

WBAI Treasurer's Report  
September 10, 2025

The National Finance Committee (NFC) met on August 26, and September 9, 2025. The WBAI local Finance Committee met on August 20, 2025. These meetings were held by teleconference.

At the August 20, 2025, local Finance Committee meeting the interim General Manager told the committee that WBAI had about \$65,000 cash in bank and about \$4,700 in PayPal. He said that the station had just made a payment to 4 Times Square due to the generosity of a Major Donor and that the station was only one month behind on the Tower Rent. The interim General Manager said that the station had made payroll and that this was the 13<sup>th</sup> consecutive month in which WBAI did not need help from anyone in Pacifica in making payroll. He said that the station had also made its health insurance payment, which he said was about \$10,000. He said that it was significant that the station had two payrolls in bank at that time. He noted some programs will get revenue from some Unions and that the station's doing some PSAs that will also bring in revenue.

He said that many of the affiliates have been dependent on Corporation for Public Broadcasting (CPB) funding which is about to disappear and that WBAI is supporting public broadcasting in general. He noted that the program *We Decide* on WBAI involves dozens of Pacifica affiliates and it involves WBAI in relationships with those affiliates which need proceeds from that programming to make up for the CPB money that they're losing. He's helping the station to build wide-ranging relationships.

The interim General Manager and I discussed the possibility of getting an Income Statement from Pacifica in the near future.

The interim General Manager said that there's at least \$24,000 a month coming in from BAI Buddies, and that the average donation from BAI Buddies has increased considerably. He said that he could send the committee a monthly statement on the BAI Buddy revenue and the amounts that were coming in from Unions. The local Finance Committee would be glad to get that. There was a discussion of WBAI's Subsidiary Communications Authority (SCA) channel. The interim General Manager said that Pacifica had not invoiced the clients who were using the SCA channels for years. He said that he did not have an exact number yet but that WBAI had lost hundreds of thousands of dollars in revenue due to the SCA clients not being invoiced. He said that the revenue from the one SCA client that is paying should be applied to WBAI's Tower rent. He said that we're coming to a head with regard to one that hasn't been paying and telling them that either they have to pay up some kind of arrearage and commit to pay going forward or the SCA channel they're using will be turned off. He said that the WBAI Chief Operator is being paid \$1,500 a month for maintenance and he takes calls from the users of the SCA channels.

The interim General Manager said that WBAI is doing new programming in a universe where public broadcasting is dying. He said that stations that are NPR affiliates are reaching out to the Pacifica Affiliates Network (PAN) because for \$7,500 they can become a member of PAN and get access to hundreds of hours of programming through AudioPort.

In the course of this meeting I made a report similar to the one I'd made to the LSB the

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week before, on August 13. I noted that at the previous night's NFC meeting that there had been an Income Statement presented for KPFK through the end of the third quarter of FY25, and that WBAI hasn't got such a thing. I complained, again, about the lack of financial documents and said we hadn't gotten any since the Pacifica Consolidated Financials were issued for the end of FY24. Later in the meeting someone who wanted to remain anonymous told us that we could not discuss the fact that another station had an Income Statement while WBAI did not and that this was an inappropriate topic for us to discuss. I let him speak and he said that the Pacifica Executive Director had posted the Consolidated Financials through the second quarter of FY25 and that I'd gotten that on the NFC mailing list. I said that I hadn't gotten that. We disagreed.

Turns out I was wrong, I *had* gotten an E-mail from the Executive Director that included the file, "Consolidated financials for all units through Q2 (March 2025)" but when I had opened the E-mail I did not find the usual visible attachment so I figured that the file was something that would be sent at a later time.

The anonymous caller turned out to be a member of the NFC and he went me a copy of the E-mail in question which the Executive Director *had* sent to the NFC on August 14, 2025, at 10:31 PM (ET). In that E-mail there were no attachments of the usual sort, but there were links in the E-mail which I couldn't get to work. There was also some fine print that said, "The following attachments were removed because they exceeded your subscription's maximum attachment size limit. You can adjust this limit in your subscription settings." I went into the NFC mailing list's Web site and found that I could download the files one at a time. I did that after the August 20, local Finance Committee meeting. The files amounted to 5.6 MB and the limit I had on my E-mail there was 5 MB. So I aid I was sorry for mistakenly telling the local Finance Committee that I hadn't gotten those Consolidated Financials, and I've apologized to the Executive Director too. I don't remember ever having set a size limit on the size of attachments I can receive, but I've gone in and raised that limit. I'll note that the Executive Director's August 14, E-mail came a day after I'd posted the August 13, 2025, written Treasurer's Report to the WBAI LSB, so what I wrote in that report stands.

At the August 26, 2025, NFC meeting the committee discussed whether to schedule extra meetings in order to get all of the budgets approved by the PNB by October 1. After some discussion it was decided that the NFC would not add an extra meeting to the September schedule. In my experience it really isn't going to matter if the budgets get approved by the PNB before October 1. If we get them all approved by some time in October that will be better than what has happened in a lot of past years.

The Executive Director said that she was reviewing how health care plans are handled for Paid Staff in Pacifica. She said that some stations are considering having the Union employees use their Union's health plan. She said that she wants to give them the option of getting their health plan from Pacifica or from their Union.

The Executive Director told the committee that the stored archives for the Pacifica Radio Archives (PRA) are being cleaned out, since about 20,000 tapes had been sent off for digitization. She said that other storage facilities are going to be worked on too and this will save Pacifica money.

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The Executive Director said that the National Office was still working on the Policies and Procedures manual for Pacifica.

