

MINUTES OF THE KGNU BOARD OF DIRECTORS MEETING

Monday, January 14, 2013

4700 Walnut St. Boulder, CO 80301

Board Members Present:

Barry Gilbert, Chair
Chris O'Riley, Secretary
Sam Fuqua, Ex-Officio, non-voting
Ken Fricklas
Robin Van Norman
Jon Walton

Board Members Absent:

Meredith Carson, Vice Chair
Basit Mustafa, Treasurer

Guests:

Leslie Lomas
Shawna Sprowls

6:10 pm-Meeting called to order by Barry Gilbert

Minutes of the December, 2012 meeting approved.

PUBLIC COMMENT: None

STATION MANAGER'S REPORT: Sam Fuqua

Spring Membership Drive

KGNU's 2013 Spring Membership Drive will be March 13-23. We will be offering a weekend getaway raft trip package in a drawing for this drive. We are looking for a food bank donation partner to replace Grant Farms (which declared bankruptcy). We made our \$200,000 goal for the fall 2012 drive.

End of Year Giving

Overall year end giving was up a bit this year compared with 2011. Colorado Gives was up from last year but the amount from our year-end mailing was down showing that the introduction of Colorado Gives Day has helped our overall year end numbers. Our combined total in 2012 was \$52,760, compared to \$50,460 in 2011. In 2010, before we started participating in Colorado Gives, our year-end total was \$39,800.

Loan Payments

We made the second \$ 30,000 annual payment as scheduled to the Community Foundation. Eight annual payments remain for the balance owed of \$240,000. Our largest lender, who we owe \$845,000, reaffirmed earlier this month that they are willing to forego payments until 2015.

Capital Campaign

We have received positive response from some of the donors we approached during the quiet phase of our 4700 Walnut capital campaign. We are still on track to go public with this campaign in the first quarter of 2013.

All Station Retreat

The retreat is scheduled for Saturday, Jan. 26th from 9:00 AM to 4:00 PM at the Outlook Hotel in Boulder. A tentative date for a board/staff follow-up discussion would be Monday, Feb. 11 from 6:00-9:00 PM.

National Conference on Media Reform

NCMR is the major annual conference for all concerned with supporting and growing independent, noncommercial media in the US. It will be held in Denver this year from April 5-7. KGNU is a member of the Local Host Committee and will be co-hosting a party for NCMR attendees at 700 Kalamath on Friday, April 5th. Information on the conference is at <http://conference.freepress.net>

EVENTS:

KGNU's two winter fundraising events are on track.

- 1) Funky Good Times will be held Saturday, January 26th, @ the Boulder Theater. Part of the proceeds will benefit KGNU.
- 2) The Mardi Gras party will be held Saturday, Feb. 2nd at the Avalon.

RETREAT AGENDA: Sam Fuqua

Marge Taniwaka, Clayton Moore, and Sam have come up with the following draft agenda.

Draft Agenda: KGNU ALL STATION RETREAT January 26, 2013 Outlook Hotel

- 9:00-9:30** Bagels & coffee
9:30-9:45 Introductions
9:45-12:30 Morning Full Group Session: Rethinking Volunteer Engagement

This session will address potential solutions to current or upcoming challenges and brainstorm together about a unique opportunity for volunteers to help improve the volunteer experience for everyone at KGNU. Our guest facilitator will be Clayton Moore, former Director of Volunteer Engagement for Metro Volunteers and a highly-experienced volunteerism expert based in Boulder. Clayton will lead our discussion about the volunteer experience at KGNU and offer advice on best practices for volunteer retention, communications and outreach. He will also help us brainstorm about the potential role of a new Volunteer Enrichment Committee, now under consideration. This discussion will help inform our direction for the coming year as well as the development of KGNU's new strategic plan.

- 12:30-1:30** **Lunch** - Bring your own or eat in the restaurant at the Outlook
- 1:30-2:00** **Survey Results**
Presentation and discussion of recent volunteer surveys
- 2:00-3:00** **The Future of KGNU: What do we want KGNU to be like at 40?**
Clayton Moore and KGNU board member Jon Walton lead a discussion of our hopes and aspirations for the next five years. This discussion will help inform the direction of our next strategic plan.
- 3:00-3:15** **Break**
- 3:15-4:30** **Workshops** - general topics to be more defined before the retreat.
- Outreach** - Shawna Sprowls & Dave Ashton
 - Music** - Using DJ software to help create your program - John Schaefer
 - News** - Joel Edelstein & Maeve Conran
 - Dot Org Segments** - Learn how to produce a short interview feature about a local non-profit - Nikki Kayser

OTHER BUSINESS:

Chris gave an update on KGNU's participation in the American Archive Project. We are getting ready to send out our selection of archival tapes to be digitized. We will have 54 hours of archives digitized by a

professional company overseen by the American Archive Project and the Corporation for Public Broadcasting.

EXECUTIVE SESSION:

The board went into executive session.

There was a discussion about the upcoming transition of Station Manager. Sam would like to send out a general announcement to the volunteers by next week about his decision to resign. We would then post the job opening to several job boards including NFCB as well as other non-profit oriented job sites and job sites oriented towards people of color. We would like to have this job posted by the end of January. After informing the volunteers, we will solicit volunteer and staff feedback on what qualities they would like in the next station manager. We will accept applications for 3 weeks from the job posting, and candidates will apply by both email & hard copy.

The Hiring Committee for the next Station Manager will consist of Barry, Chris, and Robin from the board, as well as several volunteer and staff members to be named later. The Hiring Committee will evaluate resumes, score them to a template, tally the scores, and see who most fits the qualifications of the position. Phone interviews will take place for those who make the first cut. The final 3 or 4 candidates will be interviewed in person and will participate in a meet & greet with volunteers.

We hope to have a new Station Manager in place by June 30th at the latest, which will be Sam's last day. Sam will offer to mentor his successor on his experience.

Barry proposed that we increase the Station Manager's salary to what it was before Sam was hired, which was \$5,000 per year more than other staff members. He proposed that we increase the salary immediately so that Sam will be able to take advantage of it for his last few months. The board discussed the proposal.

Barry made a formal motion that the Station Manager's salary be raised \$5000 per year, effective immediately. A vote was taken and the motion was approved.

7:41pm - Meeting adjourned