

February Board Meeting notes

Special (closed) Board Meeting

Feb 12th from 6P-7P @ KBOO.

Attendees:

- Ruba Leech
- Dan Shramek
- Ray Bodwell
- Nick Devlin
- Shaheed Hamid
- Danielle Parks
- Ruban Lawrence
- Reuben Deumling
- Marvin Raines

Wednesday, February 20th at approximately 2PM, there was a Closed Session about confidential HR matters on the board with the following members:

- Ruban Lawrence
- Danielle Parks
- Nick Devlin
- Dan Shramek
- Reuben Deumling

Then on Thursday the 21st at approximately 9AM, Ruban L. Called KatMeow to discuss the same matter. At approximately 5:30P Ruban L. Called Shaheed to discuss the same matter.

Finance Committee Notes:

KBOO Finance Committee Monthly Report

February 25, 2019

Overview

- **Operating surplus of \$3,277 for first four months of the FY2019 (October – January)**
 - This compares to a budgeted YTD operating loss of \$3,616
 - Overall YTD revenues were near budget, while overall YTD expenses were slightly below budget due to lower personnel expenses, as well as delayed printing, graphic design, advertising and promotional expenses, offsetting higher than expected legal fees
- We are concerned that **operating revenue might end the year below budget** due to several revenue streams likely missing expectations:
 - Underwriting, Major Donations, Electronic Ads
- We are concerned that the **Operating Reserves will be depleted to approximately two months** of budgeted expenses when the Marla Davis funds of \$45,646 are transferred from the Operating Reserves to a restricted account.

Operating results

| | Month of January | | Year-to-date (Sept-Jan) | | YTD Actuals vs Budgeted variances | |
|---------------------------|------------------|-----------------|-------------------------|------------------|-----------------------------------|-------------------------|
| | Actuals | Budgeted | Actuals | Budgeted | Dollars | Percentage |
| Operating Revenues | \$81,188 | \$87,635 | \$290,771 | \$291,678 | (\$ 907) | 0.3% less than budgeted |
| Operating Expenses | <u>\$72,599</u> | <u>\$70,326</u> | <u>\$287,494</u> | <u>\$295,294</u> | <u>\$ 7,800</u> | 2.7% less than budgeted |
| Operating Profit / (Loss) | \$ 8,589 | \$17,309 | \$ 3,277 | (\$ 3,616) | \$ 6,893 | |

Liquidity (2/1/18)

| | | |
|-----------------------------------|------------------|---|
| Unrestricted cash | \$ 68,866 | <i>Notes</i> |
| less: current liabilities | <u>\$ 19,373</u> | Cash after accounting for restricted grants |
| Net cash available for operations | <u>\$ 49,492</u> | Credit card debt, etc. |
| | | *We currently have decent liquidity, thanks to the transfer of funds from the Operating Reserve |

| | | |
|--------------------|-----------|--|
| Operating Reserves | \$190,314 | 2.71 months of budgeted operating expenses (goal of 3 months) |
| | | <ul style="list-style-type: none"> • target minimum fund level of \$210,405 • current Operating Reserve shortfall of \$20,091 compared to target |

Looking ahead

- The Finance Committee recommends **postponing most of the budgeted spending from the “Cultivate Our Community” spending package** that was approved by the board in September (keeping the budgeted spending for a grant writer). We think this may save about \$10,000 in expenses.
- Request that board **review and comment on the updated Operating Reserves Policy draft** (to be distributed soon)
- Mid-year budget review will take place in March & April

Board Members Present:

Dan, Ray, Meow, Marvin, Ruba, Reuben, Zoe, Nick, Danielle, Shaheed, Ruban

6:37PM Ruban L. arrives

Community:

Lanita Duke
 Carrie Cantrell
 Rachel Hartley
 Monica Beemer
 G deAmblahn
 Ebonique Cox
 Derrick Crooks
 Ani
 Paul Roland
 Zale Chadwick
 Paul Summers

Meeting Start

-Arrival food set up.
 -Kickoff/ House Rules

Annual General Meeting (AGM) planning

- Call for community involvement in the planning process
- Dates Set to not interfere with the September Membership Drive
- Do not have a theme yet.
- Do not have Venue yet.
- Plans to use increase voter turnout and participation.
 - a stronger campaign/branding/marketing this year
 - Several bylaw changes that will spark voter appeal
 - Paperless voting bylaw change-

Other non-profits have been contacted about how they made the change to offer paperless voting, the reports back say moving to allowing paperless voting increased voter ship more than ten fold.