She said that in the past the auditing firm Pacifica has used, and the National Educational Telecommunications Association, which used to handle the accounting for Pacifica had recommended that Pacifica centralize all of its financial operations so that oversight can be strengthened and so that operations can be streamlined. She said that payroll is already centralized. She said that centralization will also reduce the risk of errors and it will save the National Office from having to wait for bank reconciliations. She said it would also save time at the stations. She said that it would allow Pacifica to negotiate better vendor contracts. She said that centralizing grant applications would be very helpful, and she said that Pacifica could centralize the donor database. She talked about rolling this out at KPFK and WBAI first. She said that having more bookkeepers at the National Office would be good. She said that she wants all bills sent directly to National Office.

James Sagurton said he wondered if WBAI and KPFK were being singled out to decrease local autonomy while other stations still haven't even moved all of their bank accounts to Bank of America. The Executive Director said that she wanted all stations to have their finances centralized. She said that KPFK and WBAI weren't picked randomly but they are the stations having the most problems financially. She said that she'd spoken to the General Managers at the two stations about this.

The Executive Director said that WBAI was the only station not paying Central Services at this time. She also said that someone is being brought in to work on donor and member lists. She said that updated lists will be created every month so that when the Pacifica elections start we'll have clean, accurate lists. She said that this would start as early as October.

In answer to a question the Executive Director said that the audits were moving forward. She said that they're waiting for reports from one station, KPFA. She said that the taxes had been completed and the audits were in progress.

The NFC then discussed the annual membership rate. Many of us felt it was too low. I noted that WBAI and at least one other station had set the annual membership at \$50 a year before the 2003, bylaws, which mandated that all stations have a \$25 membership fee, were adopted. I said that an inflation calculator I'd looked at said that something that had cost \$50 in 2003, would cost \$87.78 today. This topic is something that will be brought up again in the future, but the Chair of the PNB said that we are obligated to keep the membership fee at \$25 until after the record date for the 2026, elections, which means that they couldn't be raised until July 1, 2026, at the earliest.

The open session of the September 9, 2025, NFC meeting was mostly taken up by consideration of the FY26 draft budgets for the Pacifica Affiliates Network, KPFT and WPFW. The way these budgets are presented is problematic, in my opinion. There is no real standard format for them. Also, they seem to have different numbers from what the FY24 Income Statements showed. I'll also note that they are not getting nearly the deep consideration that budgets had gotten in the past. The process is streamlined to go much faster than in the past, but there are no spreadsheets. The FY26 budgets are presented as PDF files, which makes it harder to

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check the numbers. I don't know that the NFC is really getting to examine the financial projections as thoroughly as we should. Of course when we did spend more time on the draft budgets in the past they frequently didn't work out in reality anyway. Still, I am concerned that we're not paying close enough attention to the details of the budgets. Voting to pass three budgets we'd not really seen before on to the PNB at one meeting, which we did last night, would be unheard of in the past.

**At the end of last night's meeting I made sure that I could share the August 2025, "ED REPORT for PNB Meeting," and the Executive Director said I could and then also sent the NFC the one for September. Both are appended to this Treasurer's Report. I'm** sorry that they make this report so much larger than usual, but this is what we got sent and I feel an obligation to send the full documents to the WBAI LSB.

The NFC then went into an executive session. The Report Out from that executive session, as far as I could get it, is, "The NFC met in closed session to discuss confidential legal and contractual issues."

So the budgets are being done fast, but I'm not sure that in the long run they're going to be better than what we've done more slowly in the past. We have to hope we're lucky in this.

The National Office is looking to get things more centralized, and maybe that's a good idea. I hope that all stations will be treated equally soon, and that one station won't be allowed to flout the rules that are being applied to all other stations.

WBAI is doing better but it still needs more donors. The interim General Manager is bringing WBAI more revenue and getting the station more allies in Pacifica, I think. That's good considering that there are those on the NFC mailing list who are being what I can only call hostile toward some of us.

I am still pessimistic about the future, but so much of the pessimism is grounded in the potential of what the Trump Administration may do that the shenanigans of Pacifica governance may be the least of the dangers we face for the future.

The next NFC meeting is scheduled for Tuesday September 23, 2025, at 8:30 PM (ET). The next local Finance Committee meeting is scheduled for Wednesday, September 17, 2025, at 7:00 PM (ET). These meetings will be held by teleconference.

R. Paul Martin  
WBAI LSB Treasurer

## **APPENDIX**

**KNOWN AGED PAYABLES as of 4/6/25: \$485,726**

**FJC LOAN**

- Outstanding principal is \$1,977,338.65
- We are currently making payments on a monthly schedule rather than quarterly, and all payments have been made on time. The next payment of \$17,301.71 is due on August 31, 2025.

**CENTRAL SERVICE PAYMENTS PAID during July 2025**

DIVISION	Central Service Payments Received July 2025
Pacifica Affiliates Network (PAN)	YES
KPFA	YES
KPFK	YES
KPFT	YES
WBAI	NO
WPFW	YES

**UPDATE ON THE PACIFICA FOUNDATION'S TAXES AND AUDIT**

The **IRS Form 990**, **California Forms 199 and RRF-1** (Annual Registration Renewal Fee Report), and the **New York State Form CHAR500** (Annual Filing for Charitable Organizations) for **Fiscal Year 2023** have been prepared. One of our divisions is currently making a few necessary revisions in coordination with the National Business Manager as requested by the accounting firm. Once those updates are complete, the final draft of the FY23 Form 990 will be submitted to the Pacifica National Board for review.

