

KVNF Board of Directors Meeting

Date: January 20, 2025

Location: City of Montrose Community Room, 434 S. 1st Street | Montrose

Members Present: Greg Krush, President; Drew McCracken, Vice President; Greg Stunder, Treasurer; Melissa Newell, Secretary; Betsy Marston (by Zoom), Paul Frazier, Sue Westervelt, Anne Karsian

Members Absent: Sara Johnstone

Staff Present: Ashley Krest

Guests Present: Willy Corey of Soronen, Donley, Patterson CPA's PC by Zoom

The meeting was called to order at 5:30PM by President Greg Krush.

- I. Public Comment**
 - A. No public present

- II. Minutes of November 2024**
 - A. Minutes were reviewed. Greg Stunder moved to accept the November minutes, and Betsy Marston seconded the motion. Minutes were unanimously approved.

- III. Financial Q&A**
 - A. Prior to the meeting, Treasurer Greg Stunder sent by email a brief summary of the quarterly income statement variances. There were no questions or discussion from the board. The Executive Committee reviewed the financials in depth in their meeting on Wednesday, January 15, 2025.

- IV. GM report**
 - A. General Manager Ashley Krest gave a brief presentation on her General Manager's report. Of note, she touched upon: 1) the success of the station's year-end campaign with 152 unique donors, 2) the dates for the spring pledge drive which have been set for March 11-18 with a focus on cooking to roll out the new KVNF fundraiser cookbook, 3) the staff/board retreat date which has been set for February 7th and will be hosted at Paul Frazier's property and led by Robin Doss, and 4) two new contract hires, Morgan Mitchell and Mark Duggan, that have been made to assist with events and with digital media, respectively.

- V. Windfall presentation**
 - A. General Manager Ashley Krest provided an overview of the Windfall platform that is being considered by the Development Committee as a tool to assist with cultivating a major donor program.

- VI. Staffing situation**
 - A. Taya Jae has given her notice of resignation with her last day of employment with KVNF scheduled for Friday, January 31st. At this time, General Manager Ashley Krest is planning to divide up the duties of Taya's position. Current staff members will assume some of these responsibilities, and Ashley will also hire for a new, part-time, 20-25 hour/week position of production assistant.

- VII. Audit**

- A. Willy Corey, CPA of Soronen, Donley, Patterson CPA's PC gave a detailed presentation on KVNF's Statement of Financial Position, Statement of Activities, Statement of Functional Expenses, and Statement of Cash Flows.
- B. The Internal Controls letter was also discussed. Because KVNF's operation is so small with limited staff, for the time being it is difficult to increase the level of segregation of duties, and KVNF's general manager and bookkeeper have control of the financials at all phases of transactions. However, measures are being taken to address internal controls such as providing Treasurer Greg Stunder with access to Quickbooks, having the Executive Committee thoroughly review the financials each month, having two staff members, Ashley Krest and Melanie Finan, open and process checks/payments together, and having a contract accountant rather than an in-house employee doing the bookkeeping.
- C. Further action items include refining the station's financial policy and Treasurer Greg Stunder is going to look into what is a normative internal control for nonprofits with cash and bank statements.
- D. Melissa Newell moved to accept the financials, and Paul Frazier seconded the motion. Minutes were unanimously approved.

VIII. Raffle

- A. This year's car raffle was discussed in great detail as the station has budgeted to raise \$100,000 on this fundraiser, up from \$90,000. Options to make up this difference include an increased number of tickets sold, an increased price of the tickets, additional sponsors, or a second prize. General Manager Ashley Krest will make a final decision on this, but the board has agreed, at Betsy Marston's recommendation, that the best option would be to increase the number of tickets sold.

IX. Retreat- set specific goals for the retreat

- A. The upcoming staff and board retreat was briefly discussed with goals of determining and setting roll out dates for strategic plan goals, mapping out measurable goals and metrics, and assigning specific tasks.

X. New board member mentors or other needs

- A. All new present board members (Anne Karsian, Sue Westervelt, and Melissa Newell) have met with former board members, or intend to, and feel comfortable with their level of mentoring and understanding of the position and expectations.

XI. Strategic plan committee reports

- A. Brief reports were given by Greg Stunder, Greg Krush, Paul Frazier, and Drew McCracken, leads for the strategic plan committees.

XII. Other committee reports

- A. Brief reports were given by committee members. Of note, Sue Westervelt will be joining the Development Committee, the Finance Committee will meet once quarterly before or after the Executive Committee meeting, and the Governance Committee has committed to updating the bylaws and reviewing membership policies and costs.

XIII. Other items for the board

- A. The Community Advisory Board needs to have a meeting as soon as possible. Sue Westervelt may help GM Ashley Krest spearhead this outreach effort.
- XIV. Task list for board members**
- A. Greg Krush would like to develop a task list for each board member to have at the end of each board meeting. The board will discuss this at next month's meeting.
- XV. Next Meeting**
- A. The next meeting is scheduled for Monday, February 17, 2025 at 5:30PM at Paonia in the KVNF Community Room. At this time, we will discuss moving the date of the March meeting so that it does not fall during the spring pledge drive.

The meeting was adjourned at 7:31PM.

Respectfully Submitted,
Melissa Newell, Secretary

KVNF Board of Directors Meeting

Date: February 17, 2025

Location: Community Room, KVNF Belmont Building | Paonia

Members Present: Greg Krush, President; Drew McCracken, Vice President; Greg Stunder, Treasurer; Melissa Newell, Secretary; Betsy Marston, Paul Frazier, Sue Westervelt, Anne Karsian, Sara Johnstone

Members Absent: -

Staff Present: Ashley Krest

Guests Present: -

The meeting was called to order at 5:34PM by President Greg Krush.

I. Public Comment

A. No public present.

II. Minutes of January 2025

A. Minutes were reviewed. Melissa Newell moved to accept the January minutes, and Greg Stunder seconded the motion. Minutes were unanimously approved.

