

Personnel Committee Meeting
Minutes -
May 8, 2023

The meeting (virtual) was called to order at 6:04 PM .

Attendance: Mike Williams

Clay Smith

Kristina Smith

Absent members: Amy Brightfield

Jeff Barnes

Public in attendance: None

Approved 6/14/2023

The committee performed a check-in with General Manager, Tim Bruno, based on the Goal Review doc we had from January 2022. This was not an annual review, merely a casual discussion with the GM on how he is feeling with regards to certain goals that were set last year. Questions and Answers below:

Complete Move to Liberty. What is left to do?

Answer: Generator, windows/doors, security system, plus finding possible grants to pay for these things. The current transmitter has failed so getting a new one is on the list (we will pay for this by selling our translator).

Driveway and access

Asked about his stress points, he said he needs more volunteer folks to help out in the morning (on-air Weds/Thurs). Also looking for help on the occasional afternoon slot. Said the signal issues are a big stress point.

Talked about adding a fifth "full time" staffer at possible 30/year as an office manager- a future conversation. (Note: they are all full time by NYS standards, as 30 hours/week constitutes full time)

Tim gave good feedback about his relationship with the "new" board, and how it's evolved of late. He expressed a positive reaction to how the board is starting to move more into an advisory capacity and the staff have been able to step more fully into their roles running the station day-to-day.

Increase annual listener donations, grants and underwriting

Answer: There's not a formalized performance review for other staff but he feels he should have one. He welcomes a system that we could all build together by which he can review staff and we can review him.

Tim said working with Mimi was more 'in tandem' at first but she is now able to take on her own portion of

the work. He expressed a lot of support for how she deals with donors and members on such a personal basis, which frees him and Jason up to do their parts of the work.

Grow and diversify our Radio Catskill community by prioritizing outreach. New Partnerships?

Discussed a few community outreach partnerships (a music festival in Hurleyville, working with Liberty High on podcasting, meeting the folks from Habitat for Humanity and connecting them with Doug and local vets, Going to a Job Corps breakfast and connecting with their kids- all stuff he wasn't really able to do a few years ago and which feel like the station hitting it's stride.

SOME GENERAL TALKING POINTS/ AD HOC FEEDBACK.

What is your wishlist/ Top 3 priorities: 1- Would add a mid-day local news show (this relates to staff). 2- Figure out the generator problem. 3- More major donors.
Least favorite part of job He says it's tough doing the deep detail work (used Sullivan County Govt example). Having to do highly detailed minutiae when it comes to reporting, etc. Also gets frustrated by things you count on- that fail (equipment, etc)
What do you feel you do best? He answered that he connects the dots well, and hopes that he's good at helping the staff to realize their goals. He feels that he's fairly organized and that helps to push things forward.
What could you do better? He could be better organized- especially regarding paperwork, filing docs, meetings, etc.
What feedback does Tim have for the personnel committee? He really appreciates this check-in and how we are being thoughtful about it, and that we are assessing the handbook, and the evaluation process. These are things that he was going to ask for, and our goals as a committee have aligned with this already, so he felt that personnel was being really intuitive

The next committee meeting is scheduled for May 22nd at 6:00 PM.

The meeting was concluded with a motion from Krissy Smith, seconded by Amy Brightfield.

Respectfully submitted by Krissy Smith, Committee Member.