**PACIFICA FOUNDATION'S RESPONSE TO THE DEFUNDING OF PUBLIC MEDIA**

We provided our stations and affiliates with a set of materials outlining the **Pacifica Foundation's position on the defunding of public media by Congress**. The package included a **public statement** for use on websites or in email communications, a **pre-recorded PSA**, suggested copy for a **social media campaign**, and a sample **fundraising email**. All materials are attached.

**PACIFICA FOUNDATION SOLIDARITY PACT**

- We have created a solidarity pact titled **"Standing Together for Free Media and Democracy"** (attached). It was shared with the Affiliate Network at the National Federation of Community Broadcasters convention in Salt Lake City and has also been distributed to our network of affiliate stations.
- Ursula Ruedenberg, Director of the Pacifica Affiliate Network, provides a more detailed overview in her **Report from the Pacifica Affiliate Network Unit** (attached), which was presented at this evening's meeting by PNB members Jerome Edge and Kaja Brown.

## **PACIFICA APPS**

We are nearing the **launch of a suite of new apps** for Pacifica, including:

- Individual station apps (KPFA already has one),
- An Archives app,
- A general Pacifica Foundation app featuring live feeds from all stations,
- A Pacifica Evening News app, and
- A dedicated podcast app built around *Pacificaster*, Pacifica's official podcast platform. Explore the platform at <https://pacificaster.org/>

All apps are being developed by Paul Henshaw of Starkey Digital using Flutter, a cross-platform framework that supports iOS, Android, web, and desktop (Mac and Windows).

### **About Paul Henshaw:**

Paul Henshaw first connected with **Otis Maclay** through his volunteer work at WJFF Radio Catskill 90.5 FM, where he hosted *Old Skool Sessions* and contributed his tech expertise to the station - developing apps, updating their WordPress site, and assisting with various technical needs.

A pivotal project was his work on WJFF's archiving system, using the first version of *Confessor* software. This collaboration evolved into years of support for Version 2 of Confessor, with WJFF serving as an early beta tester. (Pacifica's Confessor software is a playlist reporting tool used across our network. Learn more here: <https://pacificanetwork.org/pacificainternetpackage/>)

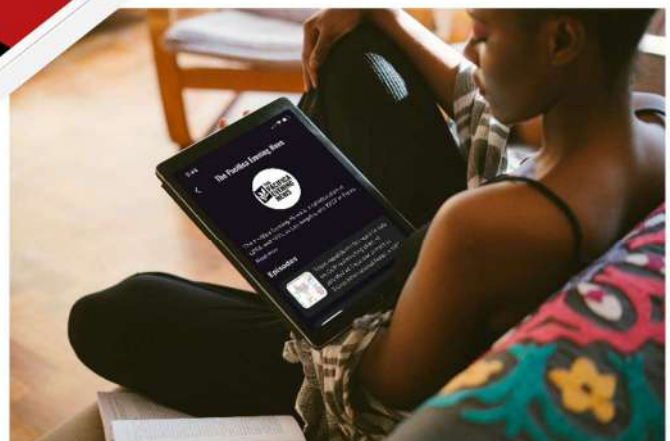
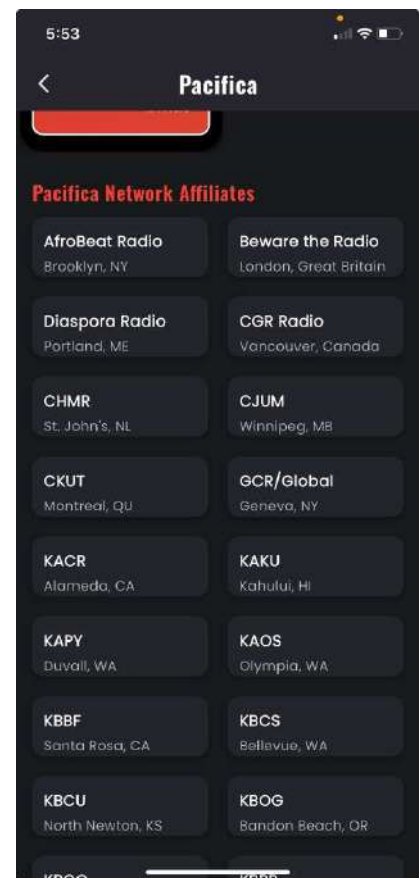
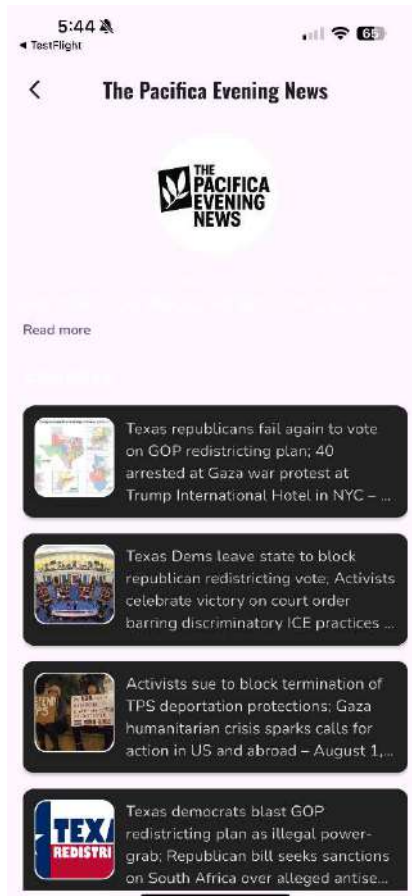
Paul later developed a Flutter-based prototype app for KPFT, which caught the attention of Sandy Weinmann (KPFT GM) and Otis Maclay. Recognizing its potential, they shared it with Pacifica's Executive Director, paving the way for broader app development across the network.

