

KBUT BOD Minutes 05-21-2025

Attendance:

- * Jackson Petito - ED**
- * Dave Colucci - President**
- * Laura Silva - VP**
- * TJ McIntyre - Treasurer**
- * Dan Bostick - Secretary**
- * Dylan McKnight**
- * Mike Loperfido**
- * Chris Coady**

Tyler - arrived 6:25pm

Move to Call to order: 6:04pm

Dan second

All in favor

Review the minutes

Dave move to approve the minutes

TJ second

All in favor

Financials

TJ: P&L thru April 25

8 months into fiscal year

Net operating income is well above budget

Grants are 166K above, but that is timing

Jackson: Because grants are up in the air we got our grant ahead of time

TJ: Underwriting ahead at \$133k

Operational income \$20K, member ship up \$7k, Major donor up \$10K, Is there a coding issue here? Bingo income down and disco income up.

Jackson: yes, I'll check that with Molly

Dave: Costs were down on Disco and we raised price. It was better than forecasted and well attended.

TJ: Total income is ahead \$223k, programming expense ahead

Jackson: That's probably timing as well

TJ: Membership is over budget, can we identify the reason? Swag?

Jackson: Maybe

TJ: Gross profit, not net income, this looks at expenses associated with activities, we're over \$230K. Operation expenses on total on budget. Behind on payroll. Is that something we budgeted but didn't fill?

Jackson: This is thru April, it should catch up by end of June if we budgeted correctly.

Dave: Should we address KT's situation and talk to her about it

Jackson: She should talk to Personnel Committee

Dylan: We had discussed returning her to a yearly salary

Jackson: We should let her address what she wants first

Dylan: I worked with her the last few events and she was great and smiley

Dave: You should definitely meet with her

Chris: we'll invite her to our next PC meeting

Dave: We'd like to move her from partial year to annual salary, The only extra thing we'd ask her for extra is the Christmas auction and helping prep disco inferno. It would be easier budget wise to spread out her salary. Maybe we can give her more money for the extra stuff we need. We've had incredible results with events, so start with praising her performance.

Jackson: We also just had 2 raises take affect, Kate and Courtney

TJ: Net invoice is 227K ahead, good position

Auction vs bingo maybe coded wrong, and membership drive, those need to be checked

Bank account up \$140k from where we started earlier this year. At some point balance sheets that go high for a non-profit, we may have some good things to do with this but with the uncertain time with grants this is a good thing right now

Jackson: This may be the first time we've had \$500K in the bank

Dave: I can see a time when we sit down with a professional who can guide us financially. Someone who works specifically with non-profits.

Tyler: we have grant money that needs to be spent on strategic planning

Dave: who can we talk to?

Jackson: Butte Financial

Tyler: and they're an underwriter

TJ: majority of money in MMA \$462K, operating act up to \$60

Dave: We should split that MMA into another bank, \$250k is the max for FDIC insurance.

Call to approve financials

Chris: Second

All in favor

Personnel Comm

Chris: Tyler and I had a great conversation. Talking about a financial advisor I would love to see a 401K or retirement account benefit. It also has benefits for the employer

Dave: Jackson can you investigate this

Chris: This adds to staff retention.

Dan: would we be open to any matching benefit?

Chris: Yes but we need to talk to financial professional about that

TJ: We could find out this stuff for free.

Dave: Jackson, would you learn more about this before the next board meeting

Jackson: yes

Chris: Bonuses for staff members, should we define them and use them to incentivize staff better?

Dave: maybe we would move from a more arbitrary, "Oh we did great job" and then divide up some of the bonus money or setup a structure for this. This is defined budgeted amount of money and we could setup goals to pay it out. I like having the executive decision making a part of it too.

Tyler: Maybe we set a \$500 bonus for meeting pledge drive goal, and \$1000 if we beat it?

Dave: If we decide to increase bonuses I think that's a discussion for budget time.

