

MINUTES OF THE KGNU BOARD OF DIRECTORS MEETING

Monday, March 9, 2015

4700 Walnut St., Boulder, CO 80303

Board Members Present

Jon Walton, Chair

Liz Lane, Vice Chair

Risë Keller, Secretary

Joy Barrett, Treasurer

Jeannie Brisson

Gavin Dahl

Robin Van Norman, participating via Skype

David Wilson, Ex-Officio, non-voting

Board Members Absent

None

Guests

Guy Erickson

Elena Klaver

Bill Hogrewe

Nile Southern

Barbara Stern

Marge Taniwaka

6:04 pm-Meeting called to order by Jon Walton

Agenda approved

January minutes approved

February minutes approved

PUBLIC COMMENT

Barbara Stern is attending and is interested in applying to the Board of Directors.

STATION MANAGER'S REPORT: David Wilson

Our Spring Membership Drive is off to a solid start. As of the end of Reggae Bloodlines on Saturday, we were about \$4K ahead of where we were last spring when comparing the first four days of each drive.

We have some great specials happening this week, which are listed on the kgnu.org website, including a Nina Simone special during the Morning Sound Alternative on Wednesday and Ralph Nader will be on live on Thursday at 8:30 am. The Grateful Dead Special is this Saturday, March 14th, starting at 7 pm. More details can be found at kgnu.org and also in our updated March e-newsletter that went out Monday morning. The drive ends on Sunday, March 15th.

For this drive, we are working to increase our SOLR membership to over 1,000 people; we are at 975 SOLR members so far.

You can sign up still for phone shifts through kgnu.org or by contacting Evan Perkins at evan@kgnu.org or at (303) 449-4885.

Joy asked whether Board members are eligible to win prizes (the Telluride passes) in the drive. We will discuss this later in the New Business portion of the meeting.

Awards

Congratulations to Sam Fuqua and Tad Klein for their award for Best News Special or Public Affairs Program, "A Quiet Trailblazer: Jean Dubofsky," from the Colorado Broadcasters Association.

Dave Ashton, Diana Aqra, and Raymone Lee put together a great video submission for the Rocky Mountain Green Storytelling contest, telling Raymone's KGNU story. Raymone was one of the first participants in our summer youth internship program based out of the Denver studio. The video is posted on our website and worth checking out.

Capital Campaign

We have just purchased new broadband-based remote broadcast equipment. We should have this all set up before the next Conference on World Affairs in April and hope to use the equipment to increase the number of remote broadcasts we do each year (a goal of the strategic plan).

We are going to work next to replace the computer servers in our tech room along with installing a dedicated HVAC unit for that room and the adjoining engineer room to help reduce the temperature in those rooms. We hope to have that all completed before the end of the summer. We are also going to upgrade our membership database server and its software, along with getting some updated training; we hope to have that completed before the end of the spring.

EXECUTIVE COMMITTEE

The Executive Committee met on Tuesday, March 3, to set the agenda for this meeting. The committee went into closed session to discuss matters regarding individual employees.

BUDGET COMMITTEE: Joy Barrett

The Budget Committee met on February 12. We reviewed Profit & Loss Budget vs. Actual for the first quarter of fiscal year 2015, i.e. October through December (appended to these minutes). The accountant provided details on budget line items that warranted further explanation. In some cases, she had already analyzed figures through January, and provided updates. Shortly after the meeting, the accountants sent the P&L Budget vs. Actual for the four months covering October 2014 through January 2015. That spreadsheet is attached to this report.

The following points are worth noting:

- Business & Industry Underwriting exceeded budget through December. Through January, this figure is slightly under budget.
- Colorado Gives figure was significantly more than anticipated - \$18,996 vs. \$13,000. (Fees and match balance each other approximately.)
- We achieved our goal for year-end donations.
- Overall, Memberships is over budget.
- Bank charges reflect the Fall Drive.

The Budget Committee will meet again in May, and begin the process of developing a budget for FY2015. Meanwhile, we will continue to receive monthly updates from the accountants, and communicate with them as needed between updates.

