

June 2020 KGNU BOARD OF DIRECTORS MEETING MINUTES

KGNU Board of Directors
June 8, 2020
ZOOM Meeting
Boulder, CO

Board members attending:

Rebekah Hartman - Chair
Barbara Stern - Vice Chair
Carl Armon – Treasurer
Roz Brown – Secretary
Sanford Baran
Robert Hastings
Elena Klaver
Tim Russo - Station Manager (Ex-Officio Board Member)

Staff attending:

Verity Matthews

Public attending:

Joy Barrett
Tish Beauford
Iris Berkeley
Mariah Coe
Dennis Glowiniak
Jim Jobson
Risè Keller
Liz Lane
Leslie Lomas
Marco Mangione
Matthew Martinez
Eric Scace
Deborah Shane
Manuela Sifuentes
Shiquita Yarbrough

Meeting called to order: 6:02pm

- May minutes approved

Public Comment - none

Station Manager Report - Timo

Black Lives Matter

I'd like to take a moment to recognize publicly the senseless and brutal killing of George Floyd and countless other Black lives that have been stolen throughout the history of the country. The attached #say their names list begins with the 2014 killing of Eric Garner but we should not forget Trayvon Martin or any other stolen life before or since.

A statement by KGNU can be found on the front page of the website and was sent widely through our newsletter. Tomorrow June 9th, KGNU will be joining over 60 community radios across the country to simultaneously run "A Change is Gonna Come" by Sam Cooke at 1PM MT. We hope everyone will join in showing their solidarity.

ERIC GARNER - JOHN CRAWFORD III - MICHAEL BROWN - EZELL FORD DANTE PARKER - MICHELLE CUSSEAU - LAQUAN MCDONALD - TANISHA ANDERSON - AKAI GURLEY - TAMIR RICE - RUMAIN BRISBON - JERAME REID - GEORGE MANN - MATTHEW AJIBADE - FRANK SMART - NATASHA MCKENNA - TONY ROBINSON - ANTHONY HILL - MYA HALL - PHILLIP WHITE - ERIC HARRIS - WALTER SCOTT - WILLIAM CHAPMAN II - ALEXIA CHRISTIAN - BRENDON GLENN - VICTOR MANUEL LAROSA - JONATHAN SANDERS - FREDDIE BLUE - JOSEPH MANN - SALVADO ELLSWOOD - SANDRA BLAND - ALBERT JOSEPH DAVIS - DARRIUS STEWART - BILLY RAY DAVIS - SAMUEL DUBOSE - MICHAEL SABBIE - BRIAN KEITH DAY - CHRISTIAN TAYLOR - TROY ROBINSON - ASSHAMS PHAROAH MANLEY - FELIX KUMI - KEITH HARRISON MCLEOD - JUNIOR PROSPER - LAMONTEZ JONES - PATERSON BROWN - DOMINIC HUTCHINSON - ANTHONY ASHFORD - ALONZO SMITH - TYREE CRAWFORD - INDIA KAGER - LA'VANTE BIGGS - MICHAEL LEE MARSHALL - JAMAR CLARK - RICHARD PERKINS - NATHANIEL HARRIS PICKETT - BENNI LEE TIGNOR - MIGUEL ESPINAL - MICHAEL NOEL - KEVIN MATTHEWS - BETTIE JONES - QUINTONIO LEGRIER - KEITH CHILDRESS JR. - JANET WILSON - RANDY NELSON - ANTRONIE SCOTT - WENDELL CELESTINE - DAVID JOSEPH - CALIN ROQUEMORE - DYZHAWN PERKINS - CHRISTOPHER DAVIS - MARCO LOUD - PETER GAINES - TORREY ROBINSON - DARIUS ROBINSON - KEVIN HICKS - MARY TRUXILLO - DEMARCUS SEMER - WILLIE TILLMAN - TERRILL THOMAS - SYLVILLE SMITH - ALTON STERLING - PHILANDO CASTILE - TERENCE CRUTCHER - PAUL O'NEAL - ALTERIA WOODS - JORDAN EDWARDS - AARON BAILEY - RONELL FOSTER - STEPHON CLARK - ANTWON ROSE II - BOTHAM JEAN - PAMELA TURNER-DOMINIQUE CLAYTON - ATATIANA JEFFERSON - CHRISTOPHER WHITFIELD - CHRISTOPHER MCCORVEY - ERIC REASON - MICHAEL LORENZO DEAN - BREONNA TAYLOR - GEORGE FLOYD