With decades of experience in audio streaming technology and app development, Paul is eager and extremely capable to lead this much needed project. Learn more about him at <https://starkey.digital>.

### **Highlights of Current Development:**

- **Pacifica Evening News App:**  
A fully functional proof of concept is already in place using the KPFA news feed. It includes a modern interface, links to Pacifica.org and social media, and is ready for broader beta testing across devices. The final version will aggregate news feeds from all five Pacifica stations.
- **Station-Specific Audio Stream App:**  
Currently serving as a template for WPFW, this app streams live audio and integrates metadata from Pacifica's Confessor software, including real-time song ID and playlist data. It displays information on the main screen, device lock screen, and notification tray. A side drawer menu offers access to station archives, schedules, and links to all Pacifica stations and affiliates, powered by a WordPress-based API that allows updates outside the app itself.

On the following page are **screenshots from the test flights** of a few of the apps:





### **PACIFICA RADIO ARCHIVES LEGACY PROJECT**

- We are currently in the process of **updating the Pacifica Radio Archives website** to enable licensing capabilities, provide secure hosting for our materials, and transition to a WordPress platform for improved functionality and ease of use. The existing site has not been updated, backed up, or maintained since 2020. The **new site is now in beta testing** and under review. It will be shared for broader feedback once it is closer to completion.
- A total of **783 boxes containing approximately 20,000 tapes and CDs have been processed and shipped for digitization**. Currently, 10,000 of these tapes are being digitized by George Blood Audio in Pennsylvania, which has already completed over 2,000 transfers of Pacifica materials. Learn more about George Blood Audio at: <https://www.georgeblood.com/>
- The American Archive of Public Broadcasting currently hosts **3,500 digitized Pacifica Foundation audio recordings, available for public or restricted access**. An additional 1,800 recordings are undergoing legal review to determine copyright status and potential availability. To explore the available Pacifica materials, visit <https://americanarchive.org> and enter “Pacifica Foundation” in the search bar.
- The cataloging team has **identified and cataloged 4,345 previously undocumented tapes** - recordings for which no prior records existed in our archive files. We still have hundreds of boxes remaining to be cataloged before moving to the secondary storage facility, which contains multiple units with additional unidentified materials.
- Station breakdown of **number of tapes cataloged**: KPFA – 1537, WBAI – 892, KPFK – 1533, WPFW 60. Special Collection found: Watergate hearings - 200
- KPFT has only a limited number of tapes that have been cataloged. Much of the station’s archival material was either lost or never submitted to the Pacifica Archives. During our search for KPFT-related content, we discovered that some producers had donated materials to other institutions. For example, the “Ray Hill Papers” are housed at the University of Houston. This collection primarily consists of letters from Texas prison inmates to Ray Hill during his time as host of *The Prison Show* on KPFT. To learn more, visit the Ray Hill Collection at the University of Houston Libraries: <https://findingaids.lib.uh.edu/repositories/2/resources/462>

Images from the clean-out and shipping process are below and on the following page:

### **CLEANING IN PROCESS OF ONE OF THE STORAGE UNITS**





**OUT FOR SHIPMENT**





**BEFORE AND AFTER OF ONE OF THE STORAGE UNITS**



### **GENERAL MANAGER JOB POSTINGS**

- Interviews are continuing for the General Manager positions at KPFA, KPFK, WBAI, and WPFW. To date, we have received the following number of applications: KPFA – 3; KPFK – 7; WPFW – 7; WBAI – 6; Unspecified – 1. Candidates are being prescreened through a series of phone interviews with the Executive Director.
- **The job posting is attached. Interested individuals should send their resume and cover letter to [HR@pacifica.org](mailto:HR@pacifica.org).**



## **Pacifica Foundation Statement on the Defunding of Public Media by Congress**

*July 2025*

The Pacifica Foundation stands in firm opposition to the recent decision by Congress to defund public media - a move that threatens not only the operational capacity of public radio stations, but the very existence of many community outlets that serve as vital lifelines for local news, climate emergencies, culture, and democratic discourse.

Congress's withdrawal of funding from public radio places critical independent voices at risk across the country. In this time of social crisis and climate emergencies, local stations provide vital information for keeping our communities safe. Years of corporate media consolidation and deregulation have taken media out of community hands while social media platforms cut back on fact-checking, leaving communities vulnerable to misinformation.

Pacifica operates within a vibrant national network of community and independent radio stations dedicated to localism, diversity, and First Amendment protections. We remain deeply committed to the public good of independent media, recognizing its essential role in advancing democracy, free expression, and access to underrepresented voices.

Due to the recent decision by Congress to discontinue funding for public media, many Pacifica affiliate stations will no longer receive support from the Corporation for Public Broadcasting (CPB) for their operations and programming. We stand firm in our mission of independent media and stand in solidarity with media outlets who serve the public - not corporate interests.

Because of this commitment, the Pacifica Foundation:

- **Affirms its solidarity** with all public and independent media institutions affected by these funding cuts.
- **Upholds the strength and purpose** of the Pacifica Affiliate Network, a coalition of community stations that collectively serve millions of listeners across the country.
- **Reasserts the importance** of community radio as a critical part of the national media landscape, often providing the only platform for local issues, independent journalism, and culturally diverse programming.
- **Commits to collaborating** with allied organizations such as NPR, PBS, the National Federation of Community Broadcasters (NFCB), and others to defend and strengthen public media.

