



Tuesday, November 30, 2021
KRCL Board Meeting Minutes
Via Zoom

Attendees

Tristin Tabish- General Manager

Aldo Arnone- Chair

Ian Percy- Vice Chair

Kyle Gish- Treasurer

Kerri Hopkins- Secretary

Amy McMinn

Risshan Leak

John Johnson

Chip Luman

Absent

Amber DeBirk

Meeting Notes and Minutes

Approve October 2021 minutes: All

Ian motioned to approve; John seconded, all voted in favor.

Financial Review: Kyle

- October 2021, radiothon was good. Underwriting revenues were good. Additional \$20k grant. A few expenditures were up for payroll and fundraising (t-shirts, etc).

Forecast to actual is up on the revenue side and above on expenses. Forecast is lower because EIDL loan has still not come through.

Director's Report: Tristin

- 2022 Budget review:
 - Higher payroll, but with new hires we know what to anticipate. Staff wages are comparable/competitive with other nonprofits. Some part time positions can't become full time, but now they have PTO (paid time off) to make them feel like equals. Planning to hire a part time RadioActive producer in March, as an entry level position. Volunteer cohosts will be trained to run the board. Employee retention is a priority.
 - Underwriting amount up, hoping for Trina to pull in more than what we've had in the past. She exceeded her goals in her first 6 months.
 - Membership forecast is higher than in the past. New membership manager can put in place new best practices to maintain sustainers. Amber emphasized the importance of acknowledging donors. Tristin said she will share the plan once she and Morgan finalize it.
 - Next year biggest area for growth will be underwriting and foundation grants as government relief programs go away.
 - Hoping to do some events next year. ACE funding for CD and Record sale to turn into a neighborhood party.
 - Capital campaign line item will get filled in as we start planning.
 - PC translator cost has gone up to \$8k/year. They are planning a targeted fundraiser to PC donors to help cover those expenses.
 - Hoping to reduce credit card fees with switching sustainers to EFT
 - Education and training for staff
 - Unemployment insurance will be a set amount for 2 years.
 - Budget will be shared with the staff, which was not always the case so that they are invested.
- Budget vote: Aldo motioned to approve the proposed budget, Ian seconded, all voted in favor.
- Fall Radiothon brought in \$240k
- Cara Jean secured \$15k from Utah Humanities (federal covid related grant)
- 2021 Highlights (document shared with the board) City weekly listeners award was a great way to end the year.
- Continue to think of new board members. Tristin will put together an outline for a development committee as we go into the capital campaign.
- Plan to occupy studio by the new year. Volunteers are helping Bill with the finishing touches in the studio!

Kerri will send out a survey to schedule the board meetings for 2022.

Facilities report: Ian

- Sending the LOI to Chris Parker for signature. Waiting on design updates.

Aldo motioned to adjourn, John seconded, all in favor.