Coronavirus

Like most, KGNU's operations have been impacted by the COVID-19 pandemic. We will continue to adjust in the safest way while maintaining as close to normal programming. We are preparing for a very limited, and by reservation only, use of the Green Studio for volunteer production (with no in person guests). An online reservation tool is being put together to facilitate the spaced scheduling of the Green Studio. There are no changes to the Denver Studio closures for production. All reservations will need to be approved by staff and are exclusively for production of upcoming shows and time will be limited. There will be no shift to our other emergency protocols or office closures for the time being. We will remain closed to the public; maintain the [current studio usage protocols](#), limiting one person in the Red Studio at a time, a suspension of studio rentals, radio training classes, etc. The building(s) will remain closed to the public and to non-staff with the exception of the current on-air host. We will maintain strict social distancing inside the building at all times and firm cleaning policies (special supplies are still very limited and hard to come by). Facial Coverings (masks) will be required while in the building, with the

exception of when broadcasting or staff working alone in their offices. All committees will continue to meet remotely via zoom. We continue to encourage as much home pre-production as possible so that producers can continue to improve on their ability to produce remotely. Many staff will continue to work remotely or with staggered schedules (in particular those who share office space).

In order to ensure that we can continue to operate effectively without compromising the health of staff, volunteers or our programming, we do not anticipate opening to the public or initializing a phased-in reopening plan until after the Summer Fund Drive. Of course that could all change at a moment's notice for better or worse. Protocols continue to be updated and to shift from week to week and our staff will be communicating those updates to our volunteers.

Summer Fund Drive

The Summer Fund Drive is being planned for July 8th -12th. Staff are working on logistics to provide a safe and primarily remote participation for phone banks, while working to plan having a single co-host/pitch partner in separate studios to reduce risk of contagion. The updated plan and protocol will be communicated to hosts and phone volunteers scheduled to be on air or answer calls during the drive. We'll strive to bring in 300 pledges with a focus on new member acquisition and seasonal renewals. We'll strive to make up some ground from the Spring Fund Drive, that was interrupted by the covid-19 scare.

Technical Issues

We have had on-going issues with the AM transmitter that have complicated consistent coverage of parts of the Denver Metro area. The transmitter is currently back on the air after significant work this weekend to clean out burnt capacitors and failed circuits. The transmitter is at partial power (3000 watts vs 5000 watts) as work continues to identify the cause of the cascading failures we have seen over the last few months. In addition, the studio transmitter link, an isdn unit, has been replaced and work is being done to improve internet and remote access to the site for better monitoring.

Anti-Oppression Training

KGNU will be engaging with Building Bridges for a series of anti-oppression and DEI training over the next year to begin a deeper dive into racial and social equity. A scope of work continues to be developed building on the 2019 anti-oppression training that the board and staff participated in while broadening the upcoming scope. We expect training to begin shortly after the Summer Fund Drive.

KGNU is working with the Community Foundation Boulder County to develop an equity reporting fellowship for existing journalists and emerging journalists of color based in Boulder County to do a deep dive into reporting through a social and racial equity lens, building community trust and with a solutions journalism focus. The project is part of the larger Equity Reporting Initiative that KGNU has worked together on with the Community Foundation Boulder County. We hope to roll the program out no later than August.

Community Conversations and Live Broadcasts

The music department began a Sunday Live at Five music series a month ago that has gained good facebook traction each Sunday. We'll continue this for the foreseeable future as a means to highlight local and independent artists.

KGNU is also planning for the latest in the series of Cultura Viva event live from Raices Brewery in Denver. The upcoming planned June 27th event will highlight Los Mochochetes, while focusing bilingual support on the Census, Get out the Vote and relief efforts to undocumented communities. More details to come.

Pasa La Voz, the KGNU Spanish language show hosted its third community conversation this week with the Latino Chamber and local latinx owned businesses discussing relief response and efforts to support small businesses. The facebook live and on air has garnered a growing audience with excellent engagement.

Executive Committee

The Board's Executive Committee met on Tuesday, June 2nd to set the agenda for this board meeting.

Strategic Planning Committee Report - Sanford

Date of Committee Meeting: 5/19/2020

Committee Attendance:

Sanford Baran Chair / Board Liaison

Members Attending:

Eric Scace

Tim Russo

Roz Brown

Marge Taniwaki

Liz Lane

Monthly Progress:

Key Monthly Committee Focus Item(s)

1. Create JotForm version of KGNU Committee Report - done
2. Send out JotForm out JotForm version of KGNU Committee Report to Committee Chairs for comments and feedback - done
3. Create a new draft of 'Strengthening KGNU Committees: Feedback Requested' survey questions for Strat Committee to review - done

Monthly Report Summary: We are at the stage in the Strengthening Committees process where we are starting to include Committee Chairs for their feedback and hopefully buy-in. Strat has produced a number of documents that we want to share with the Committee Chairs. But we want to release these in a way that doesn't overwhelm them. So, we'll be pacing our release schedule to give the Committee Chairs the time and space to adequately digest them.

Treasurer Report - Carl

April P & L

Our total income was about \$755K. Our expenses were about \$561K, so we had a net income to date of about \$194K. Our budgeted net income for April was about \$78K, so we are actually above goal by about \$116K.

