



Jackson Petito &lt;jackson@kbut.org&gt;

## KBUT BOD Minutes 07-15-25

1 message

**Dan Bostick** <danielthomasbostick@gmail.com>

Wed, Jul 16, 2025 at 9:29 AM

To: KBUT board <board@kbut.org>, Jackson petito <jackson@kbut.org>

### KBUT BOD Minutes 07-15-25

#### Attendance:

- \* Dave Colucci - President
- \* TJ McIntyre - Treasurer (via Zoom)
- \* Dan Bostick - Secretary
- \* Shane Hewitt
- \* Dylan McKnight
- \* Chris Coady
- \* JC Barber

**Tyler Lucas - Staff**

**Dave: Move to Call to order: 5:07pm**

**All in favor**

**Dave: Motion to approve minutes, but need addendum by Jackson after I had to leave early last meeting.**

**Chris: Second**

**All in favor**

**Dave: Tyler, you have some updates.**

**Tyler: I got the internet fixed. An aspen tree grew in front of our antenna. Speed is way up now. Jackson also has a new WIFI system that should be upgraded. It's been here for like a year. Courtney got the phones fixed. She spent a couple days on the phone with tech support. I'm going to hookup the Comrex device to test it too. We have a Starlink device that we purchased. You're going to see a press release soon. RMPR got a million dollar grant to provide radio engineers to share between all 21 stations. Whatever we have paid for these services we may be able to save on our budgeting next year. I don't have all the details yet. I would like to address the sound of the different transmitters. I know it's possible to EQ them so they have a more consistent sound.**

**Dave: KGNU is coming up as KLUV on my radio.**

**Tyler: That's a recent problem where that station has increased their power without FCC approval and it's encroaching on our transmission zone.**

**Tyler: I would like to schedule a Phone-A-Thon next week.**

**Shane: I can do Thursday next week**

**Dan: I can come in Thursday at 5:00.**

**Dave: Availability of KBUT live broadcasts should be prioritized over DJ slots. Example, ALO is playing in the studio tomorrow. I was told we could not boot a DJ to do a live broadcast. That should be the Program Director's job to arrange this. I arranged all of it with the band's management, I asked Arly if we could use her slot. She was of course OK with it because she's super nice. The whole mentality of this should be assumed that if we have an event to broadcast we can take any slot. If we want to live broadcast more we can't be worried about hurting someone's feelings. It should be understood that your slot can be bumped. This ALO interview is going to be dope. But other events like the Growler in Gunnison could be broadcast live.**

**Tyler: It sounds like the Program Director decides these things, and I think that's her right.**

**Dave: I don't agree with that.**

**Dylan: Who decides then?**

**Chris: Can we ask Jackson to decide who gets to choose?**

**Dylan:** I've done interviews on my show, it does take time. We asked Valeda to bump her show for Easy Jim to come on and she was a little upset but she went with it.

**Tyler:** We did have a Friday night DJ that was not happy about their show being bumped for a live broadcast. DJs don't own their show or slot.

**Dave:** I would like to talk about this more at some point but let's consider a policy change on this.

**TJ:** I think it's a great idea. These broadcasts are value added. People remember these events. We should proactively educate the DJs that we are placing a value on these live events so they are not surprised when we ask them to take part of their slot.

**Chris:** We should make a well worded email to DJs.

**Tyler:** We have new DJ contracts and I think this language is in there.

**Dylan:** We also need to give fair notice in advance to the DJ, not the day of if possible.

**Dave:** Moving on, pledge drive update...

**Tyler:** We're just getting started. Had our first DJ meeting this morning. Next one is this Thursday.

Structured the same as the last winter pledge drive. "Your station, your stories." We have some great 80's swag. I'm working on matching pledges now. I have a meeting with one donor that could be a really major donor to help with major gifts. \$75k is the goal. Some DJs have said it feels disingenuous when we go over the goal. If you give during early bird there is a \$500 cash prize, plus an Epic Pass also as a prize. We have DJ prizes for most pledges and most pre-pledges. Everyone has a chance to win.

**Dave:** Pledge drive is the one place in our budget we have the chance to raise more money. The CPB grant situation might be a loss.