Jackson: We can approve the budget total in July but we have the rest of the year to decide how we revise it.

Dave: We should move this discussion to the budgetary process.

Dave: Any part time employee stuff? I saw Jake, DJ Pearly White in here filing stuff.

Jackson: That was contract stuff. We should get someone in maybe the beginning of next school year for youth programming. Someone brought up maybe Toni Todd would be a good choice. The sponsor, Butte Financial, kicked in some more money for education programs

Tyler: I'd be happy to introduce anyone here to my contact there

Dave: Yes you can introduce him to me.

Tyler: That last strategic meeting landed us a 3 year grant. Because we have a strategic plan it shoes us in to a lot of opportunities, and it puts us at the top of the groups.

TJ: That last strategic plan we did dusted off the older one which was kind of out of touch. What else can we do to make us more attractive to these grant opportunities

Tyler: We need to look at the plan we have and make sure we're hitting the marks

TJ: Financial planning is not strategic planning

Dave: But we could time them together

Laura: Yes, let's get Jenny Birnie and Butte financial to schedule a Fall meeting for a goal, not Nov 1-16.

Tyler: Can we do it before the budgeting?

Dave: potentially but that's pretty quick. Maybe August, we'll move this to email. I would say yes to Jenny Birnie. I thought she did a great job.

Tyler: Do you want me to get something scheduled with Butte Financial?

Dave: Yes with the preface that we want to meet soon, August or Fall time frame.

Tech Committee

Dan: We haven't met yet. Waiting on quote for website upgrade. Not the migration that was quoted at \$50k, same company but different quote. Also MetRec officially announced they are ceasing over the air TV broadcast over the next year.

Jackson: Probably a good thing for us.

Dave: My neighbor was telling me about his Starlink Internet. 600MB up and down. I was quoted \$130 a month, about the same as Xtreme but better quality. You can buy a separate travel antenna that does 400MB ups and down anywhere. Remote broadcasting would be much easier and better quality. We could get a generator, a KBUT van, we could do stuff like the Growler. We could keep Xtreme internet, Starlink could be a backup. Please look at Starlink. Maybe there's an introductory program or price

Laura: Please invest in a GOOD generator.

Dan: Jackson you look in to a generator, and I will look into Starlink

Events

Mikey: 80's party happening at the Ice Rink July25th lights out at 10pm. Close at 9:30

Laura: I went down on the price for paying the DJ, but the budget for sound, lighting and staging. Matti quoted us \$6000. So we will rent a stage from someone else cheaper, I have lights, Mikey and I have sound equipment. I don't know what the budget was for sound but it's not \$6000. I think I should get a little compensation but I'd like to get some payment if we use my equipment.

Mikey: 350 tickets at \$30

Dave: \$20K budget what are the expenses

Mikey: I don't have the numbers in front of me

Dave: Is this a break even thing?

Mike: That's what it looks like.

TJ: I think we budgeted \$20K revenue and \$12K cost

Laura: we're also running the bar, maybe \$5k revenue. We're not going to get into roller skates this year, we can encourage people to bring them.

TJ: What if roller skates were free?

Laura: That would be amazing

Dave: When we're doing long term budgeting we don't want to have events that break even and have a lot of stress. I know this is a first time event. I would like to see this be a revenue positive event.

Laura: next year we can bump up the price if this goes well

TJ: I might be able to get the roller skates for free

Tyler: We'll need more volunteers to take care of skates because we are at max capacity now.

Dave: if you can get free roller skates I'd go for it! Can we split this into an all age and adult events?

Laura: not this year

Chris: How is our liability

Laura: we have insurance and you must agree to a waiver to purchase tickets

Tyler: we should try to get the expenses down if possible. We have a good deal on beer from Zuni.

Dave: What other events on the horizon?

Laura: Brunch Bingo at the Almont!

Tyler: Volunteer party June 24th Slogar, I'm trying to see if we can have +1