III. Financial Q&A

A. No questions, concerns, or discussion on the financials.

IV. GM report

- A. General Manager (GM) Ashley Krest reported that since submitting her GM report, several things have happened at the station. Of note, James Barrs was hired for the position of Production Assistant. He will be working approximately 25 hours/week.
- B. Also, Ashley and board member Paul Frazier met with Bill Hellman of Hellman Motors in Delta regarding a vehicle and sponsorship of the annual raffle. Ashley and Paul presented the multiple vehicles that were suggested to them by Bill (who is excited to once again be working with KVNF on this event). Ashley and Paul will work together to finalize a decision on this, possibly utilizing a social media poll per the suggestion of board member Sara Johnstone.
- C. Ashley is working with the Staff Retention Committee to put together an employee survey to help determine which employment benefits are (or would be) most important to staff members. DJ Coordinator Dre Castillo has also created a DJ self-survey to assist with DJ reviews. A DJ meeting is scheduled for this Thursday, February 20th.
- D. Ashley and Adam Smith have been working together to price out upgrades on tables and chairs for the community room utilizing funds from a major donor.
- E. Ashley has met with various other public media folks from around the state including management from Colorado Public Radio, Rocky Mountain PBS, and Aspen Public Radio to strategize on approach and response to potential federal funding source cuts down the road and also how to create a unified, magnified voice for public media with state government officials.

F. And, finally, Ashley reports that there was very positive feedback from staff regarding the retreat and feelings of being heard.

V. New Board Member Mentors or Other Needs

A. GM Ashley Krest is meeting individually with new board members, but otherwise all new members feel well equipped and comfortable in the position.

VI. Strategic Plan Timeline & Expectations

A. Treasurer Greg Stunder presented a timeline for implementation of KVNF's three-year strategic plan to start on October 1, 2025. In this proposal, Greg suggests breaking down each initiative (with established priorities) by fiscal year.

B. GM Ashley Krest feels comfortable with this and as though the schedule of deadlines for draft plans is doable.

VII. Strategic Plan Committee Reports

A. Financial Sustainability: Treasurer Greg Stunder performed a study on various strategies and outcomes should the station lose CPB funding in the next fiscal year. He presented this to the board and an encouraging conversation ensued.

B. Staff Retention: Vice President Drew McCracken feels that this HR group needs to be led by General Manager Ashley Krest. The group has met and discussed components and functionality of the employee survey.

C. Reimagining Radio: President Greg Krush reports that by the April meeting this group will have identified priorities and strategy in how they approach reimagining radio.

VIII. Other Committee Reports

A. Development Committee: General Manager Ashley Krest presented on the work of this group specifically on the possibility of hiring Alyssa Pinkerton to work with Ashley, staff member Melanie Finan, and various board members on the development and implementation of a KVNF major donor program. Ashley just received Alyssa's quote and scope of work and will be reviewing this with committee members.

1. Ashley also reported that she will be making a hire to assist with grant writing specifically seeking funds for general operations.

2. A brief discussion was had on the upcoming Spring Pledge Drive and the fundraising goal.

B. Program Committee: Sue Westervelt reports that the staff very much wants the board to understand the scope and depth of their workload and would like to see a different board member present every three months.

IX. New Business

A. President Greg Krush presented on the Audience Development Summit which members of the staff and board attended this past week. Greg presented ideas that were shared, specifically the desire for more connection and in-person events from supporters/members/listeners.

X. Schedule March Board Meeting

A. It was decided to discuss in the future having fewer board meetings and more committee meetings.

- B. Due to the already scheduled Spring Pledge Drive from March 11-18, there will be no March meeting.
- C. The next meeting will be on Monday, April 21 at 5:30PM at the City of Montrose Community Room located at 434 S. 1st Street.
- D. The Finance Committee will meet on Wednesday, April 16 following the Executive Committee meeting.

Drew McCracken moved to adjourn the meeting, Melissa Newell seconded the motion. The meeting was adjourned at 7:13PM.

Respectfully Submitted,
Melissa Newell, Secretary

Member Task List before April meeting

1. **Paul:** Governance Committee
2. **Melissa:** submit minutes, have coffee with Ashley, Development Committee and Reimagining Radio
3. **Sara:** Staff Retention and Development Committee
4. **Greg S:** Finance Committee
5. **Sue:** Governance & Program Committee
6. **Drew:** Governance Committee
7. **Greg K:** Reimagining Radio Committee, meet with Ashley periodically
8. **Betsy:** Development Committee

All: Volunteer @ Spring Pledge Drive - Morgan Mitchell will be sending out a volunteer sign up to all board members.

KVNF Board of Directors Meeting

Date: April 21, 2025

Location: City of Montrose Community Room, 434 S. 1st Street | Montrose

Members Present: Greg Krush, President; Drew McCracken, Vice President; Greg Stunder, Treasurer; Melissa Newell, Secretary; Sue Westervelt, Anne Karsian, Sara Johnstone

Members Absent: Betsy Marston, Paul Frazier

Staff Present: Ashley Krest

Guests Present: David Thieme

The meeting was called to order at 5:33PM by President Greg Krush.

I. Public Comment

A. No public comments.

II. Minutes of February 2025

A. Minutes were reviewed. Drew McCracken moved to accept the February minutes, and Melissa Newell seconded the motion. Minutes were unanimously approved.

III. Financial Q&A

- A. There were no questions, comments, or discussion on February 2025 financials.
- B. There was a brief and general discussion about the possibility of losing funding in FY 2026 from the Corporation for Public Broadcasting (CPB) and how to recoup this through other fundraising and revenue streams. Typically this funding is received in Q1 and Q2 of the fiscal year so there is no concern for a FY 2025 CPB funding loss.