PROGRAM COMMITTEE - Gavin Dahl

Discussion of the draft Program Committee Purpose and Procedures document will be on the agenda for the next Program Committee meeting. The committee will revise and add to the draft document over time to reflect our general procedures regarding proposed new

programming and reviewing current programming, including review programming that may receive complaints. If anyone is interested in seeing the approval process for new shows policy document, see David Wilson.

Guy wants the Program Committee to review comments on the Sports program.

Volunteer training: Joel Davis is the volunteer trainer in Boulder; Dave Ashton trains new volunteers in Denver. Coming out of the training class, you have 5 shows to show improvement in the overnights. Historically, roughly 1 in 5 people who take the class produce a music demo.

The discussion of proposed program changes included a review of the comments that had come in so far, mostly from highly engaged volunteers. The new airtime for reggae on Wednesday nights was described as "the farm league," suggesting that the Reggae Bloodlines show is "the big leagues." Reggae music and its sub-genres are under-represented on the airwaves along the Front Range, so adding Reggae Transfusion to the weekly schedule is directly in line with KGNU's mission. Reggae has become one of the genres KGNU is known for, and has some claim to, on the radio dial. Additionally, the new show will provide a training ground and on-air opportunities for DJs who are not afforded regular air time on Reggae Bloodlines. While not required, DJs are encouraged to serve KGNU's educational mission by developing blocks of material focused on particular sub-genres to highlight on Wednesday nights. Also, the new time slot for Sound Lab (Saturday evenings at 7 pm) solves the ongoing volunteer issue of needing 3 hours of board ops on Saturday nights.

RadioLab fans have expressed their disappointment in this show being dropped from the schedule. We have been telling people they can listen to podcasts of the show online. RadioLab was the last NPR program we had on our schedule.

Program Committee meets next on April 7 at 6pm in the Boulder studio. Discussion of the sports programming produced by Josh Chetwynd will also be on the agenda.

EVENTS COMMITTEE - Liz Lane

Mardi Gras (Feb. 7) went well. The partnership between Colorado Friends of Cajun and Zydeco (CFCZ) and KGNU is a strong one, and CFCZ is committed to continuing it for this event for the foreseeable future. It was again a financial success. It is a big sprawling mess of an event and a bit of a challenge to organize between the two organizations, but we streamline each year and do more work with fewer people. It's a great signature winter event for us. Total revenues were \$9,437 (almost a \$1,000 increase each year for the last 3 years); total expenses were \$4,568 (a ~\$1,000 decrease from last year), and net proceeds were \$4,869.05, of which 30% (\$1,461) go to CFCZ and 70% (\$3,408) go to KGNU.

The Plant Sale will be held on Sunday, May 31 at the KGNU Boulder studios. Kathleen Martindale is the event chair. She's working with Yukari on donations from local greenhouses. We'll do a few carts in the next week or so to encourage people to start plants for donation to KGNU. And we're considering having presentations by bee people, master gardeners, and maybe someone from Denver Botanic Gardens. We might have live music this year. The sale raised \$1,000 two years ago, \$2,000 last year, and our 2015 goal is \$3,000. Marge added that there is a plan to plant milkweed to attract migrating monarch butterflies.

The Charles Sawtelle Mountain Jam will be Sunday, July 19 at the Gold Hill Inn. KC Groves is booking our bands again this year. She's got Chain Station and IBMA-winner, Grammy-nominated Frank Solivan confirmed, and is looking for one additional band. We'll start planning this event in earnest at the April 1 Events Committee meeting.

At the last several meetings, we have talked about wishing there was more visible and

participatory Board support for KGNU events, especially our two signature events - Mardi Gras and The Charles. In a perfect world, each Board Member would buy 10 tickets for each of these two events. For Mardi Gras, if each Board Member had bought 10 tickets at the early-bird rate of \$22, that would have been an additional \$1,540 of revenue.

HIRING COMMITTEE - Liz Lane

The Hiring Committee has met twice. We met last Thursday. We had approximately 48 applications submitted. We had two teams of two people per team who reviewed the applications against the required and desired qualifications. Of those reviewed, 14 resumes were distributed and scored by the entire committee. Thanks to Evan Perkins for creating an online form for scoring the resumes and a spreadsheet that displayed the results.

The Committee met again today at 4pm and left that meeting with six candidates we will invite to participate in Skype interviews later this month (and possibly in early April).