### **Pacifica's Planned Actions:**

- Launch **fundraising initiatives** to support both national news and local newsroom development across Pacifica's network.
- Help create **new funding pathways** to help stations cover operating costs previously supported by CPB.
- Partner with NFCB and others to explore **group buying options** for expenses such as royalty fees and other shared services.
- Provide **legal resources, policy updates, and technical assistance** to help affiliate stations navigate the shifting funding landscape.
- Promote **public education and awareness campaigns** that emphasize the importance of community and public media as pillars of a democratic society.

This is a defining moment for the future of non-commercial media in the United States. The Pacifica Foundation calls on our listeners, supporters, and fellow media institutions to take action and stand united in defense of independent public broadcasting.

**In solidarity,**  
*Stephanie Wells*  
*Executive Director, Pacifica Foundation*

## **Pacifica Foundation Statement on the Defunding of Public Media by Congress** **(PDF WITH LOGO ATTACHED TO EMAIL)**

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**In solidarity,**  
*Stephanie Wells*  
*Executive Director, Pacifica Foundation*

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**On-Air PSA - :47 seconds**  
***Audio file attached to email***

This is Stephanie Wells, Executive Director of the Pacifica Foundation.

Congress has defunded public media, threatening the survival of television and radio stations that provide trusted news, emergency alerts, and vital community connection.

Years of corporate media consolidation and deregulation have taken media out of community hands while social media platforms cut back on fact-checking, leaving communities vulnerable to misinformation.

Pacifica stands firm in our mission of independent media and stands in solidarity with media outlets who serve the public - not corporate interests. Learn more at [PacificaNetwork.org](https://PacificaNetwork.org).

In this time of social crisis and climate emergencies, local stations provide vital information for keeping our communities safe.

You can help by supporting and donating to your local community media.

This message comes to you in solidarity from the Pacifica Foundation.

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**OPTIONAL Social Media Graphics Captions**

**Graphic 1 – Headline Slide**

**Public Media Defunded. But We're Still Broadcasting.**

Congress has cut funding to public radio. Pacifica and our network of community stations won't back down.

**Graphic 2 – Message Slide**

**Community Radio Is Essential.**

Local news. Independent voices. Free speech. Pacifica and our affiliates exist to serve the people - not corporations or politicians.

**Graphic 3 – Call to Action Slide**

**Join Us. Defend Public Media.**

We're launching initiatives to support newsrooms and stations in crisis.

Support your local station.

Keep independent radio alive.

**Optional Slide – Solidarity Slide**

**In Solidarity With Independent Media.**

Pacifica stands with NPR, PBS, NFB, and all media fighting for democracy, truth, and community.



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**OPTIONAL Email ask:**

**Subject Line Options:**

- Public Media Is Under Attack. Help Us Fight Back.
- Congress Defunded Public Radio. We're Not Backing Down.
- Keep Independent Voices Alive. Donate Today.

**Email Body:**

Dear [First Name],

Congress has voted to defund public media. This decision puts at risk the very foundation of community-based, independent journalism - newsrooms, programs, and voices that speak truth to power and serve the people, not profit.

At Pacifica, we know what's at stake. For over 75 years, we've championed free speech, local reporting, and diverse voices that corporate media often ignores. But now, with federal funding eliminated, stations across the country are facing an uncertain future.

We're not giving up - and we need your help.

**Your donation today helps us:**

- Support independent newsrooms across the Pacifica Network
- Keep the microphones on at local stations nationwide
- Protect free speech and First Amendment journalism
- Create new pathways to fund community radio without government support

**[Donate Now link]**

Pacifica exists because people like you believe in media that serves democracy - not dollars. If you've ever relied on us for clarity in crisis, voices from the front lines, or just a connection to your community - you know how vital this work is.

Let's rise to this moment together. Please give what you can today to keep the mic on for the people.

In solidarity,

*[General Manager]*

*[Station ID]*



## **Pacifica Foundation Solidarity Pact: Standing Together for Free Media and Democracy**

This document serves as a unifying and principled statement that the Pacifica Foundation stations, our network of Pacifica Affiliate stations, and other media democracy groups adopt to **commit to mutual support, journalistic integrity, and defense of community, listener-supported radio** in the face of potential attacks from the current administration or similar authoritarian efforts.

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In light of the threats posed by Project 2025 and the escalating attacks on free speech, independent journalism, and public media under the current administration, we, the undersigned Pacifica Foundation stations and affiliates, and other media democracy groups pledge the following:

**1. We Stand United.** We affirm our collective commitment to support the mission of the Pacifica Foundation network and all community media against political interference, defunding, censorship, and intimidation. An attack on one is an attack on all. We will keep each other informed about any alarming events that may be concerning or have an impact on all of us. By sharing our experiences, we can better understand and process what is happening - and support one another in navigating these challenging times.

**2. We Protect the Public's Airwaves.** We will resist efforts to silence independent voices, dismantle public broadcasting, or transform media into a tool of state propaganda. We exist to serve the people - not politicians, parties, or profit.

**3. We Support Each Other.** In times of crisis, we commit to sharing resources, airtime, content, and technical support whenever possible - and to taking all necessary steps to ensure that no Pacifica station or affiliate is left isolated or vulnerable. We are stronger together.

**4. We Inform, Not Conform.** We will create and share accurate, courageous programming that exposes authoritarian threats, informs communities, and uplifts democratic values - even when doing so carries risk.

**5. We Defend the Right to Dissent.** We affirm the right of our communities - especially the most marginalized - to speak freely, organize, and resist. We will not be complicit in efforts to criminalize protest, suppress history, or erase identities.