Develop Presentation: Zoe declines because of community presences causing a feeling of not knowing what is going on

Agenda/Min Approval

Reuben moves to approve meeting minutes
 Daniele seconds
 Board-Unanimously votes to approve minutes.

Reuben Moves to approve agenda:
 Dan seconds
 Board Unanimously votes to approve agenda.

Committee reports

Engineering Committee

Nick hard time finding places to post b/c platforms

Moving to extend deadline due to no Applicants.

Jenka suggests national engineering platforms? Have we posted on all of them?

Nomination Committee Report: Annual meeting set, paperless voting bylaw being researched and written, Need more help from volunteers who want to do marketing social media for the event, that in years past has not been well attended despite its importance and radical gusts, musicians, dancers etc. Also old applications for board in lobby have been pulled so new one applications w/updates can be printed.

6:38 Ruben Asks to Halt committee reports to allow for public comment.

Public Comments:

Lanita Duke:

Never thought I would be here,
Came in and brought in a new volunteers and hope
She was getting training and support.
We don't want a new environment of young black people walking around thinking
that they hate KBOO.
I'm willing to work with you!

Carrie Cantrell

Met a lot of mentors and feeling as though they are not feeling supported by
Protesting the firing of Rachel and Delphine.
Sick with grief b/c the interview with Del was yanked from air.
This is not real journalism

Rachel Hartley

Prepared speech,

White system of KBOO
No system on feedback and collaboration
Everything I have done has been seen as a mistake
Pointing fingers at others and not taking responsibility and
Institutional knowledge is a kind of gatekeeper
Open convo
Own up to these issues
Taking education for granted
Kboo feels it is much better than it is
No one is being trained here.
I came here to lead and learn.
BLM

Monica Beemer

(also gave out a letter)

Was station manager previously.
Listening to folks and believing folks
Firing recently hired folks is disingenuous too.

It is disingenuous to fire ST. Manager after she gives 9 months notice, and change it
to immediate.

G de Amblahn

Agrees to support Rachel,
Offered in Jan interim station manager
Has owned a business and reactionary hit or miss stuff that is going on is a huge
mistake in a culture like this, not only am all available but other folks are. KBOO
needs someone to keep the ship going in the direction they need to I don't see
anything out there with regards to

Derrick Cooks

Was AM and public affairs director

Was a sound hire and is in line with the strategic goal.

Asks folks to look up document: Woman of color in a nonprofit flow.

[file:///localhost/\(https://coco-net.org/wp-content/uploads/2018/03/WoC-in-Organizations-Tool-FINAL-EN.pdf\)](file:///localhost/(https://coco-net.org/wp-content/uploads/2018/03/WoC-in-Organizations-Tool-FINAL-EN.pdf))

Does not think that Danielle and Ruben are qualified to being station manager and believes they decisions are being made rashly.

Rachel is what KBOO needs, Young Energy brining in Volunteers and POC

Ani: Wants to welcome new board members, has been there and was president of board during contentious period fighting Pacifica corporations.

Sometimes we messed up and sometimes we did well.

Please get to know the bylaws-memorize them.

Please let us try to deconstruct barriers working collectively moving forward, this little station has lofty ideals and gives access to marginalized voices ...

Zale:

Thank you for all the hard work. Some factors to take into consideration is the overall whiteness of management and staff members and hard work and contributions that POC and women of color and LGBTQIA.

Collaboration is helpful. Events fundraising and moral suffer when there is not collaboration. Staff and volunteers have the best information about the managements role. Events committee would be well.

The board may see now (Spec. Danielle and Ruben) see now how difficult it is to run the station.

HR policies would be helpful and a new management would be helpful

Paul Summers

Programmer, Film Production,

Wants to donate time black history special, live broadcasts here, wants to know there are people giving there services in a matter of seconds jobs and careers can be taken away just like that.

