

Thursday, July 29th, 2021

7:00 PM-8:00 PM

KBOO Foundation Executive Committee Meeting

Via Google Meeting:

<https://meet.google.com/tsd-zubh-kbm>

Or dial: (US) +1 314-474-2136 PIN: 660 082 353#

Notetaker: KM

Stack keeper: NA

Time keeper: NA

Attendance: Jenna, Celeste, Gene, Brian, KatMeow

1 Call to Order/Check In

Everyone is hot

KM texting Brian

Staff/Organization Updates

Hacked Computer

Accounting computer hacked-

- management asked staff about their security measures taken doing remote work.
- It is recommended that accounting & finance work be done on site so it is covered under Kboo's insurance.
- Unemployment fraud happened with Celestes with a number of pay very close to home.
- This is a type of prank that is a removable offense.

Union Communications

- AJ Mendoza has been reached out to since March, profile says he used to be CWA and is now with Jobs w/Justice
- Not responding to emails.

- Althea contacted Jenna and asked for a list of CWA officers.
- This is changing how functional management and union reps can be.
- CWA office is in Warehouse in oak grove to use instead of old space.
- CWA should have been notified of position changes in leadership.

Funds needed for Web

- Voted on at the July board meeting.

Raises Being asked for by Staff

- Surplus is creating agitation among staff because the raise that was given/agreed upon, seems little in comparison to how the surplus is being framed.
- There are bills coming up that we need the surplus to cover, the 300K that is being projected is ppe loans and extra money for CPB one time Covid response funds.
- Misinformation from staff to board Monday night.
- Staff Member was not bargaining in good faith, coming to board to ask for things they could not get during the initial bargaining session.
- KM to present to board, document with the **actuals** about our finances and union bargaining.
- Budget around the music library has been paused/project not moving forward until there is a budget and a narrative/timeline/volunteer needs etc. The upfront cost will need to be funded by a grant. Staff may be forgetting what is being decided on in regular check in meetings. Was going to deliver a plan in August after Cathedral Park.
- Taken all week to deal with what happened with at July Board meeting.
- Personnel issues on board and with staff as well as trying to HireDevelopment Coordinator, working on Employee Handbook is a lot.

- Management needs trust from staff to move forward together. Everyone showed up to all staff meeting but no one spoke.
- Jenna feels physically beat, her friends and family have asked her to quit her job.
- This happens at least 18 months for management.
- Jenna has to work on the budget and must work with staff on other things as well.
- It Board needs to stand up for management or call a process check after incidents like management being accused of “doing nothing in the last few months”.
- Procedure is important, it is not fun and does not feel supportive to cut people off, however, do we climb the wall together or do we part ways.
- Employee computer hacked- feds say we should do an investigation, fraud and hack may or may not be related. When Accounting staff was asked to come into the office to work a grievance was filed.
- Time keeper and accountant need to come into the building.
- How can we get a development director? Zero applications came in, one woman who was a professional said kboo should close and has no right to exist with how little pay is being offered.
- Previous Development Director was bullied due to making more money an hour, Other staff not bullied even though they makes more an hour.
- Volunteers need to be stuck up for by board, some people are making their shows doing 10 hours a week for show Sun is doing tickets etc.
- New airoom computer provided by Jenna out of her own pocket.
- To allow staff members to say things about personnel issues is not proper.

IMPORTANT: Wages, hours, working conditions or disagreement with boss > not for board meetings is for a union environment bring it to management and or to a union steward.

- It is time to have a process check, and raise this as a point of order.

- May need to contract out to do things like licensing etc. Celeste may not have it in her to do this work.
- 97 days left with Jenna and Celeste
- Station manager cycle issue is happening again, the new manager, is praised at first but when they try to follow the rules then they are attacked and targeted.
- Concerned that POC are being pushed out again.
- Concerns with Union relationships.
- We have emails and texts and documents by the Union head. The information is not being explained to staff. Right now staff are not informed and angry.
- Check in once a week with station staff, about what to do with reopening etc. Covid health is most important to management.
- Equal wages among staff-does not work and is killing the institution.-management
- Union came in 2008 or 2009

What does management need?

- Board has a huge influence over the culture at Kboo.
- Staff is upset the board did not raise 10k.
- Board is burned out so instead of doing a program advisory committee they should go to call major donors do outreach.
- We need to give a Bonus to staff who have done so much work with matches.
- Board reduces committee meetings to quarterly and instead spends time investing in donors, and stewardship.
- Hire a fundraiser firm or fundraising consulting firm to raise money or change how much we are thinking of raising in the budget.
- Change for the board and KBOO needs to happen-
- Board needs to host an event with major donors and wealthy philanthropists invited
- **Volunteers we can get help from for fundraising are Jill Blanchard and Gary Dickerson (has program dir. experience)**
 - Need food (KatMeow & Ruba?)/drinks(Vodka-Marvin)
 - Musical guests? Show can be documented.
 - Board a talent show?
 - Board be auctioned off for a dinner date?
- FY 2222 take out line items on board fundraising- and instead focus on a donor [stewardship program](#) the board needs to [build relationships](#) for KBOO. Board fundraising needs to be done through matches or say not that is not done to make a realistic budget to make cuts. We need a realistic budget.
- Celeste & Mike would like to help plug holes for anyone who needs a stewardship list board can call, get in contact with management and Mike first for lists.
- **The fall drive is coming up and the org has a need for 20K if we have help getting 5k from board for our 20k.**
- **Board needs to talk about compensating a manager and Celeste and Jenna need time out.**

Forward thinking for ExeCom Action Items

- Capital campaign (3-5 years for new building)-we need a team
- Strategic planning- we need a team
- We have a nucleus of a board who has seen something.
- Think about a sustaining year not a growth year
- Next board training
 - needs to include how to respond to inappropriate issues and attitudes to the board.
- Jenna sends an email, a guide that speaks to what is appropriate for a board meeting procedurally. CBA (which is in the board packet) must be reviewed especially article 13 if an employee has a grievance, good faith efforts to address as they arise, the employee can use the union to write a formal grievance.
- Professional Development Session for Board, Jenna is wanting to support this with us.