IV. GM report

- A. General Manager (GM) Ashley Krest gave an overview of her report with the following highlights:
 - 1. Board members are strongly encouraged to email and mail letters to state representative Jeff Hurd and senators Micheal Bennett and John Hickenlooper by Friday, May 2nd in an effort to persuade them to vote against the funding rescission.
 - 2. Hellman Motors will be sponsoring the summer car raffle in the amount of approximately \$5000 plus sponsorships from Big B's & Alpine Bank.
 - 3. Staff members Melanie Finan and Ashley Krest have been regularly attending fundraising training sessions with coach Alyssa Pinkerton. Ashley has asked board members to prepare testimonials as to why they serve in this capacity for fundraising materials.
 - 4. The Cooking With Jazz cookbook will be going to print this week.
 - 5. GM Ashley Krest had her first major donor meeting/conversation with the nephew of Candy and Bob Pennetta. They discussed a possible endowment for KVNF, a fund for staff wellness, and kids programming.
 - 6. Staff members Melanie Finan and Ashley Krest are working on the 2024 Impact Report.

7. The board voted to transfer \$100K from the KVNF checking account to the Charles Schwab money market account. Sara Johnstone moved to accept this, Sue Westervelt seconded the motion.

V. Community Advisory Board (CAB) Report

- A. A Community Advisory Board meeting was held in Montrose at Shelter Distilling. Only two community members showed up. They talked about the possibility of having a fundraising concert event in Montrose to build recognition of and awareness of KVNF in the Uncompahgre Valley community.

VI. Strategic Plan Committee Reports

- A. Financial Sustainability: nothing to report
- B. Staff Retention: A staff survey has not been created/administered yet. Survey results are needed before the group meets again.
- C. Reimagining Radio: A productive meeting was recently had by this committee. Staff member Brody Wilson took the lead, and the group distilled their efforts down to five key ideas: podcasting, social media, IRL events, community calendar, and a newsletter.
 1. Board member Melissa Newell asked if KVNF might like to be a part of some or all of the Friday night summer concerts at the Grand Mesa Arts & Events Center in Cedaredge as part of this outreach effort. GM Ashley agreed that this would be a good addition, and she will figure out with staff what dates would work best.
- D. A brief discussion was had in which the board, led by treasurer Greg Stunder, worked with GM Ashley Krest on revising the strategic plan timeline. All deadlines will be moved back by one month. GM Ashley will take the lead on figuring out goals and deliverables on the finance and staff retention components; board president Greg Krush and staff member Brody Wilson will take ownership of the Reimagining Radio component.

VII. Other Committee Reports

- A. Finance: nothing to report
- B. Governance: will be meeting soon
- C. Development Committee: A major gifts program house party hosted by board member Betsy Martson is in the works. Staff members Ashley Krest and Melanie Finan continue weekly trainings with fundraising coach Alyssa Pinkerton.
- D. Program Committee: Board member Sue Westervelt reported that evening news from NPR, All Things Considered, will be cut back one hour (4-4:50PM) effective June 1st followed by 10 minutes of local news. Public affairs programming will start one hour earlier. This is in an effort to try and build evening listenership. The station will also be adding Tiny Desk Radio as GM Ashley reports it is the 'most popular show NPR's ever produced', and it will air on Thursday evenings.
 1. Board member Drew McCracken questioned the data points used to make such decisions and how these are obtained. GM Ashley reported that a survey was given about one year ago indicating that listeners were suffering from news fatigue and that listening numbers were down due to the decreased number of evening commuters following COVID.

VIII. New Business

- A. No new business.

IX. Board Recruitment:

- A. Betsy Marston is term-limited; Greg Krush and Greg Stunder both will be completing a three-year term and are both willing to serve again.
- B. Until the bylaws are updated, an election will take place to elect a new board member. An ideal candidate would be someone with strong community ties and experience in journalism and the nonprofit sector.

X. Schedule May Board Meeting

- A. The next board meeting will be held on May 19th @ 5:30PM at the old chamber building in Delta. GM Ashley will send out the address to board members.

Melissa Newell moved to adjourn the meeting, Sara Johnstone seconded the motion. The meeting was adjourned at 7:04PM.

Respectfully Submitted,
Melissa Newell, Secretary

Member Task List before May meeting:

1. **Paul:** Governance Committee
2. **Melissa:** submit minutes, have coffee with Ashley, Development Committee and Reimagining Radio
3. **Sara:** Staff Retention and Development Committee
4. **Greg S:** Finance Committee
5. **Sue:** Governance & Program Committee
6. **Drew:** Governance Committee
7. **Greg K:** Reimagining Radio Committee, meet with Ashley periodically
8. **Betsy:** Development Committee
9. **Anne:** coffee w/Ashley, Staff Retention Committee

KVNF Board of Directors Meeting

Date: May 19, 2025

Location: Former Chamber of Commerce Building / New Arts Building | 301 Main Street, Delta

Members Present: Greg Krush, President; Drew McCracken, Vice President; Greg Stunder, Treasurer; Melissa Newell, Secretary; Anne Karsian, Sara Johnstone, Betsy Marston

Members Absent: Sue Westervelt, Paul Frazier

Staff Present: Ashley Krest

Guests Present: -

The meeting was called to order at 5:38PM by President Greg Krush.

I. Public Comment

A. No public comments.

II. Minutes of April 2025

A. Minutes were reviewed. Drew McCracken moved to accept the April minutes, and Melissa Newell seconded the motion. Minutes were unanimously approved.

III. Financial Q&A

A. Presented by Greg Stunder, board treasurer, a brief review was provided on discrepancies between what was budgeted for and actual expenditures. Drew McCracken asked if there was anything of concern to flag, and Greg Stunder commented that he is not concerned about any of the variances or reasons for them.

IV. GM report / Update on potential CPB funding cuts

A. General Manager (GM) Ashley Krest gave an overview of her report with the following highlights:

1. Doesn't know anything new beyond what is on report regarding CPB funding rescission
 - a) Drew McCracken suggested that GM Ashley Krest prepare a catalogue of the risks and how this will affect KVNF's decreased revenue streams and increased expenditures/costs.
2. Betsy Marston's "Mountain Grown Circle" house party planning is underway. This will be an opportunity to present to donors a giving "portfolio" of sorts.
 - a) A brief discussion ensued on the creation of an endowment and a capital reserve fund and what this might look like at KVNF. It is agreed that these items are separate giving options and that they need refinement before presenting to potential donors.

