



— Minutes —

Radio Boise Board of Directors Meeting

Thursday, July 28, 2022 - 6:00 - 7:30 PM

The meeting was held remotely, via Zoom.

Board Members (8) - Daniel Glynn (Chair), Meaghan Lopez-Weston (Vice Chair), Karen Callaway (Treasurer), Mark Shirrod (Secretary), Chelle Nystrom, Dora Ramirez, Christian Winkle, Alyssa Pearson (General Manager, Non-voting)

Board Members in attendance (6) - Glynn, Lopez-Weston, Shirrod, Nystrom, Ramirez, Pearson

Visitors - Jeff Baehr, Mike Markley, Beth Markley, Dave G, Rebecca Shirrod, Robert Stevahn

Call to Order 6:03 PM - Glynn

Call to review and approve minutes from June 30, 2022 - Shirrod

Moved to Approve (Glynn), seconded (Lopez-Weston), Passed 4-0 (Ramirez abstaining)

General Manager's Report - Pearson

Alyssa started by discussing the recent outage on 93.5, and the continuing firmware issue at the transmitter on Owyhee Ridge. The 93.5 outage was caused by excessive heat destroying the batteries. After rigging up a box fan to cool the unit, new batteries were ordered and they arrived a few day later. The cost was approximately \$800, and 93.5 was down for 3 days. The Owyhee Ridge issue results in power readings not being able to be read in the booth and recorded, which is a FCC violation. Bryan will file a notification with the government about the problem

Alyssa updated the board on the HiFi event on August 2nd with Alan Heathcock at TRICA. She asked all board member to attend if possible. She also reported that we earned over \$700 at the Clairvoyant-Handlebar Bike Relay (special thanks to the Markley's for helping out). Future August events include the Boise Soul Food Festival and The Goathead Fest. September will see the return of The Couch Surfer Series, as

well as Boise Pride Fest. She will be working with Zero Waste Food Market about a possible event in conjunction with the Flipside Music Fest at the end of the month.

Volunteer recruitment is something she is continuing to work on with Chris Tansey and others.

Financial Report - Pearson

Alyssa suggested that to save time at future meetings, she would continue sending the written report a week in advance of the meeting. Then at the meeting she would just go over highlights and offer answers and clarifications from board members if they have questions. This would be in place of a line by line reading of the report. There were no objections to this approach.

Since the hiring of a part time Underwriter Coordinator, Underwriting revenue has started to increase. Jared has been working with lapsed accounts to get them to renew, to great success. She and Tansey have also cleaned up a lot of old receivables.

Transmission expenses are up because of the previously mentioned emergency and ongoing repairs. Our ASCAP and BMI licenses were also paid in June.

June Gross Profit was \$24,392.95 (6.89% over budget) on total expenses of \$24,630.63 (5.55% under budget) for a net loss of \$237.68. Net income for the year is \$3,257.83

Total assets at the end of June were \$113,001.17 (\$72,652.53 in cash, \$14,858.00 in receivables, and \$13,375.53 in fixed assets). Total liabilities were \$158,392.99 (Current liabilities were \$30,933.44 and long term debt was \$127,459.55)

Meaghan asked about "Special Contributions" and Mark asked about the Roberts Loan.

Moved (Shirrod) to accept the Financial Report, Seconded (Nystrom) - passed 5-0

Internal Affairs Committee - Glynn

Daniel reported that the landlord was still going to honor the proposed 3% annual increase for each of the following 3 years on the main station space. He feels that they will work with us on a continuing month to month on the annex. The board agree that Alyssa should meet with them and sign the lease.

Daniel and Alyssa will continue to work on the HR Handbook and Programmer Code of Conduct revamp.

Daniel outlined the process that will be followed concerning Alyssa's Performance Review. Except for a small handful of specific changes due to differences in job

descriptions, the form that board members and staff will fill out will be the same form used during the performance review of the last GM. Those completed forms will be compiled by the Internal Affairs Committee and reported to the board during an Executive Session following the next board meeting. After that meeting, the findings and recommendations will be presented to The General Manager by the Chair.

Interested parties other than Board Members and Staff, are able to present their opinions, observations and recommendations on the job performance of the General Manager by submitting them in writing to the Board Secretary. Submissions must be emailed to Secretary@radioboise.org, and received no later than August 15, 2022. Emails received after that date will not be included in the review process

Governance Committee - Glynn

Daniel explained the Matrix to be used in evaluating the personal strengths of current Board Members. The findings from will be used in highlighting what talents the board should be searching for in new board recruits. Meaghan volunteered to lead this effort.

Committee structure and composition - Glynn

Daniel suggested that due to the current reduced size of the board, all committees should first try to use Slack or email to discuss issues rather than trying to schedule Zoom meetings. Everyone agreed that this sounded like a more efficient method to holding meetings.

Changing Board meeting dates /times - Glynn

After much discussion, it was moved (Glynn) and Seconded (Lopez-Weston) to keep Board meetings scheduled for the last Thursday of each month, to begin at 6PM. It passed 5-0.

Public Comment

Mike Markley asked if the board was going to ask the GM to do a self evaluation as part of the review process. Daniel responded that yes, that would be part of the process.

There being no other business or comments, The Chair adjourned the meeting at 7:41 PM

