

3/10/22 Board Meeting Minutes

3/10/22 minutes

(see Zoom recording and transcription in addition to these notes and also ED packet)

(unless specifically using " " comments have been paraphrased to the best of my ability and subject to approval at the next meeting)

5:36 **Call to order** by Andris

Present: Adris, Autumn, Dave C., Kyle, Jackson, Wick (5:41)

Andris moves to discuss board vacancies instead of Discussion of Draft Financial Control Policy

Review and approval of January 6, 2022 meeting minutes

Jackson- p.2 Tyler was the person talking about cost assessment instead of Alec

p.3 - Tyler was the one who discussed the 9k number instead of Alec

Andris makes motion to approve minutes, Dave seconded

(Jackson will make these changes in the minutes from last week)

Discussion of Board Members' Guide, previously distributed by Andris

Dave- has not seen/read this guide

Tyson- also has not seen/read this guide

Jackson confirms that there is insurance that covers the board for legal defense

Andris is going to resend and board will revisit this

Update on Studio Upgrade Project

Jackson- When Eric sends info, he will share the plan with the tech committee.

-installing production studio first, unlikely we will be taken off the air, DJs still have home broadcasting tech from covid.

Dave - Most DJs should have no problem transitioning to new technology. Will be a little bit of a learning curve but it won't be long before everyone is fine.

Andris- what's the plan for training on the new equipment?

Jackson- can do production studio install, then take a break, teach DJs and then do the 2nd install

-make sure everyone spends time on new board before doing their show

Kyle- let DJs know at next DJ meeting

Andris - make some announcements on the air

Jackson - good excuse to bring people into the station

Discussion about possible new IT person

Discussion of Draft Financial Control Policy - **Amended to be discussion of Board vacancies

Andris - Rob took a job in Grand Junction.

Tyson - Tyson is moving to Fort Collins and leaving the board. This will be his last meeting. Proposes Dan Bostick as replacement.

Andris- Any thoughts on how to fill the 2 board seats?

Kyle- Do we have an obligation to make a public announcement?

Jackson- New members will be appointed until the next election.

Dave- We should do community outreach.

Andris - suggests Ian Shoal (sp?) - Kyle agrees

Kyle - suggests not doing public outreach

Wick- agrees and suggests vetting process

Andris - He and Tyson will talk to prospective candidates and get back to the board

Events

Andris - We should problem solve on why committees are not engaged.

Dave- We could use a monthly meeting to keep us more in touch. Could give us more freedom on what we talk about and even be more productive.

Wick- Disco Inferno is sold out, Spring Raffle is upcoming, Fish Fry upcoming, Kampout is back to original time slot and doing Leftover Salmon again with local bands. Salmon wants to do it every year.

Update on Winter Membership Drive/Fundraising Engagement Plan

Jackson - Drive was a success. Average donation is going up every year. now \$81.49, three years ago was in the low 70s. We're advertising membership more which starts at \$50.

Kyle- What about sustaining numbers?

Jackson- Highest it's ever been

Dave - Would go higher with our goal. Likes the membership drive and pledge drive both. It's a great solution.

Andris- Major donors/demographic strategy

Jackson- Discusses development committee

Autumn- Talked with Kelly about cocktail parties and events

Dave- A lot of funding potential in other areas. Golf event? Sportsman community? Fishing community?

Andris - Development committee is creative, Jack/Autumn are upvalley/downvalley masters. Keep in mind we have good resources there.

Jackson - Likes the idea of board members potentially making the ask. We are individually courting major donors.

Autumn- Happy to do that and can come to any of the development meetings.

Update on new Accountants/Auditors

Jackson- Super happy with accountants. Will free up some of his time with electronic payments. They are competent and responsive. A good move for us.

Dave- had to leave early

Update on Office Culture/Management Training efforts

Jackson- Feels good. Wants to have team meeting done before board install. Framework needs to be established in the meeting for "buy-in." Jackson is working with outside help. Self-admittedly not his area of strength.

Andris - The board made a promise that there needs to be action. We understand that these things take time. Small updates to staff could be helpful. Give staff the a good idea of what's happening. Recommends Jackson give updates at every staff meeting.

Jackson - Great idea, will make it a part of weekly presentation.

Andris - There's personal relationships at play as well as employment law and policy. Even if you have a strong desire to help and listen, there's only so much we can do. Here to get resources, but not the problem solver.

Discussion included discussion of individual relationships.

In Person Board Meetings

Jackson- Does not like hybrid model.

Andris - Can we plan next one as in-person?

- What about Dave's idea of monthly meeting?

Kyle - Likes bi-monthly, but every other month could be sub-committee meeting

Andris - Set a standing committee day? We need committee chairs.

Next board meeting date - May 3rd

Andris- Adjourned meeting 7:03pm