

FEBRUARY 2020 KGNU BOARD OF DIRECTORS MEETING MINUTES

KGNU Board of Directors

February 10, 2019

KGNU Boulder Studios (meeting moved from Denver to Boulder due to weather)

4700 Walnut St.

Boulder, CO

Board members attending:

Rebekkah Hartman - Chair

Barbara Stern - Vice Chair

Roz Brown – Secretary

Carl Armon – Treasurer

Elena Klaver

Risë Keller

Sanford Baran

Tim Russo - Station Manager (Ex-Officio Board Member)

Staff attending:

Dave Ashton

Public attending:

Marco Mangione

Jim Jobson (aka DJ Buddha Bomb)

Nile Southern

Eric Scace

Leslie Lomas

Robert Hastings

Meeting called to order: 6:01

January minutes approved

Public Comment:

- Marco wanted to note how amazing the annual retreat was; he believes Denver is the future for KGNU and appreciates the collaborative effort - very forward-looking to have a new facility there
- Nile echoed comments about the retreat being terrific.

Station Manager Report -Tim Russo

Spring Fund Drive

The Spring Fund Drive is currently scheduled for March 4th -15th. The drive will be themed Media that Matters, Music that Inspires. It will end after Roots & Branches on Sunday the 15th (a bit earlier than in the past).

Budget

We are finalizing the audit preparation this week and expect to complete the Annual Financial Report to the CPB and the audit prior to the February 29, 2020 deadline.

Biennial Ownership Reports

Biennial Ownership Reports to the FCC were filed before the January 31st deadline.

KGNU Annual All Station Retreat

The KGNU annual retreat was held on January 25th. Feedback from and input during the retreat was positive and constructive. We heard that attendees appreciated the format, the design and co-create sessions as well as the workshops and CMP/CoLab presentations, and the focus in most of the sessions on KGNU's future.

CoLab - RMPBM

Station Manager will meet with CoLab partners on 02/14 to further discussions on collaboration and 2/21 discuss lease and terms for first-floor use. We continue to refine details on the electrical and wiring plans for the studios.

Events

Mardi Gras did well. Final numbers to be presented next month. Other KGNU events in the works:

- The Grassroots Leadership and Sustainability in Boulder County presentation on Feb. 6 @ Dairy Arts Center had nearly 200 people registered and a near full house attendance despite the winter storm warning that night.
- Tangerine - Feb. 13 @ Tangerine Restaurant
- [Jim Hightower](#) @ Longmont Museum 2/16
- [Winter Work to Bike Day](#) 2/14 - breakfast station at KGNU
- Project Censored- Feb. 20 @ Boulder Book Store
- [Cultura Viva!](#) with Mono Verde - Feb. 29 @ Raices Brewing Co., Denver
- [Destination Freedom](#) – Feb 22 @ Su Teatro in Denver

Collaborative Capital Campaign Update

January 24th KGNU's Station Manager met with RDM consultants for next steps and recommendations on the collaborative CC. Results during year one were mixed and the collaborative MOU has expired. Warm leads and pending responses from year-one asks are being disbursed directly to each organization. The joint account at the Community Foundation will remain open to receive any contributions from positive responses from the year-one engagement. We may explore a direct relationship with RDM outside of the collaborative. Conversation based on an initial proposal is pending.

Policy Review

Program Committee continues to review several on-air related policies. Additional general

policies still need to have reviews conducted. The KGNU Diversity Statement was read and further review will be held in a separate agenda item. The EEO – Non-discrimination policy requires an update as well. In a separate item the updated policy statement will be reviewed.

Executive Committee

The Board's Executive Committee met on Tuesday, February 4th to set the agenda for this board meeting.

Strategic Planning Committee Report

Focus at the Retreat was on "speed dating" to strengthen committees. Risë was thanked for putting together a great template. Sanford felt the exercise was successful as far as the interest shown. Now in PDF form, and should they also be on the website? Or perhaps have them available at the front desk? Sanford will email links to Board members.

Treasurer Report

Carl reported that income for the quarter is above expectations with grants that have been received. (Oct./Nov./Dec.) at 98% of income goals; 131% for car donations. Earned income and staff expenditures were lower than expected. In addition to Carl's report, Tim reported positive news on the 2018-2019 Annual Station Audit.

Programming Committee Report - Buddha Bomb/Jim Jobson

Some people at the Retreat expressed interest in joining the committee. Reviewed a new program, and reviewed a Show Tunes proposal; reviewed goals for 2020; Indra is distributing a handbook with updated volunteer handbook/policy guide. Talked about reviewing the co-host policy - make sure they've been trained before they're on the air. Mario mentioned that with election coming up, perhaps guidance should be distributed to not only news but also music hosts to make sure no one crosses the line as to what can and cannot be said on-air. Tim suggested Program Committee revisit this.

