

MINUTES OF THE KGNU BOARD OF DIRECTORS MEETING

Tuesday, March 8, 2011

4700 Walnut St. Boulder, CO 80301

Board Members Present:

Barry Gilbert
Judy Trompeter
Basit Mustafa
Chris O'Riley
Sam Fuqua
Marge Taniwaki
Meredith Carson
Ken Fricklas
Steve Streng
Lu Contreras

Board Members Absent:

David Wilson

Guests:

Joy Barrett
Joel Davis

6:03pm-Meeting called to order by Barry Gilbert

Minutes of the February 2011 meeting approved as amended.

NO PUBLIC COMMENT

VOLUNTEER PRESENTATION: Joel Davis

Joel gave a presentation about the KGNU Radio Training Class

STATION MANAGERS REPORT: Sam Fuqua

Membership Drive

The Spring 2011 Membership Drive is from March 9th-19th. Pre-drive renewals have brought in about \$17,000. The goal is \$200,000.

Membership Director

Nathan Moore has accepted the job of Membership Director. He will be here for most of the pledge drive and then return to Wisconsin to take care of personal matters. He'll be back at KGNU full-time beginning Monday, April 4th.

Once Shawna begins working full time as the Community Development Director, we will resume the work of developing major donors.

FM Project

We are working with the property owner at our FM site on details for location of the generator and expect to have an agreement this month.

There is no progress on negotiations with the owner of the Estes Park frequency that is part of the reason for FM reception problems in Longmont.

Barry, Basit, and Sam met with our 2 major lenders. We offered a proposal to pay \$25K per year. We are waiting to hear back from them.

Awards

The following volunteers have won awards:

Terrance Roberts - Tuesday Metro host - named one of the 2011 "100 African-American History Makers in the Making" by TheGrio.com.

Donnie Betts - Tuesday Metro host and Destination Freedom producer, won the 2011 Noel Distinguished Professor community service.

Cecelia Kluding - Rodriguez, 17, won the 2011 Youth Pacesetter award from the Boulder Daily Camera for her reporting work at KGNU on immigrant rights.

KGNU won the 2010 Community Service award from the Colorado Broadcasters Association (CBA) for our Eat Your Radio project. Shelley Schlender, Maeve Conran and Nikki Kayser will accept the award at the CBA banquet on March 12th.

KGNU has been nominated for a 'Real Award' hosted by Boulder Magazine.

BUDGET COMMITTEE REPORT: Basit Mustafa

The committee did not meet in March. The February meeting dealt with income, grants, and debts.

Mike Massa will provide the full financials to the committee soon.

Events income will be on target for the year.

Memberships are about 92% of targeted plan.

Expenses are where we expected.

We are looking into changing our phone contract when it expires in 6 months.

EVENTS COMMITTEE REPORT: Meredith Carson

Noam Chomsky will speak at a KGNU benefit April 22nd at Macky Auditorium. We have sold out our 200 pre sale seats, and the event as a whole should sell out. We are looking at other ways to make income off of the show. T-shirts and CD sales are possibilities that have been talked about. We expect to net \$35K to \$40K for this event.

A bourbon tasting at Stranahan's in Denver is scheduled for early May. The event will also include a silent auction. We hope to net \$2000.

The Charles Mountain Jam with Tim O'Brien is Sunday, July 24 at the Gold Hill Inn.

The next meeting of the committee is 6pm Monday, March 28 in Boulder.

STATION MANAGER and STAFF REVIEW PROPOSAL:

Barry moved that the Station Manager and Staff Performance Review Policy attached herein be approved. Ken seconded the motion. A vote was taken and the motion carried.

OTHER BUSINESS:

Joy Barrett spoke to the absence of an institutionalized system of volunteer retention at the station.

Barry mentioned that the Volunteer Retention Committee needs to be reconstituted and study the best practices of volunteer retention done by other local organizations. He also mentioned that if there is a specific project that needs help, email the volunteer list and someone will probably step up.

It was suggested that a volunteer database is also needed.

Basit is interested in starting a Strategic Planning Committee.

The Bylaws Committee will make a presentation of the revised bylaws to the board in July.

The Events Committee is looking for new members and event point persons.

7:50pm- Meeting adjourned

KGNU Performance Review Policy

The purpose of performance reviews is to give the Station Manager and staff the feedback they need to improve their performance in order to accomplish the goals and mission of the station. The primary vehicle for this feedback will be real-time communication between the board and the Station Manager and between the Station Manager and staff. Because KGNU is a community of people dedicated to working collaboratively, feedback from peers is also essential. To this end, we commit to a more formal, annual appraisal process.

Station Manager Review

The Board Chair will manage the process in consultation with Executive Committee and will discuss the review with the Station Manager.

Reviews will be performed once per year.

Reviews will include survey feedback from selected staff members, volunteers and board members.

Raw feedback data will be made available to the board.

Before the review process begins, Executive Committee will review and approve the details of the process. If requested by the Executive Committee, Station Manager, or the board, the Executive Committee will create of a summary document based on the survey results. If such a document is created, it must be approved by the full board prior to discussion with the Station Manager. Executive Committee will also have the option of recommending additional steps as long as they do not conflict with the requirements of this policy.

Any documents generated during this process (survey results, summary, etc.) will be printed and shared with the Station Manager during the review meeting. Documents will be signed by the Board Chair and Station Manager and filed in the Station Manager's personnel file.

Staff Reviews

The process will be managed by the Station Manager with help from the Executive Committee (Personnel Committee), if requested.

Reviews will be performed once per year for each staff member.