V. Community Advisory Board (CAB) Report

A. The next Montrose CAB meeting is scheduled for June 4th at Silver Basin Brewing. For the time being, a Delta CAB will not be initiated.

VI. Strategic Plan Committee Reports

- A. Financial Sustainability: nothing to report
- B. Staff Retention: nothing to report

- C. Reimagining Radio: nothing to report
- VII. Other Committee Reports**
 - A. Finance: The finance committee met, and minutes from their last meeting are in the board packet.
 - B. Governance: The committee will be meeting on Wednesday, May 22 to discuss bylaw amendments.
 - C. Development Committee: Members Melissa Newell and Sara Johnstone will be at the Marston house party, but it was decided that this committee will need to meet and/or touch base to review where things stand in the near future.
 - D. Program Committee: nothing to report
- VIII. New Business**
 - A. Nothing to report.
- IX. Board Recruitment:**
 - A. A brief discussion was had on whether we need to advertise or recruit for the potentially open position. This topic will be readdressed at the June meeting.
- X. Strategic Plan & Goals Presentation**
 - A. General Manager Ashley Krest presented her draft strategic plan to the board outlining operational goals. There was a brief discussion on this as being both “aspirational and directional” with lots of positive feedback.
 - B. Next steps on this: Board of Directors to provide feedback on or before June 2025 meeting.
- XI. Follow Up On Board Task List**
 - A. In addition to standing commitments, there are two opportunities for board members to be ambassadors in the next couple weeks. On Wednesday, May 28th there will be a DJ appreciation event at The Yarrow Taproom. Second, on Friday, May 30th, KVNF will receive all proceeds from parking fees at the Big B’s Friday Night Concert Series with Otis Taylor. Board members are invited to attend both events.
- XII. Schedule June Board Meeting**
 - A. The next board meeting will be held on June 16th at 5:30PM in Paonia.

Sara Johnstone moved to adjourn the meeting, and Melissa Newell seconded the motion. The meeting was adjourned at 7:02PM.

Respectfully Submitted,
Melissa Newell, Secretary

KVNF Board of Directors Meeting

Date: June 23, 2025

Location: Zoom

Members Present: Greg Krush, President; Greg Stunder, Treasurer; Melissa Newell, Secretary; Anne Karsian, Sara Johnstone, Betsy Marston, Sue Westervelt, Paul Frazier

Members Absent: Drew McCracken, Vice President

Staff Present: Ashley Krest, Brody Wilson

Guests Present: Trish Winslow

The meeting was called to order at 5:33PM by President Greg Krush.

- I. Public Comment**
 - A. No public comments.
- II. Minutes of May 2025**
 - A. Minutes were reviewed. Paul Frazier moved to accept the May minutes, and Sue Westervelt seconded the motion. Minutes were unanimously approved.
- III. Financial Q&A**
 - A. Presented by Greg Stunder, board treasurer, nothing outside of the norm that needs to be reported to the board at this time. As a reminder, a more thorough review will be given to the board on a quarterly basis.
 - B. The finance committee will meet in the next month to develop a three year income statement and cash forecast for the strategic plan and FY 2026 payroll budget.
- IV. Amicus brief for NPR lawsuit**
 - A. General Manager (GM) Ashley Krest submitted a short statement on KVNF's letterhead to support NPR's legal efforts on Friday, but has not received confirmation of inclusion. She will keep us updated as she knows more.
- V. GM report**
 - A. GM Ashley Krest gave an overview of her report with the following highlights:
 1. Grant update: \$10K from El Pomar has been awarded (of the \$25K requested), and Brody has submitted a \$10K grant application to the CU Water Desk.
 2. Board approval is needed for the purchase of the Raspberry Transmitter equipment which will cost approximately \$24K. This expense is budgeted for under capital improvement. Melissa Newell made a motion to approve this expenditure, and Greg Stunder seconded. There was no discussion, and it was unanimously approved. The transmitter will be purchased, and the existing equipment will be repurposed to service Wakefield.
 3. Board members will be asked to sell 10 packets of 3 tickets for the annual car raffle.
- VI. Update on potential CPB funding cuts**
 - A. GM Ashley Krest requested that board members mail letters to Colorado senators urging them to vote against the rescission no later than July 7th.

- B. Ashley reports that there is an urgency and a call to help set up meetings and build relationships with local city managers, commissioners, and other local government entities to reaffirm the value of community radio.

VII. Report from NFCB Conference

- A. Staff member Brody Wilson attended the conference Monday through Wednesday and attended the following workshops and had these reviews to offer:
 - 1. Emergency preparedness session: This workshop exposed a better understanding of KVNF's strengths and weaknesses in this area.
 - 2. Basics of the Federal Communications Commission (FCC) and the state of the organization: It is being politicized, and there is no longer a quorum due to resignations.
 - 3. Other workshops on newsroom: The most important and best takeaways were connecting with other newsroom professionals.
 - 4. Podcasts workshop: Based on feedback from other stations, this is a fruitful space but so far other stations that have invested have not seen much on their returns.
 - 5. Demystifying your air chain: This session covered the technology of broadcasting.
- B. From Ashley, there wasn't much chatter about CPB. The conference focused more on grassroots radio that are telling the stories of their communities.

VIII. Community Advisory Board (CAB) Report

- A. Update given by Tricia Winslow aka Melba Toast, sometimes host of the Pickin' Show:
 - 1. There was a Montrose CAB meeting held on June 4, 2025 at Silver Basin Brewing. It was attended by a couple of KVNF DJs, board member Anne Karsian, and one other guest.
 - 2. There is a tentative CAB event scheduled for July 12 or July 19 at the Rose Bowl; however, there is question as to how this event will benefit KVNF and it needs to be discussed in greater detail.
 - 3. The big event that CAB is planning and is very enthusiastic about will be a concert featuring Stillhouse String Band (headliner) and Black Canyon Boys (opener). It will likely be held at Blue Corn Mercantile in late summer or early fall and will be a fundraiser for KVNF. More details coming!
 - 4. The next CAB meeting will be held at the end of July.

