

Local Election Supervisor's Report

KPFA LSB Election 2006

By Local Election Supervisor Tracy W. Rosenberg

Introduction: This report will follow the general order of the 2005 report with an eye to updating information when relevant to the 2006 process and making comments on existing procedures when applicable. Suggestions for possible changes and improvements will be summarized at the end.

I - Bylaws-Mandated Election Timetable: Undoubtedly the National Supervisor will have much to say on this subject.: but here are a few comments in brief from the local perspective:

This year, I began my position on July 1st rather than July 15th. This was helpful in getting some routine nuts and bolts matters in place and in getting nomination carts on the air prior to the opening of the nomination period.

Problems and concerns:

- KPFA continued to have some problems with listeners understanding the date of record, and with some disgruntlement by listeners who became interested enough in the election to want to vote after the date of record had passed. While I am fully aware of the reasons for the 8-31 date of record and support them, it would be helpful to have some way to communicate more clearly with listeners so they understand both the policy and the reasons for the policy. Given the experience in 2006, I might change the ratio of candidate recruitment carts and subscriber reminder carts (it was 3:1 in favor of the candidate recruitment carts). If finances allow, it might also be a good idea to capture regular subscribers expiring in the August/September period and send them a reminder postcard in the mail.
- Candidate statements for the ballot book cannot be "editable" past the final submission date of September 25th. In the spirit of good intentions, I allowed edits until October 2nd this year, and it proved to be a nightmare. This needs to be STATED in the candidate papers in big loud letters and candidates need to be strongly encouraged to submit their paperwork before the 25th to allow time for their mistakes to be corrected. What proved to be difficult this year was the provision for candidates to list up to five endorsements in the ballot pamphlet, as they were constitutionally unable to get the endorsements

finalized and confirmed by the deadline.

- As has been widely noted, the timeline suffers from two events that often happen at the same time as the LSB election - namely the national political elections and the station fund drive.

In 2006, the mid-term elections proved to be a big deal and accounted for significant lack of attention by some subscribers until the 8th of November. Looking forward, the running of an LSB election side by side with presidential elections in both 2012 and 2016 seems a difficult task. It is also a huge problem to generate election publicity (or even necessary election information) during the station's fund drive, and at a minimum, to make this timeline work the stations should be proscribed from scheduling fund drives in the period of time between ballot mailing and ballot return (October 15th to November 15th).

Chapter 1 - Start-Up Processes

1.3 - Getting to know the staff: It is important for the Local Election Supervisor to establish a cordial working relationship with the following individuals at KPFA:

- a The webmaster
- b The database manager/membership list keeper
- c The business manager/bookkeeping staff
- d The traffic coordinator
- e The general manager

As of the 2006 election, these folks were: in order - a) Michael Manochehri b) Chris Stehlik c) Lois Withers and Belinda Ricklefs d) William Walker/Dev Ross/Michael Yoshida/Vini Beachum (responsibilities dispersed and in transition during this election period e) Lemlem Rijio.

It is helpful to meet with all of them in early to mid-July to exchange contact info, get acquainted, and lay out some basic expectations with regard to what will need to be done, timelines, and the best ways to work together (if they prefer e-mail, telephone or in-person contact, the amount of time required to get things done etc.). If the station has a "department heads" weekly meeting - it can be helpful to attend. Full staff meetings can also be helpful if they are attended.

1.5. a - Job Description of the Local Election Supervisor

As pointed out in the 2005 manual, the job description in reality is somewhat different than the bylaws version. As currently constructed: the job focuses on three areas primarily:

- a Arbitrating election-related complaints
- b Publicizing the election process
- c Creating/managing forums, carts, events, ballot mailing and other ways for candidates to communicate with listener/subscribers

It would probably be useful to remove the wording from the job description focusing on ballot preparation and mailing (which is coordinated by the NES) and add more specific language about the above duties.

1.5. b - Independence of the Local Election Supervisor

There have been various interpretations of whether the LES should be familiar with the politics of the foundation or not. While I am sympathetic to the idea that neutrality within a factionalized environment can be difficult to fully achieve, and aware that issues arose during this election with regards to my service as a program council community rep and various other involvements over the years with the Save Pacifica movement, I am firmly of the opinion that ignorance regarding the history of the organization and the roots of various conflicts is not a help in processing all of the complaints and concerns that flood an LES during an election. Context is everything, and I do not think my cohorts in other station areas who lacked my involvement had a substantially easier time with understanding and addressing the complaints received or being free of accusations of bias.

1.6. Appointment of Local Election Boards (Committees)

In the 2006 KPFA election, the election committee was fundamentally disbanded, having had a frustrating time working on the 2004 election. My efforts to reinstate the committee were basically limited and did not result in a vital, working committee - although the help received by Max Blanchet, Sally Somers and Mary Berg was substantial and should be noticed here. But that was about it. My attempts to do some recruitment did not interest much of anybody and as a result, since my workload got intense, I pretty much gave up actively trying to reinstate the committee after September 25, 2006. The primary toll was with the off-air events, which suffered greatly from having only me to coordinate them (more on that later).

2.3 Nomination Packets

It is recommended that the following changes be made to the KPFA Nomination Packet for the 2007 election:

- 1) Review the wording on questions 4 and 7 on the candidate questionnaire. Question 7 (relating to whether candidates anticipate missing meetings) is a waste of space as everyone answers exactly the same way - no. Question 4, which focuses on outreach to under represented communities, resulted this year in a bunch of candidates taking umbrage at the question and harrumphing at it rather than answering it - which is less than helpful to the voters as the focus needs to be on the candidates and their qualifications, not on the political ramifications of the questions.
- 2) Change "what is your sexuality" in the identifying questions to "what is your sexual orientation?"
- 3) Candidate instructions need to clarify that paperwork must be submitted by

the deadline in its FINAL, PRINTABLE format and that endorsements not submitted with the paperwork by the deadline will not be printed in the ballot handbook.

3.1 Membership Lists and Auditing

The procedure for collecting and auditing membership lists should be standardized and improved as it was clear from this experience that previous election cycles have suffered from severe problems with the integrity of the list. A fair election is contingent on this.

Here are some suggested procedures for handling the membership and staff lists for the concurrent elections at KPFA. An important caveat is that the cooperation and effort of the database manager at the station is imperative (and KPFA's Chris Stehlik deserves a great deal of thanks) and given the tight timeline for this work - a quantity of 60-80 work study hours or basic administrative staffing time be provided for data entry and list preparation work. This cannot be performed by the LES on the part-time schedule, so it requires the allocation of additional staff time or additional working hours to be scheduled and paid for the LES during the list preparation work time in August and September.

Membership List: Donor records are kept in a Memsys database. The LES should receive a log-in and password for this list by August 1. Data entry is done by a variety of individuals including work study students and volunteers, so it is to be expected that there will be errors of spelling and numbers, varying formats and repetitive entries.

The Database Manager should run a preliminary list with the donor-voter member info (anyone who has contributed \$25 or more in the eligible period) to use as a base. Following the base report: the following tests and adjustments should be made:

- 1 Run a "suspected duplicates" report in Memsys for each of the four fund drive periods (by quarter) in the eligible period. This report will provide side by side records for donors with the same or similar names and/or the same or similar addresses. These reports need to be hand-processed by reviewing the similarities to make sure the donors are indeed duplicates of each other (and not just common names or multiple subscribers from the same household) and the duplicates eliminated when appropriate. KPFA's lists popped up over 1800 duplicate records and trimmed a database of almost 28,000 records to 26,000, substantially reducing quorum, and mailing costs as well as eliminating the possibility of subscribers returning multiple ballots.
- 2 Acquire two volunteer lists: one from the subscriptions manager of fund drive volunteers and another from the crafts fair coordinator of volunteers at the previous year's craft drive. It is recommended that volunteers be asked to PRINT their names and that coordinators make sure that address and telephone information is secured from each volunteer. Hand-enter the volunteers into Memsys with voting rights after CHECKING that they are not already in the database as qualified donors for a contribution made during the period of eligibility.
- 3 Have the Database Manager do a search for "Gift memberships"

- (memberships bought by one person for another person) and purge from the voter list. Gift memberships do not provide voting rights.
- 4 While this program is not particularly active at the moment, the bylaws allow for waivers for individuals who have compelling reasons why they cannot pay \$25 or volunteer for three hours. If this option is publicized, then there may be some participants - which would require processing waivers and adding them to the database as voters. This would probably require some negotiation with the station to do effectively.
 - 5 Get a list of national donors to Pacifica Radio in the zip codes associated with KPFA. The decision of the NES in the 2006 election is that these individuals can be voting members at KPFA if they so request, so having a list and making it available to both the LES and the database manager will make it easier and quicker to send them ballots if they ask for them. Not all do, so adding them to the list prior to request is not recommended, to avoid mixing votes with the other signal areas. KPFA currently has no way to cross-check with donor lists at other Pacifica stations,
 - 6 The list of paid and unpaid staff must be hand-processed against the donor list, as staff who make donations to the station (as many do) - especially unpaid ones, are likely to show up in the donor list and without this verification, would receive ballots to vote in both the listener and staff elections.

Staff List

There are actually two staff lists which are fundamentally merged into one list. The first is the paid staff list which is best secured from the Pacifica National Office using payroll records, as these are most likely to have accurate address information. The payroll list will include several categories of people whose inclusion in the paid staff voting list is either problematic or proscribed.

Management staff - Must be eliminated from the list per the bylaws. Includes the GM, PD and Business Manager.

Work-Study Students - Status is unsettled. The 2006 KPFA LES decided not to include them and it is unclear what was done in previous years. However, after extensive discussion with the Database Manager, I am going to recommend that they be included in future years as they are not proscribed in the bylaws, many work extensive hours at the station over time, and I believe the intent of the bylaws is not to discriminate against lower-level admin employees.

Fund Drive Room Shifts - Many unpaid programmers work a small amount of shifts from time to time supervising volunteers in the fund drive room. These are on a casual basis and do not constitute an employee contract. The result is that they will often appear on both the unpaid

and paid staff lists. The first imperative is to eliminate the duplicates

so you do not mail them two ballots. On the question of classification, the criteria that I used was that if individuals were classed as unpaid staff by the Unpaid Staff Organization, that would remain their status regardless of the occasional shift and if they were not, then their voting rights would be obtained as paid staff members. Since the UPSO certification process is troubled, I am not sure that will continue to be a valid method of categorizing people.

Unpaid Staff List

KPFA has an Unpaid Staff Organization and per the bylaws, this organization establishes the criteria for unpaid staff members, certifies them, and provides the LES with a list by the deadline. That process was extremely problematic this year and required direct intervention by the LES, due to significant conflict within the UPSO and between the UPSO and station management. The list was not finalized until seven weeks after the August 1 deadline.

Since the Unpaid Staff Organization was recognized by KPFA management and has a set of independent bylaws that describe the criteria for the certification of unpaid staff members and assign the power to certify to the UPSO Council elected by the members, I felt it was important to maintain and uphold the existing structure per the bylaws. Therefore when station management attempted to assign itself the power to certify the unpaid staff using different criteria than that in the UPSO bylaws, that list was declared unacceptable (as confirmed by Pacifica attorney Dan Siegel). This caused some unfortunate conflict between election staff and the GM.

And probably will continue to do so in the next election cycle. Working closely with the UPSO Council, a preliminary list was cobbled together and publicly posted, with an appeal form process administered by the Local Election Supervisor - a process which was deemed correct by attorney Dan Siegel. However, it was very difficult to get the UPSO Council (currently sitting on expired terms with a delayed election and multiple canceled meetings) to get together to certify the list and Council members protested that they felt they lacked the skills and information to certify properly per their own bylaws. The final list of a bit less than 300 people added 100 individuals who did not make the management-submitted list submitted August 1st.

The UPSO runs the risk of being de-recognized by station management if it is unable to run elections and certify members per its own bylaws, and in that event, the unpaid staff criteria would change from 30 hours in a year to 30 hours in three months and the certification process would be left in the hands of station management to process and provide, which would seemingly result in a smaller and more restrictive list than has been used previously.

4.1 Design, Production and Mailing of Ballots

Some complaints were received regarding the information provided on the ballots. Some recommendations for minor changes:

- 1 Ballots must tell people that every ballot must be mailed in it's OWN bar-coded return envelope. If two ballots are in one envelope, only one ballot may be counted.

- 2 Voters requested the ballot inform them exactly how many seats are available in each election period. This as on the ballot, but needs larger print and a more visible location.
- 3 Voters must be told their bar code is on their return envelope and if they use their own envelope, their ballot will not be counted.

4.9 Replacement Ballot Process

For KPFA, (unlike some of the other station signal areas), the replacement ballot process worked pretty well. The total number of replacement ballots issued was not in excess of 100 and included people who lost their own ballots as well as those who didn't get them. The workload was substantial, but not un-doable.

This process was much more difficult for the East Coast stations that lacked sufficient time for replacement ballots to cross the country in the mail. The best way to keep the replacement ballot process manageable is to perform the de-duping procedures described earlier completely. Earlier election processes described sending 1000+ replacement ballots - clearly a workload of 10x greater magnitude. Complaints received were less than five in total and mostly related to a few replacement ballots that did not arrive at their intended destination in time.

One primary area of concern was the inability of the LES to receive direct phone calls during this period (the provided space included only a voice mail box with a communal phone). This required the use of a cell phone for outgoing calls, significant time delays as messages had to be picked up and returned, often with a few days delay of playing phone tag with the voter, and provided some stress for the KPFA receptionists who had to deal with people annoyed they had to leave messages, and frequently leave their post to walk back to my worksite during working hours as they could not contact me by phone or page even though I was in the building. Preparations should be made, if possible, for the LES to have a telephone extension in future years and to work in an area accessible to the station paging system.

5.0 Fair Campaign Provisions

It needs to be stated upfront that the current complaint-based system is stressful for all parties (especially the LES) and actively foments an atmosphere of negativity in all parties, who spend significant amounts of time formulating and constructing elaborate complaints. One clear way to have a more positive election atmosphere might be to attach some penalty to filing repeated complaints that are not upheld by either the LES or the NES. Otherwise it is too simple to bog down the process with non-stop complaints which require the LES to either fall behind on other important tasks, or reply in a delayed and unsatisfactory fashion.

In the opinion of this Local Election Supervisor, the majority of the complaints received during the campaign did not prove to be valid violations of the Fair Campaign Provisions as written, or did not rise beyond the level of a written warning. The operating policy was that an initial violation would result in a written warning only, with more severe consequences associated with repeated violations. This policy resulted in a small quantity of written warnings being

dispensed with no further disciplinary action required. Cases where written warnings were applied:

- 1 On-Air Announcement of a partisan forum with endorsements
- 2 Distribution of mailers with endorsements in the fund drive volunteer packets
- 3 Cart Play Schedule

All other complaints received (some topics included Concerned Listener house party, mailing list policy, unpaid staff status, forum moderators, order of candidates in forums, use of films in events, mention of one candidate on-air by first name only, candidate eligibility, flyers on the table) were not upheld as violations of the written policies. All decisions were supported by the NES.

6.0 Election Publicity and Promotion

This has always been a subject of contention, as many feel that the election process is *never* publicized

enough and others feel that the requests for more and more on-air publicity divert from the fundamental purpose of the station to do more than advertise its own internal matters. The LES is, of course, right in the middle of the crossfire and no matter what path they construct through the wilderness, is not likely to make anyone very happy. On the good side, this election garnered a 14.8% response rate, which was a significantly higher 2.5% response rate than the previous election, reversing the downward trend and representing 650 more voters who declined to vote in 2004 and did in 2006.

Anecdotally, almost 15% is a healthy response rate for a non-profit board election, and for better or worse, appears to be equal to the highest percentage response rate ever received by the NPR station KQED in this region when they (formerly) had board elections.