Nomination Committee Report - Nile Southern

The KGNU Nominating Committee (NomCom) held its regular monthly meeting on January 20. Nile is refining the script for a video that explains opportunities to get involved with KGNU committees and board, and the ways that each of these entities contributes to the work of the station.

NomCom currently has some strong prospects with a wide array of skills, ages, genders, races, and communities represented. Recently, NomCom received an application for the board from Marco Mangione. That application was shared with the board. Marco is finalizing his applicant requirements and the committee is conducting tasks associated with processing his application. In addition, we are beginning to process the application of NomCom member Robert Hastings. (Robert submitted an application last Fall, and the committee postponed moving forward for several months, per Robert's preference.) Besides Marco and Robert, we expect to receive at least one or two more board applications by this Fall.

NomCom will hold its February meeting on the third Monday, Feb. 17, 2020 at 6 p.m. at the Boulder station.

Development Comm Report - Barb

January meeting issues discussed:

- Assisting Sarah in writing “thank you” notes to Donors
- Established a Spreadsheet for Meals and Gifts for Fund Drive in March with Verity
Seeking ideas for raffle prizes: ask Board for ideas and/or contacts
- Looking at a Community Rewards Program with King Soopers
- Brainstormed about third-party events as fundraisers
- Looking at doing a restaurant night in Longmont
- Will be doing grant research after the March Fund Drive
- Looking at MeowWolf, which is opening a Denver facility, and seeing if there is a way to work together

*****Tim showed BOD and others attending a visual chart with survey results from January Retreat** - The survey showed mostly very positive comments about the morning sessions, afternoon break-out sessions, food, etc., and most said they would attend a future retreat.

Proposed update: EEO, Non-Discrimination Policy Statement

KGNU is an Equal Opportunity Employer. In its activities and operations, KGNU is committed to nondiscrimination on the basis of race, color, religion (creed), gender, gender identity or expression, age, national origin (ancestry), culture, physical or mental disability, marital status, sexual orientation, military status, economic status, or any other characteristic protected by federal, state or local laws. These activities and operations include, but are not limited to, hiring and terminating staff, recruiting and retaining volunteers, sourcing vendors, providing services and programming, training leaders, and welcoming and sustaining members. We are committed to providing an inclusive and welcoming environment for all members of our board, staff, volunteers, subcontractors, vendors, listener-members, and individuals who receive our services.

Adopted February 10, 2020 by KGNU Board of Directors

2020 Diversity Statement

In all of its activities and operations, KGNU is committed to diversity on the basis of race, color, religion (creed), gender, gender identity or expression, age, national origin (ancestry), culture, physical or mental disability, marital status, sexual orientation, and economic status. These activities and operations include, but are not limited to, hiring and terminating staff, recruiting and retaining volunteers, sourcing vendors, providing services and programming, training leaders, and welcoming and sustaining members.

As of January 2020, our staff of 11 includes seven who identify as female: a Mestiza, a South Asian, an Irish, and a Persian-American. Our current board of eight includes five women, one Latinx, and one LGBTQ cis-male. Our 300+ active volunteers also come from a broad range of backgrounds.

KGNU continues to focus attention on strengthening diversity, equity, and inclusiveness (DEI), including increasing the number of women and people of color on our staff and in leadership positions. We will achieve this by providing ongoing training sessions focused on DEI, anti-oppression, social justice, and participatory processes for board members, staff, and committees in the coming year, as part of our strategic plan to fulfill our mission.

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Board Projects: Review by Bekka

- Capital Expansion Report - ongoing - Liz
- Policy Review - Risë - create working group
- Strengthening Committees - ongoing - need a timeline for plan - Sanford says end of 2nd quarter is goal; succession planning;
- SVP Board Governing Support - this is the last year they'll be working with us; want to leverage what they have provided and how they can help with first three bullet-points.

Board Members need to update their contact information (email, phone number). Enter the email/phone number you want used by Tim, etc., no later than Friday 2/14.

Discuss potential dates for Board Retreat (Spring). Tim will send a new Doodle poll.

Announcements/New Business

March 6th, from 5-7 p.m. Risë will have an art reception at KGNU. All are welcome. She is donating 25 percent of her painting proceeds over the next three years to KGNU's Capital Expansion campaign.

Adjourned: 8:14