

MINUTES OF THE KGNU BOARD OF DIRECTORS ANNUAL MEETING

Monday, November 10, 2014

4700 Walnut St., Boulder, CO 80303

Board Members Present

Jon Walton, Chair

Liz Lane, Vice Chair

Risë Keller, Secretary

Joy Barrett, Treasurer

Jeannie Brisson

David Wilson, Ex-Officio, non-voting

Board Members Absent

Gavin Dahl

Robin Van Norman

Guests

Dave Ashton

Michele Barone

Roz Brown

Maeve Conran

Nile Erickson

George Figgs

Bill Hogrewe

Nikki Kayser

Elena Klaver

David Macintosh

Ron Nadel

Evan Perkins

Irene Rodriguez

Jim Sawyer

John Schaefer

Wally Wallace

6:09 pm-Meeting called to order by Jon Walton

Agenda approved

October minutes approved

PUBLIC COMMENT

None at present. See below.

STATION MANAGER'S ANNUAL REPORT: David Wilson

David acknowledged the staff for all their hard work this year before staff members presented their annual reports.

Operations Director Evan Perkins

We're working with our engineer Jim Mross on the AM transmitter and installing and configuring a new remote control and telemetry monitoring system. I work on the Nominating Committee and have joined the Budget Committee. I help staff and volunteers with training on digital editing, playlist and other systems, and I oversee repairs and maintenance as necessary, keeping the costs down. I am working with David on manuals and creating troubleshooting procedures.

The Development Committee's work on the Capital Campaign will help us upgrade all of our studios with digital consoles, install a backup generator for the Boulder building, and update our membership database and support contract.

News Director Maeve Conran

news.kgnu.org

The news department has been able to expand our coverage and our reach through the introduction of our new website, news.kgnu.org. This digital platform has allowed us to reach a new audience outside of our listening area and it is also a way for us to offer multi-media content including photos, video, text in addition the audio that is aired on the radio, and extended interviews that are not aired on the radio.

Program Changes

The news department has introduced 2 new shows in our afternoon line up:

- Monday from 3:30-4:30 PM we are now airing the Ralph Nader Radio Hour in place of Democracy Now.
- Thursday from 3:30-4:30 PM we are now airing the Thom Hartmann show in place of Democracy Now.

In September, we decided to switch Feature Story News from the 5:30 PM Mon-Thurs slot to 5:30 AM Tuesday-Friday and air Community Public Radio News Monday-Thursday at 5:30 PM. (with Counterspin on Mondays at 5:30 AM and Free Speech Radio News at 5:30 PM on Fridays).

At the end of September, Feature Story News announced that they would be discontinuing their half hour radio show and so Community Public Radio News is airing in the 5:30 AM and 5:30 PM slots.

We have been considering changing the afternoon news clock, shifting BBC to 5-6 PM and Democracy Now/Nader/Hartmann/Smiley to 4-5 PM. (The Program Committee report will provide more details on this.)

Listener Feedback to Program Changes

We invited feedback from listeners on our programming changes and there has been a hugely positive response to Ralph Nader, and overall a positive response to the Thom Hartmann show, including many new listeners to KGNU, although some people express concern about the tone of the show, saying it sounds too much like partisan talk radio. Some listeners have expressed disappointment that Democracy Now is no longer available in the afternoon 3 days a week.

Many people have expressed concern over CPR's reliance on RT as a news source, particularly on its coverage of Russian issues. As a result of that and because of the sporadic nature of the CPR production schedule we are considering introducing a selection of new ½ hour shows in the afternoon line up from 3:30 PM, as we consider changing the afternoon news clock.

History Colorado Collaboration

We are excited to collaborate with the History Colorado Center on the oral history project related to the busing of students in Denver Public Schools. We have been airing some of the stories and will air a 55-minute documentary in 2015.

Internships

We are continuing our internship with September School (an alternative high school in Boulder) with students spending one day a month at the station and working on news stories. We had several college and high school interns during the summer and look forward to having more interns from the CU journalism school in Spring 2015.