IX. Strategic Plan Update

- A. There is no update to report at this time.

X. Other Committee Reports

- A. Finance: As discussed earlier, the committee will meet for the three year cash flow analysis in the near future.
- B. Governance: The committee continues to work to redefine what "membership" is and to refine the board election process. Drew McCracken is questioning the legality of transferring the control of the bylaws from the membership to the

board. In response, Ashley has committed to looking into an attorney that specializes in nonprofits, and Greg Stunder has said that he will review Colorado nonprofit statutes and can potentially provide legal input. There is a deadline of early September to have the bylaws in place, approximately 45 days before the annual meeting.

- C. Development Committee: GM Ashley Krest and staff member Melanie Finan continue to move right along in their training with consultant Alyssa Pinkerton and will have their last in-person meeting together on Friday, June 27th; however, all deliverables are not yet complete. There was a brief discussion and review of the house party at Betsy Marston's in May and mention of looking for Ridgway and Cedaredge hosts for future house parties. It was decided that a meeting is needed in the near future to further provide an update on the work of this committee with Alyssa and to debrief on the Marston house party.
- D. Program Committee: The committee has not met, but has been getting some feedback on program changes that is mostly negative. Reviews have been submitted via a newly designated email address: feedback@kvnf.org. Changes can be evaluated over time, and the station can always revert back to its former programming schedule.
- E. Personnel: Drew McCracken will take the lead on conducting Ashley's annual review in August. He first will collect staff feedback in July.

XI. New Business

- A. Nothing to report.

XII. Board Recruitment:

- A. A general call will be opened up 60 days prior to the annual meeting scheduled for October.

XIII. Follow Up On Board Task List

- A. Reminder to send letters by July 7th and assist with local government outreach if inclined.

XIV. Schedule July Board Meeting

- A. The next board meeting will be held on July 21st at 5:30PM in Montrose.

Melissa Newell moved to adjourn the meeting, and Betsy Marston seconded the motion. The meeting was adjourned at 6:57PM.

Respectfully Submitted,
Melissa Newell, Secretary

KVNF Board of Directors Meeting

Date: July 21, 2025

Location: Community Room | 434 S. 1st Street, Montrose

Members Present: Greg Krush, President; Drew McCracken, Vice President; Greg Stunder, Treasurer; Melissa Newell, Secretary; Sara Johnstone, Betsy Marston, Sue Westervelt, Paul Frazier

Members Absent: Anne Karsian

Staff Present: Ashley Krest

Guests Present: -

The meeting was called to order at 5:32PM by President Greg Krush.

I. Public Comment

A. No public comments.

II. Minutes of June 2025

A. Minutes were reviewed. Drew McCracken moved to accept the June minutes, and Paul Frazier seconded the motion. Minutes were unanimously approved.

III. Financial Quarterly Report

A. Greg Stunder, Board of Directors (BOD) treasurer, sent out an email with variances on the FY2025 budget through 6/30/25 (included in board packet). There were no questions or discussion on this review. Greg questioned if this review was sufficient or if the group would like to review the budget line by line. By consensus, it was agreed that this quarterly review is sufficient, and we will do a line by line review once annually, approximately.

IV. Amendment to Bylaws

A. Presented by Drew McCracken, BOD vice president, it has been decided to revise the election process of board directors based on feedback received over the years. The Governance Committee and Executive Committee are proposing to amend the bylaws to reflect a new selection process. (Under Colorado state law, the BOD can amend bylaws at an open, public meeting.) The proposed new selection process is:

1. Current board members and KVNF general manager to solicit member interest, publicly and privately
2. Nominating/Governance Committee to develop a slate of three candidates based on this research
3. Slate must be approved by the current board of directors
4. Slate brought to the annual members' meeting where a majority vote is needed for approval. If this is not achieved, a new slate is developed and a special members' meeting is called.

B. The Nominating Committee will consist of the board Vice President as chair plus two other members of the BOD and possibly two or three KVNF general members. This ad hoc committee will include directors and non-directors.

- C. It was suggested to add a clause to the bylaws stating that “according to Colorado State law, the Board of Directors can amend the bylaws with a $\frac{2}{3}$ majority vote at an openly advertised public meeting.”
- D. The new board member selection process will be advertised on the KVNF website at the time when the slate of candidates is released. This will serve as the public notification.
- E. Melissa Newell made a motion to approve these changes to bylaws, and Betsy Marston seconded the motion. Changes were unanimously approved.

V. GM report

- A. General Manager (GM) Ashley Krest gave an overview of her report with the following highlights:
 - 1. A two-day fund drive is scheduled for August 4th and 5th with a \$50K goal (approximately $\frac{1}{3}$ of lost CPB funding).
 - 2. Major gifts “fund” menu will now include a giving option to make up for lost CPB funding.
 - 3. Brief review of grants awarded and applied for thus far this fiscal year.
 - 4. Raffle ticket update: about 3000 have been sold as of July 21st.

VI. Update on potential CPB funding cuts

- A. There has been a lot of press around this funding cut featuring interviews with KVNF GM Ashley Krest. According to Ashley, several sister stations will likely succumb to these funding cuts.
- B. NPR is building a fund, already consisting of \$8 million, and will be offering ‘dues hardship’ to assist flagging stations.

VII. Community Advisory Board (CAB) Report

- A. GM Ashley Krest has met with the owner of Blue Corn Mercantile, and he is excited to collaborate on an event. Ashley is still waiting on an update from DJ Melba Toast/Trish, the CAB ‘leader’.

VIII. Strategic Plan Update

- A. GM Ashley Krest requested feedback from the BOD on the 17 goals presented in the strategic plan. The staff has reviewed and modified these, and now Ashley would like board commitment, buy-in, and adoption.
- B. There was a brief review of the goals and some discussion. Drew McCracken suggests that we minimize further discussion and start implementing, executing, and making progress.
- C. Given the clawback of CPB funds, the focus of the financial sustainability initiative will be on revenue/income for FY 2026 to make up for lost CPB funding. The focus on new projects and expenditures will be delayed until after balancing the income side of things.
- D. The BOD endorsed the goals and is ready to start moving forward with them!