**6. We Respect Local Autonomy.** We respect each organization's independence as a local media group and appreciate the independence of each station. We recognize their unique missions and honor the decisions they must make to respond to the needs of their local communities.

**This pact is a statement of purpose and solidarity.** Our commitment extends beyond times of crisis - it is a long-term pledge to uphold the shared mission of community radio for media and democracy, rooted in the values of peace, justice, democracy, and the power of grassroots media.

*Signed, The Pacifica Foundation – KPFA/Berkeley, KPFK/Los Angeles, KPFT/Houston, WBAI/New York, WPFW/Washington, DC, Pacifica Affiliate Network, Pacifica Radio Archives*

**To join this pact, or if you need assistance, please contact Ursula Ruedenberg or  
feel free to call the Pacifica Foundation National Office at (818) 322-8154.**

**Pacifica Foundation Mission Statement:** The Pacifica Foundation is dedicated to advancing education, creativity, cultural enrichment, and global understanding through independent, community-powered radio. We operate non-commercial broadcasting stations that empower diverse voices, promote free expression, and serve the public interest - without commercial influence or private profit.

## **Report from Pacifica Affiliate Network Unit / August 6, 2025**

### **Ursula Ruedenberg**

**Finances:** We are on track with our operation and fiscal goals for 2025: remaining in the black, meeting budgeted expenses, expanding slightly, with 1 new affiliate in the last month for a total of 7 new affiliates to date this fiscal year. Our projected total income will be approximately \$7,000 higher than the previous fiscal year.

We have collected 80% of projected 2025 revenue from affiliate fees

Projected income from 2025 fees: \$240,000

Received so far from 2025 fees: \$191,770

Collected affiliate fees overdue from previous fiscal years: \$16,752

Out of projected \$6,000 in donations, we have received \$6,083

Out of projected \$8,000 in grants, we have received \$10,377

Total Revenue FY to date: \$225,000

Subscriptions to the Internet Technology Services provided by the Network unit have increased by \$6,000 from the previous fiscal year. IT revenue is now 10% of total Affiliate fees. David Klann of Broadcast Tool & Die provides IT support to subscribers.

**Grassroots Radio Conference (GRC):** Pacifica Affiliate Unit staff will attend the GRC September 11 – 14 in Spokane Washington, hosted by Pacifica affiliate KYRS. Our office has been assisting organizers at KYRS with various planning aspects of the conference and is the official sponsor for the Keynote speaker at the conference, FCC Commissioner Anna Gomez. At the conference, we will lead several workshops, participate in a panel and hold our Pacifica affiliate network lunch, hosted by the Association of Affiliates.

**Solidarity statement:** Last month, Stephanie Wells put out a statement of solidarity between Pacifica Foundation, affiliates, and other possible partnering media groups. We currently have approximately 12 signatories from affiliates and also the Association of Affiliates. On August 7, (after this writing) Stephanie Wells will give a presentation and lead discussion about Project 2025 during the network's monthly roundtable meeting.

**Pacificaster:** Our first test affiliate station client for Pacificaster.org, our podcast hosting website, has successfully created an account. During the next month we will sign up a few test clients and work with a testing service for debugging.

**Response to CPB Cuts:** Quite understandably, we have received a lot of questions about how many in our network are suffering from funding cuts. We are in the process of researching this and hopefully by the end of September we will have full accounting. At this time, we have not been notified that any affiliates plan to cut Pacifica from their budgets, although we will have a better accounting by September 30.

**Newest affiliate on African Continent:** With the help of PNB Affiliate Representative Jerome Edge, in the process of signing up an affiliate Ghana. We welcome the return of connection to that part of the world. Radio Gurune in a rural station, active community support and progressive causes, I have recorded an interview with Jerome, who is actively involved and will be traveling to Ghana to help out at the station and will be posting that interview on Pacificanetwork.org, along with an upcoming interview with Lydia Ajono, Radio Gurune's station manager.



**The Pacifica Foundation is currently accepting applications for the following full-time, on-site leadership positions:**

- **General Manager – KPFA (Berkeley, CA)**
- **General Manager – KPFK (Los Angeles, CA)**
- **General Manager – WBAI (New York, NY)**
- **General Manager – WPFW (Washington, DC)**

**Employment Type:** Full-Time, On-Site

**Exemption Status:** Exempt

**Application Deadline:** August 15, 2025

The Pacifica Foundation was founded in 1946 and is a non-profit organization providing educational services through listener-supported community FM radio. There are five listener-supported FM radio stations in the Pacifica network: KPFA Berkeley, KPFK Los Angeles, KPFT Houston, WBAI New York, and WPFW Washington, DC.

Pacifica is dedicated to education, free speech, peace, social justice, and cross-cultural understanding. Pacifica's national and local boards include elected delegates of listener and staff members.

Pacifica's General Managers will demonstrate the capacity to build the station's audience, financial support, and vital role in public discourse, working with paid and volunteer staff, other volunteers, trainees, and democratic governance, to develop effective community engagement using terrestrial broadcasting along with a significant web presence, social media, podcasting, and multimedia production.

Reports To: Pacifica Foundation Executive Director

### **JOB SPECIFICATIONS Duties, Tasks, and Responsibilities:**

The GM is hired and supervised by the Executive Director (ED) of the Pacifica Foundation. This is an on-site, full-time exempt management position. The GM works with their station's Local Station Board (LSB) and Pacifica's ED in implementing the Pacifica mission and is subject to an annual evaluation by the LSB.