Pledge Drives

The News Department had a very successful 2014 Fall pledge drive with a huge response to our locally produced shows and a stronger response than we've seen in recent years to our week day afternoon news shows, particularly during the new shows (Nader and Hartmann). The Spring Drive was also very positive.

Connecting the Drops

We are continuing our collaboration with the Colorado Foundation for Water Education (CFWE) with our Connecting the Drops series which is funded by a grant by CFWE and involved producing monthly features on state wide water issues and 2 call in shows during the year that are simulcast on KRCC in Colorado Springs and KDNK in Carbondale. The next show will happen in late January on a Sunday afternoon (date TBD).

Staffing

With the retirement of Joel Edelstein this past February, we have shifted from co-news directors to a one news director, Maeve Conran. She is currently paid at 25 hours per week and is at the station Mondays and Wednesdays 6-10 AM, Tuesdays 6 AM-1 PM, and Thursdays 6 AM-5 PM.

Training

The News Department is planning on volunteer training opportunities every other month starting January 2015 from interview skills to writing news stories etc.

Music Director John Schaefer

General 2014 Drive Overview

- 4% drop in total membership funding in 2014
- New record for Fall Drive in 2014
- Steady trend for membership support
- Volunteer efforts are key to continued success

Drives

- 10-year analysis shows positive trend
- 45% increase between 2005 + 2006 compared with 2013 + 2014 (~\$100k increase)

AfterFM

- First year = Great start
- RockyGrass was a big success.

- Site growth is excellent and traffic heavily local.
- Added Google Analytics on the KGNU home page, the Listen page, and the Schedule page. All AfterFM listening traffic is tracked.

2015 Goals

- Continue pushing record fundraising, break new record
- Wise expansion of remotes
- Continue expansion and growth of AfterFM
- Strategic examination of program schedule
- Expand communication and information to DJs

Membership Director Nikki Kayser

Fall Tally-to-Date: \$212K (before renewal mailing response) Hartmann/Nader, SOLR upgrades, new SOLR

Drive revenues from on-air portion:

\$ increase in thousands

	Fall	Summer	Spring
2014	\$148	\$28	\$104
2013	\$143	\$30	\$101
2012	\$130	\$27	\$117
2011	\$125	\$20	\$127
2010	\$124	\$19	\$138
2009	\$118	\$20	\$137

New as % of total pledges during on-air portion of drive

2014	Spring 17%	Fall 18%
2013	Spring 15%	Fall 16%
2012	Spring 14%	Fall 15%
2011	Spring 23%	Fall 17%
2010	Spring 21%	Fall 14%

Active Members

YTD 5% decrease (170 members) = lapsed members: + 3.8%

Promotions Manager Wally Wallace

My duties as the KGNU Promotions Director include updating the KGNU Presents calendar (in-studio and on AfterFM), posting KGNU related content to our Facebook (which is linked to our Twitter) and scheduling and coordinating all on air ticket giveaways. I have maintained relationships with most of the music promoters and venues we have worked with for years as well as developed relationships with a few new ones. We had a very successful fall membership drive with respect to the number of tickets we were able to give away as thank you gifts due to our strong relationships with and the generosity of local venues. In 2014, we have given nearly \$20,000 worth of concert tickets as premiums to KGNU listener members who pledge during our membership drives. This does not include the tickets we give away on air the rest of the year.

Since taking on the Promotions Director position, I have also begun to assist with several other tasks at the station. These include managing the KGNU Facebook page. Since taking over the management of the KGNU Facebook page, the number of people who like the page has grown from 5,980 in July 2013 to 7,080 in November 2014, making our Facebook presence the second biggest of any community radio stations in Colorado behind KUVU at 11,018 likes. These can be compared with Colorado Public Radio at 9,502 likes. Over the past year, Facebook has made it more difficult for organizations like KGNU to organically promote their Facebook presence. So, we are examining the possibility of creating a social media marketing budget. To assist in this new endeavor, I have taken a class on how to apply for and manage Google AdWord grants.

