



WMHT Public Media
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**WMHT Educational Telecommunications
WMHT Board of Trustees Meeting Minutes
January 20, 2022**

A Meeting of the WMHT Board of Trustees was held on January 20, 2022 via a zoom visual and audio conference call. Kathleen Jimino, Chair of the Board of Trustees, presided.

Present

Kathy Jimino	Steady Moono
Robert Altman	Barb Nelson
Bridget Ball Shaw	Mary Ellen Piche
Ian Berry	Del Salmon
Karen Carpenter-Palumbo	Viki Sand
Angela Dixon	Tobi Saulnier
Doris Fischer Malesardi	Shelby Schneider
Mona Golub	Mary Simoni
Susan Kress	Danika Vittorio
Martin Mbugua	Teresa Zielinski

Excused

Don Applrys	Khadijah Peek
Lee A. McElroy Jr	Kelly Smith

Also Attending

WMHT Staff: Sandra Beer, Val Belden, Dan Clark, Virginia Claus, Dom Figliomeni, George Hauenstein, Keith Martin, Will Pedigo, Catie Rafferty, Julie Raskin, Justin Rockenstyre, Lynn Valentino, Chris Wienk.

Call to Order

Guest: Prentiss Carnell

Ms. Jimino called the meeting to order at 4:04 PM.

***Consent Agenda
Items***

On a motion by Ms. Fischer Malesardi seconded by Ms. Piche the consent agenda of minutes and notes listed below was unanimously approved by the Board of Trustees.

Minutes and Notes

- November 18, 2021 Board Meeting
- January 13, 2022 Finance Committee Meeting

***Finance Committee
and Investment Sub-
Committee Report***

Ms. Ball Shaw noted that the Investment Committee just met and the long-term portfolio performed better than benchmark over the previous calendar year. A discussion followed about investment of some of the excess working capital in short term instruments.

Mr. Altman reviewed the numbers as of the end of December. We are carrying a strong financial situation into the second half of the year. Net Income before Depreciation is \$431,025 better than budget and \$346,590 better than prior year. Membership, the largest income source, came in very close to goal ,production income is strong, while corporate underwriting is a bit slow. Expenses are still down in part as we are having some difficulty in filling empty positions. The balance sheet looks good.

The governor's proposed budget includes a \$7.8 million increase on top of the usual \$14.2 million budget for public broadcasting. The increase includes funds for some restricted projects proposed by the public broadcasting system.

***Employee Experience
Presentation***

Ms Piche was pleased to work with a high-performing team of staff members to look at the employee experience. These staff members shared a presentation. The goal in examining the employee life-cycle, was to create an inclusive process giving employees a feeling of belonging and purpose through a systematic collection of feedback that includes honest responses, constructive assessments and implementation.

The group analyzed the current state for employees and then envisioned a target state of being. The group then developed a plan to implement increased employee engagement, expand the employee recognition program, offer management training, revise performance reviews, offer work life balance training sessions, hold regular interdepartmental meetings and share departmental abilities, tools and resources among the staff. Some of these are already being implemented. An HR consultant will be hired to guide other aspects of the work.

A question was raised regarding increasing diversity in the staff and Board. Addressing diversity of all kinds among employees, committees and the board are major goals in the 3 year strategic plan. We will review our diversity statistics at the next Board Meeting

***Production and
Programming
Update***

Will Pedigo and Producer Catherine Rafferty shared clips from the upcoming documentary, Bridging the Divide – focused on the Uniting Line mural project and revitalization of the area under the Hoosick Street Bridge in Troy. Bridging the Divide premieres Thursday, Feb 17th at 7:30pm, with a freely-available virtual screening and panel discussion earlier that evening.

The Wed. 7:30pm Feb. 16th episode of AHA! A House for Arts will focus on the Uniting Line Gems of Troy mural project and will feature an interview with lead artist/muralist Jade Warrick. Community members can share questions for Warrick ahead of AHA! Episode via the WMHT website.

President's Report

Mr. Altman invited the Board to attend the national public media event on Feb 28 – Mar 1 which will be virtual this year, and thus available to all board members. Contact Val to register. In March WMHT will begin broadcasting in the newest television format: ATCS 3.0 along with 4 commercial stations in our market. The office is still operating very much in a hybrid mode.

Chair's Report

Ms. Jimino thanked those trustees who gave financial support at the end of the calendar year and thanked those who are going to chair a committee of the board.

Ms. Jimino noted that WMHT Trustees have given \$38,000 thus far this fiscal year and she has set a goal of increasing that to \$43,000 as a whole board for FY22.

Executive Session

On a motion Ms. Carpenter-Palumbo seconded by Ms. Golub the board unanimously approved moving into executive session at 5:39 pm.

On a motion by Ms. Schneider, seconded by Ms. Fischer Malesardi the meeting approved concluding the Executive Session at 5:51 pm. No action was taken.

Adjournment

On a motion Mr. Mbugua seconded by Ms. Ball Shaw the board unanimously approved adjourning the meeting at 5:52 pm.