The General Manager is responsible and accountable for overall management and all station operations including programming; finance; budgeting; compliance with all necessary local, state, and Federal laws and regulations, especially FCC compliance; technical operations; facilities

management; long-term planning; fund-raising; web and social media presence; public relations; and personnel, supervising the staff of FTE employees and volunteer staff members. Working with the paid and volunteer staff and a management team, the Local Station Board, and the community, the General Manager is responsible for monitoring and guiding the station.

### **Financial Accountability and Responsibilities**

- Maintain the fiscal integrity of the station through improving gross and net income, listenership and membership, other fundraising activities, prudent budget management, timely reporting, and compliance with Pacifica National Board and Pacifica National Office policies and practices.
- Supervise preparation of a strategic annual balanced budget for the station, in collaboration with the LSB Finance Committee, Business Manager, Pacifica's National Business Manager and ED; obtain LSB budget approval, then National Finance Committee (NFC) and Pacifica National Board (PNB) approval. This includes working to rebuild financial reserves over time. The budgeting process includes proposing appropriate levels of staffing and the amount and schedule of time spent fund-raising on-air.
- Administer the budget throughout the year, facilitating and responding to quarterly LSB review, assuring that there are complete, timely, accurate records for the annual audit.
- Provide regular monthly reports on revenue and expenditures for oversight by the local Finance Committee, LSB, and the National Office.

### **General Operations/Physical Plant**

- Oversee optimal transmitter function and compliance with all necessary local, state and Federal laws and regulations; oversee maintenance of all of the station's re-transmission and booster equipment throughout the region.
- Supervise physical plant maintenance in conjunction with the Chief Engineer and/or Operations Manager in compliance with all necessary local, state and Federal laws and regulations.

### **Programming**

- Select a Program Director from a pool of candidates presented by the LSB.
- Ensure that program content complies with all State and Federal laws and regulations as well as Pacifica programming policies and requirements, and that, by meeting community needs, it enhances audience, impact, and reputation.
- Establish, maintain, and review programming goals and services in line with the Pacifica Mission; oversee a regular process of evaluation and improvement.
- Oversee technical broadcast operations, program content, delivery, format, production values, and schedule.
- Supervise the PD and communicate programming goals and initiatives to the staff, LSB and listeners.

### **Personnel/Trade Union**

- Supervise all station staff, both paid and volunteer; maintain accurate records of all staff and their current contact information.
- Attend trade union contract negotiations, handle grievance process, and manage union employees.
- Follow all Pacifica procedures and state and Federal laws, regarding employment processing, recruitment, and selection, hiring, termination, and other personnel actions;

ensure compliance with the Pacifica Foundation employment handbook and union contracts.

- Ensure that public safety measures are in place at the station for paid and volunteer staff, members of the public, and visitors.
- Report to the PNB quarterly or upon request on the status of diversity of station staffing, programming, and audience (data permitting) within the radio station areas.

### **FCC, CPB, EEO, AG Reports**

- Ensure complete and timely compliance with all necessary public file reports, annual CPB Station Activity Surveys, FCC license renewal applications, EEO mandates, charity registration with the CA Attorney General, OSHA regulations, and/or other necessary local, State and Federal filings.

### **Community Relations**

- Broadcast monthly reports to the listeners with at least half the scheduled time allotted for listener call-ins; schedule a similar report from governance, as required by Pacifica policy.
- Represent the station and Pacifica at public forums, handle media relations for the station.
- Engage in broad community outreach and audience development.
- Maintain publication of appropriate station and network information, including those required by law (e.g., EEO) or by policy.

### **Development**

- Lead collaborative process to develop effective strategic plans for fund-raising on- and off-air and supervise their implementation.
- Meet with donors.
- Collaborate with national fund-raising efforts.

### **Internet**

- Oversee development and maintenance of the station's web services and social media engagement.

### **Training**

- Oversee training of paid and volunteer staff regarding policies, operations, program quality, vocal quality, fund-raising, community engagement, and audience development.

### **Governance**

- Serve as a non-voting ex-officio member of the Local Station Board, actively participate in all LSB meetings; report to the LSB in person and in writing at all monthly LSB meetings and as necessary.
- Work with the Local Elections Supervisor (LES) to implement all Pacifica governance election procedures and policies, including outreach to and education of listener-sponsors; maintain accurate, up-to-date records of the station's two classes of members (listener-sponsors and staff) as required by the CA Corporations Code; and provide adequate station resources to help ensure the election meets quorum.
- Attend Pacifica National Board meetings upon request.

**Other duties as assigned.** Job descriptions are subject to change without notice based on the needs of the station and foundation.



**Successful Candidates must demonstrate the following:**

- Understanding of and commitment to the Pacifica Mission.
- Bachelor's Degree or commensurate experience in related field.
- Five years of management experience in radio or related media required non-commercial radio preferred.
- Candidate should possess excellent management skills and a proven ability to work collaboratively with paid and volunteer staff and governance, to prioritize and to delegate responsibilities appropriately and effectively.
- Candidate should possess strong interpersonal and communications skills and the ability to lead and motivate staff and volunteers.
- Candidate must be committed to creating a diverse workplace and serving the needs of a diverse audience. Fund-raising experience required.

**Mental Abilities:** Ability to think clearly and manage multiple changing priorities and remain pleasant and positive. Requires critical thinking and ability to support people with difficult challenges. Requires good judgment.

