KBBI Board of Directors
7/19/2023, 5:30pm
KBBI Boardroom and Zoom
AGENDA

We provide news, information, and entertainment to foster community engagement.

1. Call to Order and Roll Call
2. Approval of Agenda
3. Introduction of Visitors
4. Minutes of 6/21/2023 Meeting
5. General Manager's Report and Objectives Review
6. Community Advisory Board Report
7. Committee Reports (or reports of activity in these areas)
    a. Governance Committee
    b. Internal Affairs Committee
    c. Public Outreach Committee
8. Old Business
9. New Business
10. Action Items
    a. Committee Schedule
11. Comments from visitors, staff, CAB members, board members

Next Meeting: 08/16/23, 5:30pm, KBBI Boardroom, and Zoom

Board of Directors Meeting Minutes

July 26*, 2023 5:30 p.m. (*re-scheduled from 7/19 due to Covid infection)
3913 Kachemak Way, Homer, AK 99603 (Videoconference via Zoom due to covid-19)

BOD Present: Robert Purcell, John Anderson, Kyle Schneider, Mel Strydom (on zoom-phone, then in person), Wayne Aderhold (on zoom-phone, travelling, then in person ~6p) (on zoom/phone in): Jack Cushing Absent: Jacques Longpre

Staff: Josh Krohn, Matt Strobel

CAB: Kathy Carrsow

Visitors: Kim Fine, Sarah Hindle, Rachel Brennan, Rita Turner (on Zoom): "Kate", Jeff Lockwood, "Tracy"

Quorum?: Yes

1. **Call to Order/Roll Call**: @ 5:42p (while awaiting quorum & settling in visitors)
2. **Approval of Agenda**: Robert P requested modify to allow Visitors to speak at the front part of meeting out of courtesy; approved without objection. Robert suggested we might modify future agendas toward this.
3. **Introduction (& Comments) of Visitors**:
    a. Sarah Hindle (Glenn Caldwell's wife): concern for KBBI "community"; hearing things (chatter) "out there"; small town; being a member and wanting to feel good about it; lack of facts is a concern for her; social media stories about sudden loss of multiple employees is not reliable; came to "the source"; wants transparency, eg BOD minutes posted (Josh noted he's behind on posting)
    b. Kim Fine: handed out a written summary which she read into the record; (see copy in the records); primary concern is "process" and felt it was not done properly; requests KBBI follow up with Hope M. to discuss the "serious infraction" that led to her dismissal (without progressive discipline) and acknowledge receipt of Hope's letter.
    c. Rita Turner: gave background on how "life stopped last Wednesday"; extensive summary of her history with KBBI (see email sent to BOD & hardcopy passed out); concerned about current "stress" & how it might relate to past issues; "KBBI held in disrespect" now per Slack conversations she's recently become aware of, particularly Rhonda McBride; "serious problem" at KBBI now (again based on R McBride comments); referred to issue of Hope being in Hawaii; brought in Jeff Lockwood "byline issue" as being related and considered "spite" to be an issue but also disclosed that Jeff was ready to "move on" after 20 years; does not want Josh fired – thinks he could be "groomed"; COTL references & comments on "IT" issues; referred to Hope's contributions to APRN; "we're in serious trouble", "what a loss to Homer"; thinks it significant that R. McBride "pissed"; plans to reinvolve herself with KBBI; she's "investigating" the situation; gave her rendition of her interactions w Staff (Matt S) this week to which Matt took issue as to the content of their conversation (also Loren B); wants to be considered for a position on the CAB; referred to letter from Corrine Smith & not following its own personnel policy; bothered her that Josh asked her to go to Robert P vs

the entire BOD; thought it was unethical that Josh approached only 2 BOD members with Hope issues; Matt questioned the charge of "volunteer issues" and how they relate to "firing issues" to which Rita stated the issues were not with Matt; Robert P asked for summary of Rita's issues to which she replied: Hope's firing, Jeff's bylines & series of emails between Jeff & Josh, and unhealthy communication between Management & Staff. (Robert asked for clarifications): no knowledge of other aspects of volunteers; Dave Anderson was also a source of her input; last concern was delayed posting of BOD minutes (Josh & Robert stated this was unintentional & is being corrected);