In addition to music promotion and social media work, I have also been managing our underwriting trades, maintaining relations with and updating content with our media partners, coordinating volunteer outreach in Boulder, creating volunteer training videos and assisting at the station in any other way I can.

For the coming year, I will continue to support KGNU’s promotions and outreach as discussed above along with helping support our further development and use of social media. Ideally, I would like to assist with our development of multimedia production and platforms as well as working to develop new means of using social and online media to raise funds in alternative ways. As a part of the multimedia production I would also like to help create more video content for KGNU.

Digital Content Manager George Figgs

- Launched early July 2014, 3-5 Posts added weekdays
- Mainly AM News content + Dot Org, Early Morning News, Metro Arts
- Twitter / Facebook promotion
- Regular Headline updates on www.kgnu.org

Blog Stat Summary:

Month	Visits	Average visits/ day	Views per visitor
August	4240	136	1.79
September	2933	98	2.1
October	4444	143	2.08

Notes: Charlotte’s Web (8/13) – 1132 views. Story about family who used MMJ strain to control newborn’s seizures. 671 shares on Facebook. Picked up by a cannabis website & shared to its readers.

KGNU News Twitter:

Month	Impressions / day	Total	Followers	Engagement
August	0	0	413	0
September (9/29)	161	978 (9/29)	419	.6%
October	156	3,3300	440	1.3%

Notes: September 29th: 1,105 impressions for tweet about story on Louisville teen poet, tagged the organization, they favorited, retweeted.

AfterFM:

- RockyGrass Live Broadcast
- Show & DJ Content Additions
- Automated backup & recovery for AfterFM host computer

Launched:

- News Facebook page: facebook.com/news.kgnu.org
- Capital Campaign Site: 3d.kgnu.org

Goals:

- Increase volunteer contribution to News site
- Grow social media engagement
- Move blog to kgnu.org host for better performance

Denver Program Manager Dave Ashton

With 2014 marking the 10th Anniversary of KGNU in Denver at 1390 AM, we undertook the ambitious goal of holding 10 community events under the banner “10 for 10”. The idea was to partner with great Denver organizations and further our relationships, more than strictly fundraising. We’ve held an Open House/Record Sale at our Denver home, “Mic Squeezed Tightly” showcase of comedians and MC’s at the Deer Pile, a brewpub fundraiser at Renegade Brewing, a restaurant fundraiser at Watercourse Foods, and our 10th Anniversary party broadcast on Denver Open Media.

Our next event is Saturday Nov. 15th in partnership with the Denver Public Library and DOM. It is a three part workshop and interactive performance exploring “The Freestyle 5th Element” of Hip Hop culture. It showcases how Denver Hip-Hoppers are using the energy of the culture in a variety of non-performance based fields like Thai Chi, energy work, mental health, and environmental activism.

We will round out the series over the next few months with a holiday open house at the Denver studio, a member event at History Colorado connected to either the “RACE” or “1968” touring exhibits, a post-Spring Membership Drive volunteer appreciation event with record sale, and a “Garden of Community” event at the Grow Haus.

Speaking of History Colorado, we are currently partnering with the museum on an oral history project capturing stories from people affected by racial integration of the Denver Public Schools through court-ordered busing. This is connected to their “RACE: Are We So Different?” exhibit here through January. Volunteers from History Colorado are conducting interviews, which our News Dept is editing and playing. This partnership extends to Rocky Mountain PBS, who is using our research for a series they will be airing in early 2015. We need to widen the search for people with stories to tell as initial energy has dwindled.

Over the past year, I’ve worked more closely with Metro hosts since Joel Edelstein’s retirement and hope the quality has been consistent. New hosts on Metro this year are Alisha “B” Francis and Beverly Grant. They are members of a dedicated new group of volunteers to emerge who are putting a lot of time into producing great radio and working KGNU into the wider community.

