



## **KUOW, Joint FIN/EXEC Committee June 8 Meeting RSVP REQUIRED**

KUOW

Jun 8, 2023 at 3:30 PM PDT to Jun 8, 2023 at 5:00 PM PDT

### **Agenda**

#### **I. Welcome & Call to Order**

**3:30 PM**

Presenter: Andy McGovern

##### **A. Board Engagement Through an Equity Perspective**

*We encourage all Board members to consider these guiding questions as they engage in their work:*

- *What would be my default decision or solution in this situation?*
- *Who benefits from this default approach?*
- *Whose perspectives are missing?*
- *What steps will I take to make a more equitable decision or design a more equitable solution?*

##### **B. Invitation to Disclose Possible Conflicts of Interest**

##### **C. Overview of Meeting Purpose**

##### **D. Invitation for Additional Topics**

##### **E. Approval of Committee Meeting Minutes**

#### **II. Committee Business**

**3:33 PM**

(In order of meetings)

##### **A. Reach & Resource**

- 1. DRAFT May 2nd Meeting Minutes**
- 2. R&R Department Summaries**
- 3. Listener Feedback with Community Engagement**

##### **B. Finance Investment Sub Committee**

- 1. DRAFT May 4th Meeting Minutes**
- 2. Bernstein Quarterly Investment Report Q1**

##### **C. Diversity, Equity and Inclusion**

- 1. DRAFT May 11th Meeting Minutes**

##### **D. Strategic Planning Committee**

- 1. DRAFT May 25th Meeting Minutes**

##### **E. Finance Committee**

- 1. DRAFT May 25th Meeting Minutes**

**F. Governance Committee**

- 1. DRAFT May 30th Meeting Minutes**
- 2. Recruitment Candidates of Interest**
- 3. Alternative Recruitment Strategies**

**III. Station Business**

**A. FY24 Budget Review and Q&A**

Presenter: Caryn Mathes

**3:53 PM**

**B. YTD Financials**

**C. Dashboard Report**

**D. Tonnage Report**

**IV. Additional Topics**

**V. Items for the Board Meeting Agenda**

**VI. Upcoming Meetings**

Full Board Meeting

- June 22

**VII. Public Comment**

**4:53 PM**

**VIII. Adjournment**

**4:58 PM**

**IX. Executive Session**

Presenter: Irwin Goverman

CEO Assessment Brief Recap



# APPROVED KUOW, Joint FIN/EXEC Committee June 8 Meeting Minutes

KUOW – Virtual & In-Person | Jun 8, 2023 at 3:30 PM PDT

In-Person Location: UW Tower Boardroom 4333 Brooklyn Ave NE, Seattle, WA 98105

Virtual Location: Zoom

## Attendance

**Members Present (Remote):** Mark Ashida, Irwin Goverman, Randy Hodgins, Sharon Kioko, Heidi de Laubenfels, Andy McGovern, Claire O'Donnell

**Members Absent:**

**Staff Present (In-Person):** Ryleigh Brimhall, Shawnteasha Crow

**Staff Present (Remote):** Jessica Dial, Caryn Mathes, Fieta Robinson, Kerry Swanson

**Absent:** Jessie Harris, Christopher Jay, Jamie Robinson, Ian Warner

**Guest:** Rami Al Kabra, David Chan, Michaela Gianotti Boyle, Zaki Hamid, Wassef Haroun, Courtney Miller, Raina Wagner, Brendan Sweeney, Sharon Nyree Williams

## I. Welcome & Call to Order

- I. Mr. McGovern called the meeting to order at 3:33pm
- II. Invitation to Disclose Possible Conflicts of Interest
  1. Mr. McGovern asked the Committee to disclose any conflicts of interest, and none were expressed.
- III. Overview of Meeting Purpose
  1. Mr. McGovern gave an overview of the meeting, the primary focus for the meeting outside of the typical flow of Committee business was the presentation of the FY24 Budget.
- IV. Invitation for Additional Topics
  1. Mr. McGovern asked the Committee for any additional topics, and none were expressed.
- V. Approval of Committee Meeting Minutes
  1. Mr. McGovern asked for a motion to approve the April Exec Committee meeting minutes.
  2. **Motion** moved by Heidi de Laubenfels and motion seconded by Irwin Goverman. With no objections, the April Exec Committee meeting minutes were approved.

