

FAQ: The Care and Feeding of a WEFT Associate

Q: What are the requirements to be an Associate?

A: You must 1) be a current paid member of WEFT; 2) attend at least two Associates meetings in the last twelve months; 3) sign the Associate Contract, and 4) have a volunteer commitment at WEFT.

Q: What does it cost to be a paid member of WEFT?

A: As of December, 2008, the annual basic membership cost is \$40.

Q: I'm paying for my membership in installments. At what point does WEFT consider me to be a paid member?

A: As soon as we receive your first installment for your current twelve-month's membership.

Q: I use Community Shares to pay for my membership. At what point does WEFT consider me to be a paid member?

A: As soon as we receive a copy of your current Community Shares form, showing that you have allocated at least the basic WEFT membership amount to us.

Q: Does WEFT have a reduced membership for students or those on fixed income?

A: No.

Q: What if I can't afford to pay a year's membership right now, even in installments?

A: WEFT is pretty lenient about this. We'll give you at least six months' lapsed membership before we'd let it affect your Associate status.

Q: WEFT's documents say in one place that Associate status involves attending just one Associates meeting in a year; in another place, it says I have to attend two. Why the difference?

A: Because the two sections address different components of Associate status. The one section says that you become an Associate by having previously attended one Associates meeting; you are an Associate, and are welcome to vote, from the beginning of the second Associates meeting that you attend within one year. The other section says that you remain an Associate by attending at least two Associates meetings each subsequent twelve months.

Q: I'd like to come to the upcoming Associates meeting, but something's come up. What does that do to my Associate status?

A: Probably nothing. If you're already an Associate, we'll give you an excused absence, just by emailing the Associates Executive Committee (AEC).

Q: OK. That gets me through the money-and-meetings part of maintaining my Associates status. What do I have to do to meet the volunteering portion?

A: Just find a place where your interests match up with WEFT's, and do something. Anything. One of the advantages of diversity is that WEFT has jobs for pretty much all tastes. Like sitting indoors in meetings? We have committees you can join. Prefer the great outdoors? We help at lots of festivals each year, and even find time to run one of our own (WEFT Fest). No matter your tastes, we have a great use for a few hours of your time.

Q: Who do I talk to about helping out?

A: If you're on wefti (WEFT's main email list), you should see lots of opportunities to lend a hand. There's probably one one-shot volunteer opportunity each month—more than that when it's nice outside. And if you see announcements about a committee that you'd love to help with, just show up at one of their meetings. Sometimes, you have to be elected to join a committee; in some cases, you can become a committee member just by showing up to the meetings. In many cases, there are plenty of things you can contribute to a committee even as a non-member—just ask the committee chair.

Q: Does being on the air count as my volunteer commitment?

A: If you mean doing your own show, being part of a collective that has a show, or subbing somebody's show, no, that doesn't count. What does count is covering one of the pre-recorded programs aired each week, like those we broadcast weekdays as part of the WEFT Courier.

Q: How many hours does it take to have a volunteer commitment?

A: There is no hard and fast figure. We think of your contributions more as tasks that you help with, rather than as the number of hours you put in on those tasks. Basically, all we ask is that you put in some time to help the station during the year, and we'll give you credit for helping us enough to maintain your Associates status. Have plenty of time? We'll take it. Have way too much real life to contend with, and have to struggle to give us more than a handful of hours? We'll take that, too.

Q: Hang on. You're saying there's no difference between A Lot and A Little?

A: Yup. We trust everyone to help as they're able. Hmmm... "From each according to their ability". Where've we heard that one before?

Q: There has to be some minimum amount?

A: The only contribution you make that's Not Enough is the one that WEFT doesn't know about. Here's the one thing that we place squarely upon your shoulders: It's your responsibility to clear what you'd like to do for WEFT with whoever is in charge of that sort of thing. Then, let that person know when you've completed what you said you'd do. Periodically throughout the year, all of the folks in charge of WEFT volunteers report all their helpers to the Associates Executive Committee (AEC)—the AEC Chair, usually—so if the volunteer coordinators don't know that you did something for the station, that's the one case where you'll come up short, volunteering-wise.

