

KGNU Board of Directors Meeting

June 11, 2018

KGNU Denver Studios

700 Kalamath St., Denver CO 80204

Board members attending

Jon Walton - Chair

Liz Lane - Vice Chair

Risë Keller - Secretary

Jeannie Brisson - Treasurer - teleconferencing

Roz Brown

Rebekah Hartman

Elena Klaver - teleconferencing

Barbara Stern

Tim Russo (aka Timo) - ex officio

Public Attending

Shareef Aleem

Dave Ashton

Doug Gertner

Daria Leverne

Irene Rodriguez

Two for One Jack

Marge Taniwaki

Meeting called to order: 6:04 pm

Approval of May Meeting Minutes

May 2018 minutes approved

Public Comment

Sharif Aleem said he has had problems with racism at KGNU and at the Denver Open Media building. The Board expressed interest in learning more about how we can address these issues at KGNU.

May 2018 meeting minutes - Approved

Station Manager Report - Tim

Summer Fund Drive

KGNU will hold its annual Summer Fund Drive from July 10-15. We have a \$25,000 goal.

Annual Retreat Follow-Up

The 2018 Annual retreat focused on Participatory Processes and Participatory Design.

Building Bridges facilitated the session on Participatory Processes while Radian led the

Participatory Design session in the afternoon. The summary evaluation presented by Building Bridges concluded:

“The group showed a general genuine interest and commitment to working collaboratively and building capacity for participatory processes.

Feedback surveys demonstrate general appreciation for space to 1) Connect, interact, and learn about each other (with some emphasis on small group activities), and 2) Develop and practice communication skills focused on listening and understanding from a 2-way perspective.

There is great potential for deeper relationship-building within the KGNU community, which could lead to increased ownership and buy-in, stronger teamwork, productive participatory processes, more diversity and inclusion (as voiced as important by the group), and greater impacts. It should be noted that this deeper work, specifically anti-oppression work, does take time, space, and intentional facilitation. It is natural, however, for groups to go through stages of conflict as they develop and truly transform (for our work we use Stages of Group Development: Forming, Storming, Norming, Performing, Adjourning).”

KGNU will discuss additional follow-up options and plans to launch a series of listening sessions internal and external to the organization, designed to gather perspectives that will be utilized to strengthen strategic, operational and expansion planning.

Radian has provided photos and videos of the participatory design activity, which was organized to offer an initial taste of community led architectural design meant to stimulate thought around design needs and desires for the expanded KGNU facility.

Videos

- Team A ([with subtitles](#) and [without subtitles](#))
- Team B ([with subtitles](#) and [without subtitles](#))
- [Team C \(without subtitles\)](#)
- [Team D \(without subtitles\)](#)
- [Team E \(without subtitles\)](#)

Barbara commented that she would like us to schedule the annual all-station retreat six months in advance so people can plan ahead and we can have better attendance.

Station Activities - Events - Earned Media

KGNU received a significant amount of earned media coverage around the May 22, 2018 40th anniversary of going live to air. Among the various recognitions was the Boulder City Council [Declaration of KGNU Community Radio Day](#) on May 22nd.

Articles appeared in The [Daily Camera](#), including a [letter from our Board Secretary](#), and a later [shout out](#). The [Boulder Weekly](#), The [Westword](#), The [Boulder Magazine](#), and most recently the [CU Coloradan](#). Be on the lookout for an upcoming article highlighting KGNU in Rolling Stone France! KGNU’s Station Manager was invited by longtime music host Jack Rummel to present at the Boulder Rotary Club that can be [viewed here](#).

Coming up at KGNU: The KGNU Youth Radio Camp holds its first session this week. A second session will be held later in the summer as there was overflow demand for the first session.

The youth radio camp will be followed by a two week Radio Training Camp with Temple Grandin School autism spectrum youth participants.

Dave Ashton commented that three DPS students are being paid to intern here through July -- both the student and facilitator get paid. Aaron Ladley is the facilitator.

The Epic Young Lions Reggae Revival concert celebrating 40 years of Reggae Bloodlines is set for June 28th at Cervantes. The Charles Sawtelle Mtn Jam featuring Hot Rize is sold out for July 22nd. Rocky Grass will be live broadcast again this year. Arise will be live streamed. The Latino Fest will be live streamed in late June among other events. Recent events did well and continued to galvanize community engagement.

- Dining on Air netted \$5,000+
- Plant Sale netted \$2400+

Overall, we've netted an estimated \$20,000 in events to date and still have major special events scheduled during the summer and early fall.

Employee Health Insurance

KGNU will change health insurance carriers as of July 1st, shifting to United Health Care. We decided NOT to shift to a local PEO called InTandem, for the time being as the cost-to-benefit ratio was much less than initially anticipated.