Our outreach efforts were strong throughout the summer; the word must be getting out. Recent Volunteer Orientations have had nearly 20 people each time. We now have more Sleepless DJs than I can accommodate with our twice weekly slots, and I am working with Joel Davis to fill holes in the overall Sleepless schedule. Overall use of the studio has never been higher. The night of our 10th

Anniversary in Denver party we broadcast Blues Legacy, Dusty Grooves, Smash it Back!, Sleepless Nights and Restless Mornings all from Denver.

In the year to come, look for KGNU Denver to continue increasing its contribution to the overall KGNU community. A specific area to focus on is more field reporting as well as live recording of community lectures and forums. There is also an interest in making Metro into a regular TV show on Denver Open Media, equipping our studio with a camera. A renewal of the "Garden of Community" concept could help us connect with more supporting businesses, through a static cling sticker campaign. Finally on the two year interval as outlined in the Strategic Plan, we will conduct another KGNU Volunteer Survey for presentation at the Annual Retreat in January.

Station Manager David Wilson

Highlights of 2014

2014 is ending strong with a very successful fall membership drive, where we raised our goal of \$209,000 on air; this goal was \$9,000 larger than other recent drives, better reflecting how much we need to raise through our membership drives. Our programming and community engagement were widely praised throughout the drive, including some of our new programming like Ralph Nader and Thom Hartmann along with our websites.

We successfully launched our all news website, news.kgnu.org. We created a new staff position, Digital Content Manager, and hired George Figgs for the position. George developed our news.kgnu.org under the guidance of News Director Maeve Conran. The news website complements our all-music channel, AfterFM.com, which continues to develop a strong web presence, bolstered by our three days of coverage at this summer's RockyGrass.

Longtime Co-News Director Joel Edelstein retired in the spring. You can read more about Joel's work at KGNU in our current program guide.

We formally launched our capital campaign to the public. We have raised over \$105,000 so far towards our goal of \$250,000. The funds for the campaign will be directed towards making us more digital, durable, and dependent through numerous infrastructure improvements including new studio boards, back-up power, IT improvements, and HVAC system improvements. We have developed a website for the capital campaign, 3D.kgnu.org, which George Figgs also created.

We celebrated 10 years on the air in Denver at 1390 AM, with numerous events over the past year including a great birthday event in September in conjunction with a simultaneous broadcast with Denver Open Media.

We have been fortunate to add some new programs, including the Opera Box, Pasa La Voz, the Ralph Nader Hour, and the Thom Hartmann program.

Upcoming

Overall, KGNU is poised to have an excellent 2015, marked by making numerous improvements. For example, we will continue to strengthen our financial situation as reflected in aspects of our budget that involve increasing our goals compared to the previous years. We will continue to expand our online and social media presence. We will begin to make the upgrades associated with the 3D Capital Campaign. We will work to improve how we all work together. We will also continue implementation of our strategic plan.

EXECUTIVE COMMITTEE

The Executive Committee met on Tuesday, November 4 to set the agenda for this meeting.

DEVELOPMENT COMMITTEE: Ron Nadel

Charter

In support of KGNU staff and Board of Directors, to assist with KGNU fundraising in the following areas:

- Major donor (\$1,000+)
- Mid-level donor cultivation (\$250-1,000)
- Foundation grant application writing
- Business sponsorship cultivation materials and activity
- Donor-appreciation activities (personal letters, personal phone calls, dinners, etc.)
- Web, multi-media, social networking, and printed materials contributions

Membership

Ron Nadel (Chair)

