independent reivew about why and how we are valuable (especially finances) | Hilary Dort and Natalie Vasilivetsky  | TBD | Ongoing | We build relationships in the community, we bring value to the university through PR, experiential learning, and capacity building.  |
| Invite Staff and Committees to Slack. | Alex Green | TBD | Ongoing | For the purposes of concise, centralized communication. The email channels are still going to be an available option.  |
| Send follow up email to Station Manager candidates  | Abdul-Ibrahim | TBD | Ongoing | We should keep positive ties with applicants in light of summer 2020 Station Manager rehiring.  |
| Explore Community Radio Fund/Co-Ops | Scotty Heartz | TBD | Ongoing  | Proposal should be written so that we can apply for this grant.  |