**Tyler:** It's a lot to put on the DJs, but there are more back door opportunities to replace those grants. I don't want the DJ's to feel like they need to shoulder all that burden.

**Dave:** We should define what is a "Member". I think lower income listeners who volunteer could be made a member. We currently limit winning tickets to a show to members, I don't know that we can actually exclude non-members. But if someone wants to be a member but doesn't have money I think volunteers should be able to be a members too.

**Tyler:** I think there is a legal definition, and it's in our by-laws. I've only encountered this a couple times where someone couldn't afford to be a member. Maybe we could have like a free membership fund type thing.

**Dave:** We should get rid of membership requirement for winning tickets. I don't want to have to lookup if someone is a member just to give them free tickets.

**Dave:** Events committee?

**Dylan:** 80's party is happening, volunteer list just went out. There will be a liability waiver for everyone to sign. Not many presales yet but I'm not worried. I think 250 tickets is the maximum. \$30 a ticket. It's kind of a test case. We'll see how it goes.

**Dave:** Did we review the Fish Fry?

**Dylan:** we got some feedback, some push back about price. It was the same price as the last year.

**Dan:** I think a lot of people stayed later the previous year because of the band and bar sales were better,

**Dave:** I think the band brought people in and people lingered.

**Tyler:** There is a cost to the band, and it's probably a wash either way.

**Dave:** So let's have the band!

**Dylan:** I don't think we should charge as much for kids next year. That was a complaint.

**Tyler:** At the next development committee we should discuss the surveys we have received. We have years of responses.

**Dan:** Tech committee, we talked about some things already, internet, phones. We bought a new generator. The performance space in this room is priority. We don't have a budget for it. Most important thing is to have some backline for musicians to use that are already setup.

**Dylan:** I have a bass rig I could donate. I think we could get a lot of it donated.

**Dave:** let's get this going and have something to show for it by next Board meeting

**Dan:** Also the website redesign, Brendan @ Grove is who Jackson has been working with. If payments are split over 2 fiscal years we can pay \$18K total. Brightspot is the company that was going to do the work. They've already done the work but wanted \$50k. Brendan is setting up a meeting between the 3 of them in a few weeks.

**Dave:** Development Committee

**Tyler: Underwriting, everyone renews but it still keeps me up at night.**

**Chris: Are there any past due underwriters that are in arrears?**

**Tyler: There are some aging accounts but they do pay eventually.**

**Dave: Personnel, we had a great meeting.**

**Chris: I met with KT, we spent a couple of hours. We discussed the future of her employment here. Is it year round? She's OK with the seasonality. She's OK with the insurance benefits. She was not expecting the changes to her employment that happened and she may have some trust issues with the organization. She had presented herself to potentially have more responsibility before Courtney was hired.**

**Dave: This was presented to the board but she did not want to work under Tyler.**

**JC: have to leave to get my kid. 6:15pm**

**Chris: She is still feeling like she was working hard and put herself out there and may have some resentment. Do we want to define a year round position for her? She will have some stipulations that she wants as well.**

**Dave: She wanted more input on ticket pricing, and that is not something she should have control over. She can have input but this is not a demand we can agree to. There was a consensus that we had a don't rock the boat situation with KT. She rocks the events, the real core of the mishandling of her contract was that the board did not intend to end her position. We wanted to give her more money if she could commit to more events. If we pay her year round we would like to ask her for more help year round. We can contract her and pay her more to expand on what she does.**

**Dylan: We discussed pushing this until after the 80's party.**

**Chris: She is willing to come talk to the board on her behalf. I think if we're going to offer her a year round position we need to write a job description.**

**Tyler: I have confusion about her referring to her job as a contract position. She is an employee with benefits. We should be clear on this. And all employees here have other duties as needed.**

**Chris: Is there a current job description? One of the committee's suggestions is for there to be clear job descriptions for all staff.**

**Dave: I would like to move forward with hiring her on full time, it's the same money, it's the same duties just spread out over a year.**

**Tyler: The holiday auction, Mardi Gras, Halloween, these are all events and should be in the scope of the Events Director.**

**Dave: I don't think KBUT can afford an Events Director like that. We can't turn a \$22k position into a \$40k position. We're not hiring a director or manager position. That's the fine line I want to establish. I think a conversation with KT would be very beneficial. We need a coordinator not a director. We need her to be happy as well.**