IX. Other Committee Reports

- A. Finance: see above
- B. Nominating Governance: see above

- C. Development: Melissa Newell will consider chairing. It has been overlooked that Sue Westervelt expressed interest in this committee, and she will now be actively involved. A charter is needed for this committee.
 - D. Program Committee: The BOD needs a new representative. Anne Karsian had expressed interest and someone will follow up with her after the meeting to determine if she is still interested.
 - E. Personnel: This committee is working on conducting Ashley's annual review. Anonymous surveys have been sent out to staff, and GM Ashley Krest is in the process of completing her self survey.
 - F. Executive: nothing to report
 - G. Strategic plan committees for each initiative are no longer needed. Ashley will seek individual input from board members as needed.
- X. New Business**
- A. A donor appreciation event will be held at Big B's on Friday, August 15th. This will include an intimate interview with Handmade Moments conducted by Ali Lightfoot.
 - B. BOD president Greg Krush and GM Ashley Krest have been working on getting the operations bank account switched from Bank of Colorado to Alpine Bank.
- XI. Board Recruitment:**
- A. Betsy Marston, Greg Krush, and Greg Stunder all have terms ending at the end of this fiscal year. Betsy is term limited.
 - B. The slate of directors candidates will be composed of Greg Krush, Greg Stunder, and a third to-be-determined candidate. Betsy suggested possibly John Gavin. GM Ashley Krest will mine through membership lists and help with identifying possible candidates. Ideal candidates have experience with foundations and journalism and are from the North Fork Valley. The station will run promos advertising the opening.
- XII. Schedule September Board Meeting**
- A. The next board meeting will be held on Monday, September 15th @ 5:30PM in Delta (former Chamber building).

Melissa Newell moved to adjourn the meeting, and Paul Frazier seconded the motion. The meeting was adjourned at 6:50PM.

Respectfully Submitted,
Melissa Newell, Secretary

KVNF Board of Directors Meeting

Date: September 15, 2025

Location: Arts On Main | Delta, CO

Members Present: Greg Krush, President; Drew McCracken, Vice President; Greg Stunder, Treasurer; Melissa Newell, Secretary; Sara Johnstone, Betsy Marston, Sue Westervelt, Paul Frazier, Anne Karsian

Members Absent: -

Staff Present: Ashley Krest, Brody Wilson

Guests Present: -

The meeting was called to order at 5:32PM by President Greg Krush.

I. Public Comment

A. No public comments.

II. Minutes of July 2025

A. Minutes were reviewed. Melissa Newell moved to accept the July minutes, and Betsy Marston seconded the motion. Minutes were unanimously approved.

III. Financial Report & Draft Budget

- A. Greg Stunder, Board of Directors (BOD) treasurer, provided a line by line explanation of the draft budget. The big unknown is what fees the station will incur that were previously part of being an NPR member station, including music rights, etc. From sources 'in the know' there is a projected deficit of \$25K, up to \$48K, in these fees that is not yet known with certainty. Greg Krush suggested putting a placeholder in the draft budget in the amount of \$25,000 and then reassessing this number at the November meeting when the board meets to vote on the final budget approval, and the board will hopefully be able to have a more informed decision at that time. The Board is in agreement with this suggestion.
- B. The station will finish FY2025 with \$168K in net income in large part due to the success of the impromptu two-day summer fund drive.

IV. Nominating & Governance Committee Present Slate of Candidates

- A. Presented by Drew McCracken, BOD vice president, Greg Krush and Greg Stunder have both expressed interest in reelection for another board term. The third candidate on the 'slate' will be Annette Choszczyk. Board member Betsy Marston and General Manager (GM) Ashley Krest recently both met with her and report that she asked great questions, is a station DJ, and has long-served the North Fork Valley community on various boards. She is very passionate, but they are unsure of where she would like to focus her energies in her board service.
- B. Melissa Newell made a motion to approve the slate of candidates, and Betsy Marston seconded the motion. The slate of candidates was unanimously approved.
- C. The public will be notified via the KVNF website of the slate of candidates and the bylaw changes three weeks prior to the annual meeting.

V. GM Report

- A. GM Ashley Krest gave an overview of her report. She tested two different styles of reporting and solicited feedback. Most Board members preferred the narrative style better, but ultimately it was decided that a hybridized version would probably suit everyone's tastes the best. It was also discussed that there is no need to review matters that are already addressed in the report unless there are further questions from the Board.

VI. Strategic Plan Update

- A. A strategic plan update was provided by the new Program Director (PD) Brody Wilson. Brody has worked to develop a spreadsheet that lists all 17 goals of KVNf's Strategic Plan with goals, deliverables, point-person on staff for each goal, and other pertinent details. This tool will be used internally, especially between Ashley and Brody, to track progress. Brody solicited feedback and questions from the Board on this tool. Broadly speaking, the feedback was very positive from Board members. Specifically, discussed items include:
 - 1. Is this spreadsheet inclusive of all staff contributions? No. It tracks strategic plan goals only, not everyone's day-to-day responsibilities.
 - 2. Greg Stunder emphasized the need to project FY27 and FY28 in addition to FY26, specifically revenue goals and required expenditures to meet strategic plan goals outlayed by fiscal year.
 - 3. The Board agrees that a quarterly review of this spreadsheet should be conducted (and would be adequate) and that a column should be added listing what needs Board approval, ie. money, equipment needs.
 - 4. Drew McCracken questioned how often this spreadsheet's goals, metrics, etc. will be updated, commenting that it should not be a static tool, but rather that a plan needs to be made as to how often this will be reviewed.
- B. Brody stated that his main priority is strategic planning in his new position. He is interested in metrics and tracking progress of the three strategic initiatives.
- C. Brody also briefly presented a grants calendar spreadsheet tool that provides a snapshot of the history of each grant, relationships with each grantor, etc.
- D. Brody has identified his core challenge as being the attraction of the next generation of listeners without alienating the station's founding generation. How do we make sure this is a station that everyone loves?