The Station Manager will solicit feedback from selected staff members, board and volunteers.

The format of the review and the choice of whom to survey will be left to the discretion of the Station Manager.

Completed reviews will be filed in each employee's personnel file.

Membership Drive

We are ready for the Spring 2011 Membership Drive, March 9th-19th. Pre-drive renewals are a bit below average, with about \$17,000 received so far. One reason for the low renewal number is that the second pre-drive renewal mailing went out later than usual. Our strong programming, positive spirit and consistent presentation of non-mainstream news and music are what will get us to our \$200,000. Please encourage everyone you know to pledge.

Membership Director

We offered the job to Nathan Moore and he accepted. He will be here for most of the pledge drive, then leaving in late-March to move his family out from Madison, WI. He'll be here full-time beginning Monday, April 4th. Big thanks to our hiring committee—Judy Trompeter, Shawna Sprowls, Kathy Metzger and Kathy Partridge—for their hard work during a long series of hiring processes. We were fortunate to have three very strong finalists, which made for a difficult decision but the end result is a positive step forward for KGNU.

FM Project

We are working with the property owner at our FM site on details for location of the generator and expect to have an agreement this month. There is no progress on negotiations with the owner of the Estes Park frequency that is part of the reason for FM reception problems in Longmont. He has not responded to recent phone calls and emails.

Awards, awards, awards

Terrance Roberts, Tuesday Metro host (currently on hiatus) was named one of the 2011 "100 African-American History Makers in the Making" by TheGrio.com.

donnie betts, Tuesday Metro host and Destination Freedom producer, won the 2011 Noel Distinguished Professor community service award especially for his work film and video production.

Cecelia Kluding-Rodriguez, 17, won the 2011 Youth Pacesetter award from the Boulder Daily Camera for her reporting work at KGNU and her activism on behalf of immigrant rights.

KGNU won the 2010 Community Service award from the Colorado Broadcasters Association (CBA) for our Eat Your Radio project. This is a peer-reviewed award in which KGNU, because of our location, competes in the Metro Market category against the largest broadcasters in the state (9News, CPR, etc). The three KGNU folks most responsible for the success of this project—Shelley Schlender, Maeve Conran and Nikki Kayser—will accept the award at the CBA banquet on March 12th.

Congratulations to all—we are fortunate to have so many talented, dedicated people at KGNU. Yay!

Sam Fuqua

Events Committee Report

Submitted by Meredith Carson

March 8, 2010

We have the Noam Chomsky event coming up on April 22 at Macky. We put 200 tickets on sale for members only last week, and sold them out. Tickets are onsale now online at ExtremeTix.com. We estimate that the event will sell out. We're looking for more revenue streams for this one, to completely max out what will probably be our final chance to work with Noam Chomsky. Suggestions are t-shirts with Noam sayings on them and KGNU presents Noam Chomsky, April 22, 2011, Macky Auditorium, sort of like rock concert shirts. Looking for permission from Mr. Chomsky and for a designer. Also Greg O'Brien suggested recording the lecture and having it for sale right there at Macky as patrons are leaving. Again, need his permission. All this is in progress. We expect to gross \$35K to \$40K from this event.

We're looking at a bourbon tasting event at Stranahan's in Denver in early May. Probably 50-75 attendees at \$25 members, \$30 non-members, tours of the distillery, bourbon tasting of several different whiskeys, and a silent auction of donated photographs. Possible gross potential is \$2000, less expenses. More to come.

Remember – the Charles, with Tim O'Brien and others, is Sunday, July 24 at the Gold Hill Inn from noon to 5 pm.

Other events in the works. Next committee meeting is 6:00 pm Monday, March 28, at the Boulder studios. Please join us!

Nominating Committee Report 3/8/11

KGNU Nominating Committee met on Feb. 21, 2011. The meeting was well attended. Our agenda dealt with two items. The first item was working on NomCom's guidelines for operations. We began tackling points from the guidelines draft outline we developed during our January meeting. We reviewed committee composition as defined in the (current) bylaws. We discussed details of quorum, what constitutes presence at a meeting, and open vs. closed meetings.

The second agenda item was a review of prospects for Board candidacy, which we discuss during each meeting.

One of the outcomes of the Feb. meeting was that we realized the NomCom has "room" for another Board member. We want to extend an invitation to any Board member who would be interested in joining this important and enjoyable committee. We normally meet the third Monday of each month from 6-8 p.m. at the Boulder station.

Respectfully submitted by Joy Barrett & Nile Southern KGNU Nominating Committee Co-Chairs

Bylaws Committee Report 3-8-11

We've been working on some rough drafts in nomination and election of officers and will be looking at the committees section next. We're meeting on the last Monday of the month 5-7. The upcoming march meeting will be moved to April 4th because I'll be on vacation.

Thanks,

Arleigh

Program Committee Report
March 8, 2011

The Program Committee met on March 1, 2011.

The makeup of the committee has recently changed somewhat. Steve Cser stepped down after serving for several months in the capacity of temporary committee chair. The chair position has been filled by board member Chris O'Riley. Steve has also taken a sabbatical from the committee due to his busy schedule, and hopes to return in the fall. Several potential new members attended the March 1st meeting.

The committee is continuing its ongoing function of reviewing music and public affairs programs. We have recently reviewed several Old Grass Gnu Grass shows, Footprint Radio, and Metro Arts.

We are also discussing potential changes to Parenting Solutions, and incorporating the Community Calendar into the Saturday and Sunday schedules.

-Submitted by Chris O'Riley