**Dylan: I have to leave. 6:30pm, (quorum is over)**

**Tyler: The 80's party has been too much for Courtney to handle by herself. It should be an event under KT if we do it again.**

**Dave: PC should write a job description for this before the next meeting. The parameters should be all spelled out but we can still be flexible.**

**Chris: last item, last board meeting we suggested offering a 401K plan for employees. We need to get the costs that are involved in this, and the costs to run it. How do we get it done? Can we ask Jackson for this?**

**Dave: We're going to have the next PC meeting get the 401K info and define the job for KT. Executive Director will be tasked to get the 401K pricing info. I will email him that. We don't want to drop the ball on this.**

**Dave: Financials. TJ?**

**TJ: Financials are in a good place. Net income is \$70k ahead of our budget for the year right now. Total income is ahead 38k however that is understated. We're ahead really about \$12k. Non CPB grants is the one bad line. We budgeted \$20k but we have \$5600.**

**Tyler: I'm not sure the community foundation is listed there, \$8k from that, there's another opportunity with the Town of Mt CB that I think we will get. We wrote a proposal for Colorado Media Project for the the news dept. that might be close to \$40k.**

**TJ: Underwriting were over about \$41k. Membership income is ahead, major donors we're ahead about \$14k.**

**Tyler: Major Donors hasn't changed much but we're more diligent about categorizing them now.**

**TJ: We got some car donations. We're about \$5K ahead. We don't budget that. Bingo and Disco Inferno numbers look swapped here because they look backwards.**

**Tyler: we've hosted more bingo events this year, I think we've done better than those number show.**

**TJ: Can you talk to Jackson about this and clean those lines up.**

**Dave: I don't want the Bingo number to be wrong, so the budget can be correct. Disco inferno did better than budgeted. It was a success.**

**TJ: We cleared about \$30k, revenue \$47 and expenses \$15k. Events like that are a big success. If another event could provide that kind of income, like the Summer 80's party, it could provide a good backup for the loss of CPB funds. Expense side, national programming is \$20K less than budget, probably timing. Membership drive expenses are over budget.**

**Tyler: I think most of this is more outreach events and not necessarily pledge drive expenses.**

**Dave: Do you think this is mis-categorization, or we over spent?**

**Tyler: Probably both. We used to budget 10% of the pledge drive goal for the cost of good for membership prizes and now those costs have risen a lot and we can't do it for 10% of the revenue.**

**TJ: Fish Fry expense, let's review that when we have June budget. Professional fees are over budget. We'll need Jackson to explain those.**

**Dave: Can you send Jackson an email about this.**

**TJ: I'll ask him to add notes to these line. We're above budget for payroll but that I think is timing and we should be at budget by end of fiscal year. I have a comparison between fiscal years. Income is up, bank accounts are up. Balance sheet is in a good place. We should have a strategy session and we should have Jackson explain his vision for the station for the next few years. This cash balances KBUT's future. We'll have a bigger decision to make after Congress decides things regarding funding. As we amass cash we can think bigger about our vision for KBUT.**

**Dave: We will not utilize cash holdings or overextend ourselves to sustain expenses if we lose CPB money. We'll deal with it head on. \$180k is a huge thing. We break it down into 3 main pillars - pledge drive, grant/underwriting/major donors, and finally expenses is the third pillar. Could a pledge drive go from \$90k to \$110k? Then we go to major donors, can we increase those donations. Then expenses what could be cut? Right now we are performing better than expectations. We'll look at changing the budget in a balanced way. We're not going to kick the can but it might be a limited time that we have to deal with this situation. It won't be an issue in 2 or 3 years or possibly much sooner. Trying to hold on to what we have at the level we are doing it is our prime goal. We do have a strategic planning meeting maybe in September. We don't have a date yet.**

**Tyler: Can I say something about the budget, we've been paid for this NPI grant, \$40K of leftover COVID money. We have to spend this by December 2026 and document this or we have to give the money back. There's \$12k for website upgrade.**

**Dave: If CPB disappears then the number we have to replace in the budget becomes much bigger. OK That's it.**

**Meeting over 7:15pm**