NOMINATING COMMITTEE - Nile Southern

Nominating Committee unanimously recommends Elena Klaver for candidacy as a Board Member.

She is a bridge to communities of color, especially the Spanish-speaking community. She is a contract interpreter for the State Department.

Board members asked Elena specific questions about travel, her insights as a co-chair of the Volunteer Working Group, and increasing grassroots participation.

7:29 pm - The Board went into closed session to discuss matters concerning individual employees.

8:05 pm - The Board resumed the meeting and discussion of Elena's candidacy.

The Board voted on Elena's application to join the Board.

The vote did not pass.

Discussion followed about whether Board members should be eligible to win prizes such as the Telluride passes that are being offered to all new and SOLR members in the Spring pledge drive.

Motion to adopt a policy that for any drawing or raffle offered by KGNU, staff, contractors, board members, and their immediate families are not eligible to win.

Motion passed.

OTHER BUSINESS

8:52 pm - The board went back into closed session to discuss matters concerning individual employees.

9:35 pm - Meeting adjourned

BOULDER COMMUNITY BROADCAST - KGNU
Profit & Loss Budget vs. Actual
October 2014 through February 2015

	Oct '14 - Feb 15	Budget	\$ Over Budget	% of Budget
Ordinary Income/Expense				
Income				
Bequests/Planned Giving	5,518	0	5,518	100%
BME Affinity Program	0	400	(400)	0%
Bus & Ind Underwriting	15,105	20,834	(5,729)	73%
Business & Ind Match	3,662	3,125	537	117%
Car Donations	3,898	8,335	(4,437)	47%
Corp'n For Public Broadcasting	73,764	70,000	3,764	105%
Grants - Unrestricted	0	5,000	(5,000)	0%
Interest & Dividends	281	0	281	100%
Memberships	221,733	232,080	(10,347)	96%
Miscellaneous Income	667	1,040	(373)	64%
Raffles	229	250	(21)	92%
Special Events	7,802	3,125	4,677	250%
Studio Production Time	1,465	3,125	(1,660)	47%
Volunteer Training Fees	1,443	1,460	(17)	99%
Total Income	335,568	348,774	(13,206)	96%
Expense				
Grant Expense - Restricted	1,881	0	1,881	100%
Bank Charges	3,386	3,125	261	108%
Cash Reserves	12,500	12,500	0	100%
Commissions	2,538	5,290	(2,752)	48%
Dues & Subscriptions	5,076	5,200	(124)	98%
Employee Benefits	24,537	25,000	(463)	98%
Employee Bonus	0	0	0	0%
Employee Search	1,259	105	1,154	1,199%
Fund Drive & Premium	1,053	1,875	(822)	56%
Special Events Expense	2,588	0	2,588	100%
Hospitality	156	415	(259)	38%
Information Technology	5,083	3,500	1,583	145%
Insurance	7,206	7,500	(294)	96%
Interest Expense	1,200	1,200	0	100%
Janitorial	1,191	1,240	(49)	96%
Labor	983	0	983	100%
Mortgage Interest	6,759	6,636	123	102%
Office	4,538	5,000	(462)	91%
Outreach/Promotion	437	2,085	(1,648)	21%
Postage	3,871	3,125	746	124%
Production Supplies	369	1,460	(1,091)	25%
Professional Development	615	2,085	(1,470)	29%
Professional Fees	13,324	17,938	(4,614)	74%
Program Acquisition	16,040	17,551	(1,511)	91%
Program Guide Expense	730	0	730	100%
Rent - AM Tower	13,500	13,500	0	100%
Rent - FM Tower	7,975	7,975	0	100%
Rent - Denver Studio	3,097	3,097	(1)	100%
Repairs & Maintenance	2,318	2,500	(182)	93%
Salaries	123,964	125,876	(1,912)	98%
Satellite Interconnect	8,683	8,500	183	102%
Storage	340	340	0	100%
Taxes - Other	141	125	16	112%
Taxes - Payroll	10,165	10,600	(435)	96%
Telephone	8,651	8,540	111	101%
Utilities	7,228	7,500	(272)	96%
Total Expense	303,382	311,382	(8,000)	97%
Net Ordinary Income	32,186	37,392	(5,206)	86%
Net Income	32,186	37,392	(5,206)	86%