Jeannie Brisson

Sam Fuqua

Liz Lane

Bonnie Vandursen

Yukari Miyamae

David Wilson

Accomplishments

1. Capital Campaign—Primary activity for 2014 (6 months)
 - a) Campaign went from silent to public at the 2013 retreat
 - b) DevCom tasked to develop a campaign theme (3Ds: Digital, Dependable, Durable) and brochure
 - c) Created 6-panel brochure
 - i. Logo & visual iconography for the 3 Ds
 - ii. Goals/content/message/descriptions/graphic tied to mission
 - iii. Brochure established visual and thematic identity for the campaign
 - d) Contributed to KGNU CC web page (<http://kgnu.org/3d>)
 - i. Developed by George Figgs & David W.
 - ii. Committee given access to test site to provide feedback
 - iii. Utilizes thematic and visuals from brochure
 - e) Devised strategy for brochure distribution
 - i. Mail in waves, based on SOLR membership
 - ii. CC-specific donor levels
 - f) Signed personalized letters
 - i. Drafted by David
 - ii. 100 letters hand addressed/signed by committee membership
2. Strategic Plan related
 - a) David established Google Docs share

- b) Committee members have contributed “initiatives” ideas
- 3. Committee Makeup
 - a) Added new member Jeannie Brisson
- 4. Evaluated peer-to-peer fundraising methods
 - a) This is how millenials donate
 - b) There are several web portals for crowd-funding
 - c) Will require concerted effort akin to a grant or campaign
 - d) Tabled while Capital Campaign is set up; will revisit in 2015.
- 5. Thank You calls
 - a) Committee members personally call new/renewing SOLR members
 - b) Made approximately 250 calls

Current Activities

- ; . Visitation Promotional Packet
 -) To be used with targeted major donors
 - ..) Folder with KGNU historical materials, goals, cards, program clips
- < Grant writing
 -) Developing KGNU strategy/approach
 - ..) Will need attachment library
 - %b) Creating a decision matrix for targeting funding opportunities
 - <) Will need all Staff and Board bios updated
- = Strategic Plan review and initiatives adoption
 -) Review high-priority activities outlined in Strategic Plan
 - ..) Identify next steps activity

The vote for Ron Nadel as committee chair passed.

NOMINATING COMMITTEE: Nile Southern

The Nominating Committee engaged in the following during 2014:

- Meetings (monthly)
- Solicitation and recruitment of potential new Board Members (ongoing)
- Finalized the ‘Welcome Packet’ orienting new board members to the fine points of being on KGNU’s Board.
- Drafting Nom Com’s Standard Operating Procedures
- Reviewing/updating application form and process with eye towards online (ongoing)
- Standardization of interview questions
- Google Drive set-up for working documents and repository
- Electronic scheduling/tracking for polling established
- Interacted with Bylaws Committee on Nom Com-specific provisions
- New Board Members: Risë, Gavin, Jeannie, Joy

Worked with Board to:

- Standardize Applicant interview process
- Recommend new Slate for Executive Committee for the coming year
- Define Board's goals/current needs for applicant and for Executive Committee

Goals for 2015:

- Recruit new applicants (ongoing)—essential
- Recruit new Nominating Committee members from Volunteer pool (ongoing)
- Recruit additional Nom Com members from Board (1), and/or Staff (1)
- Periodic review of Standard Operating Procedures (a living document)
- Continued development/implementation of Tracking Sheet concerning all prospects
- Update Welcome Packet (ongoing)
- Attend more KGNU events in search of potential Board and Committee Members

Committee Membership:

STAFF: Evan; BOARD: Joy; VOLUNTEERS: Arleigh, Marge; COMMITTEE CHAIRS: Joy & Nile

Meeting Times

3rd Monday of the month, depending on members' availability.

BUDGET COMMITTEE: Joy Barrett

The Committee met approximately quarterly to monitor the Station's budget versus actual income and expenditures, discuss upcoming expenses, and provide input to the accountants. We prepared a draft budget for Fiscal Year 2015 (Oct. 1, 2014 – Sept. 30, 2015) and presented that draft to the Board for their review and feedback. The Committee revised the draft budget based on the Board's requests, and presented that budget at the September Board meeting. The budget was approved.

The next meeting of the Budget Committee will take place in January, 2015, and the date has not yet been set. We will continue monitoring budget versus actual income and expenditures, and be proactive in the development of the coming year's budget.

