

COLLECTIVE MANAGEMENT REPORT AGM 2011

PLUS ÇA CHANGE

REPs to steering:

Audrey O Breham – production rep

Chris Albinati (spoken Word)

Vince Tinguely – (Music)

Gretchen King leaves as Community News Coordinator but returns as PGSS rep on the Board of Directors. She also wins the Radio Legend award at the NCRC (National Campus/Community Radio Conference).

Jess Grossman begins this fiscal year as volunteer Coordinator/Music Resources Coordinator on an Emploi Qc. grant. Then becomes Spoken Word Coordinator and leaves the position in May and is replaced by Stefan Christof

Courtney Kirkby moves from culture to news department. This position goes from 21 hours a week to full time and includes Volunteer coordinator duties

Julie Delorme leaves the finance coordinator position and is replaced by Johnny Mariani

Erin Weisgerber leaves as funding drive and outreach coordinator – Caitlin Manicom replaces her. Erin Weisgerber is hired as funding drive assistant.

Porita Larlee is hired to run the New Horizon's for Seniors and BluePrint Project grants

Aaron Lakoff is hired to run the Homelessness Marathon

David Koch is hired for the Ecolibrium Radio Residency

THE BLASTED OPT OUTS

The year was taken up with a lot of strategizing, committee and sub-committee forming, and general activity around opt-outs. We commit to increasing our presence on campus and participate in Our Campus Our Community initiatives to present solidarity amongst these campus groups.

THE RIGHT SIZE

The second reoccurring agenda item at our meetings was staff size and workload given our financial restraints. CKUT's unstable financial picture – including increasing opt outs, increasing expenses (rents etc.) and shakey sub-carrier tenants and advertising revenue have placed a lot of pressure on Steering to strongly consider reducing staff size. In addition, staff has expressed a lot of frustration about salaries and lack of benefits. We operate as a collective but are we being good employers? When we measured up all we wanted to accomplish at the station we repeatedly found ourselves unwilling to drop any projects. We had previously decided that the more humane way to downsize or re-structure was to consider our options when a staff person leaves a position – rather than have people working at CKUT with the threat of their job being restructured looming over their heads. However, we discovered that asking a new staff to carry the burden of a restructured position was unfair too. Thus, we felt the truly fair thing to do would be to cut hours equally across the board. However, if it came to this many of us would be forced to seriously consider quitting.

It was a miserable conversation.

Ultimately we decided to put our energies on seeking out, and writing grants. The majority of grants do not fund operating costs but rather allow you to carry out special projects. We tried to find projects that we could be excited about and would enhance what we already do. And we did. This year we received three new grants, the first from New Horizons For Seniors from Human Resources and Skills Development Canada. This program provides training in radio production to the elders in our community. The Blue Print Project from the Status of Women have funded us for a 2 year programme to offer workshops and training around the issues of violence towards women. In addition we received funding to do a pilot episode (and hopefully more) on programming around the perilous state of the environment from McGill Sustainability program. We also applied and were granted a Youth Internship grant for the Homelessness Marathon from the Canadian Radio Fund of Canada. These grants we approved at the end of last year and are in gear currently. In addition CKUT has a number of subsidized positions, including 4 work study positions, 2 Emploiqc., and 1 Canada Summer Works.

In addition Steering took on a project with the organization Project Forward House, a home and community center for individuals dealing with mental health issue entitled Radio Moon. This group received training and ultimately aired their own broadcast.

We also work with a group call L.O.V.E (Leave out violence) as well as provide a radio component to a Skills Link project run by Desta in Little Burgundy

GOING FULL ON

Another major pre-occupation of this year at Steering was the upcoming Referendum and whether it is feasible for the station to run a Youth's Radio Camp in the summer then go right into preparation for our Annual Funding Drive and then right into our referendum with McGill students. We cracked open our station schedule and could not come up with any other solutions.

BE MY FRIEND

Steering decides to develop a "friend's Card" as an alternative gift to cds for the funding drive. We acknowledged that the desirability of cds is decreasing and thus a discount card would be a good option to offer. This has proven successful at other campus community stations.

YOU DON'T OWN ME – or do you?

Steering develops a policy regarding ownership of CKUT programming and the question of who can make money off of CKUT programmes/programming. The fundamental principle of this policy is to ensure that all parties are appropriately credited and that everyone benefits.

WHAT'S THAT HUM?

We renovated the closet which we once referred to as "old engineering". You know, the one downstairs across from the library. We installed a cooling system (no, it is not a grow op) and installed a pro server rack with 6 hard drives and a proper backup system and Izaak has been migrating millions of tiny pieces of data.

NEW WEBSITE – FER REAL THIS TIME

CKUT hires Izaak Branderhorst as programmer and Kevin Lo as designer for our new website which is set to launch in the fall.

AND – CAMPUS MIXTAPES

This one also involved a lot of discussion. We are trying to reach out to a generation that gets all their media on line and never turn on their radios. This project was conceived as a way for McGill students to share their music mixes and is to be used as an intro to doing music programming.

AND THE REGULAR STUFF

We continue with our re-vamped weekend trainings and hold 6 training weekends with approximately 30 individuals each – plus a bunch other trainings outside of these

weekends. So, probably have trained over 200 people.

We continue having orientations every 3rd Thurs of the month (at noon – 3 – and 6) except September and January – when they are each Thursday.

If you are interested in giving any of these orientations and/or trainings PLEASE contact your appreciative department coordinator.

We continue to sell out Gertz bar at our Monthly Thursday's Alive events.

We've been tweeting (or some of us do) blogging and working that facebook magic.

Job reviews, hiring committees, a couple of grievances and disciplinary issues – special broadcasting, remote broadcasting, station wide clean ups, garage sales, open houses, tabling, newsletters, live bands making the furniture rumble, meetings, more meetings, taking minutes, eating cake, fixing the toilet, crashing into each other in the stairwell, answering emails, answering the phone, answering the door, getting electrocuted in the downstairs bathroom, blowing up the microwave, looking for that missing cd, LP cassette tape, chasing raccoons out of the music office, answering your questions, complaining about over working, listening to music, listening to the radio.