d. Rachel Brennan: volunteer & supporter for at least 32 years; appreciates the community aspect and history, Board styles etc.; concern for keeping the feeling nurtured. Staff-Management relations are important so can we have an HR person offer assistance to facilitate remedies; feels Jeff should be able to move on after helping so much through the pandemic; appreciates the "nitty gritty" problems but lets get the Slack chatter in a positive direction. Doesn't understand how we lost an energetic News Dept and wants it back. Wants her voice & money put toward a good thing; wants more clarity on the Hope circumstances; (Robert P) appreciates the input; now wants to give Jeff L a chance to speak.
e. Jeff Lockwood (zoom): Will be brief as 4 hrs ahead (NY); was informed yesterday that his bylines have been restored; has a document with all the URL's that should be attributed to him and there are a few pieces still needing fixing, will send the pdf (list); otherwise he's ready to move on; (Robert P) notes BOD-GM were aware of the problem for some time and intended to fix (not simple) so never an intention to deny attribution; send to Josh's email (Josh K) aplogized to Jeff for the problem, it was inadvertant; he's been working with NPR to do it correctly as there were 400 links and no way to correct other than one-at-a-time; please advise him of any lingering problems; … and further Josh recognized Jeff was his "go to" guy and he misses having him here. Signing off and has school tomorrow.
f. Tracy _?__ (zoom): no response to a number of attempts by Robert P
g. Kate __?__ (zoom): only there to listen and observe the process
h. (Robert P): summary of Executive Session on 5-17-23 per AK Statutes; can only state the outcome of the Exec Session unless the individual requests a "public" airing but she chose not to do so; the information available to the BOD was reviewed and the BOD found Josh's actions were consistent with KBBI policy; BOD is in a tough position because of Hope's lack of request for otherwise; the decision was unanimous; explained that Josh does not need input from BOD on personnel issues but he may seek input and the circumstances that legitimately result in meeting with one or two BOD is fine, and in fact BOD President meets frequently one-on-one with him. Hope was well-liked but that is not the determining factor; (Rachel B) thought GM had to seek BOD approval to take this action; (Robert P & other BOD): "not so"; BOD supervises Josh only and he can approach BOD for input (and frequently does so); repeating: decision was Josh's and Robert & BOD supported it without reservation; … [brief discussion on whether Hope knew she could request "public" & whether this was an oversight; (Mel S. questioned responsibility for notification); (Kim F) thought Hope deserved the courtesy of a hearing, if she requests it; (Robert P) explained how the process worked and the BOD doesn't move into Exec Session until the motion is made at the meeting; he will offer her the chance to go through an open process; (Kathy C.) clarified that the Exec Session was not on an "appeal" by Hope, but was the BOD's choice to

have it to discuss the GM's decision; Robert P agreed; and the burden is on the employee to request an appeal; … discussion of the Station's struggle in recent years (Covid) has necessitated prioritizing work; (Rita T) who is in charge of IT; hearing it's Josh, she wondered if it should be farmed out (Wayne A & Robert P) explained how Josh (teamed with Jeff L) had taken on a complete revamp of Station hardware & software when he came on & made it happen ($50k+) within the assigned budget; and how KBBI is struggling financially to maintain its basic operation; wishes those visitors present could be around to hear all the work that's been & being done; BOD is fully aware of all that Staff is accomplishing & very disturbed by the public "knocking" that KBBI is now taking; will need to rebuild these relationships; (Matt S) was sorry to see Hope go, as opposed to some others in the past; (Robert P) time to bring this to a close but appreciates all the public input; [Matt departed]