Active Members

Joy Barrett (Chair and Board Treasurer)

Karen Gruber

Evan Perkins

Nikki Kayser

David Wilson

Willow Devine (Accountant)

Mike Massa (Accountant)

STRATEGY COMMITTEE: Jon Walton

2014 saw the formation of a standing Strategy Committee at KGNU. The Board approved our Charter and Purpose statements in May of this year. Since this time we have focused our efforts on monitoring and reporting the status of the plan.

2014 Committee Recap

- Completed development of the Strategic Plan which was approved and adopted by the board

- Assigned committee members to be responsible for major plan areas to build rapport with task owners and simplify our monitoring activities.
- We are performing active monitoring and reporting of plan progress. We developed a reporting template to summarize the status of each of the major plan areas.
- Discussing how to better leverage the committee to help drive the completion of some tasks. We are realizing that this is a challenge given the lack of accountability on committee members for any of the plan action items. Recommend the committee assesses and comes back to the board with recommended improvements on this topic.

2014 Strategic Plan Recap

- Approval of the revised Bylaws in September has allowed us to proceed with other items in the plan that were/are dependent on that effort
- Content Manager position filled
- News and Operations Directors have met with Dairy Center for the Arts to develop relationship for regular remote broadcast
- Music Department oversaw 3 days of live broadcasting of RockyGrass through AfterFM channel; developing extensive archives for the website
- It is difficult to find data on our target market. Cost and reliability factors are making this a hard goal to address. We will need to reassess this in 2015.
- In June the Program Committee updated review forms and let both news and music programmers know that program committee is available to review programs
- Plan to launching regular (~bi-monthly) training program, including training with Dick Brooks in late 2014
- Some progress being made on the media plan and efforts to develop relationships with local reporters and outlets. We are working with the *Boulder Weekly*, Colorado Independent and Denver Open Media; making progress on stronger connection with *Westword*.

Looking Forward to 2015

- Support the Board in aligning priorities and resources to address items in the plan
- Completion of the organizational structure assessment effort
- Re-assess the plan to assure relevance to the current state at KGNU
- Recruit members capable of supporting key Denver related activities in the plan
- Develop a tighter alignment with the annual budgeting process to ensure that our dreams align with our finances

Committee Purpose

To actively manage and maintain the KGNU strategic plan. This includes monitoring and documenting progress against plan objectives and updating the plan document.

Members

Jon Walton (Chair)
 Roz Brown
 Liz Lane
 Risë Keller
 Marge Taniwaki

Gavin Dahl
Nikki Kayser
David Wilson

EVENTS COMMITTEE: Liz Lane (for Meredith Carson)

In 2014, the Events Committee successfully put on four major events:

- Mardi Gras (in partnership with Colorado Friends of Cajun and Zydeco)
- The Garden Party/Plant Sale
- The Charles Sawtelle Mountain Jam
- Mouse's Pie R Square Dance Party

Purpose Statement

To produce events for KGNU to raise funds and build community, using as little staff power as possible. We have four signature events every year: We also consider many other events (and produce some of them) every year. Our intent is to recognize that the staff has full-time commitments at the station and to produce events using volunteers and members of the Events Committee.

Committee Members

Chair: Meredith Carson
Helen Dohrman
Roz Brown
Karen Gruber
Yukari Miyame
Kathy Metzger
Elena Klaver
Nikki Kayser
Wally Wallace
Dave Ashton

Meeting Times

Beginning in January 2015, the Events Committee will meet the first Wednesday of every month at the Boulder station at 6:00 PM.

PROGRAM COMMITTEE: David Wilson (Interim Chair)

The Program Committee's main activities are to advise the staff on any proposed programming changes and to review music, news, and public affairs produced by KGNU volunteers.

