

MINUTES OF THE KGNU BOARD OF DIRECTORS MEETING

Monday, June 10th, 2013

700 Kalamath, Denver, CO

Board Members Present:

Barry Gilbert, Chair

Meredith Carson, Vice-chair

Chris O'Riley, Secretary

Sam Fuqua, Ex Officio, non-voting

Robin Van Norman

Jon Walton

Joy Barrett

Board Members Absent:

Basit Mustafa, Treasurer

Ken Fricklas

Guests:

Arleigh

Steven Wright

Marge Taniwaki

Dave Ashton

Shawna Sprowls

6:13pm - Meeting called to order by Barry Gilbert

May 2013 minutes approved.

PUBLIC COMMENT: None

STATION MANAGERS REPORT: Sam Fuqua

Membership Drives

We closed out our 2013 Spring Membership Drive at about \$185,000. Our post-drive strategies were the same with a couple exceptions: we did not do board reminder calls and we did an email appeal with a matching grant from a local foundation.

The 2013 Summer Mini Drive begins Wednesday, July 10, and runs through midday Sunday, July 14th. The goal is \$35,000. This year, we'll have more matching money and we expect good performances from our Saturday music shows.

Interim Plan

Shawna and Sam are preparing a plan for the interim period when she serves as Station Manager and we are temporarily without a Community Development Director. We have identified key promotion and outreach tasks that must be continued as well as other duties that will be limited or not possible during this interim period. We are in the process of redistributing

some of those tasks to existing staff and talking with volunteers about taking on some of the others. Sincere thanks again to Shawna for stepping up.

Shawna, with input from Sam and others, will draft recommendations for a revised development position for review by the next manager so that KGNU can move as quickly as possible to filling the development position.

Paternity Leave Update

Maeve returns from her maternity leave on June 26th and resumes her shared oversight of the news dept. with Joel Edelstein. Thanks to Joel and many great news volunteers for keeping things running smoothly in Maeve's absence.

John Schaefer's wife is expecting a baby in early November. Rather than a full three month leave, John will have a tapered three month partial leave. John will be out completely for the first month after the baby is born. Some music volunteers will receive stipends to perform critical tasks during this period and as needed after the first month. In months two and three, John will gradually return to full-time work. By month three (January), he will in the Boulder office at least two days per week, tracking music, responding to all emergencies, and planning for the spring membership drive.

Health Insurance Change

Due to exorbitant premium increases by our previous health insurance provider, KGNU switched to a different provider (SeeChange) on June 1st. This plan requires us to setup and maintain a formal Health Reimbursement Arrangement (HRA). The insurer requires a resolution of the board (attached).

(At this point in Sam's report Barry made a motion to adopt the resolution. There was a discussion concerning the new plan. The board voted on the resolution and the resolution passed.)

Mountain Jam

The 25th annual Charles Sawtelle Gnu Mountain Jam is coming up on Sunday, July 21st , at the Gold Hill Inn.

Final message from Sam:

My sincere and deep appreciation to every member of the KGNU Board of Directors. There is really only one job that approaches "thankless" at KGNU –being a board member. I know you don't do it for the gratitude or the glory! You do it because you care deeply about our mission and our success in serving the community. I'm really grateful for all your leadership & hard work, your support of me and your commitment during this time of transition.

INTERIM STATION MANAGER VOTE: Barry Gilbert

Barry made a motion to hire Shawna as interim station manager beginning July 1st until further notice. The board voted and the motion was passed.

EVENTS COMMITTEE UPDATE: Meredith Carson

The next Events Committee meeting is June 24th in Boulder at 6:00pm.

STRATEGIC PLANNING COMMITTEE REPORT: Jon Walton

Jon gave an update concerning the status of the new Strategic Plan.

The committee has completed work sessions, conducted interviews of volunteers and staff, and developed some strategic goals.

In order for the new plan to work, there must be accountability. Any goals and actions must be monitored at regular intervals to assess progress, probably quarterly with a more involved annual review. Ultimately it will be the Board, the station manager, and the strategic planning committee who monitor, manage, and execute the plan.

We need realistic and timely goals and to prioritize the sequence of actions in implementing the plan. Here are the objectives, here are goals, and here are the actions we will pursue. We also need to find people to drive particular actions.

Aspects and goals of the plan include:

- To validate KGNU's mission & support it going forward.
- Increase awareness of KGNU as the premier independent Radio station in the Denver metro area.
- Improve community and media relations.
- Improve the station's financial position.
- Improve understanding of our financial position in the greater community.
- Improve communications within the KGNU family including staff & volunteers.
- Professional development of staff and volunteers in regards to mentoring and increasing skill level.
- Make sure volunteers are engaged and have adequate training.
- The Board needs to develop a diverse pipeline to nurture volunteers to step into board roles.
- Create a full time development manager position.
- Establish a more diverse fundraising program in terms of grants, endowments, sponsorships, and memberships.
- KGNU needs to make a decision on our approach to the Denver community.

There was a discussion on the timeline for adopting the plan.

The committee is currently cleaning up and consolidating the plan. The plan will be presented to the Board at the July meeting. There will be a period of feedback by the Board as well as by

the greater KGNU community. The Board will eventually vote to adopt the plan in late summer or early fall.

BYLAWS COMMITTEE REPORT: Arleigh

Arleigh presented a sample of how the draft Bylaws will be presented to the Board. There was a discussion on setting up meetings to educate the Board on each part of the new bylaws.

It was determined that the Bylaws Committee will have one more meeting, then send jpegs of the bylaws document to the Board. There will then be a meeting within the next few weeks to explain the bylaws to the Board, go over any questions, and get feedback. Bylaws will have one final meeting to come up with a final draft that will be submitted to the greater KGNU community. The public will have 28 days to review the document prior to the final vote by the Board. We hope to vote on the document by this fall.

EXECUTIVE SESSION: Barry Gilbert

The board went into executive session to discuss the Station Manager hiring process.

8:46pm - Meeting adjourned