4. **Minutes of June 21, 2023 Meeting** (approval**)**: Moved, (John A); [other public left mtg after requesting how to Zoom in, except Rita T stayed?], 2nd (Mel S); no amendments - approved without objection.
5. **General Manager's Report and Objectives Review**:
    a. Working w Jill Burnham at KBC to teach a journalism class with Michael Armstrong
    b. Governance Comm. Scheduled for Aug 1 review of emergency services contracts (City of Homer & Seldovia, KPB OEM (good discussion w Brenda Alberg over recent tsunami alert problems & coord between OEM and City, and inconsistent glitches), discussion of funding available to possibly cover portions of the Seward Hwy that are currently uncovered – BOD comments are positive for KBBI involvement; will engage w OEM after 8/1 mtg;
    c. Mug design contest underway: 1 enthusiastic artist so far; would like more interest
    d. Public Outreach Comm met yday; will read Nicole's report under #7;
    e. Hired a reporter (Jamie Diep they will be arriving around 8/1-2 from Portland; set on a place to live through May '24, then we'll need to be looking out for something beyond then; excited to have them and they are excited to be on board.
    f. Jay Curtis (Producer, CBS Sunday Morning) contacted Josh looking for photos of Tom Bodett
    g. Worked on pitch with Jack Wiles for 100 Men; not chosen to pitch but will try again
    h. Xmitter generator: mechanic couldn find a place to stay so will be down "next" Friday to hopefully fix it (fuel relay fix; obsolete parts; essentially jury rigging it for explosion safety
    i. (Mel S) comments of Xmitter weed whacking by vols; Robert P offered to pitch in for next session (outside the tower fence)
6. **Community Advisory Board** (report): (Kathy C) not much to say now except next meeting is 8/29; more to say after that;
7. **Committee Reports** (or reports of activity):
    a. **Governance:** (John A) had meeting 7/5 w only John & Kyle present; Wayne zoomed in; discussed recruiting for the 2 BOD positions that will be vacated due to termed out; considering ways to recruit – plan to scan membership list; discussed shortfall for solar array funding for xmitter; also discussed overall budget (IA issue); discussed working with SPARC radio club on getting some KBBI people licensed for HAM;
    b. **Internal Affairs:** (Mel S) did not attend so hand to Josh; (Josh) bypassed budget that day
    c. **Public Outreach:** (Josh K) held mtg yday: Nicole A, Jacque L, John L, Loren B & Josh K in attendance; talked about the 2 big gaps in budget: defiicit & solar array; hoping to capitalize on raffle opportunities; revive the Brew2Brew (not big $$ but good friendraiser); winter

concert event – SPARC athletic facility possibly; merchandise sales possibility – looking at using vendor (on demand) used by Farmer's Mkt; COTL report: $21,328 income; $12,382 expense; feedback was positive including Staff & Vol time, especially follow through as opposed to last year; (Rita T) expressed positive feelings about COTL; (Mel S) question on alcohol sales – Josh said we made about $1k more than last year; but he felt he missed some possibilities; did not broadcast due to tech problems & mixer setting which left choice to either broadcast or send sound to live audience; should be fixed for next time; reserved for 6-29-24 with City; generator was unexpected but worked ok;

8. **Old Business**: none
9. **New Business:**
    - **a.** (Josh K) contract with auditors (Porter & Allison) needs to be reviewed and signed; same firm as last year; previous firm will be "preparation assistant" (Stephanie); ?review now or laster (just delivered this am); audit is due Sept 15th; nice to avoid extensions (had to file 2 last year); amount is $12k, same as last year;
10. **Action Items:**
    - **a.** Committee mtgs schedule: Public Outreach 8/8, combine Worksession w Gov/IA: 8/1 @2p; next BOD is 8/16;
11. **Comments** from:
    - **a. Visitors:** no comments by remaining visitors
    - b. **Staff:** (Josh K) thanks for patience during recent illness; will be taking time off next couple weeks for time with family; [Rita T left]
    - c. **CAB:** (Kathy C): no comments
    - d. **Board**: (Jack C) been listening to whole mtg; getting ready for son's wedding – busy; glad to have participated; (Wayne A) aplogies for late arrival but listened from the road before arrival; lots to say about Hope's departure being conflated with other unrelated items; not happy with the one-sided appearance of comments due to BOB being hamstrung by legal requirements; feels like a lynching; doesn't feel there was anything BOD could have done differently; (Mel S) thanks to weed-whacking crew; apologies for being late but caught all the discussion regarding Hope M. but it's up to her to change things – that's who people need to be talking with; (Kyle S) no further comments; glad to have made it back from dipnetting in time; (John A) appreciates the public coming in & there's some validity to Kim's request for an exit interview & need to make sure we do employee evaluations; notes Rita T's background and history lessons; all we can do is listen (one-sided); appreciates volunteers like Rachel & hopes they learn from attending too; was sore from weed whacking; (Robert P) had no idea it would run this long but didn't want to interrupt & people highly vested need to be heard; appreciates BOD patience in taking a beating; hopes to correct some apparent miss of some meetings due to guests but that is changing; thanks to Josh for also taking a beating and glad we didn't overreact; (Mel) acknowledged Josh again for appreciation; (Wayne) added that we BOD have both a fiduciary duty to KBBI and also station operations as #1 (vs Statewide issues, of which we've been hearing a lot during the Hope M complaints including emphasis on Rhonda McBride being "pissed" – that gets him "pissed" more; (John) appreciates Josh's humility in apologizing to Jeff L. – all agreed: well done (Robert P) we are an imperfect organization – that's reality.
12. **Adjourned at** 8:02 p

Next Meeting: *8/16/23*, **5:30 pm, KBBI Boardroom (and Zoom) …** *[note: postponed for Staff illness & conflicts to 8-28-23]*

/w.a./