Members of the committee rate KGNU's programs on factors such as legal broadcast requirements, adhering to station policy, adhering to written description of program, interviewing skills, and technical skills. The feedback is then compiled and given to either the Music Director or News Director. They in turn share the feedback with the on-air producer of the reviewed show. This is all done in order to help on-air volunteers create a better sounding program in addition to complying with our legal responsibilities. This past year, we reviewed and updated our review forms for both music and news/public affairs producers. Some of the KGNU programs reviewed by the committee in 2014 include Gospel Chime Hour and several Metro programs.

The regular meeting time of the committee is the first Tuesday of the month from 6:00-7:00 PM at the Boulder station. Due to factors such as travel schedule, pledge drives, or other issues, the committee was not always able to meet every month of 2014. We often take July and August off.

The committee discussed various schedule changes and new programs in 2014. We reviewed a new music program, Opera Box, which is now airing from 7 to 8 pm on Mondays. After working with DJs of different programs impacted by adding this new program, we shifted Kabaret to Tuesday at 7, shifted Corriente to start at 8 PM, and reduced the Heavy Set by one hour. We also discussed a new Spanish language program, Pasa La Voz, to replace Latino USA, which had changed format. Pasa La Voz now airs Sundays from 4-4:30 PM.

We also reviewed several new programs for the afternoon programming lineup, including the Ralph Nader Radio Hour and the Thom Hartmann Show. These two shows replace two of the afternoon rebroadcasts of Democracy Now, on Monday and Thursday respectively.

Several times this past year, we have reviewed new programs to replace programs that were ending production. With Free Speech Radio News ending daily production, we reviewed Community Public Radio News (CPRN) and Feature Story News (FSN). FSN aired at 5:30 PM weekdays; CPRN airs 5:30 AM Tuesday-Friday. FSRN was able to return with a weekly program, which we now air on Fridays at 5:30 PM.

We also discussed the demise of Feature Story News after a year and how to replace that program; we have reviewed several half-hour programs including TUC Radio, the Shortwave Report, Peace Talks Radio, Humankind, and Between the Lines. In the interim, we have been broadcasting CPRN at 5:30 PM and getting input from listeners regarding that program. We also discussed changing some of the timing of our weekday afternoon news programming, including shifting 3:30-4:30 PM programs to 4:00-5:00 PM and 4:30-5:30 programs to 5:00-6:00 PM. We are considering making these changes later this year after getting input from listeners.

The committee is always looking for new members who can commit to meeting once a month.

Someone commented that a press release could be issued about our new programs.

Someone commented that they would like more advance notice given on air preceding program changes.

Members:

Gavin Dahl
Maeve Conran
Leslie Lomas
Guy Erickson
David Wilson (Interim Chair)
John Schaefer
Elena Klaver
Joel Edelstein
Danielle Gauna
Steve Cser
Michael Buck
Robin Van Norman
Leslie Lomas
Craig Angus

REDRESS COMMITTEE: Jon

Marge Taniwaki, Joel Davis, and Lorraine agreed to serve as members of a new committee called the Redress Committee

Motion to approve Marge, Joel, and Lorraine as members of the Redress Committee.

Jon added:

- ; . Committee will draft and submit new purpose statement that the Board will consider adopting at the February 2015 board meeting (in Denver). Passed.
- < Committee will submit a draft redress policy to submit at the April 2015 Board meeting. Passed.

RETREAT PLANNING: Liz and Risë

At Boulder YWCA (You, Women, Children, All of us), January 31 2015, 8 am – 4:30 pm. There will be a Plenary Session, plus breakout sessions.

Email retreat@kgnu.org to communicate retreat ideas, propose themes, topics, speakers, etc.

PUBLIC COMMENT:

Ellen Klaver, Irene, and Guy attended

Volunteer Working Group meeting monthly to discuss suggestion for better volunteer experience and better radio.

Diversity, inclusion, white privilege training

Organized volunteer gatherings

Helped with events (plant sale, Pie R Squared)

Ellen said the VWG is collecting experiences. She said while it might seem negative to bring up issues, the group is trying to identify places where KGNU can improve.

8:35 pm - Meeting adjourned