

1/6/22 minutes

1/6/22 Board Meeting Minutes

(see Zoom recording and transcription in addition to these notes -these notes are paraphrased to the best of my ability, but not exact transcript)

5:34 **Call to order** by Andris

Present: Andris, Jackson, Tyler, Dan, Tyson, Wick, Autumn, Bryan, Alec, Kelley, Jack, Dave C., Chris

Minutes Approval: Autumn motions to approve minutes seconded by Bryan- motion passes

DJ meeting takeaways

Dave- about 30 people came.

- Proposing at cost price for KBUT merch for DJs/staff/board members
- Alec - should we do a cost assessment?
- Dave makes motion to approve, was not seconded.
- Andris- Alec does not need board permission.
- Dave- also interested in possible changes to fundraising drives, DJs feel like current drives are not fun and cannot raise as much as they used to be able to, can we incorporate a more lively vibe for the drives.
- Kelley - the DJs want day prizes back. That is the most requested option.
- Jackson- they want more community engagement, especially in Gunnison.

Andris- discussion we just had is a good illustration of KBUT issues with culture and communication. It's indicative of what he has heard. He interviewed staff members and heard a lot of examples of intolerant behavior, emotional reactivity, etc. Our job as the board is to let everyone know that they are bound by a code of behavior and ethics. Hostile behavior will not be tolerated. We need to ensure that KBUT is a safe work environment where people can communicate, discuss issues, disagree, make decisions and get behind decisions. KBUT's standing in the community and good that it does requires us to live to a high standard. Need to put professionalism above everything else. We want to be thinking about the future and make sure KBUT exists forever. The only thing that can break it is if we aren't respectful and supportive of one another. Needs to be a zero tolerance policy for hostile behavior.

Dave- potential underwriter had a feeling of misogyny from KBUT.

Andris - we will discuss more in executive decision

Update on News Department Expansion/conference from Chris

See info in packet

Studio Upgrades from Jackson

See info in packet

Budget

See info in packet

Dave - We are in a surplus. News is a good decision. New soundboard is a good decision. Looking at deficits going into the future- committee could see more aggressive grant writing and more large donors.

Andris - We have a healthy cash surplus beyond a 3 month reserve. Soundboards were originally budgeted as expense, but because they are capital equipment/investment it goes on the balance sheet.

Alec - 3rd major gifts meeting next week. Will be working on a letter of intent and set short term goals. Would like to have a one on one relationship with donors. Would like to provide a more individual presentation to a donor. Example: what an \$8k gift to the news department would do.

Alec - comfortable with \$9k number - wouldn't stretch it too much further. Increasingly affluent community does not fit with grants for under-served communities.

Kelley- questions about CB/Gunnison Rotary

Jackson- Gunnison Rotary wants to help Gunnison county youth - intersection with KBUTeens?

Dave- Many new people to town, how can we reach them?

Kelley- We can have a spectrum of events that is much broader. Dinner Galas. How do we target markets, event-wise. Events related to telling people who are new to town about KBUT that don't know anything about community radio.

Jack- **Motion to approve** amended budget (move grants to \$10k and major donors to \$14k). Seconded by Andris. All in favor.

Andris- The team at the station is the best team he's seen. Best collection of professionals he's seen at the station. The past 2 years with covid have shown the power of the station. What he said earlier comes from a place of respect.

Move to Executive Session 6:56pm

7:57 out of Exec Session

Andris- Motion to adjourn meeting, seconded by Wick