Executive Committee

The Board's Executive Committee met on Tuesday, June 5 to set the agenda for this board meeting.

Program Committee - Rebekah

Discussion of how to provide feedback to DJs when things come up in show reviews. Indra is incorporating this feedback in her weekly music newsletters. A "DJ 102" course would also be a good tool for refreshing skills and disseminating information to more experienced DJs. The drive elicited good feedback from listeners. Reviewed an ASA and a Metro show. Indra will include a reminder about how to finalize playlists in her next newsletter. Rebekah will bring up FCC compliance and guidelines at the committee's next meeting.

Next meeting: April 24 at 6 pm, at KGNU's Boulder studios.

Nominating Committee - Marge

NomCom did not meet in May. Co-chairs met on 5/30/18 to review all NomCom documents and processes and set/assess priorities and tasks for coming months.

Agreed to set formal meeting protocol

Start with review of board list and term end dates

Agree on tasks, assign responsibility if applicable (e.g., if first term of a board member is ending).

Formal report-out to committee by the point-person for each prospect with the intent of assigning accountability. We currently do this less formally.

Review organization point-people and provide updates; announce upcoming meetings of those organizations and agree on who will go to share information on KGNU and volunteer opportunities. Some groups to be contacted include suggestions from the board to NomCom during the May board meeting.

Documents Regarding Processes

Goal is to have all members accessing documents on the shared drive and updating as appropriate.

- Board Prospects - needs streamlining; will develop a prospect tracking document.
- FAQ - what is involved in application for board and what is expected from a board member. This link is live on the board page, but guides people to an old application. We will review and update as needed and link to the new application.
- Application - has been converted to a writable document with expanding text boxes and is downloadable as a Word document.
- Prospect Nurturing Process - is under development with tasks and timeline.
- Standard Operating Procedures - we will “resurrect” the version updated in 2014 and review it to assure we are covering obligations using our standard protocol.

Outreach

As we identify organizations to contact (e.g., active, progressive neighborhood organizations), we will consider the opportunity to get the organization’s representative interviewed on the Morning Magazine or DotOrg. This will be a good way to connect the organization and KGNU. A list of committee descriptions and meeting schedules will be included when we share the FAQ and conduct prospect nurturing and follow-up.

Prospects Update

One of NomCom’s members recently had the chance to have a long talk with a KGNU volunteer who has been on our prospects list for the past six months. The volunteer is a DJ and assists periodically with station tasks. The NomCom member shared with him more info about how the board operates and what the expectations are, plus exciting events in the near future (capital campaign, etc.). They talked about the various skills that are needed on the board. He expressed particular interest in assisting the board with budget items and possibly serving in the capacity of treasurer at some point, if elected to the board. He plans to attend a budget committee meeting in the near future, and we have invited him to attend the July board meeting.

Next meeting: Wednesday, June 20 (the third Wednesday of the month), at 6 p.m., at the Boulder studios

Budget - Jeannie

The Budget committee met on May 23rd to prepare a first draft of the FY19 budget to be presented at the June board meeting.

This year we’re at at \$570K income compared with \$450K at this time last year.

Regarding higher than usual expenses for promotions: Some of the swag we ordered for the 40th Anniversary needs to be sold at our upcoming events and outreach.

Jon would like to have a recap of event evaluations for this year “to see what we’ve been doing right.”

Board Succession Planning - All

Discussed roles and strengths. NomCom can discuss and make recommendations for a slate of officers, but the November (aka Annual) meeting is the one where a whole slate is proposed and voted on by the board.

Executive Committee members must meet monthly in addition to the board meetings, and may have additional responsibilities.

Jeannie asked what board members' ideal role would be if there were no constraints. We will bring this up again at the July meeting.

Discuss Ownership of Annual Report - Jon

Tim would like an opportunity to figure out what goes in it and when. The 990 Audit came in late February. Best practices: Release within 45-60 days of close of fiscal year. Our adherence to the Federal fiscal year may add some complexity to this. A motion passed to make the Board own the production of the KGNU Annual Report going forward.

Development Committee - Barbara

Submitting grants for 2019. Securing sponsors for Wave Makers event Sept. 15 at Millennium Harvest House. We are seeking silent auction donations. Barbara says we need about 100 items, and are looking for experiences (e.g., hot-air balloon rides) and nice things.

Action item: Toward the goal of recruiting more listeners and members with specific skills to all the committees, Barbara is drafting a letter to volunteers to increase participation.

Announcements

Dave A. said about 50-60 people gathered at 700 Kalamath for the Dining on Air community event May 19 (with a suggested donation of \$20 per person). Beverly Grant brought a lot of folks from the food community. Not a great fundraising success but wonderful community outreach.

Meeting adjourned 8:05 PM

**Board entered closed session to discuss matters relating to individual employees
8:10 PM**

Board exited closed session 8:56