

KVNF Board of Directors Meeting KVNF Studios, Belmont Building, Paonia -- 16 June 2008

Board members present: Don Bailey, Felix Belmont, Philip Egidi, Dennis Grunkemeyer, John Moore, Wayne Wiitanen.

Board members absent: Wiley Freeman, Cynthia Hines, Norma Philipps, Bill Wilson

Staff: Sally Kane

Public: none

Board President John Moore called the meeting to order at 6:38 PM.

Bailey proposed and Grunkemeyer seconded a motion that items listed in the consent agenda be approved. Passed unanimously.

Note consent agenda items:

- Approve minutes of 19 May 2008 meeting as posted on DokuWiki
- Accept Operations Committee reports as distributed
- Accept General Manager's report as posted on DokuWiki
- Accept Outreach committee report as distributed
- Accept Board President's report as distributed

Kane discussed her experience taking a “Managing for Change” course. Her motivation was to understand why our Capital Campaign worked and to learn from the experience. Attention to strategies for managing change in an organizational setting is timely and important: the radio milieu is changing and we are entering a major transition for public radio. KVNF needs to be on top of this change. Technology, globalization, four generations in the workplace and cultural variables impact change. A new paradigm for management is needed, and a new framework for managing change is emerging. First it is important to acknowledge that change happens, it is one of the “laws of nature” postulating that Change is the external reality that drives personal transition which is an internal (psychological) factor. Kane presented a change model based on the work of William Bridges with three phases: Ending → Neutral zone (period of uncertainty) → Beginning. A major challenge for management is to identify not only changes but where the organization and the individuals are in the change process. Basic tools of forecasting, contingency planning, and constant evaluation are recommended as best practices. Communication plans are essential to drive transition, without which no change happens: change + people = transition. Change is expensive: make sure that resources are available to do it. Have plan and work the plan with celebrations en course and apply liberal amounts of honest self assessment.

Kane distributed a copy of her assessment of the current status of the 2007-2008 strategic plan implementation. This will be a topic for discussion at the July Board retreat.

Moore discoursed briefly on the current status of the development plan. We are about \$13,000 short of our 2008 capital campaign goal. The operating reserve is being slowly built up by savings accrued from good management.

Egidi commented on the operations committee report. The Raspberry status quo is fine; however, the transmitter is a dinosaur. It would be prudent to replace it sooner than later. The full operations report is on the DokuWiki.

Moore asked Board members what items they feel should be part of the discussion at the retreat:

- Development
- Packaging KVNF content for sale to other stations
- Social networking using KVNF web site
- Board member succession
- Fundraising techniques for uncertain times
- How to raise money for the KVMT upgrade
- How to maintain relevance, solvency, and community engagement
- Re-evaluation and updating of the 2007-2008 strategic plan

There being no further business,

Grunkemeyer proposed and Moore seconded a motion to adjourn. Passed unanimously.

Meeting adjourned at 8:17 PM.

Next Board meeting is the Board retreat at Spruce Lodge on Grand Mesa July 18, 19.

Respectfully submitted,

Wayne Wiitanen, Secretary