6.2a General Election Carts

General election carts were recorded by Kutay Kugay, Gina Hotta, Richard Phelps, Phillip Maldari, Rickey Vincent, Bonnie Faulkner, Walter Turner, Greg Bridges, and Miguel Guerrero. The only staff members to decline a request to do a cart were Mark Mericle and Aileen Alfandary with the News Department. The LES wrote a draft script, subject to mild modification by the voice and the music of their choice. This seemed like a collaborative process that worked pretty well - the lead time from request to production was about 7-10 days.

6.2b Candidate Carts

The PNB has recently mandated candidate carts to remain a part of the election process. At KPFA, alarmed by the fund drive schedule (which again, needs to be coordinated WITH the election process), I attempted to negotiate extra appearances for each candidate on hosted programs as a swap for the candidate carts. In an informal survey of the 22 candidates running for election, the candidates deadlocked 11-11 on whether they preferred the carts to the extra appearances on shows, so the PNB mandate decided the issue. I made available 9

hours of open studio for candidates to come in to record carts on October 17, 2006, (originally October 13th, but foiled by an out of date studio reservation schedule). Unfortunately, requests to both the Apprenticeship Director and the Operations Manager for engineering assistance went unanswered, leaving me to record the carts more or less by myself with some rushed assistance from Dev Ross as he was able. Also unfortunately, only half the candidates availed themselves of the open studio time (which had both daytime and evening hours available).

Several insisted on recording their own, which presented some sound quality problems, and the carts dribbled in between October 18th and October 25th, significantly slowing down the engineering process. I offered the candidates music beds, which had to be laid down after the fact, and the carts needed to be combined in groups of three with a recorded intro and outro. The engineering work was started by Dev Ross, and when he was unable to finish it, I was forced to shop the carts out to non-station staff as a personal favor - something that should not have been necessary in a station with a multitude of apprenticeship program students on-site and available.

October 23rd was marred by a protest charging the LES was "withholding" the carts (although they had been raw-recorded only one week before, several had not yet been received, and one candidate had an appointment to record his exactly one hour prior to the beginning of the protest). The completed carts were received back from the off-site engineer on Tuesday October 24th at 11am and delivered personally to the General Manager at 2pm that afternoon. Despite a promise that they would begin play the following day, they began rotation on Thursday October 26th.

Partially due to a changeover in the Traffic position at the station from William Walker to Vini Beachem, implementation of the cart play schedule was not acceptable. Carts did not play as scheduled, there were several repetitions of the same cart in order multiple times, drive time slots were not delivered equally, and the total time of overall plays was not consistent among the seven cart packages. These were violations of the Fair Campaign Provisions, and the technical cart play and scheduling needs to be revamped prior to the next election process as it seems impossible to honor the provisions under the current limitations.

6.2d On Air Forums

KPFA had two on-air forums for the 2006 LSB candidates: the 1st hosted by Jim Bennett which focused on the candidate statements and questions selected by the Election Committee and the 2nd hosted by Joy Moore and focusing on listener call-ins. Both forums had some strengths and weaknesses. The first forum was heavily scripted and somewhat predictable, but while there were concerns prior to the forum regarding the neutrality of the moderator, there were no complaints after the forum was completed. The 2nd forum (although the LES *attempted* to script it) had a much more freewheeling style. The candidates were displeased - partially due to host mispronunciations (a phonetic name guide should be provided with the run sheet) and partially with the unpredictability of the format. Listener response as anecdotally revealed to the LES was surprisingly

positive - probably due to the significant amount of listener call-ins that the show took.

6.4 Off Air Forums

As has been usual with the election process, these proved to be a great deal of work for not much results. This LES decided to add a free documentary movie to the station-sponsored events in the hopes of increasing attendance, and making it easier to get calendar listings and other kinds of free publicity, but found that despite extensive efforts, including multiple press releases and schlepping around town affixing signs to telephone poles - only Berkeley provided a significant amount of audience interest and turnout.

The long trips to remote parts of the signal area proved disappointing and poorly attended as they often have in past election cycles. I also discovered that many candidates (although this was not true of audience members in general) resented the films as drawing attention away from them and also resented attempts to script and plan a program - preferring unfettered conversation with voters. I recommend for future election cycles that the election staff implement some kind of weekly "tete a tete" with candidates, possibly at the station itself for a given few hours after work on a weeknight where whatever candidates can appear do and whatever listeners can appear do and they all chat and munch on snacks together. This could be done, say, every Thursday evening from 6-8 during the duration of the campaign period.

The advantage of this model includes consistency of schedule (so everyone, listeners and candidates alike can schedule for it) less wear and tear with the long drives, and a relaxed rather than formal model that takes advantage of the higher election profile in the inner Bay Area. The disadvantage includes ease for candidates who live in the inner Bay Area, as opposed to those who do not, and the ease of commute for faraway listeners. It should be noted though, that relatively few listeners made their way to these events

when held locally, and many that did are also seen from time to time at LSB meetings in Berkeley and therefore seem to have some ability to commute to the area. On-Air forums and the website can provide information for the rest.

In lieu of having an active Election Committee coordinating events or some outside co-sponsors willing to put the effort out, I think this is the sanest model for meeting the needs of voters to talk to the candidates with the limited resources available.

7.1 Handling completed ballots

Ballot pickups were done by a committee of three with many observers approximately every 4-5 days from October 23rd to November 15th with ballots counted, packaged and then delivered immediately to a locked storage closet, with keys possessed only by the LES and the NES. In the 2006 election, KPFA paid to rent a storage locker, rather than using the LES's home, as had been done in previous election cycles. The LES also purchased and placed under the supervision of the KPFA receptionist a locking mailbox, which was used for ballot drop-off at the station. The mailbox prevented removal of an envelope once it as

placed inside and the LES had the only key. This box was also used for the late night ballot drop-off from 5pm to 10pm on the evening of the 15th. 144 ballots were received in the late-night drop that evening.

7.2 Ballot-Counting

Ballot counting was performed on Friday November 17th at 3pm and concluded on Saturday November 17th at 10am. Big thanks are due to all of the volunteers, many of whom performed steadfastly and at a very high level for many, many consecutive hours.

The counting process has since been modified by the NES to allow for faster envelope scanning - which is very helpful as this accounted for over ½ the processing time. It is also suggested that the counting procedure be defined formally as two-day process - one day for scanning and envelope opening and one day for ballot scanning through results. This does require however - a plan for ballot security on the overnight and this must be carefully thought out. The counting effort was extreme, although it served as a useful test of the process prior to the other station counts, and also served well as a litmus test as KPFA had 1.000 more ballots than any of the other stations (and as much as WPFW and KPFT put together).

Summary of Recommendations for Future Elections

- The stations should be proscribed from scheduling fund drives in the period of time between ballot mailing and ballot return (October 15th to November 15th)
in order to facilitate needed election publicity during the meaningful campaign period.
- LES job description in the bylaws should remove language related to ballot preparation and mailing and add language related to election publicity and on and off-air forums to more accurately reflect the nature of the job.
- The ratio of candidate recruitment carts and subscriber reminder should be
2:1 in favor of subscriber reminder carts.
- If finances allow, a postcard mailing to regular donors whose memberships are expiring between July and October would be helpful and probably result in some increased revenue for the period as well as fewer discontented donors who find out later in the process they cannot vote because they renewed after September 1st. The cost for such a mailing is in the range of \$600 to \$1000.
- Review the wording on questions 4 and 7 on the candidate questionnaire. Question 7 (relating to whether candidates anticipate missing meetings) is a waste of space as everyone answers exactly the same way - no. Question 4, which focuses on outreach to under represented

communities, resulted this year in a bunch of candidates taking umbrage at the question and harrumphing at it rather than answering it - which is less than helpful to the voters as the

focus needs to be on the candidates and their qualifications, not on the political ramifications of the nature of the questions.

- Change “what is your sexuality” in the identifying questions to “what is your sexual orientation?”
- Candidate statements for the ballot book cannot be “editable” past the final submission date of September 25th. Candidate instructions need to clarify that paperwork must be submitted by the deadline in its FINAL, PRINTABLE format and that endorsements not submitted with the paperwork by the deadline will not be printed in the ballot handbook. Candidates need to be strongly encouraged to submit their paperwork before the 25th to allow time for their mistakes to be corrected.
- A quantity of 60-80 work study hours of basic administrative staffing time be provided for data entry and list preparation work. This cannot be performed by the LES on the part-time schedule, so it requires the allocation of additional staff time or additional working hours to be scheduled and paid for the LES during the list preparation work time in August and September.
- Volunteers be asked to PRINT their names on volunteer rolls and that coordinators make sure that address AND telephone AND e-mail information is secured from each volunteer.
- Work Study students be included in the paid staff roster in future years as they are not proscribed in the bylaws, many work extensive hours at the station over time and I believe the intent of the bylaws is not to discriminate against lower-level admin employees.
- The UPSO runs the risk of being de-recognized by station management if it is unable to run elections and certify members per its own bylaws, and in that event, the unpaid staff criteria would change from 30 hours in a year to 30 hours in three months.
- Ballots must tell people that every ballot must be mailed in it’s OWN bar-coded return envelope. If two ballots are in one envelope, only one ballot may be counted.
- Voters requested the ballot inform them exactly how many seats are available in each election period. This as on the ballot, but needs larger print and a more visible location.
- Voters must be told their bar code is on their return envelope and if they use their own envelope, their ballot will not be counted.
- If finances allow, it would be useful to send a voter reminder postcard to subscribers with a long history of donating to the station reminding them to look out for their ballots in the mail and to vote.

This postcard could also be used to promote the upcoming fund drive or upcoming special programming. Cost is, once again, \$600-\$1000.

- In order to avoid incentivizing constant complaints, there should be a penalty attached to repeated complaints (say three or more) that are not upheld as valid FCV violations by the LES or the NES.
- Preparations should be made, if possible, for the LES to have a telephone extension in future years and to work in an area accessible to the station paging system.
- Phonetic pronunciation guides for all of the candidates should be provided to any station staff

who will be interviewing candidates on-air.

- To facilitate candidate-voter interaction with a minimum of expense and fuss, I recommend the implementation of weekly candidate nights at the station on a weekday evening (perhaps using the subscriptions area) where election staff and candidates are on-hand with light refreshments for casual conversation with any listeners who stop by, promoted on-air and on the same night every week to make it easy to remember for everyone involved.
- Engineering of the candidate carts needs to be assigned and scheduled work and not contingent on the “extra time” volunteered by staff members.
- The technical process for candidate cart play and scheduling needs to be revamped prior to the next election process so it can be done in accordance with the requirements of the Fair Campaign Provisions - namely in-sequence and equally.
- Given the size of KPFA’s election, the ballot counting procedure should be defined formally as two-day process - one day for scanning and envelope opening and one day for ballot scanning through results. This does require - however - a plan for ballot security on the overnight and this must be carefully thought out

Evaluation of Station Cooperation with the Election Process

On the whole, KPFA is improving in the integration of the election process with station operations. Most requests are met with a positive response and most of the basic requirements of the election process are understood to be required by core staff. There is sometimes a lack of enthusiasm for the process which can be discouraging and deeply resented by the candidates and the Board, and which probably is communicated in a variety of unconscious ways to listeners by some on-air staff, which results in working at cross-purposes with election staff. While it is difficult to mandate enthusiasm, especially when the Board has been somewhat deadlocked and frustrating, it is in everyone’s interests, given that a lot of money is being spent and the process is enshrined in the Foundation’s bylaws, to work towards making it what we want it to be, rather than trying to minimize, dismiss or insult the process.

Database and website staff deserve a specific mention for their accessibility, cooperation and interest in making the process go well. They were stellar and a pleasure to work with. Similarly, the operations folks in the Ujima Room, the hosts who graciously made carts on request, event hosts Jim Bennett, Kris Welch, Maxine

Wyman and Joy Moore as well as Robbie Osman and Greg Bridges who made time for the candidate forums politely and expeditiously (with Luis Medina's assistance) should be noted.

Problems occurred primarily in three areas:

- 1) The Unpaid Staff voter list, while an issue wrapped up in a variety of concerns regarding the UPSO that were not confined to the LSB election, was a nightmare. The lists that attempted to change the criteria from that defined in the bylaws of the UPSO to an alternate set of criteria were not helpful and the reluctance of much of the UPSO council to perform the duty of certification was a huge burden on the election process.
- 2) The candidate cart process was unwieldy. Insufficient engineering assistance was provided. The traffic function of loading the carts, and scheduling them in accordance with the Fair Campaign Provisions - equal number of plays per package, and equal exposure during drive time was performed inadequately with numerous duplicated carts, no satisfactory log records, and unequal exposure: both in the number of times the carts played and in the number of drive time presentations. While the station declared they were unable to do better due to technical problems and poor training and communication with board operators, the on-going violations that were never redressed should not recur in future elections. The station must be able to produce an accurate cart log and play each cart package the same number of times.
- 3) The station community needs to develop a notion of what is *sufficient* election publicity and develop a plan for implementing this. The constant flow of complaints and suggestions for new and more frequent carts on this issue and that is exhausting and non-productive. (I received over 50 suggestions for new carts during the period the candidate carts were playing four times a day. Not practical). An LES can deliver on a formed publicity plan, but not on 50 different ever-changing plans and neither can the station. The use of impromptu live-read announcements, while a useful stop-gap at times, does not replace an organized, sequential publicity plan. This is one place where the station could be pro-active - rather than asking "what is required to get these folks off our backs" - they could try developing a plan for on-air promotion they think would be effective to get out the vote and support the process and present it - which lowers the demands on individual programmers for favors and probably would result in a far more integrated sound and feel to election publicity on the station's air. It would also end the constant negotiation for more and help everybody: listener, candidate, programmer and LES have a better idea what to expect.

Local Election Supervisor's Report

KPFK LSB Election 2006

By Local Election Supervisor Casey Peters

SPECIAL THANKS

Jennifer Kiser - Elections Point Person at the station kept everything on track.
Marilyn Peters - Made 600 reminder calls to voters, thereby achieving quorum.
Lester Radke - National Elections Supervisor, for a difficult job well done.
Mary Reich - A volunteer who went beyond the call of duty for KPFK.

THANKS ALSO TO

Terry Guy, Brigitte Ramasodi, and Janee Taylor of the Subscriptions Department; tony the Volunteer Coordinator; Jose Benavidas, Melizza Figueroa, D'Angelo Jones, Jee Lee, Mark Maxwell, Stan Misraje, Matt Perez, and Fernando Velazquez for production support; Ali Lexa for web work; Jonathan Alexander, Zuberi Fields and Steve Weatherwax for their logistical assistance; Ernesto Arce, Armando Gudino, and Rosario Vigil for moderating candidate forums; Linda Krausen and Angela Thielen for Spanish language interpretation of the forums; Don Bustany, Blase Bonpane, Bill Gardner, Ian Masters, and Roy Tuckman for on-air promotion of election participation; Eva Georgia, Sheri Epstein, and Sue Welsh for administrative backing; and to volunteers Grace Aaron, Rosalyn Arellano, Marla Bernstein, Fred Blair, Lydia Brazon, Mahlene Dozario, George Fernandez, Aisha Halim, Moe Mansouri, Tom Noble, Alex Seyster, Art Stasney, Mike Varady, Harrison Weil, Jon Wenger; and to Geneva and Summer Reese for making a 200-mile round trip to vote on the final day; plus anyone inadvertently left off this list.

Shout out to KPFK supervolunteer Roger Zimmerman for long term moral support.

PACIFICA GOVERNANCE

The Pacifica Foundation has an incredible array of talent among its staff, volunteers and listener base. These people collectively can do nearly everything. Together, we have created a new structure based on democratic election of Listener Sponsor and Staff Delegates through proportional representation.

The role of the Local Station Boards and the Pacifica National Board is to provide open and effective governance to maintain the infrastructure of our radio network and to expand its influence through outreach and technology development.

LSB Delegates and PNB Directors are charged with the duties of adopting a workable budget, overseeing station management, planning technological improvements, coordinating outreach, and upholding the Mission Statement of the Pacifica Foundation.

