

Board Meeting Minutes
January 28, 2021 via Zoom
FY20 Q4

In attendance:

Board: Christian Patry, Shane O'Neal, Jeff Pope, Karmen Bryant, Jennifer Ferro, Liz Lambert, Duncan Kennedy, Dan Eck, John McLaughlin, Jeremy Steele

Staff: Elise Pepple, Hannah Siegel-Gardner, Lisa Kettyle

Meeting called to order at 10:05a.

Christian recognizes Liz Rogers service to the board and introduces new board members Liz Lambert, Jennifer Ferro, and Duncan Kennedy.

Christian and Elise discussed how the station will stay relevant in Q1 2020 and reviewed vision for the station in 2020. Review the effect of the pandemic on 2020 vision. Highlights of 2020 are reviewed.

Minutes approved.

Jeremy reviews the budget. Comparing the budget from where we started to where we are, it checks the boxes for growth and reality of challenges. Explains that he feels confident in the station's set budget for 2021. Shares notes, recommends the board moves forward to approve budget. The budget is approved. Financials approved.

Board elections reviewed. Christian reviews nominations and board nomination process.

Governance report presented by Shane and Dan.

Christian nominates a new trustee - Mike Pocheho. Dan moves to add him to the board. The board elects Mike Pocheho to the board.

Real estate and building sale reviewed. Christian reviews how the sale came about and how the station came to an offer. Dan explains it is a bargain sale, that the seller is willing to donate a portion of the value of the property. The offer is \$500,000 cash. The seller countered with an offer of \$550,000, contingent upon getting an appraisal. Appraisal value of \$775,000 expected. Anticipated three weeks to get the appraisal. Discussion follows.

Elise, Hannah, and the board discuss fundraising strategies for the potential building purchase.

The board forms a real estate committee: Liz Lambert, Jeff, Duncan, Jeremy, John are the committee. Jeff will be the liason for committee.

The board forms a capital campaign committee: Hannah, Jen, and Dan.

Lisa reviews the dashboard report.

Elise reviews 2021 station activity. The station is largely work from home. The station enforced a hiring freeze in 2020.

Elise reviews progress with the new positions to be hired in 2021. The station hired a corporate support management consultant and began interviewing candidates in 2021, will aim to offer the position to a candidate by Feb. 15. Interviews have begun for the news director position. The All Things Considered job description has been changed to full-time and has been re-posted. Elise reviews Report for America.

Elise reviews 2021 DEI initiatives, including making DEI a line item in the 2021 budget, hiring an outside consultant to train board and staff in DEI work, and reinstating paid internships in 2021. Elise reviews the vision for 2021.

The board discusses DEI initiatives. Jeff proposes the station make goals and evaluate them every 4th or 5th quarter so that it becomes part of the board reports. DEI will now be included as a dash report. The board should have their own training, also would be valuable to train with the staff as well. The board decides to find a way to incorporate DEI training into the next board meeting, if possible.

Hannah reviews fundraising and development. The station had a successful year. The station has experienced strong retention numbers. Hannah reviews the new giving tier - Patron Saint of Radio, which will be a traditional major giving circle.

Hannah explains her maternity leave dates.

The board dismisses the staff and enters an executive committee session at 11:27am.