VII. Other Committee Reports

- A. Finance: see above
- B. Nominating Governance: see above
- C. Development: The committee has an upcoming meeting on Thursday, September 18th.
- D. Program Committee: PD Brody Wilson will now head this committee. The committee will be meeting tomorrow, September 16th, to review program changes and get input. Anne Karsian is the confirmed new Board of Directors representative.

VIII. New Business

- A. Paul Frazier proposed a new fundraiser, the Go-go Photo Contest. Board members provided positive feedback and asked Paul to bring more information to the next meeting.
- IX. Annual Meeting Planning**
- A. Ashley presented what was last year's agenda/slides from the annual meeting. It was suggested to add a line item to review the bylaw change. Other suggestions were to stress the unknowns the station is facing, the slashing of CPB funding, and the SOS fund drive success.
 - B. The Board is in agreement that it would be nice to have the help of KVNF staff members in planning this annual meeting.
- X. Next Board Meeting**
- A. The next Board meeting will be held on Monday, October 27th at 5:30PM at Memorial Hall in Hotchkiss.

Melissa Newell moved to adjourn the meeting, and Betsy Marston seconded the motion. President Greg Krush adjourned the meeting at 7:07PM, and directors moved into Executive Session.

Respectfully Submitted,
Melissa Newell, Secretary

KVNF Board of Directors Meeting

Date: October 27, 2025

Location: Mid Way School House, Hotchkiss

Members Present: Greg Krush, President; Drew McCracken, Vice President; Greg Stunder, Treasurer; Melissa Newell, Secretary; Betsy Marston, Sue Westervelt, Paul Frazier, Anne Karsian

Members Absent: Sara Johnstone

Staff Present: Ashley Krest, Brody Wilson, Melanie Finan, Jennifer Matamoros, Andrea Castillo, Adam Smith, James Barrs

Guests Present: Open to the KVNF Membership

The meeting was called to order at 5:55PM by President Greg Krush.

1. Welcome from the Board President

- a. President Greg Krush provided an opening and thanks to the Membership for attending and introduced all current Board members.

2. Minutes of October 2024 Board Meeting

- a. President Greg Krush made a motion to dispense the reading of the minutes and this was unanimously accepted by the Membership.

3. Financials Report

- a. Presented by Treasurer Greg Stunder, highlights include:
 - i. The proposed FY 2026 budget will yield a net loss of \$47,000, by a conservative estimate. The FY 2025 budget was expected to be \$43,000 over budget/in the black, but the station closed FY 2025 \$127,000 over budget/in the black.
 - ii. The station is approximately \$125,000 over in cash reserves at the close of FY 2025, compared to where the station was at the close of FY 2024. The station is "extremely financially sound".

4. Bylaws Change for Election Process

- a. Presented by Vice President Drew McCracken, the Board of Directors passed a bylaw change in July 2025 that changes how KVNF Directors are elected to the Board. The election process for Directors will now be:
 - i. Submission of expression of interest letters to Nominating & Governance Committee by interested potential Board candidates
 - ii. The Nominating & Governance Committee will carefully curate a slate of three candidates from these 'letters of interest' that will be advertised at least three (3) weeks prior to the Annual Meeting. Qualifications for directors shall include, but are not limited to, a demonstrated interest in the Corporation, a genuine interest in community broadcasting, and membership in the Corporation.
 - iii. The slate shall be approved by the Membership if it receives a majority of votes cast. If the slate does not receive a majority of votes cast, a special meeting of the membership shall be called to consider a new slate.

- b. The 2025 slate of candidates was introduced, ballots were counted, and the slate was passed, receiving a majority of votes cast. The slate of new Board Directors is: Greg Krush, Greg Stunder, and Annette Choszcyk

5. State of the Station

- a. Presented by General Manager (GM) Ashley Krest:
 - i. 2025 accomplishments include:
 - 1. Annual Car Raffle sold an additional 499 tickets
 - 2. The Community Room remodel was completed
 - 3. The digital music library was expanded and live video sessions have been released, meeting the Station's goal of 'going beyond the radio to stay relevant'.
 - 4. The Station won 11 awards from CBA and SPJ
 - ii. New Projects include:
 - 1. Mountain Grown Circle for major donors of \$1000 or more was introduced.
 - 2. Cookin' with Jazz Cookbook was released and all proceeds go to KVNF, thanks to the folks that generously funded the project.
 - 3. New transmitter was installed at Raspberry site for 89.1 signal, and the Station now has an extra transmitter for when Wakefield needs repairs.
 - 4. Summer SOS drive exceeded our goal by \$50,000
 - 5. The Regional Newscast was expanded to 10 minutes with an emphasis on more public affairs programs. A weekly newsletter was also added.
 - 6. Brody Wilson was promoted to Program Director.
 - iii. Fall Drive Report:
 - 1. 84 new members were acquired during the Fall Drive, 605 donations were received, and the average donation was \$184
 - iv. Membership Report:
 - 1. The Station is up to 1362 members, up 243 from last year, with 472 sustaining members.
 - v. Federal Funding Backfill Strategy
 - 1. In an effort to make up for lost CPB funding, the Station has strategized to make this up in $\frac{1}{3}$ grant funding, $\frac{1}{3}$ audience support, and $\frac{1}{3}$ major donor donations.
 - 2. "But make no mistake, we want our funding back! It is crucial to our democracy", GM Ashley Krest emphasized.
 - vi. A brief grants overview was provided, highlighting that all four Delta County community funds (Delta, Ouray, Surface Creek, and West Elks) awarded KVNF funds.
 - vii. A brief Strategic Plan review was given. The staff is actively pursuing and meeting objectives as outlined in this framework of reimagining radio, attracting and retaining staff, and deepening KVNF's solid financial and infrastructure position.

- viii. Betsy Martson was honored and recognized for her accomplishments as a journalist and philanthropist, specifically for her time served on the KVNF Board of Directors.