ELECTION SCHEDULE

Pacifica's By-Laws MUST be changed if our experiment in democratic governance is to survive. Everyone has talked about it, but so far the National Board has done nothing to adopt a schedule that will facilitate participation in the election of Local Station Boards.

For the second time in two years, KPFFK fell short of quorum at the first voting deadline and had to go into a two-week election extension, then barely squeaked by with close quorum. Many members were too busy studying the propositions on the November ballot or working on candidate campaigns for public office to take the time to carefully consider the Pacifica election and cast an informed vote.

We need to study the possibility of other potential conflicts, then agree on a new time frame for Pacifica's election process. If at all possible, the election should lead up to local station Fund Drives rather than coinciding with them. Not only does the time of year need to be changed, but the relation of events within the schedule need to be reconsidered. Concerns include an unduly lengthy candidate recruitment period, too short a time to prepare ballots and booklets for mailing, too little time for candidates to address the voters before ballots arrive, and not enough flexibility in the extension to achieve quorum.

PRE-ELECTION NEEDS

COMMUNITY ADVISORY BOARDS

The KPFFK Local Station Board should establish Community Advisory Boards for Santa Barbara, Ventura, Orange, Riverside and San Bernardino Counties. In Los Angeles County, CABs should be self-selecting on whatever basis participants choose (e.g., neighborhoods, demographics, programming, politics, music, mutual interest).

TOWN HALLS

Part of the outreach necessary to keep Listener Sponsors involved in the governance process of KPFFK and Pacifica is fulfilling the requirements of the By-Laws to hold at least two Town Halls per year. This has been overlooked, and has led to a diminution of participation in KPFFK LSB elections and the overall governance process.

CANDIDATE SEARCH

The Local Station Board (LSB) should establish a candidate search committee to recruit replacements for retiring Delegates. Currently seated LSB Delegates seeking re-election should NOT be included. The candidate search committee need not nominate as many or as few as the number of open seats. But they should give consideration to demographic balance (including age, gender, sexual orientation, race and ethnicity, disability, class, neighborhood and other factors) as well as to knowledge, talents, temperament, level of commitment, etc. Community Advisory Boards may also draft candidates for the Local Station Board. In addition to candidates recruited through the efforts of search committees, the current independent nomination process will continue. Fairness dictates that no distinction should be made on the ballot, accompanying pamphlet, or on the station website, between candidates who were self-nominated and those who were selected by an LSB or CAB search committee.

CLEAN UP MAILING LISTS

Several hundred ballots sent to KPFFK Listener Sponsors were returned to the national headquarters of the Pacifica Foundation. Those names and addresses must be reported to KPFFK.

Numerous anecdotal reports of duplicate ballots and of individual members receiving as many as 5 ballots. This highlights the need to better prepare the necessary lists for the membership mailing.

We work from essentially four lists: paid staff, programmers, volunteers, and subscriptions. Note that management is a fifth category excluded from the staff vote for LSB. The four lists must be consolidated into two lists for the election - Staff and Listener Sponsors. Some programmers and other volunteers qualify as Unpaid Staff while other qualify as Listener voters. Many staff, programmers, and volunteers are also on the subscriptions list. These lists are used to confirm nominations on petitions and to generate mailing labels for distributing ballots. Information on these lists is sometimes incomplete or inaccurate. This results in unnecessary expense in printing and postage and in setting of an artificially high quorum. It is also frustrating for KPFFK supporters who receive too many ballots.

We need to go through the lists first by zip looking for identical or similar addresses to find possible duplicating errors. We must also comb the lists by last and first names to seek inadvertent entries.

FUND DRIVE UPGRADE

The information obtained from Listener Sponsors is done in a noisy room that makes it hard to distinguish whether the caller is named "John White" or "Don Wyatt." The information is then hand written by phone room volunteers and later deciphered and transcribed by other volunteers or Subscriptions Department staff into the digital database. Inevitably mistakes are made and duplicate memberships created.

The phone room gives life to the Pacifica network, yet it is overlooked. We need modern equipment to keep our databases accurate. That means each volunteer gets a monitor, keyboard and headset, all connected to a mainframe.

When listener sponsors call, the volunteer can search their name, zip or telephone number for their membership record. When we implement Listener Sponsor membership cards, database records may be accessed by membership number. The member simply needs to look at the card for the number and expiration date. New membership records may be made provisionally by phone room volunteers, to be reviewed by the Subscriptions Department.

MYSTERY NAME MAILINGS

We heard many anecdotal reports of people receiving ballots addressed to the first name and correct address of members but with the wrong last name. In many instances, these were said to be duplicate ballots. There is some suspicion that the problem may have been related to KPFFK's volunteer list, but we do not know why or how this happened, nor do we know how widespread the occurrence of this strange problem may have been. Some members said they threw out the extra ballot, and some got only a wrong name ballot and may or may not have voted it. We need an investigation to determine how this happened to prevent it from disrupting another election.

MEMBERSHIP

ELECTION TIMING

Hold the election long enough after a Fund Drive that the new members qualify to

vote. New members expressed frustration that despite joining they were not allowed to participate.

MEMBERSHIP CARDS

Issue Membership Cards for all Staff, Volunteers, Listener Sponsors. This will help us to clean up and maintain our mailing lists. Cards could be used promotionally (for discounts on events, products and services) giving KPFK more presence at the grassroots level.

MEMBERSHIP CATEGORIES

During the qualifying period for Unpaid Staff, careful logging of volunteer hours must be kept not only for programmers, but for other volunteers who help the station in non-programming roles. Anyone who averages two hours a week or more should sign in during the three month qualifying period for Unpaid Staff to determine whether they qualify as a Staff voter.

We need to draft and circulate clear criteria for the different classes of members. Currently, voting status is vague for such people as the Programming Assistant and the Assistant to the General Manager, and for Pacifica Archives staff and volunteers..

CANDIDATE RECRUITMENT

SPANISH LANGUAGE MATERIALS

Because we do a significant percentage of our programming in Spanish, we must in fairness provide election materials in Spanish. Despite the best efforts of the National Election Supervisor, none of the 7 translators he hired over the course of two months was able to finish the job. My understanding is that now the candidate packet has been translated, so we may not have the same difficulty in the future. However, we will need website links in Spanish, as well as Spanish language carts running early in the candidate recruitment process.

SHORTEN SEARCH PERIOD

We do not need two months to seek candidates. Virtually all candidates wait until the very last day to file signatures and candidate statements. We need to have frequent playing of promotional carts over the airwaves for a few weeks prior to the filing deadline. As suggested elsewhere in this report, a longer term approach may be taken by a candidate search committee established by the LSB, supplemented by the independent nomination procedure already in place.

RECRUITMENT TABLING AT EVENTS

We staffed a table at several events for which KPFK was the media sponsor for the purpose of reaching out to our listenership with the prospect of serving on the board. The only event that produced candidates was Volunteer Appreciation Day. Outreach at other events is still worthwhile, because several people did express interest and some volunteered to serve on LSB committees or to provide other support for the station.

ON-AIR ANNOUNCEMENTS

This is how we reach most of our listeners. Not only should promotional carts be in regular rotation leading up to the candidate filing deadline, but programmers should be doing live reads to encourage their listening audience to become involved in the LSB election. Also, the election supervisor should make brief appearances on as many shows as possible to promote listener participation.

PETITION FILING PARTY

An Open House was held at the station, hosted by the Local Election Supervisor, on the deadline day from mid-afternoon until midnight, in order to facilitate the process. Some people made last minute decisions to run (or not to run) for the board. The signature gathering is quick and easy at such events, and the subsequent verifying of signatures is simplified by members signing multiple petitions. Perhaps similar events could be held earlier at other locations.

CANDIDATE STATEMENT DEADLINE

Three years ago, two KPFK candidates were disqualified from being listed on the ballot because their candidate statements were not received on time. While not having a statement in the ballot pamphlet would be a distinct disadvantage to a candidate (and to voters wanting to know the candidate's background and platform), this seems like an arbitrary exclusion of candidates who gathered enough valid nominating signatures.

QUESTIONNAIRE DEADLINE

Because the questionnaire responses are not published in the ballot pamphlet, the requirement that they be turned in at the same time as the nominating petitions and candidates statements seemed unreasonable. The deadline was therefore extended by a week for initial posting on the website. Any that came after then were also added to the website, with the understanding that there could be no compensatory exposure for candidates who were tardy in submitting their replies.

CANDIDATE RETREAT

Shortly after verification of candidates' nominating petitions, a retreat should be held to give the candidates a chance to get to know one another. An experienced facilitator should be hired to help the candidates to see their commonality and to tolerate their differences. This could help to engender a more positive campaign and to heal some of the rifts in Pacifica.

STAFF CANDIDATES

The Staff election is always overshadowed by the Listener Sponsor campaign. Some people advocate that there should be no separation of the two classes of voters, and that staff representation should be incorporated into the election for listener sponsors. The suggestions here presume that the seating of separate Delegates for staff members will continue.

One of the problems with the Staff election is raising awareness among those who may be qualified as Unpaid Staff as to what that means and who may qualify. Programmers and other volunteers must be alerted before the beginning of the 3-month Qualifying Period so that they will keep track of the hours they are putting in at the station. This will make the process far easier than trying to figure out after the fact how much time any given programmer, collective member, or other volunteer might have worked during the Qualifying Period and whether they therefore should be considered a Staff member for the purposes of voting or running for LSB.

Recruitment of Staff candidates is not done over the airwaves as for Listener Sponsor candidates. Among the key tools for reaching staff members are email appeals, delivery of flyers into station mailboxes, posting signs around the station, and just talking it up.

We held two free luncheons for staff recruitment, one during the week and one on the weekend, with lunch served to a total of over 50 paid and unpaid staff members. No

candidates emerged from the effort, but it got people thinking about the election process.

The Local Election Supervisor should conduct a 10-minute interview (or appoint another impartial person to conduct interviews) with each of the staff candidates. The interviews should be posted on the station website for access by staff and public alike.

Within two weeks of the deadline for filing candidacy, a staff forum should be held with all staff voters invited and all staff candidates participating. Additional staff forums should be held when possible to allow attendance of both Paid and Unpaid Staff. The forum (s) should be recorded and posted on the station website for access by staff and public alike.

LISTENER SPONSOR CAMPAIGN

SPANISH LANGUAGE INVOLVEMENT

The station was slow at first to provide logistical support for interpretation of candidate carts from English to Spanish, and candidates were expected to provide their own translation and Spanish language spokespeople for the recording of 60-second spots. When it became clear that this would be a disservice to the Spanish language listener sponsors in their right to know who the candidates were, station management provided interpreters for all candidates carts and aired them during Spanish language programming. Next time, we may have candidates whose primary language is Spanish and they will need the same cooperation in recording English carts.

ACCESS TO THE AIRWAVES

Our Listener Sponsors learn about the Local Station Board and its election process by listening to KPFK. They may learn more at www.kpfb.org and by reading the candidate statements in the pamphlet that comes with the ballot. But Pacifica voters depend on information over their own airwaves to determine governance matters for our radio network.

Inadequate coverage is partly an outcome of conflicts caused by the election schedule in the Pacifica By-Laws [KPFK's Fall Fund Drive, Halloween, Election Day, Armistice Day (a.k.a. Veteran's Day, a postal holiday slowing the delivery of replacement ballots), and if quorum failure extends the election, Thanksgiving and the Pacifica Archives Fund Drive].

Programmers are also understandably reluctant to give up their regularly scheduled airtime, especially if they only have an hour a week, and likewise Program Directors may be reluctant to pre-empt programmers.

COMMUNITY FORUMS

There seems to be confusion as to who may organize in-person candidate forums. Three years ago, most forums were organized by Pacifica-oriented community groups and by either of the two formal factions competing in the election. This year candidates and LSB members alike were reluctant to step forward to help promote the campaign in the many communities served by KPFK. Groups such as FPNN, PAC, and others no longer seem to be functional, and there were no formal factions contesting this election. We did have a cart running to encourage community members to organize candidate forums. Several people said they would organize forums (in such places as Santa Barbara, Riverside, Orange County, Glendale, Long Beach and South Los Angeles). However, only EcoVillage near downtown had a forum prior to the initial deadline, and that was held the same night as an LSB meeting. Another forum was quickly organized by a candidate after we fell short of quorum, at Avenue 50 Studio in Highland Park.

So the question remains as to how community candidate forums will be organized, who is responsible for them, and what role they play in the overall campaign. Can we assure that a wide spectrum of our diverse supporters will be invited to participate? Are on-air announcements and emails from forum sponsors adequate to assure a reasonable turnout? Is funding available to do postcard mailings to KPFK members in zip codes near planned forums?

WEBSITE

Campaign and candidate information was posted promptly and regularly to the station website. Visibility was a problem, though, with links to election information mostly relegated to the bottom or side of the home page. Online presence suffered primarily from the unfortunate election schedule, creating conflict first and foremost with the Fall Fund Drive. The heavy use of the website for displaying Fund Drive premiums took the webmaster's time away just as the campaign was getting underway. By the time the Fund Drive was over, with events surrounding the General Election on its heels, the perception was that the LSB election was nearly over.

KPFK can improve web presence for the election process by: (1) Giving easy access to Spanish language materials including candidate statements, questionnaire replies, and archived Spanish Language forums; (2) Providing more information on the Staff election (since we do not give airtime to Staff candidates) - this would include 10 minute interviews with each Staff candidate as well as archives of any recorded Staff forums; (3) Improving election visibility on the home page; (4) Making archived on-air forums easier to find and replay; (5) Organize responses to the Questionnaire by one question per page with all candidate's replies together so voters can easily compare each candidate answer with the others on the page. Question: Should candidate photos be posted on the website?

CANDIDATE CONDUCT

Numerous problems of personal behavior can arise in the course of a political campaign, and the Pacifica elections are no exception. Candidates have physically assaulted election supervisors (most recently in Houston), and there is no recourse. Candidates assert information about each other that may be patently untrue, and there is not adequate process or time to determine the facts nor is there adequate authority for an election supervisor or an independent panel to impose a sufficient remedy. Establishing an independent panel (perhaps of 3 people not from Pacifica broadcast areas) to judge campaign anomalies would take pressure off of the election supervisors and likely provide more fairness for candidates involved in disputes.

NON-VOTER FEEDBACK

When Marilyn Peters and other volunteers contacted hundreds of KPFK members by telephone following our falling short of quorum, many Listener Sponsors commented that they knew little or nothing about the candidates and therefore felt unqualified to vote. Apparently, our efforts to communicate with our membership are not as effective as they should be.

BALLOTS

FULFILLING BY-LAW REQUIREMENTS

Pacifica By-Laws mandate that the solicitation of votes by written ballot shall state the quorum required and give instructions on where and when to return the ballot. The pamphlet this year stated when but not where. The ballot and its accompanying pamphlet did not state that the accompanying envelope was the sole official means of returning the ballot

and assuring that it would be counted. Less than one percent of ballots were disqualified due to improper envelope in the 2006 KPFF election, but in fairness any such information must be specific, direct and unmistakable. However, the By-Laws specify that the PIN to be scanned for verification will be on the ballot itself and give no provision for it to be printed on the envelope. The ballots that were returned in other than official envelopes, although not verifiable due to lack of printed PIN, should have, by the By-Laws, been included in the final count. [There was no way of verifying non-PIN envelopes to assure voters' anonymity. Fewer than 1% of ballots arrived without a PIN.]

BALLOT DISTRIBUTION SCHEDULE

Ballots should not be mailed before the Listener Sponsors have some awareness of the election and the candidates. Otherwise, they get discarded or lost under piles of papers. The schedule in the By-Laws should be changed to allow some time for the candidates to campaign before the ballots are mailed to the voters.