Paul

Things seem to be repeatedly happening I know it is difficult with HR concerns and personel generally I feel like as a volunteer these kind of decisions are not at all

influenced by volunteers. Was it actually necessary for the FCC violations or whatever, I have questions about the circumstances around the firing.

Jenna Y.

Been the only non-white person on staff. I have opinions that are my own take on this. As we move forward if you are going to continue to fill the mission strategic plan. Hiring more women femmes POC. Then there needs to be a question. About how to make radical conversations. It is not going to be easy. We need radical accountability other wise POC will never make it here,

Lakeeyscia

KBOO has a potential that has gone unused I able only been here in PDX one year a lot of talk about equity and nobody walks the walk here. This is the time to address the issues here if you are really about equity, admit you don't know what you are doing that is fine. You can see change comes, You can't take someone who was looking at this person who looked at this place wishing she could be something someday there, as her partner I know b/c I here all the things and details, Otherwise you will be just like all the other white organizations around here.

Regge Bob-

We need new POC here, I slipped a few days ago and met some POC nurses and this was b4 Rachel got let go, if they need an uncle bob an assistant, to help. Give Rachel another chance would be great. Watch her like a hawk and then watch her fly.

Ruben

Many decisions that have been made to let people go.

These are not decisions that are made lightly.

With any employee I can't share publicly because of legally bound not to discuss the issues.

WE did not want to bring another MGR on right away b/c there have been 35 managers over the years. Did not want to continue that cycle. We wanted to gather data and understand the why behind the high turnover and burn out.

At this point I have a solid idea of what it involves and what it requires.

Process to find the next station manager

Now feel like we may be able to break this cycle because we have done the work and now feel like we can better support the next station manager.

We have looked at the

Pause/rereading policies.

Want to save my name for a second because using the term legalities because I don't. Want to say anything against the

Keep in mind the news director position

I've been here 30 years and see a lot of people come and go.

You cannot micro manage the station and have an outside job

I don't think a lot of people know that Rachel is being treated fairly.

Hiring Rachel brings us to our Strategic goals and

Shaheed:

What this reminds me of is fascism. If you are history you can look up the night of the armed knives gaining complete control. I am shocked that we are in the situation "Let's make KBOO white again."

I am a member of the board I did not get to vote on this.

Never thought we would be right back here in the same situation again.

It is fallacy to think you can co manage the station

If this gets out I don't know what to do.

Asked that the decision gets reversed and the probation period is not over yet.

Was ordered on what grounds?

First time in 30 years I am ashamed.

Paul Summers

Question for Ruben/ is there no chance of going back on this decision? Are you moving forward with the decision?

Reuben:

At this point yes

If a community of people are brining a grievance is there anyway of considering what we are saying can a step be taken back.

C

Is it my understanding why the interview. Was pulled

Rachel:

I want to fact check:

-Reads letter from Danielle and Ruben, about her termination letter.

Reading of Del's interview

-Interview was aired.

Reasons to terminate Rachel.

There was an airing of non-news.

Dead Air:

Shaheed:

Thought there was an agreement not to fire Rachel and to give support to finish training. This creates an issue of trust.

Lanita Duke:

Is this a mute point? Does everything we say mean nothing?

Ruba:

Personal Truth

There are points of Shaheeds statement.

I don't know how a board member can be asked to fire and hire a person of color.

My truth is in my fist board meeting we agreed on something and as it went the course it changed.

Shaheed:

To sit in a board meeting and hear

Community Member

A while back I was hired as underwriting Del offered me assistance and training and I met Rachel through that we were supposed there was so much tension working in an environment that you could be fired. Finally we got okay we want to sit down and talk to you your are wakening for a station that is the public. You have community earth is going to listed to your station. We were trying to do something good. Everyone else is getting better, people don't listen to KBOO what is the point of listening to a.

I help people figure stuff out for living if you need help for how to rescind things or how to make stuff right.

Question asked about a note that had been passed around from Ruben to Danielle and Reuben.

It is explained that the Note is about internal question.

Break

Logistics

How the Board can support the upcoming KBOO Neighborhood Experience Raffle.

Closed Session

8:23PM

Adjourn:

8:57