## II. Committee Business

- I. Similar to the pre-read process used in the April Executive Committee meeting. Committee Chairs submitted summaries outlining their meetings from the month of May including key takeaways and topics for discussion at the Executive Committee meeting. Mr. McGovern had the Committee read the summaries for 15 minutes and to draft questions for each Committee.
- II. Points of Conversation by Committee included (*see appendix for full summaries*)
  1. **Reach & Resource:** Listener Feedback with Community Engagement

2. **Finance Investment Sub Committee:** Bernstein Quarterly Investment Report Q1
3. **Diversity, Equity and Inclusion:** Hosting the Reach and Resource Chair and Vice Chair
4. **Strategic Planning Committee:** Budget Hearing #1 with Finance
5. **Finance Committee:** Budget Hearing #1 with Strategic Planning
6. **Governance Committee:** Board Recruitment (shortlist)

III. Station Business

I. FY24 Budget Review and Q&A

1. Mr. McGovern invited the Committee to read the Budget presentation's Executive Summary provide by Ms. Mathes for 15 minutes and then welcomed Ms. Mathes and Ms. Cosgrove to present the FY24 Budget as well as strategic digital initiatives for FY24-FY27. Ms. Mathes presented a budget requesting \$2.9M draw on reserves to fund the strategic initiatives necessary for the continued expansion of KUOW. Ms. Cosgrove presented on projections that would coincide with the approval of the budget in regards to audience and membership growth.

IV. Additional Topics

- I. There were no additional topics added to the meeting agenda.

V. Public Comment

- I. There was no public comment made during the meeting

VI. Adjournment

- I. The public portion of the meeting was adjourned at 5:48pm.

VII. Executive Session

- I. The Committee went into Executive Session to discuss Caryn's CEO Assessment. The Executive Session adjourned at 5:59pm.



June Exec Meeting Committee Summaries

PURPOSE & GUIDELINES

The purpose of this document is to create more time in Board meetings for discussion. Historically, we've used Board meetings to recap committee meetings, however this doesn't lend itself to having deeper conversations. Ideally, this summary of committee reports will give a thorough overview of committee meetings and create space for fruitful discussion.

REACH AND RESOURCE

MAY 2, 2023 MEETING

Brief Summary

We reviewed written department summaries for each of the teams, where we discussed some softness in membership contributions and business support. We had two deep dives into social media (including how the board can support KUOW via social) and listener feedback (including how KUOW solicits and actions listener feedback, and challenges associated in doing so). We also discussed board engagement updates: three board members recorded testimonials for KUOW, and two other Board members sent thank-you cards to members who donated during the pledge drive, so thank you to those board members. There are five board members who have yet to make a financial contribution this fiscal year (although this could be due to lack of alignment with board service year).

Key Takeaways / Priorities

- Social media is less effective for fundraising due to lack of tracking, so we encourage board members to follow KUOW's handles, and post content that is interesting to their network with a personalized message
- We encourage board members to make a financial contribution – every board member is expected to contribute an amount that is meaningful to them during the board year.

Action(s)

- Topics to move to full board for discussion?**
- Committee Request(s)**

FINANCE INVESTMENT SUBCOMMITTEE

MAY 4, 2023 MEETING

Brief Summary:

FISC was in joint meetings with the full Finance Committee reviewing the budget proposal.

Key Takeaways / Priorities:

Action(s):

- Move to full board for discussion?**
- Committee Request(s):**

DIVERSITY, EQUITY & INCLUSION

MAY 11, 2023 MEETING

Key Takeaways / Priorities

The DEI Committee hosted Claire and Connie from Reach and Resource to discuss their workplan and further integrating DEI within their Committee work. The Committee also heard an Racial Equity Team update from Fieta and their upcoming May Lunch and Learn series regarding giving and receiving feedback.

Action(s)

**Topics to move to full board for discussion?**

**Committee Request(s):**

## STRATEGIC PLANNING

### MAY 25, 2023 MEETING

#### Key Takeaways / Priorities:

This was a joint meeting with the Finance Committee to review the FY2024 budget proposal. Staff walked through the “users, usage and revenue” model, “north star” metrics and other relevant strategic framing for budget decisions. The board is being asked to approve a \$2.9 million on reserves to make needed investments.

#### Action(s):

**Topics to move to full board for discussion?**

**Committee Request(s):** Asking SPC members to attend the June 8 Executive Committee meeting for another opportunity to dive deeply into budget details and ask questions.

## FINANCE & AUDIT

### MAY 25, 2023 MEETING

#### Brief Summary:

This was a joint meeting with the SPC Committee to review the FY2024 budget proposal. Staff walked through the “users, usage and revenue” model, “north star” metrics and other relevant strategic framing for budget decisions. The board is being asked to approve a \$2.9 million on reserves to make needed investments.

#### Key Takeaways / Priorities:

#### Action(s):

**Move to full board for discussion?**

**Committee Request(s):**

## GOVERNANCE

### MAY 30, 2023 MEETING

#### Key Takeaways / Priorities

Board recruitment is in full swing and we have 10-12 active candidates for interviews.

We have made progress on new alternative recruitment approaches that should enable us to attract candidates with different backgrounds and from different communities. Will continue to work toward next year’s recruiting. There is significant work being done on bylaws and procedure review, focused on officer roles and LOA’s, absences, etc.

#### Action(s)

**Topics to move to full board for discussion?**

**Committee Request(s):** We are looking for people to participate in the Zoom-based interviews of Board candidates using templates and forms and questions, aiming for uniformity and fairness in the process