BALLOT DESIGN - WRITE INS

The line for write-in should be pre-marked as the first place choice. No write-in stands a chance unless ranked ahead of ballot-listed candidates. In order to be counted, a write-in should be automatically ranked as a voter's top choice. (Most write-ins were not reported because they were ranked too low to be considered significant by the tabulating software.) Ballot instructions should be adjusted accordingly.

BALLOT DESIGN - OTHER

State the number of seats to be filled on the ballot itself.

BALLOT INSTRUCTIONS

Instructions on the front side of the ballot should indicate whether pen and/or pencil may be used. The instruction on how to mark selections should be more prominently displayed.

BALLOT PAMPHLET

More preparation time must be allowed between the final filing of candidate statements and the printing of the pamphlets. Without adequate time for proofreading and correction, errors go into print. For instance, one candidate's list of endorsers exceeded the five (5) in number allowed under Pacifica By-Laws.

Clear information must be given on how many seats are up for election. (Several people inferred from the pamphlet's cover letter that all 18 seats were open, leading them to believe that all 15 candidates would be automatically elected, giving them NO reason to vote thereby making it more difficult to reach quorum).

BALLOT MAILING

CLEAN UP MAILING LISTS

First and foremost, clear and effective means of compiling the necessary mailing lists must be implemented. *See suggestions on pages 2-3.*

ALERTING THE VOTERS

Announcements must be made frequently over the airwaves in the week after the mailing to alert members to look for their ballots in the mail.

Ballots should be mailed in an eye-catching colored envelope that is easy to recognize upon arrival and easy to find in a pile of set-aside mail.

BALLOT REPLACEMENT

Mailing ballots for all 10 elections from a centralized location has resulted in reports of people getting ballots for the wrong election (e.g., WBAI ballots sent to KPFFK members).

Have a link on the website similar to the one for candidate paperwork that will alert the Local Election Supervisor to a member's need for a ballot. This will help to expedite the process by requiring input of a current mailing address. (We often had to call or email members who had left a replacement ballot request but had not given their address. Some did not even leave a return telephone number.)

RETURN ENVELOPES

Return envelopes should be color-coded or otherwise distinguishable to more readily determine which are staff ballots and which are listener sponsors, to facilitate the quorum count.

Business Reply envelopes (not requiring the member to add postage) would help assure quorum.

GETTING OUT THE VOTE

PHONE BANK

Run a phone-banking operation to alert all members to the fact that their participation is vital to the democratic governance of KPFFK and the Pacifica Foundation. This can be timed to occur just before a Fund Drive so phones may remain in place to serve the dual purpose.

Determine whether KPFFK members have gotten their ballots, encourage them to vote so we can make quorum, and send replacements to those who need them.

POSTMARK

Although the ballot instructions clearly state that ballots must be received by a certain date, some people still think they can mail it on that date. To be inclusionary, ballots should not be collected from the post office box until two or three days after the deadline.

VOTING DEADLINE

Hosting an open house at the station for ballot collection from noon to midnight on the original deadline, then on the extension deadline, accounted for about one-tenth of the ballots received. These events were well publicized, with promotional carts broadcast both times and a phone banking operation for the second open house.

EXTENSION PERIOD

RUNNING COUNT

We had not kept a running count of the ballot envelopes arriving at the post office box. We did get a count by a postal worker of nearly 1400 toward our quorum of about 2100 a week prior to the deadline.

The reason we did not collect the ballots in advance of the day of the scheduled vote count was to maintain the highest level of security. However, when we missed making

quorum, we had to store the ballots anyway to await the extension deadline.

In the future, it would probably be wise to do a running count up to the deadline so we know whether we are nearing or surpassing quorum. This entails following the established procedures for handling and storing ballots. If it appears we are not going to make quorum for the initial deadline, we can continue to build momentum for getting out the vote.

QUORUM QUEST

There simply is not enough time to do all that is necessary to gear up to reach quorum in the two weeks after falling short. That is more true when the fact is learned three days into the extension period. When we fell short of quorum, we had eleven days left to motivate several hundred members to vote. That meant getting them to find their misplaced ballots or request new ones, and to read the candidate statements before enumerating preferences on the ballot.

We got carts recorded and in frequent rotation within two days, and a phone banking operation started to directly contact several hundred randomly selected members. One candidate arranged a venue for a community forum, and we got a cart recorded and aired for that as well. Eighty notices went out with replacement ballots to promote the forum, but lack of turnout was not surprising since it was Thanksgiving weekend. Our other great obstacle was the Pacifica Archives Fund Drive dominating the airwaves for the full two days prior to the deadline day.

Truly a yeoman effort was undertaken on the spur of the moment to overcome all that was working against us, and we barely squeaked by the listener sponsor quorum with a margin of 5 ballots.

PLANNING AHEAD

We must be prepared in future elections to continue the campaign right through the initial voting deadline. We should assume that we will not make quorum until the extension is over. Community forums and other election events should be planned accordingly, and candidate carts and other on-air coverage should continue until it is ascertained whether quorum will be met.

If some of the suggestions in this report are implemented, we should not have such difficulty reaching quorum. Most urgently, it is incumbent upon the Pacifica National Board to correct the counterproductive schedule currently cemented in the By-Laws.

VOTE COUNT

COUNTING QUORUM - PHASE ONE

The initial quorums set for the 2006 KPFFK elections were 51 for Staff and 2113 for the Listener Sponsor election. Due to the hundreds of ballots that were undeliverable and therefore returned to Pacifica's national office, KPFFK's Listener Sponsor quorum was lowered to 2023.

After the ballots were collected from the post office box on November 18 as scheduled for our vote count, we took them to the Peace Center to count all the envelopes. It turned out that we fell short of quorum.

COUNTING QUORUM - PHASE TWO

During the extension, our ballot handling team cleared the post office box four times,

then finally collected the remainder to be counted on December 2. We went to the Peace Center with several sealed boxes of ballots. In the final two weeks we had received just enough ballots to surpass quorum.

In the end, there were 73 Staff ballots (22 over the quorum of 51). There were 2014 Listener Sponsor ballots in official envelopes. Combined with 14 sent in unofficial envelopes, that put us 5 ballots over the total needed to certify the vote count.

Eighteen ballots have been received since the vote count - 9 on December 4, 2 more on December 7, then 3 on December 12, and 4 on December 16.

A NOTE ON STAFF QUORUM

Pacifica By-Laws are unclear as to the quorum for Staff elections. The By-Laws are self contradictory, calling for a quorum of either one-quarter or of one-third of Staff ballots. In this election, we surpassed the higher requirement. However, it would be prudent to adopt a single standard of one-quarter (25%) of Staff ballots to meet quorum.

OPENING ENVELOPES

Fast envelope opening machines with stacked input could be used instead of one-at-a-time hand fed openers.

RE-CHECKING ENVELOPES

Discarded envelopes must be inspected a second time. We always find overlooked contents including checks, notes, and sometimes even ballots.

SCANNING BALLOTS

Scanner should be able to process stacks of ballots (not be dependent on individually hand feeding each ballot).

According to the By-Laws, a barcode is to be printed on the ballot, not the envelope. This would save scanning time but leads to privacy concerns on the part of voters.

READING AND CORRECTING SCANNED IMAGES

The software should be improved to more readily read images correctly. Using the four black squares in the corners of the ballot, the software should adjust to the scanned alignment of each ballot. Electronically reviewing images of ballots that the software cannot discern took much longer than anticipated. The sensitivity of the software was set too high and reported every flyspec as a possible for that had to be adjudicated by the election supervisors.

COUNTING WRITE-INS

The software that read write-ins was inaccurate, necessitating human inspection and typing in each instance of a write-in vote.

CERTIFYING AND ANNOUNCING THE RESULTS

Results were quickly emailed to candidates, staff, programmers, and election volunteers. They were also posted on the station website without delay. However, it took the Local Election Supervisor three days to recover sufficiently to go to the station and record a cart.

SEATING THE NEW BOARD

TRAINING NEW DELEGATES

An orientation should be organized to bring newly elected Delegates up to speed on how the LSB operates, including duties and responsibilities, powers of the board and its Delegates, committee structure, and parliamentary procedure.

DELEGATE RETREAT

It may be of great value to organize a retreat for board members to get to know each other in a manner that is non-confrontational and that will elicit an atmosphere of congeniality and cooperation. To that end, KPFFK LSB should arrange a retreat of Delegates on an annual or more frequent basis. KPFFK should take leadership in promoting harmony among Delegates and Directors all throughout the Pacifica Foundation.

ELECTION OF BOARD CHAIR AND PNB DIRECTORS

Local Election Supervisor is available to conduct the election of Local Station Board Chair and other officers, and of Pacifica National Board Directors, upon request.

DONATIONS

Over \$3300 in contributions accompanied ballots sent in by KPFFK members. We owe them our thanks. We owe thanks to all of our Listener Sponsors and Volunteers without whom the Pacifica Foundation and its radio network would not exist.

Comments on the 2006 KPFFK Election

On 12/8/06, ballot <Ballot@kpfk.org> wrote:

Now that the KPFFK election process is behind us, I am writing my report. The focus is on how to improve the process for next time. To that end, I am soliciting input, positive, negative, and constructive criticism, for possible inclusion in my report on the conduct of KPFFK's LSB elections. Thanks to all of you for your cooperation during the past few months. -- Casey Peters

ps - Yesterday Stan and I recorded a new cart to thank the listener sponsors for helping us reach quorum, to announce the election results, and to encourage their continuing participation in our station and network governance. -- cp

Responses Follow in the order received:

Mahlene Dorazio

Because of Casey's and Marilyn's graciousness, kindness, levity and ability to stay on purpose I send applause and acknowledgment. This accomplishment came because of their diligence, focus and willingness to accept how poorly this election was handled.

Please know and pass on the disappointment and discouragement I feel because of the inefficient manner with which this election took place.

1. When a responsibility is given, show that person the respect to carry out the job. Take their suggestions, e.g., send out ballots that look different than what we usually get in the mail. Anything they need to handle the responsibility needs to be considered.
2. Re-schedule, if a political election is taking place at the same time. Good lord, if nothing else your audience is political that's a given.
3. And for the person who has to schlepp all around this country with what passes for

verification and counting equipment, it's embarrassing and shameful. Poor Lester. The inadequacy and inefficiency of the equipment shows me your respect for the listeners is very limited.

My name is Mahlene, Mahlene Dorazio, three/four years ago I found your radio station and I've donated every year look me up. I've gone to libraries to leave your cards and information. I've stopped young and old to tell them about the station.

I am so dismayed at the disrespect I saw KPFK exhibit at the tying of hands to do an important job, I - well, perhaps it's best I don't continue. Shame on you KPFK

And finally, KPFK is damn lucky they had Casey and Marilyn at the helm because even with the station's lack of caring and concern they carried out the mission.

Mahlene

Henry Slucki

Congratulations on a job well done !

Those of us who are more aware of the "insides" of KPFK really appreciate the difficult job you had/have. Best wishes for continued and improved democratization at the station.

Some suggestions for the future:

1. In announcing the election process, be sure to indicate that voters may rank 1-n candidates, and not necessarily all of them. So, if there are 20 candidates on the ballot, voters may rank 2-20 of them or only vote for 1.
2. It should be clear to the electorate what the exact number of "positions" are to be filled. It should be stated that of the 20 candidates running, only 9 will be elected to the LSB. Also, state the number of "alternates" and what exactly that means (i.e., one or more of the "next 3" will serve only if any of the "elected" candidates refuses to serve or "drops out," or it may mean that they may attend meetings and vote if any one of the elected LSB members is absent.
3. An illustration of a voter's ballot showing ranking of several "hypothetical" candidates should be included.
4. You might want to use this as an educational experience for all by giving links to this method so people can read, learn, and appreciate its superiority over other election procedures.

Henry

Yolanda Anguiano

GREAT JOB CASEY, you are terrific.

--

Yolanda Anguiano
InstitutoFazcionista
President

Matt Perez

Hi Casey, Congrats with the elections. I know you put a lot of work and energy into it. My constructive criticism is about the LSB candidate carts. I think they run way too often, the last 2 elections. For example 2-3 run during the morning Spanish news, 3 run in the 7 and 8 am hours (drive time) and 2 during Democracy Now at 6 and 9 am, and then 3 in the after noon drive time hours; 4 and 5 o clock hour. 3-4 during night time Spanish programming, and then 5-6 over night. I heard a lot of complaints about that, specifically from KPFK staff, and it makes the scheduling much more difficult and much more work, and cuts into the consistency of regular programming. Maybe constant promos directing listeners to a link at kpfk.org, or a phone # where they could hear all the candidates statements would be effective and not too imposing on normal programming. And cutting down the times each persons promo plays throughout the election process. And having spread out roundtable discussions. Also, about at least 3 weeks before the election process, we should start letting listeners know that elections is coming up. This election, i was notified only the night before the promos started playing, that they needed to be scheduled. So listeners were being informed about the elections while they were going on, rather than ahead of time. Thanks Casey. See you.

Matt Perez

KPFK Traffic Coordinator
818-985-2711 x 220

Steve Weatherwax

Hi Casey,

I just want to thank you for the incredible job you did on the election. The amount of time and energy you put in to it is beyond thanks.

The one thing about the election that concerned me the most was the number of people who did not receive ballots. This does need to be looked into. Also there were so many other events coinciding with our elections I think didn't help us get our quorum on deadline.

That's all I have to say for now. Any way I can help you in facilitating a more efficient process feel free to call on me.

Thanks again Casey,
Steve Weatherwax

Terry Goodman

The Distinction Between Delegates and Their LSB Membership

KPFK website postings for this election did not maintain a distinction between Delegates and LSB Members, giving listeners and candidates the impression that they were electing representatives to the Local Station Board rather than electing Delegate who are automatically seated on the LSB as one of their delegate responsibilities. The distinction is also blurred at a couple of places in the bylaws, but clear in others.

The PNB can rescind any action by an LSB. It cannot rescind the election of Directors, the approval of a bylaws amendment, the removal of a Delegate, or any other actions reserved to the Delegates by the bylaws.

An LSB cannot legally remove a Delegate from the LSB without the due process specified in the bylaws for delegate removal.

Failure to maintain the proper distinction between Delegates and LSB Membership during election campaigns encourages future illegal actions by Local Station Boards and legitimizes past illegal actions by Local Station Boards.

I hope this gets fixed in the next election.

Opt-In for Quorum

Greg Guma has noted that one possible solution to the quorum problem other than reducing the quorum percentage would be to ask each member at the time of their subscription or renewal if they wish to participate in membership elections.

This would not be a simple bylaws amendment, as it could establish a new membership category. Under the California Corporations Code, members who surrender a right to participate in Delegate elections might still be required to be polled to approve amendments to the Bylaws or Articles of Incorporation. Contributors who surrendered all membership rights would not be

members.

I expect that you may recommend that Pacifica adopt a more reasonable quorum requirement. You may wish to discuss the alternatives in the context of that recommendation.

Write-in Qualification as Candidate

With respect to qualification by write-in, you have listed Augustin Cebada as an unelected write-in candidate in KPFK's staff delegate election. The bylaws specify that the entire list of unelected candidates from the previous election must be exhausted in filling vacancies before authority to appoint passes to the Delegates.

Our parliamentary authority allows the write-in of any eligible person in an election [p. 427, l. 20-25]. Under our STV voting system, in Delegate elections, there is a fractional surplus remaining on most ballots after the top three individuals ranked have been either elected or eliminated. A member can therefore write-in his or her own name ranked fourth on a ballot, become a candidate with a fractional vote in a late round, be eliminated on the next round, and thereby qualify as a delegate alternate without ever campaigning and without wasting even a fraction of their vote.

It's another bylaws flaw that deserves mention.

--Terry Goodman, KPFFK Delegate

Roy Tuckman

I need to know in advance if election carts are to be scheduled throughout my show. I need to know far enough in advance to arrange a vacation and substitute programmers to do my show during the period when carts are scheduled.