**Requirements:** Employment is contingent upon proof of eligibility to work in the U.S., 21 years of age or older, verification of degree/credentials, satisfactory Background Check, agreeing to uphold all of the Pacifica Foundation Policies and Procedures, Confidentiality Agreement, Policy on Outside Employment, Policy on Prohibiting/Preventing Workplace Violence, Policy to Prohibit Harassment in the Workplace, Policy on Ethics, adhering to Drug-Free Workplace Policy, compliance with Workplace Injury and Illness Prevention Policies, and compliance with HIPAA Rules and Regulations, (by signature).

- **Compensation:** \$60,000-\$80,000 per annum, DOE: Benefits: medical, dental, disability, vacation, and holiday (upon completion of introductory status).

*The Pacifica Foundation is an EQUAL OPPORTUNITY EMPLOYER. Pacifica Foundation does not discriminate based on race, color, ancestry, religious creed, national origin, ethnicity, gender, age, marital status, disability, medical condition, or sexual orientation. Women and minorities are encouraged to apply.*

**Send resume and cover letter via email to [HR@pacifica.org](mailto:HR@pacifica.org).** Résumés must be submitted in PDF format only. Word documents (.doc/.docx) will not be accepted.

**Application Deadline: August 15, 2025**

**KNOWN AGED PAYABLES as of 9/4/25 - \$465,141**

**FJC LOAN**

- Outstanding principal is \$1,977,338.65
- We are currently making payments on a monthly schedule rather than quarterly, and all payments have been made on time. The next payment of \$17,301.71 is due on September 30, 2025.

**CENTRAL SERVICE PAYMENTS MADE IN AUGUST 2025**

DIVISION	Central Service Payments Received August 2025
Pacifica Affiliates Network (PAN)	YES
KPFA	YES
KPFK	YES
KPFT	YES
WBAI	NO
WPFW	YES

**UPDATE ON THE PACIFICA FOUNDATION'S TAXES**

- The **IRS Form 990**, **California Forms 199 and RRF-1** (Annual Registration Renewal Fee Report), and the **New York State Form CHAR500** (Annual Filing for Charitable Organizations) for **Fiscal Year 2023** have been given to the PNB for review.

**PACIFICA APPS**

The KPFT app (Android and Apple) has been successfully launched. We are now working on finalizing the app for WPFW. Work is also being done on the following Pacifica apps:

- Individual station apps (KPFA, KPFT completed),
- An Archives app,
- A general Pacifica Foundation app featuring live feeds from all stations,
- A Pacifica Evening News app, and
- A dedicated podcast app built around *Pacificaster*, Pacifica's official podcast platform. Explore the platform at <https://pacificaster.org/>

All apps are being developed by Paul Henshaw of Starkey Digital using Flutter, a cross-platform framework that supports iOS, Android, web, and desktop (Mac and Windows).

**About Paul Henshaw:**

Paul Henshaw first connected with **Otis Maclay** through his volunteer work at WJFF Radio Catskill 90.5 FM, where he hosted *Old Skool Sessions* and contributed his tech expertise to the station - developing apps, updating their WordPress site, and assisting with various technical needs.

A pivotal project was his work on WJFF's archiving system, using the first version of *Confessor* software. This collaboration evolved into years of support for Version 2 of Confessor, with WJFF

serving as an early beta tester. (Pacifica's Confessor software is a playlist reporting tool used across our network. Learn more here: <https://pacificanetwork.org/pacificainternetpackage/>)

Paul later developed a Flutter-based prototype app for KPFT, which caught the attention of Sandy Weinmann (KPFT GM) and Otis Maclay. Recognizing its potential, they shared it with Pacifica's Executive Director, paving the way for broader app development across the network.

With decades of experience in audio streaming technology and app development, Paul is eager and extremely capable to lead this much needed project. Learn more about him at <https://starkey.digital>.

### **PACIFICA RADIO ARCHIVES LEGACY PROJECT**

- We are still in process of **updating the Pacifica Radio Archives website** to enable licensing capabilities, provide secure hosting for our materials, and transition to a WordPress platform for improved functionality and ease of use. The existing site has not been updated, backed up, or maintained since 2020. The **new site is now in beta testing** and under review. It will be shared for broader feedback once it is closer to completion.
- A total of **783 boxes containing approximately 20,000 tapes and CDs have been processed and shipped for digitization**. Currently, 10,000 of these tapes are being digitized by George Blood Audio in Pennsylvania, which has already completed over 2,000 transfers of Pacifica materials. Learn more about George Blood Audio at: <https://www.georgeblood.com/>
- The American Archive of Public Broadcasting currently hosts **3,500 digitized Pacifica Foundation audio recordings, available for public or restricted access**. An additional 1,800 recordings are undergoing legal review to determine copyright status and potential availability. To explore the available Pacifica materials, visit <https://americanarchive.org> and enter "Pacifica Foundation" in the search bar.
- The cataloging team has **identified and cataloged 4,345 previously undocumented tapes** - recordings for which no prior records existed in our archive files. We still have hundreds of boxes remaining to be cataloged before moving to the secondary storage facility, which contains multiple units with additional unidentified materials.
- Station breakdown of **number of tapes cataloged**: KPFA – 1537, WBAI – 892, KPFB – 1533, WPFW 60. Special Collection found: Watergate hearings - 200
- KPFT has only a limited number of tapes that have been cataloged. Much of the station's archival material was either lost or never submitted to the Pacifica Archives. During our search for KPFT-related content, we discovered that some producers had donated materials to other institutions. For example, the "Ray Hill Papers" are housed at the University of Houston. This collection primarily consists of letters from Texas prison inmates to Ray Hill during his time as host of *The Prison Show* on KPFT. To learn more, visit the Ray Hill Collection at the University of Houston Libraries: <https://findingaids.lib.uh.edu/repositories/2/resources/462>