Q: What do those coordinators use to decide whose help they report, and whose they don't?

A: Here's the standard question the AEC puts to WEFT's volunteer coordinators:

Imagine that someone who did something for you comes forward and says "Excuse me, I should get credit for volunteering at WEFT—just ask her". (Meaning you, the coordinator). Are you willing to say that that person shouldn't, in fact, get the volunteer credit they need to be an Associate?

Take it as a given that WEFT volunteer coordinators will bend over backward to give you that credit.

Q: How do I know for certain whether or not I've done enough to get "the volunteer credit [I] need to be an Associate"?

A: Bottom line? (And this is true of every single thing that you have a question about at WEFT.) Ask. Tell. Speak up. At some point, a list is posted at the station giving the names of everyone who is believed to currently be an Associate, and everyone who will be one if they attend the next Associates meeting. If you expect your name to be on that list but it isn't, contact the AEC—start with the chair—and find out what's up. Even if it's the night of the meeting, there's a decent chance that your Associate status can be straightened out right then and there. (Hint: Your chances of being counted as an Associate at a meeting go up significantly if you don't wait until the meeting is about to begin to deal with this.)

Q: Who do I contact if I have questions about stuff?

A:

Associate-related stuff: Associates Executive Committee (AEC)

Current contact: Don Davis	zoots2008@gmail.com
Benjamin Schwarze	triturate.kakistocracy@gmail.com
Mike Feldman	mike_feldman@sbcglobal.net

or to weftx@weft.org

General WEFTish stuff: stationmanager@weft.org

WEFT Associate Contract

Amended 9/7/2006

Preamble

The Associates include the on-air voices, the upholders of the station's democracy, and the volunteers who maintain the equipment, the building and the organization that is WEFT. Without Associates, WEFT simply couldn't exist.

By signing below, I verify that I understand the responsibilities and privileges of being a WEFT Associate. This is an agreement between myself and the other WEFT Associates.

Privileges

Associate status is a legal status within the station defined by the WEFT Bylaws (Section 5). Associates elect members to the Board of Directors, Associates Executive Committee and other bodies; have the privilege of holding an airshift; vote to petition the Board concerning station policy, the Board is required to act on these petitions; communicate their will to other station bodies through Associates resolutions; vote to ratify or reject amendments to the WEFT Bylaws; have democratic control over their own meetings and business by voting on Associate-initiated motions.

Requirements

As stated in the WEFT Bylaws, I will become an Associate at the beginning of the second Associates meeting I attend in a twelve-month period. I must attend two Associates meetings every twelve months thereafter to retain my Associate status.

The WEFT Bylaws Section 5 states:

"5.02 – A person shall become an Associate by completing three requirements and signing an Associate contract. The requirements are: 1) current station membership in accordance with Article 4 of these Bylaws, 2) attendance in the last twelve months of at least one Associates meeting, 3) filling of a volunteer position based on the current needs of the station under the supervision of a standing committee or staff member. Associate status shall become effective at the beginning of the first station meeting that the person attends after completing the requirements and signing an Associate contract.

"5.03 – The term of membership for an Associate shall be one year.

"5.04 – An Associate may renew their term annually by completing three requirements and signing an Associate contract.

Additionally, WEFT Associates agree to follow any requirements that are set forth by the Associates in the Associates Standard Operating Procedures.

Grievance Procedure

I understand that the Associates Executive Committee, the general manager, and the Board of Directors are willing to hear my grievances.

The station is responsible for providing procedures for resolving difficulties, including the Conflict Resolution Committee and the Adverse Actions Review (Section 11 of the WEFT Bylaws), and the general manager will provide anyone with such information upon request.

Agreement

I affirm that I have attended two Associates meetings in the past year, that I am a WEFT member in good standing, that I have an active volunteer commitment and that I will continue to meet the requirements for Associate status. I understand that the Associates will maintain Standard Operating Procedures and I agree to abide by these procedures.

Associate:

Associates Committee Chair:

(Name)

(Name)

(Signature)

(Signature)

Date: _____

Date: _____

Email address: _____