Roy Tuckman

Jack Van Aken

Nomination phase: on-air and website promotion were inadequate

Campaign phase: on-air and website promotion were inadequate
on-air candidate forum was late in cycle, could have been two of them
hosts were not adequately prepared
Spanish language hour was a positive step
in person forums were late and lacked format
fair campaign provisions are still not matured
bar code should be on ballot, not envelope
membership lists are still not clean
instructions on stv are still confusing

I know there are complex and difficult reasons for most of these problems.

Just thought I would enumerate what the stand-out issues seem to be.

Thanks for another heroic job! (and to Marilyn)
Jack

Ali Lexa

For the most part I thought it was run very well, the two changes that should be made are:

A more efficient system to get the ballots out and a quicker way to fulfill/replace missing or lost ballots.

The second thing is to designate between staff and non-staff ballot envelopes making it much easier to know more accurately where the quorum count is.

--

Best Regards,

A Lexa

[KPFK 90.7 FM Los Angeles](#)

[KPFK 98.7 FM Santa Barbara](#)

Listen online at: <http://www.kpfk.org>

Sherna Berger Gluck

Casey, thanks once again to you and Marilyn both for your hard work.

I am not sure what you could have done at your end to the improve the process, but there are a couple of issues that need addressing:

1) on site forums - in the very first election, FPNN was alive and well and organized one of the liveliest, best attended forums (at the church in Pasadena and at Midnight Special). Without an active listener organization on the one hand, or factional organizing on the other (I hate to say it because I don't want that!), I am not sure how these on site forums can be organized.

2) the issue of staff designation remains problematic and this needs to be addressed in the bylaws. There are two separate issues:

- a) a distinction should be made between paid and unpaid staff - their interests are not always identical and, in fact, are sometimes competing. Also, the paid staff is more organized by virtue of their daily on site presence and can therefore determine the outcome of the staff elections.
- b) the definition of unpaid staff based on the number of hours they put in during a 3 month period not only doesn't make sense, but it can lead to an unfair advantage of someone who has an on air presence (but doesn't qualify under the 30 hr definition) over other listener candidates.

For the moment, these are my two concerns/issues.

Unfortunately, neither of these are things over which you have any control

Sherna

Maria Armoudian

Casey,

Just wanted to say thanks for running a smooth, full-of-integrity election.

We are blessed to have you as part of our team.

Much love & respect, Maria

Maria Armoudian

Commissioner, Environmental Affairs Commission, City of Los Angeles

Producer & On-Air Host, KPFK 90.7 FM Los Angeles 98.7 FM Santa Barbara

1 Local Election Supervisor's Report

KPFT LSB Election 2006

By Local Election Supervisor Tucker Bradley

“...The best-laid schemes o' mice an 'men
Gang aft agley...”

As this famous quote applies, my original vision for facilitating the LSB Election was too idealistic and not realistic enough. I had made assumptions about the dynamics of the Station family, that everyone was on the same enthusiastic page as me, about the LSB Elections.

I'd thought, “Why wouldn't they be? It's their station.” Therefore, no sooner did I waltz into the Station with my optimistic plan, that it immediately begin to unravel.

My first advice to any incoming LES (after training and orientation), is to listen to everyone but take advice from no one. This is not because of politics or because there is one group or mindset that is better than any other. It is because Pacificans are sensitive and real people who each care deeply for the Pacifica mission, but frequently for different personal reasons, most of which have real merit, although they are not always in alignment with each other.

Accordingly, one's perceptions as the Election Supervisor should be just as unique. An accurate approach is one that would first weigh the current climate of the Station relationship dynamics and then come up with a plan that will work around unavoidable problems. There are certain dynamics that will come to light only as one goes along so the LES should always be ready to modify plans to keep striving for fairness and accountability while trying to encourage Staff and Programmers to pitch in.

Everyone has something valuable to offer in terms of information and sincere insight. As time goes by the LES must solely determine the best ways to get deeds accomplished and hope for the best.

One beauty of having a Democratic governance is that different mindsets can safely engage in the healthy expression of differences, equally, and then work together to create policies that respect the voice of each person in the Community.

The Pacifica Democracy is now four yrs old, toddler status, in my opinion. As a mother of four, I know that during frustrating times, it can be tempting to throw the baby out with the bathwater, especially when the baby has historically been allowed to throw temper tantrums to get their way.

Most KPFT members however, I found to be sensible folks who just want the baby to be okay. With that encouragement at heart, here is my report on Elections, sans the soap opera digest.

NOTE: I came on the scene rather late, the last days of July, when the nomination process should have been in full swing already. Before I could actually do anything to generate interest in Elections, I had to address a few other things first. As the real dynamics began to unfold, realizing that certain people want to help but certain people really want you to go away, before I knew it I was flying by the seat of my pants, always trying to catch up, always trying to think of some way to facilitate the process and honor the earnest candidates who were not causing problems, while the intentional actions of a few continued to draw my attention to their unceasing accusations of fraudulent motives and away from my assigned role.

PROBLEM

Where do I sit?

RECOMMENDATION

Management should maintain a work station, a locking file cabinet and separate phone line that can take messages year round, dedicated to Elections for the use of Election Outreach and any Pacifica Liaisons.

###

PROBLEM

Who will help me?

RECOMMENDATION

Management, especially the PD, should work closely with the LES to assure a smooth Election and to help garner support from Programmers.

Volunteers for the Election Staff should be recruited year round as a dynamic of Election Outreach, with a contact list maintained and contacted in advance of the arriving LES.

###

PROBLEM

How do I get a Cart made?

RECOMMENDATION

As per the use of our airwaves for Elections, the Program Director should meet, formally, with LES in the first week to coordinate -and implement- a procedure that assists the LES in holding a Fair Election. And, the PD should meet with the LES, formally and regularly, throughout the Election Period to successfully enable a fair election as per the direction of the LES.

Programmers and Staff should have a consciousness of the deadlines and demands of the Election process and accommodate the specific kinds of assistance requested to make the Elections a success for the station.

The loan of a News Dept hand held tape recorder is a helpful tool for the LES who is self producing Carts. Most of mine were produced outside the Station.

I have already written up and supplied the NES with my instructions for self- producing Carts and will attach it to this document.

A creative approach to promoting Elections (one that involves programmers and Listeners more extensively) enhances interest from Programmers and Listeners.

###

PROBLEM

How do I get Nomination Carts on the air?

Note: The importance of these announcements became extremely critical when I realized there really had not been any bonafide candidate outreach for two years. I could not understand why these recruiting announcements could not be played during pledge drive, knowing there was only a two - three week window of opportunity left.

RECOMMENDATION

In my opinion, the recruitment of qualified community leaders to run for seats on the LSB is the main ingredient in electing a governing board that is functional and truly representative of all listening communities.

Nomination announcements should carry the same importance as candidate carts!

Nomination announcements, like other Election announcements should be played in conjunction with Pledge Drives on the basis that being involved in Station Governance is an integral dynamic of being a Listener Supporter.

Announcements for recruiting for the LSB need to occur all year but especially beginning in the Spring of every election year at the direction of Management, in absence of a Pacifica Liaison as per Foundation directives.

Once the carts are running, the Program Director should deliver daily logs to the LES and explain the process of scheduling and coding. This way, the LES has a clear understanding of the process of getting an announcement on the air in a timely manner and effectively monitoring its play .

###

PROBLEM

Unpaid Staff/Volunteer Lists are inequitable.

RECOMMENDATION

Revise bylaws with a clearer definition of hour allotments in determining Staff eligibility.

Programmers and Program Staff could be required to sign-in and out on a dated register with name, program name, and the time of arrival. For Volunteers wishing to vote in the Staff Election, the register would include a space for signing out and thus create an accurate record of volunteer hours. (This could also apply to increasing safety of workers inside the station.)

A complete list of unpaid staff/volunteers (including mailing addresses) for each Program should be accurately maintained and available to the LES upon arrival.

Definitions for determining the qualifying hours for Unpaid Staff eligibility, needs to be modified. For example: A weekly 1-hour program with 5 people on staff, would not normally devote 50 hours (10 hours each) to the production of one 1-hour public affairs program. As well, a music program with 5 staff would not normally devote 15 hours towards preparing a 1 hour music program.

A brief programming report describing the nature of programming (i.e. Was it pre-recorded? A live interview? A panel discussion? A rebroadcast?) should be recorded with the PD to aid the LES in making hour allotment determinations for Election Rolls. (this could also aid in LSB Program Analysis)

Members who qualify to vote in both Elections should have the option to declare which Election they prefer to vote in.

###

PROBLEM

Petition signatures can be faxed?

On the day of the deadline for nomination packets, a Nominee showed up who had never appeared before. Suddenly there ensued a flood of signature faxes to the station on behalf of this nominee's petition. NOTE: We had several gifted Nominees who had to drop out simply because they were unable to devote enough time towards getting their petition signatures.

Two other Nominees were there observing the procedure. One of those Nominees does not own a car. Several Nominees went to great lengths to attend our petition signing events in good faith with the understanding (I had imparted) that the petition signatures are a major component of becoming a Nominee. Had I known petition signatures could be faxed, I might have held faxing parties instead of making candidates give up their evenings with families to attend small outreach events where they might have gotten a few signatures each time.

Because the faxing of petition signatures is not prohibited in the bylaws, it is permitted. To me this was an obfuscation. My job as LES is to administer the Election bylaws. So, even though I strongly disagreed that this was fair, I had to allow it and rule in favor of the candidate whose petition signatures were faxed at the last minute.

Having to rule with the bylaws in this event, damaged the integrity of the Election Process and, unfortunately for me, undermined my credibility as the LES among other candidates who have been accusing me ever since of being in collusion.

Recommendation

The faxing of petition signatures should be prohibited.

###

NOTE: After the Nomination Period was frittered away with hardly any Election Promo, after the signature faxing , after having to create the Staff Election Rolls from incomplete data, as per management recognition, due to the lack of bylaw support , my re-adjusted goal as LES became making the rest of the Election Period “ as fair as possible ” .

###

PROBLEM

Programmers dislike Elections.

SOLUTION

Management needs to regularly impart Democracy consciousness to all Programmers, emphasizing the important role they play in the KPFT family.

The Listeners do what the Programmers say. This important power could and should be used to enable Listeners

to think for themselves how they might best become involved.

PD should facilitate meetings with all Programmers and the LES to encourage better understanding , cooperation, and MOST IMPORTANT - enthusiasm by Programmers for the Election Process.

###

PROBLEM

Fair Campaign Pledge/Sanctions

RECOMMENDATION

A website for Violations and Rulings should be established on the same day the Fair Campaign Pledge goes into effect.

Sanctions need to be redefined.

A physical format for the composition of rulings and sanctions should be better defined.

Sanctions against Candidates are not enforceable.

Example...It states that sanctioning may even include being stricken from the ballot, but we now know that is not true according to Pacifica legal dept. Therefore, if you can't be stricken from the ballot once you are on it, then, why bother paying attention to any of the rules?

Sanctions for Programmer errors made in the playing of Carts and other Election promotions, should be less punitive and primarily include increased occurrences of Election promotions during their programs, up to and including a regular appearance for a number of weeks by the LES (or Elections Rep) as a live guest on their programs.

I did not receive ONE signed Fair Campaign Pledge from any Programmer. The PD should be able to facilitate this simple requirement.

###

COMMENTS ON THE PROCESS

CANDIDATE EVENTS

Our airways are our link to our Voters. That is why it is ludicrous to give Elections the barest minimum airtime. Once underrepresented communities are more involved in our governance, the personal appearance of candidates might become more fruitful. As it is now, attendance at live events was small. The main benefit I experienced at our live candidate event was the very interesting dialogue between candidates and the opportunity for candidates to speak publicly, both of which are invaluable for those who attended but should not be valued nearly as much as being on the radio where the potential to reach thousands of voters, plainly exists.

All Station events should include a candidate table or Elections area during the Elections. This should be facilitated by an Election Outreach Committee that includes LSB members, throughout the year, specifically for

LSB Recruitment.

There should be two on-air forums.

Candidates should be allowed to make two audio spots during the Campaign Period..

The accurate playing and logging of candidate carts is a no-brainer and responsibility for the failure of this system reflects lack of proper emphasis in training.

WEBPAGE

The candidate website pages should be more developed including a daily updated Fair Campaign Violation/Rulings page.

Incumbent candidates should be required post their voting and other LSB histories on their Candidate webpage.

IN my opinion this does not give any candidate an unfair advantage. However the withholding of this information definitely places the Voter at an unfair disadvantage.

###

BALLOTING

Templates and text for the ballot and Voter guide should be composed and proofed before the election period by the PNB Elections committee.

Colored return envelopes will distinguish Listener ballots form Staff ballots.

Postage paid return envelopes mailed at bulk postage rates will net us greater ballot return.

In addition to, or, instead of, the current mailing of replacement ballots, the LES should be able to offer walk-in Replacement ballots at least one week before the end of voting and again on the last day. Once the lists are cleaned, and verified, missing ballots should not be such a big issue.

###

VOTING

The collection of ballots went smoothly

GM facilitated a locking trunk for Elections. This was kept behind the postal boxes at our local UPS/Postal center. I was the only authorized person with a key and Postal employees kept my phone number in case anyone inquired about the ballots. .

On the last day of voting, LES should always set up a polling station for last minute voters. In spite of one staged incite, our replacement balloting went very well, lent excitement to the process, made some Voters happy and helped make our quorum.

TABULATION

An arduous but exciting process. Except for one minor glitch, our ballot tabulation went very well.

Live updates on air from the ballot tabulating could increase excitement about Elections.

###

OTHER THOUGHTS on ELECTIONS

This Election and the Election bylaws seem to be more about what is fair to the Candidates than what is fair to the Voters.

This is not Congress. Elections should be fun.

Elections need to be held in the Spring for so many excellent reasons. The case for postponing the next Election until February 2008 is especially timely, since many problems have been identified and it will take time, for example, to clean up member and staff lists.

The requirements for becoming a candidate should be narrowed somewhat.

The interview portion of the Nomination Packet should be expanded.

The LES should not be required to moderate at Nominee message board or any other group email except when notifying Nominees of news or events that effect the entire group.

The propensity of certain Nominees to perpetuate propagandist email among candidates, using an email list copied from the header of the LES email should be considered unauthorized use of station resources and a Fair Campaign Violation.

The NES should have a supporting committee to handle some of the minutiae of administering the Process.

OTHER THOUGHTS on LSB

LSB Elections Committee should be actively involved in candidate outreach throughout the year.

Behavioral guidelines for how LSB members treat each other in meetings and in email, should be strictly observed.

The manipulation of a meeting via the misuse of Robert's Rules should not be tolerated.

A switch to Roberta's Rules could facilitate a more productive, less contentious Board.

OTHER THOUGHTS on KPFT

The GM was always polite and in most cases, very helpful in concrete ways.

On the contrary, the PD was not. This made an already difficult job, more so.

In my opinion the sincere cooperation and enthusiastic Program leadership of the PD is critical to the success of Elections. Perhaps Pacifica can implement Elections training for PD's as well as LES's.

Programmers and Volunteers are underappreciated. There's just not enough loving kindness.

Use the income from advertising in the new KPFT Press, (please don't call it a folio!) to purchase billboard space around town. There is no reason KPFT can't be the number one radio station in Houston.

###

In closing, I want to add that , I love KPFT, just like everyone else, for my own variety of personal reasons. After this brief association, in spite of obstacles, character assassinations, and physical assault, I still love KPFT.

To all of our Listener-Members - I apologize that our elections weren't all I had hoped they would be. I still believe that next time will be great and that many new voices will rise to the occasion and become more involved in making this Democracy work.

Thanks to everyone who tried to make it good, from Programmers to Volunteers. Soup to Nuts, I learned so much from all of you! Especially, thank you to Robin Lewis, Christiane Van Den Abeele, Duane Bradley, Massoud Nyeri, Donna Platt, Melinda Iley-Dohn, Richard Uzell, Cassandra Ashley, Tucker Wilson, Phil Edwards, Jag Graham, and Jon Axford.