Contributions to income include: underwriting, car donations, CPB funding, grants, memberships, program guide ad revenue, studio production time and training fees, and special events income.

Contributions to expenses include: debt service, employee benefits, interest, IT, insurance, office supplies, professional fees, program acquisition, rents, salaries, and payroll taxes.

Development Comm Report - Barb

Virtual meeting held May 18 meeting notes for ExCom June 2 and BOD June 8
In Attendance: Barb, Robert, Yukari, Marco, Verity, Sarah

Development Director Update (Sarah)

1. Grants - in addition to the BoCo 2020 Census grant, seven applications were made since mid-March, more going out
2. Underwriting - Buy One Give One idea put forth
3. Membership: Summer fund drive focus and major donor cultivation

Research for Summer Fund Drive:

Committee members are researching prizes, sponsors

Membership Coordinator Update (Verity)

74 contributions, \$6000 for GivingTuesdayNow !!!

As renewal and thank you calls complete, focus on Summer Fund Drive

Summer Fund Drive (Verity) July 8-12!

Only core members will answer phones, we're recruiting them.

Thank you gifts are being discussed, assignments to reach out have been made

Next Meeting: Monday, June 15 at 5:00 p.m. Video/Phone Zoom Meeting

Programming Comm Report - Jim Jobson

Virtual meeting held May 25, 2020

Review of both music and news shows is on hold for now, as they are not representative of hosts' best work while pre-recording from home.

Discussed the On-Air Guest Rules for KGNU Volunteer Producers. A document to be distributed was worked on. This document will go to current, trained Volunteer Producers informing them of their responsibilities when they invite either a co-host or a musical/interview guest on the air.

Discussed the Rules for KGNU Co-Hosts. We worked on a document that a co-host will have to read and agree to before appearing on-air. This document was discussed in detail during the meeting as most of the time was spent discussing it.

Discussed a new document that does not yet exist. This document will spell out the rules for KGNU Musical/Interview Guests.

The KGNU Non-Commercial Policy was not discussed in detail during the meeting. We decided that this will be the focus for the next meeting.

The next Program Committee Meeting was set for Tuesday, June 23, 2020.

Capital Campaign Committee Update - Liz Lane

Virtual meeting held June 1, 2020

Attendees: Tim Russo, Liz Lane, Carl Armon, Elena Klaver, Roz Brown, Robert Hastings, Julia Kashkashian, Kathy Partridge, Eli Kaelin, Michael

Donovan and Tim Rohrer for Social Venture Partners.

*Attendees discussed resources available to team members to amplify their presentations to prospects about KGNU's AMPLIFY COMMUNITY campaign.

*A couple of members reported on some small pledged check amounts to be forthcoming.

*Review of multi-step process to plan, prepare, practice and execute an ask to a major donor.

NEXT MEETING: MONDAY JULY 6, 2020 @ 4:30 pm- 6pm

Events Committee Report - Barbara

Virtual meeting held June 3, 2020

Attendees: Barbara Stern, Sarah, Karen G., Meredith, Dave A., Dan Willing, Kathleen

Discussion centered on each event and what needs to be attended to for each event to be successful. Cultura Viva will be handled primarily by staff. The Charles has an established working group working on marketing and logistics. Yard Bazaar to replace CD and Record sale for 2020 is being worked on by Dave via the new event proposal form.

Nomination Committee - Joy Barrett and Nile Southern (co-chairs)

The KGNU Nominating Committee (NomCom) held its monthly meeting on May 18, 2020 via Zoom.

Members attending: Evan, Elena, Marge, Robert, Liz, Nile, Bill, and Joy

Guest attending: Tish

Agenda items covered:

1. Review of board member terms
2. Refresher on process for dealing with prospects
3. Updates on prospects
4. KPFA film available for board members' viewing - brief discussion of logistics
5. How NomCom can assist staff with volunteer orientation, with an emphasis on committee participation opportunities
6. Results of research on meet-ups and other groups "ripe for outreach" by NomCom for involvement with KGNU (Info compiled on shared drive.)
7. Other business
8. Next meeting: Monday, June 15, 6 p.m. via zoom

Meeting discussions produced nine Action Items, with various members responsible. Action Items dealt with board prospects, strategies for increasing outreach into Denver, and getting board members access to the KPFA video. Tish (the guest attending the NomCom meeting) offered to help NomCom identify board prospects in Denver.

Shortly after the meeting, NomCom received an application to the board. We are now working with two applicants and will keep the board updated on progress.

As listed above, our next meeting will take place Monday, June 15, 2020 T 6 p.m. via Zoom.

**Motion to accept ExComm performance exit interview for Risë Keller
Rebecca moved; Robert seconded**

No announcements or new business

Adjourned: 7:30 PM