I know some of you had asked me specific questions about this process, I hope I have addressed most of them here. If not, please contact me again with specifics.

PEACE, in and out, always,

Tucker Bradley
2006 LES - KPFT

Local Election Supervisor's Report

WBAI LSB Election 2006

By Local Election Supervisor Attieno Davis

PHASE ONE: 7/15 – 8/1/06

According to the provided job description:

1. Read the by-laws, Fair Campaign Practices and other provided documents and to generally make myself familiar w/the elections rules,
2. To meet station personnel and the previous LSB, obtain email and web site access,
3. To begin the actual Nominating Process with: work to ensure publicity and recruitment materials are available and that nominations packets were being distributed,
4. Begin planning outreach events

Lester Radke, the National Elections Supervisor (NES), sent me copies of all of the materials and or directed to me the web site where they could be found. The NES was generally available during this period, at any time of the day or night.

I received the names of WBAI personnel and names of people involved with the previous LSB elections and might be willing to help identify possible volunteers as per the instructions in number 2.

I also received the materials necessary to begin to put together the packets needed for number 3. But it's during this first phase of the actual work, that certain questions regarding the actual wisdom of this approach begin to emerge for me and influenced a decision regarding how I would carry out my work.

During this introductory phase, I became more aware of the existing tensions. The (then) IGM was being challenged, a broadly circulating list serve was being used to accuse the Program Manager of violence, and the LSB was polarized and seemingly unable to agree on an agenda that would clarify its next steps

While I'd been made aware that tensions at WBAI did exist, it wasn't clear to me that these tensions were so deeply etched that they might be eroding support for WBAI. After meeting with management, the Waivers Committee, members of both LSB factions, JUC, List-PPROG (ACE), factions, attending a LSB meeting and meeting staff members, I raised fairly early on in a discussion with Lester Radke, that I felt that any real effort to implement a fair election's process at WBAI that did not include some sort of conflict resolution (which I was not capable of), was a mistake and might serve to further undermine the existing support for the station.

I tried from this phase onward, to work in what I saw as a fair and equitable manner that would try and work with people as people and not as members of this or that slate. A situation that I found increasingly more difficult given the growing animosity and manipulative and competitive atmosphere the LSB elections are unleashing, nationally.

PHASE TWO: 8/1 – 9/24/06

According to the provided job description:

1. Coordinate outreach events with the LSB Committee, Committees of Inclusion, and community groups,
2. Verify membership including: a) discuss w/GM status of membership lists, b) do audit based on

- hardcopies, c) report to NES about status of record keeping,
3. Monitor nominating process,
 4. Handle complaints and conflicts with NES support

To begin this phase of the work, I met with the then IGM and asked for her assistance in obtaining assistance in getting these lists. I was introduced to Evelyn Andino, and Kathy Davis, the Membership and Publicity Directors, who would assist me. (Kathy Davis I was told had been assigned by the former IGM, to update the staff list and would give me a copy). A further discussion with the NES directed me to Marquis Osson, who later introduced me to Ken Nash and Cerene Roberts of the WBAI Unpaid Staff Organizing Committee.

There was no real LSB support committee as such that I could turn to. I believe this was the result of the extremely polarized relationship between people on the LSB. But I had received calls from both LSB members Cerene Roberts and Carolyn Birden and called each of them to ask for outreach help.

(Roberts and Birden are respective JUC and List PROG/ACE members), and I'd hoped to circumvent some of the tensions, by establishing an open and collective relationship based on agreement re: the task at hand. Cerene (who was not running), agreed to work with me and to assist in finding additional help. Carolyn (who was running) said she couldn't work, but would try to find additional support. Unfortunately this did not pan out.

It was during Phase two, that I hosted a Nominations Party (Friday, 9/15/06) at WBAI.

A similar idea had been used by the local election supervisors in LA and Houston and I hoped it would help identify people interested in the elections and might be a source of future volunteer support and give me a sense of who some of the possible candidates might be. A cart announcing the event, was put together

I'm not sure if it was the weather (there was a severe rain storm), or what, but the turn out was miserable for this event, with the bulk of people attending being, WBAI staff and JUC related.

There were some technical/access problems that would bother me throughout my contracted work period.

While I had been given desk space in the Subscription-Premiums department of WBAI, with computer (w/an email address arranged by the NES), and a telephone, problems arose almost simultaneously. A number of people at WBAI suggested that I not use the wbai.org email address, as they felt it had been compromised and the telephone number on the phone, wasn't correct.

So while I did two carts during this period, announcing the beginning of the elections process and an organizing event, I used access information that wasn't correct.

I also had some difficulty with accessing the web site.

I'd been directed originally to Ginger Otis as the actual editor, but met with Roger Manning who'd apparently set up the existing WBAI web site, using a program called MAMBO, that would allow easy update access for the LSB. While I still don't understand if Roger is currently involved with the WBAI web site, he'd apparently been asked to meet with me and agreed to make sure I was familiar with the program, etc.

I finally met with Ginger Otis and asked to her to provide me with support re: the web site, explaining that especially until I had a elections committee, I wanted to devote the bulk of my time to outreach and nomination work. She agreed.

The Local Station Elections Supervisors (LS), had begun to hold teleconference meetings during phase two, a process I found very helpful as both a source of clarification of the job description and a realization that while the problems I was experiencing at WBAI were specific to WBAI, each station was experiencing major problems in implementing the elections process.

During this period the first batch of complaints began to roll in regarding the questions related to whether or not

Management was overstepping its boundaries (and thus undermining the political responsibilities of USOC), via the assigning Kathy Davis a non-USOC member, with the task of updating the list. The second issue was related to a question concerning whether or not production by collectives could be used as a basis to grant staff membership and therefore the right to vote. A third issue also began to emerge, based on Kathy Davis right to run for the staff representative seat.

The decision by Management to update and consolidate its listing of paid and unpaid staff while reasonable, was perceived by USOC representatives, as part of an effort to eliminate the need for this organization

Management had apparently not asked USOC to participate in this task, and not been willing to share w/USOC any of the forms/procedures it was using. USOC representatives were also upset that management's list had been turned in (to me and passed over to the NES), but never posted as required.

A ruling (by NES based on a similar problems at the Berkeley station), established that the USOC listings was the official list and their request that address information not be made public would be respected. To that end three separate teleconference meetings were held with the official USOC representatives, the NES and myself to answer specific questions being raised by the official representatives for USOC.

During one of these meetings, we agreed that I would accept both lists and would review both lists, striking any duplicate listing of an USOC staff member's name found on the Management list from the Management list and that any questions raised by either the USOC or Kathy Davis for management would be viewed as a part of the right to challenge, and addressed as such.

During one of these meetings, we also agreed that there no precedent existed for limiting the number of members of a collective to a set number and that we would use the already in place standard recognizing that every hour of actual air time is supported by nine hours of actual preparation time and the Pacifica by law determining that unpaid staff must have put in.

An additional cart specifically concerning the 9/25/06 deadline final date was also aired during this period. Postal box 1000, Peck Slip Station NY 10272-1000, was rented for the ballots on 9/1/06.

PHASE THREE: 9/25 - 10/1/06

1. Verify nominations a) making sure membership is current, b) that nomination packets are complete/accurate, c) signatories are current members, d) informing candidates that they have qualified for the ballot, e) informing the NES of any disqualifications
2. Certify membership of candidates and send written certification to NES
3. Proof read nomination papers and candidate statements
4. Monitor fair campaign practices

As mentioned in phase two, Kathy Davis decided to run for one of the three staff representative seats. I checked with the NES and there was nothing in the by laws, to prevent her from participating, but there were several challenges raised by several JUC and List PROG/ACE members regarding her decision.

The basic heart of the argument was that it was unethical. Kathy had helped to put together the staff list containing the names of staff members who could then vote. There was an additional concern raised re: her perceived influence (that might intimidate staff voters), as part of the management team.

A meeting with the NES was held to clarify, that there was nothing in the by-laws preventing Kathy Davis from running and at best, I could meet with her, make sure she understood that people thought she was taking an unethical position and should re-consider, but that would be all that could be done.

I held a meeting with Kathy Davis as I'd agreed to and raised the above. She thanked me for taking the time, but said she planned to run and did.

I made an effort to make sure WBAI staff was on board re: the Fair Practice campaign. I hadn't received many actual signed copies of the Fair Practice Statements and put up a flyer reminding staff that the Fair

Practice policy was going being implemented, had USOC email a memo to that effect, to its membership and stuffed every staff mailbox at WBAI, I received approximately 37 signed copies.

I was at the station until 5:00 pm on 9/25/06, taking nominations and that evening I emailed an announcement to (w/exception of 4 listeners who did not have email access), all of the 29 candidates (23 listener and 6 staff), announcing the results, and started the validation process and with the help of Evelyn Andino. The certification went smoothly, but there had been some problems again reflecting the intensity of debate amongst the LSB that highlight what I believe can be a potential problems with the nomination process.

*Example, I had apparently received an emailed candidate statement that I didn't take seriously, because the original candidate statement did not talk about who they were and or why they were running. It had focused almost exclusively on attacking JUC and a JUC candidate who was one of their supporters. He had answered question #1, stating, "I don't want to be on the LSB. Nobody in their right mind would want to be in the minority opinion such a painfully awkward and humiliating situation...." When I read it, I assumed they weren't serious and wanted to vent as I had already received other vent related emails. While this candidate and I finally cleared this up. I apologized and posted his statement, the fact that this (a presumed white) candidate assumed it would somehow be funny if he who wanted to played, "Way down on the Suwannee River" during his cart, still bothers me.

PHASE FOUR: 10/1 – 11/15/06

1. 1 Ensure w/Local election committees that candidate information is on web, carts are recorded and played
2. 2 monitor fair campaign process, handle complaints and conflicts in consultation w/NES
3. Make arrangements for ballot counting

I'd placed all candidates on an email list, made hard copy individual files for each statement, contacted Ginger Otis to ask her to put their info on the web and emailed that information to her. I also spoke with Dred Scott Keyes one of the engineers at the station re: setting up recording time slots and was advised, that I should also contact Shawn Rhodes (himself a candidate), because, some of the list Prog weren't comfortable working with Dred. I made arrangements with Shawn and sent out an email to the listener candidates, asking them to choose a time slot, email me with that information and I would pass it on.

While it was bit rocky (people unable to make appointments for carts, etc), this part of phase four, went fairly smoothly. I began to try and find spots for the some community based forums.

I wanted to do at least three community based forums and a couple of on the air. We finally did two (one in Brooklyn and one in Manhattan), and three on the air. I facilitated all of the forums.

Again the turn out for the community forums were dismal. Due to some confusion on my part, I received very confused information re: whether or not I should produce a cart and did not produce a cart for the Brooklyn forum. I did however, make a flyer, attach a copy to every email notice I sent out to the candidates list advising them to pass it on and stuck up every where I went, to no avail. The turn out for the Brooklyn event was dismal.

While I made a cart for the Manhattan forum, the turn out was still relatively small. The on the air forums however seemed to go pretty well, with callers, and some generally good feedback. There were a number of challenges made during this period that required my ruling and generally escalated into disagreements taking place between myself and those raising the challenge

- a. I had contacted Sheila Hamanaka, a WBAI producer who'd hosted a live candidate forum in her region, to ask if she was interested in doing so again. Around this time I received several challenges

from members of the ACE (formerly List Prog), slate that Sheila was editor of a web site, generating anti ACE materials, a violation of the Fair Practice agreement.

I checked it out, found a list serve, not a web site and therefore not a violation of the Fair practices. I ruled as such, but continued to receive emails disagreeing with me, now addressed to the NES, for his ruling and cc'd to me.

- b. Several ACE members challenged a decision of the LSB, to keep a year old ruling that had been issued against 2 ACE (Steve Brown, Paul DeRienzo), candidates that were currently running, on the front page of their web page.

I ruled that information should be taken off the front page, because it had served its purpose, and should be archived, but did not agree that the 2 mentioned members should receive a public apology from the LSB, to compensate them. This resulted in a public letter (from one of the 2 mentioned members), sent out on his list serve, raising questions regarding my integrity.

- c. Mitch Cohen, ACE candidate submitted a formal complaint to the NES, regarding what he described as improprieties on my part, that had supposedly taken place during the Brooklyn community forum. And finally, after forgetting to include an ACE candidate's name on one of the candidate emails that I sent out, announcing which candidates were attending the next on the air forum, I was accused in email by Alex Steinberg and sent out broadly of bias. Steinberg eventually apologized.

I'd paid very little attention to the staff side of the elections, but as the result of a logistical error that cancelled a listener on the air forum, there was an available on air time slot that could've been used to rectify this and give listeners a chance to hear more directly from staff, about their concerns at the station.

I contacted all of the Staff candidates regarding the idea of holding a Staff Candidate forum. All of them agreed to participate, agreed to adhere to the Fair Practice Campaign points and that the staff forum would begin w/an on the air reading of the Fair Campaign Practice statement, that no slate bashing or slate related questions would occur. The excitement around this forum at the station, was unbelievable. Every one at the station was talking about it and seemed up for it.

I received a letter from ACE Steve Brown, stating his disagreement w/this staff forum,, because no such forums had been used before. The letter had been emailed to the NES. I received an email from the NES that informed me, that the forum was not to take place and was illegal. I called the NES and was told the by-laws prohibiting it. I agreed to cancel the forum, and asked for, but have yet to receive a copy of the by-laws.

The above reflects the growing sense of pressure that I was experiencing during this phase. I was trying to maintain a fair elections process, identify volunteers, find sites and facilitate forums and now had to deal with people not receiving their ballots.

I had turned in the membership lists info (received from Evelyn Andino, USOC, Kathy Davis), to the NES during phase two. The NES had mentioned during a LS teleconference meeting, that a number of the lists had some problems: duplicates, old addresses, etc, and that he was working on them, but might not be able to clean up all of the lists, but the volume of calls that I began to receive right after the cart announcing that ballots should be expected, indicated that things were a bit problematic.

The LS teleconference identified some of this problem as stemming from the overwhelming upsurge in mail due to national elections, but then I began to receive repeat calls and emails.

The bulk of the calls came from both listeners and staff (many of whom had received listener ballots), and or family listener member households that were entitled to two ballots who'd received one ballot on an envelope dressed to both members, and paid staff members (I didn't submit this list having been told by the former IGM, this had been submitted in May, 2006), seemed to have been totally missed.

The NES had asked LS to verify the membership and address info on any missing or replacement ballot requests, before re-submitting them.

I had agreed to verify this info, because Evelyn Andino was in the middle of the upsurge related to the Fund Drive, So to maintain MEMSYS security, Evelyn and later Paul would open MEMSYS and I verified the majority of these calls. I either (depending on how request had been received) , prepared and emailed a list of names w/addresses or forwarded copies of the email to NES. I then (depending on how request had been made), placed a follow up call or emailed a reply to the requestor, informing them that their membership had been (or not), verified and the request for a replacement ballot had been submitted. But the huge number of 2nd and 3rd requests for ballot replacements that I continued to receive, indicated we were still experiencing some major problems.

During this phase, the NES had issued a statement that clarified that any candidate or candidate slate wishing to do an individual membership could do so, but only through the use of a third party mailing service, that would be paid to prepare the labels and do the mailing. All mailing lists are considered private information and can not be used or shared.

In addition to the above complaints, I'd received a call from a listener member confused by an ACE slate advertisement. Example **. A caller said, he'd received a return envelope and "a census survey that seems like it's from WBAI, but the return address on the envelope is different", and asked me to check it out and get back to him

I checked with the NES and was told, that ACE had indeed paid for the rights to have a mailing done for them, and that apparently there was nothing preventing them from including this return envelope and developing/consolidating their own list.

By the week before Nov 15th, the USOC representative (who had an number of members that hadn't received a ballot), Marquis Osson,, Cerene Roberts and ACE slate member Carolyn Birden intervened and asked that I contact the NES and ask for an extension.

When raised, the NES couldn't find a clause in the by-law to that would cover it, but after a teleconference meeting between the NES, Marquise Osson, Cerene Roberts, Carolyn Birden and myself, the NES did finally ok an extension, on the basis that the mailing problems might interfere with WBAI reaching quorum. So under very specific guidelines for distributing and dropping off ballots, the extension was granted.

The ballots were fed-ex to WBAI by the NES and with the help of Cerene Roberts and Marquis Osson, I purchased a locked box, with a mail slot (as per instructions from the NES), and made arrangements with observers from both JUC and ACE candidates, to collect and distribute replacement ballots to verified members. I made a cart apologizing for the delay, advising listeners about the extension and outlining the procedures for picking up a replacement ballot and had flyers placed around the station.

I was at the station (along with JUC and ACE observers), specifically to deal with the missing and or replacement ballot problem on Saturday, 11/18/06 and again on Monday, 11/19/06, until 12:00 pm. A number of people did come in

I had originally found three seniors who'd agreed to help tally. With the extension and date change, one dropped out (holiday plans), and on Saturday evening, I received a call that one member of couple who were still on board, had had an accident and might have to have surgery. So I was down to nothing.

I knew that Cerene Roberts and JUC members were planning to help, and that there were some ACE folks who would be observers, but felt the tallying process really needed some neutral participants and I decided to hire 2 workers.

On Monday, 11/19/06 after closing the balloting box at noon, Cerene Roberts, Marquis Osson, William, Lester Radke, JUC and ACE observers Nia Bediako, Shawn Rhodes and Mitch Cohen went over to the Peck Slip station and picked up the ballots waiting for us there. I'd visited the post office once after renting the box, asking that our mail be held for until Nov 15th.

We then took the mail from post office, the locked box at the station and in 2 cars and a taxi, went over to the Sixth St Community Center which Carolyn Birden found, and we'd rented for the day, to begin tallying the vote.

This was an incredibly slow process as the bar code on each individual envelope had to be scanned and verified, a process that was slowed down even further due to an equipment theft that had taken place at the airport. With the help of those named above and our two temp workers Jennifer Cuffee, Atnetta Owoaje and WBAI staff member Ayo Harrington who joined us later that evening and stayed with us through the 11/20/06, we tallied: 2870 votes, disqualifying 56 and resulting in 2654 listener members and 107 staff votes.

PHASE FIVE: 11/15 –12/15/06

1. Certify elections results w/the final approval of the NES

The elections results were emailed to the candidate's list and to the Ginger Otis w/a request that it be posted on the LSB web site immediately.

Since that time I've met with the Sixth St. Community Center to re-negotiate the bill. Their finance person had submitted a bill requesting almost \$250 more dollars than agreed to. This was clarified.

I submitted a letter and met w/the new IGM Robert Adams, to state my disagreement w/ a letter written by Mitch Cohen that accused a WBAI staff member and participant at the tally, of improper behavior.

And arranged a teleconference with the NES, Nia Bediako and Cerene Roberts to discuss the question of whether or not an endorsement of Steve Brown and Alex Steinberg by Gary Null and Robert Knight, was a Fair campaign violation.

The NES stated that there was no violation, because neither of Null or Knight are legally staff members. He said that he was basing this ruling on a legal interpretation he'd received, from the Pacifica Foundation's lawyer. Given some real questions raised by Cerene Roberts *** see attachment, we agreed that the NES would find the ruling from the lawyer and send it out and contact the lawyer and try to arrange a teleconference meeting for the above, and that he would incorporate their concerns into any reports verbal or written, about the elections.

He also agreed that the elections process is off track and is mimicking the current fancy foot work of the US elections process.

Recommendations

I raised fairly early on in a discussion with Lester Radke, that I felt that any real effort to implement a fair election's process at WBAI that did not include some sort of conflict resolution was a mistake and would only serve to further undermine the commitment that still exists for the station. I stand by that statement. The struggle at the LSB, has been allowed to go to far and an elections w/out work specifically related to identifying and clearing away some of the tensions will simply not work.

I also began to feel somewhat squeamish about what seems to me to be a decision emerging from a real desire to maintain grass root involvement in the LSB, but has instead created a nominations process that is too much of an open door and doesn't protect the stations.

A potential candidate is required to be a member in good standing, prepare a candidate statement and submit 15 signatures, none of which is that difficult to produce. The by-laws, don't authorize any further more interactive and collective process, to make sure that nominees are capable of working as team members and this is mistake. *See example* and I know that the candidate physically assaulted the Houston LES (and won !), had already been removed from the Pacifica National Board for problematic behavior*

I also believe that the elections should be administered by professional elections services.

This should not be read as a criticism of the current NES Lester Radke, or any of the Local Election Supervisors. Lester Radke, worked hard and long hours to make sure these elections met the fair practice campaign, and the by-laws. He has made major sacrifices to meet those goals, but the elections process has become more and more sophisticated and is not a one person operation.

There were 85,000 pieces of mail being sent out from the national office, with no real mechanism for handling mailing problems (just volume related), and certainly not enough of an actual staff trained to meet the potential fallout from just this fact.

The timing of the elections is crazy. They take place in the midst of the fall fund drive!! It interferes with certification work- Membership Departments are busy incorporating/updating membership activity and it cuts right into the capacity to recruit volunteers- the elections and fund drive may be competing for the same group of activists, not to mention the impact national and state elections can have on many major mailings taking place.

While I originally heard that WBAI was the problem child, I now believe that these are problems should be addressed as Pacifica Foundation's problems incorporating the LSB and election formats into its overall framework. (For example, LA couldn't make quorum even though LA has elected a progressive mayor and state representative, based almost exclusively on the growing unity of the African American and Latino grass root constituencies, DC wanted to try and shut down the elections process during the phase two, the violence in Houston, etc)

Perhaps Pacifica needs to seriously re-evaluate the election process politically, organizationally and technically. Pacifica should consider using professionally trained development and conflict services, to train and assist each station 's (the LSB, National), capacities to participate in making and keeping the National-LSB and electoral processes a democratic process that also provides US residents w/an alternative vision.

Local Election Supervisor's Report

WPFW LSB Election 2006

By Local Election Supervisor Ikeso Alston

Overall view of Election-

My overall view of the election process and my experience with WPFW the PNB and LSB is that the foundation for the election process is not stable. Many problems exist on the local level because they filter down from the national level. The election process has many gaps that allow for much unneeded stress and tension between the PNB, LSB and the local election supervisor. As the parent organization, Pacifica needs to offer more guidelines and structure for a better election process. WPFW operates with no fear of reprimand for its actions, or lack thereof. What good are the bylaws if they are not enforced by the PNB? If local election supervisors had needed support and structure provided by PNB the outcome of the elections would be different.

The PNB has to do a better job enforcing the laws that they create.

Support from Station Manager-

Receiving support from the station manager is mandatory if what Pacifica wants success in its election process. The support from the station manager was non-existent. No guidance or support was provided by the station manager. The station manager determines how the rest of the staff perceives the election process. I was told by the station manager a number of times that he would not get involved with this process. There was always a reason: because of past issues with tampering of election or that current board members were waiting for him to mess up so they could get rid of him. Many times my request would be heard but no action would be taken (i.e., updates to the web site, PSA being run). During the first phase of the election, when PSA should've been played to gain support from listeners and candidates none were run. As a result, on the original closing date we had only one candidate. After bringing this to the attention of my supervisor we extended the nomination deadline. At that point the station manager was made to understand from National that his support was mandatory and his lack of support would result in a reprimand. Within one week of the station manager being given this ultimatum the tempo of the election changed. PSAs stressing the importance of the community's involvement were played regularly. Within 9 days of the PSAs playing we had enough candidates to proceed to the next phase of the election process. What is apparent is that when we operate with the support of the station manager the outcome is different.

Support from Staff-

Everyday I went to work I was amazed with the dedication of the staff in handling any task given to them. I found that often times when a task was given to them they handled it to the best of their ability. Updating the website and creating an accurate listener and staff list was challenging. It was challenging because the people that I would call on for these task most times were working on many other task. Getting the website updated was often a problem and took days if not weeks. Updating the membership list was also a problem only because it was not done on a regular basis. As a result, the list was not current—many members on the list had moved and some of the members on the list were deceased. The importance of this is that without an updated members list how can we know what our membership total is and an accurate quorum can not be achieved.

Support from Programmers-

I found that while I received support from some of the programmers, the majority of programmers led me to believe that they didn't even know that elections were underway. Some even expressed fear of getting involved because they thought they would be punished. Once the station manager was held accountable for the station

involvement it began to change. Only after the station manager made it mandatory for all programmers to read the PSA calling for community involvement was the PSA played and read. Given the negative energy centered around the WPFW election it is very hard to get people involved with the station elections. As a result of the dysfunction of the election process and LSB meetings it is difficult to get people involved.

Volunteers and the Election Committee-

I initially thought this would be one of the highlights of the entire election experience. I jumped at the opportunity to connect our community supporters to the station and build the strength of the station through a common goal. The PSA calling for the community to get involved were often times never heard. Later I found out that the PSA was never put into the log for playing for rotation.

I received the greatest response for volunteers and the election committee during the on air forums that were held. I would receive numerous phone calls and emails of people expressing interest. When I would follow up with a phone call I would often get the run around or people would agree to come but never would they show.

I was constantly approached by current LSB members urging who I should and should not allow on the committee. Everyone is suspicious of each other and assumed that someone would sabotage the election. Where is the trust? No one seemed to trust each other, which led me to trust no one and ultimately hindered to the process.

Receiving sufficient applicants from interested candidates-

As of the original closing date I received only one candidate. This was a result of how the station handled publicizing its election. The PSA that was to be played urging the community to get involved was played with little or no regularity.

With the extension granted and full support of the station manager the campaign picked up. We used the radio programs as a platform to urge the community to get involved. My phone began to ring as soon as the shows would end.

One of the biggest problems was getting current members to sign the petition. People often signed the petition not understanding that their membership needed to be current for their signature to count. Current membership was also necessary if they wanted to run as a candidate. To address this we had two open houses at the station where people were able to do three key things: Allows the members to make sure their membership is current; receive signatures from current members for the petition; and ask the current board members questions.

Paychecks and Operating Budget-

The allocated budget of \$500 is fine. It was hard to get approval for spending. When I did get approval I had to use my own money and was never paid back in a timely matter. It would have been nice to use this budget to expand the community outreach events. Given what it took to get money for pizza for election committee meetings or food and drinks for election open houses it resulted in additional and unnecessary stress. I found it easier to operate not using the budget and spent my own money for several items.

My work area and phone-

I was given a work area at the radio station. It did not have a computer so I brought my laptop from home many of times. It posed some problems only because it was not networked into the WPFW system. This was a problem that the technical supporters and I tried to work on but could never fix. I often used one of the four computers on the other side of the office. This made answering my phone at my desk a challenge as it was on the other side of the office. When I would get to my phone often times the message indicator would be on. My phone for some reason would not allow me to check my messages. When I would hit my message button on the

phone it would instantly connect me to the receptionist. This problem existed for 5 weeks and I found it easier to manage my office related phone calls through my cell phone. No one in the office knew how to fix this problem. One day I came to work and it was fixed, no one at the station knew who fixed it or how it was fixed.

A proper work station is mandatory. Many times I was on the phone or retrieving emails. It slowed the process when I had to go to one side of the office to retrieve emails and another to place calls.

25 hour work weeks-

25 hours a week for 6 months is not going to get this job done. This position can remain part time but it needs to be all year around or full time for the 6 month period. As election supervisors we have to make sure the web is current, create community forums for the candidates, interview candidate hopefuls, create a campaign to, name a few of the tasks. Given the amount of work that needs to be done to have a successful election, more time needs to be allowed.

You could spend 12.5 hours a week just developing your community outreach. It would be time well spent but under the current allotment of time, you would only have 12.5 hours left to complete other work related task.

SUGGESTIONS FOR IMPROVEMENT

Ways the Station Manager can help

If this election process is to be a success the support of the station manager is mandatory. The station manager dictates the tempo of the election. When people see that the station manager is involved and is dedicated to the process it becomes contagious. If the station manager doesn't make the elections a priority we can not expect the staff to do the same.

Planning between the station manager and the election supervisor is a must. This planning must start 3-4 months before the July start date. Just like with any campaign you must strategize on ways to increase involvement.

Call to Radio Personalities

We must develop a protocol for the programmers and personalities to follow during the election process by creating a format for dialogue to exist between the community and the station centered around the election and community issues. This creates a sense of entitlement at the station and in the community.

More visible in the streets/community mentorship program

We must create events and programs that the community can see. People will rally around and support the station when they know the station exists and is community oriented. Creating a mentorship program for our youth has to be done. We are nothing if we can't share past experiences in an attempt to strengthen our future. WPFW must connect the wisdom of the past with the energy of the future—our youth.

The Importance of allowing the election to coincide with pledge drives

We must begin the process of thinking as one in our quest to increase listenership and the money received during the pledge drives. While we have our listener's ears it is important to take full advantage of this time. Voting reminder cards should go out in the same mailing as pledge reminders. This should be a process that is done year round and not just during the election. I understand that because of bylaws this may not be something that can be accomplished, but we must make necessary changes to insure success. If we want our listeners to take the elections seriously we must expect the voices that they hear to talk with the same

excitement and sense of urgency.

Election Budget

The process for election supervisors to make needed purchases must be streamlined to reduce the need for election supervisors to spend out-of-pocket. Often times I was not reimbursed. There needs to be a better process and access to the funds allotted to the election supervisor for expenses and supplies.

Appendix 1 - Results of the Pacifica Elections

KPFA Election

Ballots counted at the Bay Area Alternative Press, Berkeley, CA
Friday, November 17, 2006

Listener Election

Number of ballots mailed	26030
Number returned undeliverable	345
Ballots actually delivered	25685
Quorum=10% of 25685	2569
Ballots received	3983
Response rate =15.5%	

Quorum reached

This is the order in which the listener candidates were elected.

Sarv Randhawa	ELECTED -- 1st round
Conn Hallinan	ELECTED -- 2nd round
Henry Norr	ELECTED -- 7th round
Anne Sorgen	ELECTED -- 14th round
Andrea Turner	ELECTED -- 14th round
Noelle Hanrahan	ELECTED -- 18th round
Vida Samiian	ELECTED -- 18th round
Ernesto (Tico) Chacin	ELECTED -- 18th round
Sasha Futran	ELECTED -- 22nd round
Akio Tanaka	DEFEATED -- 21st round
Regina Carey	DEFEATED -- 17th round
Dave Welsh	DEFEATED -- 16th round

Mark Hernandez	DEFEATED -- 13th round
Tina Flores	DEFEATED -- 12th round
Howard Beeman	DEFEATED -- 11th round
Nazreen Kadir	DEFEATED -- 10th round
Bob English	DEFEATED -- 9th round
Jane Jackson	DEFEATED -- 8th round
Erik (Witakae) Oberg	DEFEATED -- 6th round
Aaron Aarons	DEFEATED -- 5th round
Dave Heller	DEFEATED -- 4th round
Jim Weber	DEFEATED -- 3rd round

KPFA Staff Election

Number of ballots delivered	276
Quorum = 25% of 276	69
Ballots received	110
Response rate = 39.8%	

Quorum reached

This is the order in which the staff candidates were elected.

Bonnie Simmons	ELECTED -- 1st round
Lewis Sawyer	ELECTED -- 3rd round
Anthony Fest	ELECTED -- 4th round
William Walker	DEFEATED -- 4th round
Mary Tilson	DEFEATED -- 2nd round
Maxine Doogan	DEFEATED -- 2nd round

KPFK Election

Ballots counted at the Peace Center, L.A.
December 3, 2006

KPFK Listener Election

Number of ballots mailed	20780
Number returned undeliverable	483
Ballots actually delivered	20297
Quorum=10% of 20297	2030
Valid Ballots received	2046
	Response rate =10.08%

Quorum reached

This is the order in which the listener candidates were elected.

Don White	ELECTED -- 1st round
Jan Goodman	ELECTED -- 1st round
Dave Adelson	ELECTED -- 2nd round
Yosh Yamanaka	ELECTED -- 9th round
Tracy Larkins	ELECTED -- 11th round
Gabrielle Woods	ELECTED -- 11th round
Yolanda (Yolie) Anguia	ELECTED -- 12th round
Ian Johnson	ELECTED -- 15th round
Jack Van Aken	ELECTED -- 15th round
Bayard Condon	DEFEATED -- 14th round
Lawrence Reyes	DEFEATED -- 10th round
Ken Aaron	DEFEATED -- 8th round
Marie Deary	DEFEATED -- 7th round
Chuck Anderson	DEFEATED -- 6th round
Doug Barnett	DEFEATED -- 5th round

KPFFK Staff Election

Number of ballots delivered 204
Quorum = 25% of 276 51

Ballots received 73
Response rate = 35.7%

Quorum reached

This is the order in which the staff candidates were elected.

Ali Lexa ELECTED -- 1st round
Sherna Berger Gluck ELECTED -- 4th round
Steve Weatherwax ELECTED -- 4th round
Ana-Isabel Gonzalez DEFEATED -- 3rd round

KPFT Election

Ballots counted at the Central Market Community Room
Tuesday, November 28, 2006

KPFT Listener Election

Number of ballots mailed	9440
Number returned undeliverable	252
Ballots actually delivered	9188
Quorum=10% of 9188	919
Ballots received	1001
Response rate =10.8%	

Quorum reached

This is the order in which the listener candidates were elected.

Susan Young	ELECTED -- 1st round
Bill Crossier	ELECTED -- 1st round
Mike Martin	ELECTED -- 1st round
Ken Freeland	ELECTED -- 6th round
Wendy Shroell	ELECTED -- 8th round
Teresa Allen	ELECTED -- 11th round
Bob Sanborn	ELECTED -- 12th round
Joseph Kaye	ELECTED -- 15th round
Wesley Bethune	ELECTED -- 15th round
Abati Doe	DEFEATED -- 14th round
Donald Cook	DEFEATED -- 13th round
James Allen	DEFEATED -- 10th round
Rick Potthoff	DEFEATED -- 9th round
Brian Swain	DEFEATED -- 7th round
Thomas Williams	DEFEATED -- 5th round

KPFT Staff Election

Number of ballots delivered	185
Quorum = 25% of 185	47
Ballots received	61
Response rate = 32.9%	

Quorum reached

This is the order in which the staff candidates were elected

Michael Woodson	ELECTED -- 3rd round
Alfonzo Rivera	ELECTED -- 4th round
Curtis Green	ELECTED -- 6th round
Rad Rich	DEFEATED -- 5th round
George Reiter	DEFEATED -- 2nd round
Judi Beckett	DEFEATED -- 1st round
Leighza Walker Welch	DEFEATED -- 1st round

WBAI Election

Ballots counted
Monday, November 20, 2006

WBAI Listener Election

Number of ballots mailed	16404
Number returned undeliverable	395
Ballots actually delivered	16009
Quorum=10% of 16009	1601
Ballots received	2654
Response rate =16.5%	

Quorum reached

This is the order in which the listener candidates were elected.

Rev. Lawrence E. Lucas	ELECTED -- 1st round
Steve Brown	ELECTED -- 1st round
Nia Bediako	ELECTED -- 2nd round

Carolyn M. Birden	ELECTED -- 3rd round
Mitchel Cohen	ELECTED -- 16th round
Alex Steinberg	ELECTED -- 19th round
Ray Laforest	ELECTED -- 19th round
Berta Silva	ELECTED -- 22nd round
Tibby Brooks	ELECTED -- 24th round
Andrea Fishman	DEFEATED -- 23rd round
Samia Halaby	DEFEATED -- 21st round
Paul DeRienzo	DEFEATED -- 18th round
Patricia Logan	DEFEATED -- 17th round
Samuel Spady	DEFEATED -- 15th round
Blanca N. Diaz	DEFEATED -- 14th round
A. Solomon	DEFEATED -- 13th round
Imani Henry	DEFEATED -- 12th round
Americo Casiano Jr.	DEFEATED -- 10th round
Marianela Tricoche	DEFEATED -- 9th round
Carole Drake	DEFEATED -- 8th round
Angelo Alicea	DEFEATED -- 7th round
Bernadette Ellorin	DEFEATED -- 6th round
Rolando Bini	DEFEATED -- 5th round

WBAI Staff Election

Number of ballots delivered 269
 Quorum = 25% of 276 69

Ballots received 107
 Response rate = 39.7%

Quorum reached

This is the order in which the staff candidates were elected.

Bob Lederer	ELECTED -- 1st round
Shawn Rhodes	ELECTED -- 4th round
Kathy Davis	ELECTED -- 5th round
Louis Reyes Rivera	DEFEATED -- 5th round
Delphine Blue	DEFEATED -- 3rd round
Margareth Dominique	DEFEATED -- 2nd round
Write-in	DEFEATED -- 2nd round

WPFW Election

Ballots counted at the Center for Voting and Democracy
December 8, 2006

Listener Election

Number of ballots mailed	13335
Number returned undeliverable	283
Ballots actually delivered	13052
Quorum=10% of 13052	1305
Ballots received	1309
Response rate =10%	

Quorum reached

This is the order in which the listener candidates were elected.

Gail Dixon	ELECTED -- 1st round
Acie Byrd	ELECTED -- 1st round
Billy Ray Edwards	ELECTED -- 1st round
Dan Logan	ELECTED -- 1st round
Rob Robinson	ELECTED -- 3rd round
Alonzo Brown	ELECTED -- 11th round
Zaccai Free	ELECTED -- 11th round
Adriane C. Jemmott	ELECTED -- 11th round
Arturo Griffiths	ELECTED -- 11th round
Ann Hyslop	DEFEATED -- 10th round
Write-in	DEFEATED -- 9th round
Marcello Tolliver	DEFEATED -- 8th round
Carletta Fellows	DEFEATED -- 7th round
Lamonte Nichols	DEFEATED -- 6th round
Samual Joseph Bacasse	DEFEATED -- 6th round

WPFW Staff Election

Number of ballots delivered 147
Quorum = 25% of 147 37

Ballots received 53
Response rate = 36%

Quorum reached

This is the order in which the staff candidates were elected.

Ambrose Lane	ELECTED -- 1st round
Jim Brown	ELECTED -- 2nd round
Norberto Martinez	ELECTED -- 5th round
Michelle (Noodles) Smith	DEFEATED -- 4th round
Write-in	DEFEATED -- 3rd round

ELECTION COUNT SUCCESSFULLY COMPLETED AND CERTIFIED FOR ALL STATIONS

Les Radke – National Election Supervisor – December 15th, 2006

Appendix II - KPFA Nomination Packet

The nomination packet should be rewritten. I attempted to have it translated into Spanish, and had translator after translator turn me down. I feel this is because the English is not clear enough for English speakers, and is not a reflection of poor translating skills.

2006 Introductory Election Notice

Board Elections: If you are interested in serving on the KPFA Local Station Board, please contact Local Elections Coordinator Tracy Rosenberg (ballot@kpfa.org).

Applications will be accepted, starting July 25, 2006. Nine (9) listener-members and three (3) staff members will be elected to serve a 3 Year term on the KPFA Local Station Board, to replace (or re-elect) the members whose term expires December 31, 2006.

Candidacy Materials: Contact Tracy Rosenberg to get the forms and materials necessary to become an LSB candidate.

Pacifica Network is the only U.S. radio network with a democratically-elected governance structure. Listener-supported, and supported as well by more than 1000 staff members nationwide, most of them unpaid staff, this network has survived McCarthyite repression, investigation by the House Un-American Activities Committee, and attacks from conservative forces in this country.

The network is independent of government and corporate control, and thus is able to present unfettered public affairs programming as well as programs on music, the arts and humanities which are diverse and multi-cultural instead of profit driven.

This important network needs the support of all its listeners as never before. One part of that support is to become involved with the election of the Local Station Boards of each station.

Local Station Boards have the following duties and responsibilities:

Actively reaching out to under-represented communities to help the station serve a diversity of all races, creeds, colors and nations, classes, genders and sexual orientations and ages. The Local Station Board is also directed to help build collaborative relations with organizations working for similar purposes.

Assisting the station in fundraising activities.

Conducting at least 2 Town Hall style meetings each year. These are devoted to hearing

listeners' views, needs, and concerns. Performing community needs assessments, or seeing to it that separate "Community Advisory Committees" are formed to do so.

- Working with station management to ensure that station programming fulfills the purposes of the Foundation and is responsive to the diverse needs of the listeners (demographic) and communities (geographic) served by the station, and that station policies and procedures for making programming decisions and for program evaluation are working in a fair, collaborative and respectful manner to provide quality programming.
- Reviewing and approving the radio station's budget.
- Screening and selecting a pool of candidates for the position of Program Director at each radio station. The General Manager must make a hire from this pool of candidates.
- Writing annual evaluations on the job performances of the radio station's General Manager and Program Director.
- Screening and selecting a pool of candidates for the position of General Manager from which the Pacifica Foundation Executive Director (ED) must hire.
- Ensuring that the station works diligently towards the goal of diversity in staffing at all levels and maintenance of a discrimination-free atmosphere in the workplace.

These Local Station Boards also have the following national responsibilities:

- Electing 4 members to serve as directors of the Pacifica Foundation which manages the radio stations in New York, Washington, D.C., Houston, Los Angeles and Berkeley. The Local Station Board can recall these Foundation directors by a 2/3 vote.
- The Local Station Board also appoints from its own membership representatives to serve on the committees of the National Foundation which review finances, programming, governance and other matters essential to the operation of the network.

Each individual member of a Local Station Board should expect to attend monthly board meetings and actively serve on Local Station Board committees.

If you are interested in running for these boards, or know folks who you feel would add to the quality of your station by being on the Local Station Board, you should note the following timetable for the elections.

If you are NOT a member of your station, please subscribe with at least \$25 by August 31st, or volunteering at the station for at least 3 hours.

Elections Timeline:

- a. July 25th - Nominations of candidates begin
- b. Sep. 1st - Date of record for membership; all voters and candidates must be members as of this date, whether new, renewing or significantly lapsed
- c. Sep. 25th - Nominations are closed
- d. Sep. 26th - Candidates' campaign begins
- e. Oct. 16th - Ballots are sent out

f. Nov. 15th -Ballots have to be received NOT postmarked - by Pacifica
g. Dec. 1st - All ballots have to be counted
Vote Quorum Required

To make this election valid, the bylaws require AT LEAST 10% of the eligible voters to actually vote. The on-air staff will encourage listeners to run for office and to cast their ballots but MUST refrain from endorsing candidates on-air or on any station web site.

Please support this station and vote!

Interested in learning more about the election process we use (Single Transferable Vote)?

Visit: http://en.wikipedia.org/wiki/Single_Transferable_Vote

Interested in helping with the elections?

Contact Tracy Rosenberg: ballot@kpfa.org

COVER SHEET

“I have read and understand the KPFA Local Station Board election rules provided me and as a qualified voter, declare my candidacy for the listener/sponsor Delegate seat on the KPFA Local Station Board.”

My Candidate status is: _____ Listener _____ Staff

Printed Name _____

Signature _____ Date _____

Address _____

City / State / Zip _____

Type or print your name exactly as you wish it to appear on the ballot.

Mailing address (if different from above)

Street _____

City _____ State _____ Zip _____

Preferred phone _____ (Circle one: home work cell)

Other phone _____ (Circle one: home work cell fax)

Email _____

Complete contact information is REQUIRED. If we are unable to contact you, you will not appear on the ballot.

Are you 16 years of age or older? _____ yes _____ no

The following demographic data is requested to satisfy Pacifica’s diversity goals, but is not required:

What is your gender? _____

What is your race? _____

What is your sexuality? _____

Do you have any physical Disabilities? _____

CANDIDATE STATEMENT

The KPFA Local Election Supervisor will hold an election to seat 12 delegates to 3-year terms of the Local Station Board. There will be separate but parallel elections for both Listener and Staff Delegates to the Local Station Board.

One function of the board is to see that the needs of the station and the community are being met, from programming to budgets. A second function is to report on and represent the station to the Pacifica's National Governing Board through appointed representatives.

With these duties in mind, board Delegates are elected for a number of reasons:

- To set a model of accountability for the National Board;
- To strengthen the legitimacy of the Local Station Board;
- To bring diverse, grassroots voices from the community into the dialogue between the community and the station.

There are two ways to qualify to vote as a "Listener-Sponsor Member":

- SUBSCRIBER:** Contribute at least \$25 to KPFA in the year between September 2, 2005 – September 1, 2006
- VOLUNTEER:** Complete 3 or more verifiable volunteer hours at KPFA during the same period.

Nominations will be accepted through September 25, 2006. Candidates must be qualified voters and submit Nominating Petitions with 15 signatures of qualified voters in support of the candidate. From now until the close of the nomination period, the Election Supervisor and Election Committee will hold regional nomination events where candidates and voters can meet and sign petitions.

To facilitate the gathering of petition signatures, note that you may submit a statement of up to 500 words immediately, which will be posted on the KPFA election web site for listeners to browse, contact you with questions, or offer to sign your petition. This statement can later become your candidate statement if you run, or you may submit a revised statement for distribution with the ballots.

We'll post candidate data on-line and after the nomination process is complete, host on-air candidate forums. Qualified Voters will receive their ballots in the mail during the last half of October 2006. **Completed ballots will be due by November 15th, 2006.**

There are 9 listener seats and 3 staff seats being chosen during this election. The entire Local Station Board consists of 18 listener delegates as well as 6 staff delegates who are elected by staff.

Pacifica's mission and principles require that we strive to achieve diversity on the Station Board, and voters are urged to consider that in casting their votes.

Each candidate is entitled to have a statement of 500 words or less, made available to every voter with their ballot. **You are required to submit a candidate statement in order to be placed on the ballot. Candidates who do not submit a statement will be disqualified.**

We will also post your statement on the station's election web page. (Note that your statement can be posted before you are officially nominated to facilitate listeners' ability to find candidates whose petitions they want to sign.)

In drafting your statement, **you must begin with your name**, try to include your main theme or qualification you want to stress in your opening paragraph, as this is all many voters may read. As part of your 500 word maximum, at the end of your statement you may also list the names of up to 5 of your nominators if you wish.

You may submit your statement immediately to facilitate gathering nominating signatures, **but your final candidate statement, to be included in the ballot mailing, must be received by the Election Supervisor no later than 5 P.M. September 25, 2006.** If possible an electronic version should be submitted to avoid the need to retype it (with the potential typos).

KPFA CANDIDATE QUESTIONNAIRE

Candidates must answer the following questions and submit along with their final statement. Please keep your answers as brief as possible. If possible an electronic version should be submitted to avoid the need to retype it.

1. Why do you want to be on the Local Station Board?
2. How do you envision the Local Station Board working with the Pacifica Foundation, KPFA and the community?
3. How could the station better serve its listeners?
4. Describe some actions you would take to increase the influence of the station in underrepresented communities and to increase the diversity of the listening audience?
5. What sources of funding, other than listener donations, do you feel KPFA should solicit?
6. Please state briefly the skills, experience, educational background, work history, organizational affiliations, areas of community service, areas of interest and expertise that you would bring to the Pacifica network as a member of the Local Station Board.
7. Do you anticipate missing any Local Station Board meetings due to family or job

related

problems or inadequate transportation?

8. On which Local Station Board committees* are you interested in actively serving? If you are a

current Local Station Board member, on which committees do you currently serve?

*Please see www.KPFA.org for a complete list of Local Station Board committees.