6. Volunteer DJ Awards presented by Music Director Andrea Castillo

- a. *Volunteer of the Year*: DJ Jessica Miller, Ora Logic
- b. *Rookie of the Year*: DJ Silva, Eric Silva
- c. *Drum Major*: Tom and Geoff, Music Box Duo
- d. *Sub A Dub*: DJ Greg Schroeder
- e. *Wally Award*: Lisa Young

7. Discussion & Questions on Bylaw Change

- a. KVNF Members Bob Pennetta, Meg O'Shaughnessy, Donna Littlefield, and Don Foster expressed concerns over the new bylaw changes and the process by which this was adopted. A lengthy discussion ensued, and their collective concern that "any bylaws changes must be brought forth to the Membership at the annual meeting" was heard, noted, and will be addressed in subsequent Board of Directors meetings.
- b. Treasurer Greg Stunder explained the Colorado Statute that allows nonprofit Boards of Directors to vote and pass bylaw changes.
- c. A straw poll was taken and the popular, majority opinion was noted that "any change in bylaws be brought forth to membership" as stated by Bob Pennetta. All Members were in favor of this proposal except for three (3) members.

The meeting was adjourned at 6:53 PM.

Respectfully submitted,
Melissa Newell
KVNF Secretary

KVNF Board of Directors Meeting

Date: November 17, 2025

Location: The Lab | 290 W Main Street, Cedaredge

Members Present: Greg Krush, President; Drew McCracken, Vice President; Greg Stunder, Treasurer; Melissa Newell, Secretary; Annette Choszczyk, Sue Westervelt, Paul Frazier, Anne Karsian

Members Absent: Sara Johnstone

Staff Present: Ashley Krest

Guests Present: Kim and Ken Besel, Meg O'Shaughnessy, Dixie Parker, Jayden Pearson, Amy Thiemes

The meeting was called to order at 5:37PM by President Greg Krush.

I. Public Comment

A. Public comments were offered by:

1. Amy Thiemes, owner of The Lab, welcoming everyone
2. Kim Besel, thanking staff and board for their hard work and commitment, making the station a success through difficult times
3. Meg O'Shaughnessy, see attached for Meg's full comment per her request
4. Dixie Parker, expressing gratitude for the station and offering programming suggestions (more local DJs and fewer nationally-syndicated programs)

II. Minutes of September 2025

A. Minutes were reviewed. Paul Frazier moved to accept the September minutes, and Sue Westervelt seconded the motion. Minutes were unanimously approved.

III. Election of Officers

A. Annie Karsian presented a motion for a slate of directors

1. President: Greg Krush
2. Vice President: Anne Karsian
3. Treasurer: Greg Stunder
4. Secretary: Melissa Newell

B. Annette Choszczyk seconded the motion, and the slate of officers was unanimously approved for 2026.

IV. Appointment to Board Committees for 2026

A. Four committees are mandated per the bylaws, and committee members for 2026 will be:

1. Executive: Greg Krush, Anne Karsian, Greg Stunder, Melissa Newell
 - a) This committee will meet monthly.
2. Personnel: Per the bylaws, this committee shall be the president + three other directors.

- a) This committee will be: Greg Krush, Annette Choszczyk, Sara Johnstone, and Melissa Newell. This committee will (likely) meet in March and August.
- 3. Finance: Per the bylaws, this committee shall be the treasurer + two other directors.
 - a) This committee will be: Greg Stunder, Sara Johnston, and Drew McCracken. This committee will meet once Sara Johnstone returns from her travels, and, at this time, the cadence of subsequent meetings will be decided.
- 4. Nominating: Per the bylaws, this committee shall be the vice president + two other directors.
 - a) This committee will be: Anne Karsian, Sue Westervelt, and Paul Frazier. This group will start to meet in February.
- 5. The Development Committee is an ad hoc committee, not required per the bylaws, and has been sunset. General Manager (GM) Ashley Krest will direct fundraising and development requests, as needed, to members of the Board of Directors (BOD) and can reconstitute this committee when and as she sees fit.

V. Set meeting times and dates for 2026

- A. The BOD currently meets nine times per year, but starting in 2026, will meet seven times annually: January, March, May, July, September, and November with the annual member meeting in October. Meetings will continue on the third Monday of each stated month at 5:30PM.

VI. Financial Report, Preliminary 2025 Final Numbers, Approval of FY2026 Budget

- A. Presented by Treasurer Greg Stunder and GM Ashley Krest, variances include:
 - 1. Member income for FY2025 is over budget by \$100,000 due in part to the Summer SOS drive, major gifts, and the cookbook project. Side note, another 350 cookbooks have been ordered, thanks to the donor.
 - 2. CPB deposited an extra, unanticipated \$12,658 before its closure.
 - 3. Underwriting was \$9,000 short of meeting its revenue goal.
 - 4. Grant income was almost \$15,000 short of meeting its revenue goal.
 - 5. Program acquisition is over by \$30,000 due to the decision to make the payment to NPR ahead of the start of the 2026 fiscal year.
 - 6. 'Interconnect' was an unexpected extra \$11,000 programming-related fee.
 - 7. The 'construction' line item in the FY2025 budget will remain at \$0 until the auditor moves expense items over from supplies and maintenance/repair. It will likely end up totalling about \$36,000-\$40,000.
 - 8. As previously discussed, contract labor is significantly over budget. This accounts for freelance news, the cookbook design, and a contract events and volunteer coordinator. More is budgeted in 2026 for contract labor including for a Spanish language consultant.
 - 9. Payroll is down considerably, balancing out the contract labor. This is due to staffing transitions and a leave of absence due to illness.

- B. The FY2026 draft budget presents a deficit of \$47,000. This is due to the loss of CPB funding and will largely be made up by an increase in memberships, major gifts, and grants. Melissa Newell moved to approve the FY2026 budget, and Paul Frazier seconded the motion. The FY 2026 budget was unanimously approved.

VII. GM report

- A. Presented by GM Ashley Krest, highlights include:
1. Strategic Plan Check-In including an update on 'Beyond the Dial' initiatives, financial stability due to a strong start with major gifts totaling \$48,000 already in FY2026, the creation of a grant schedule/calendar with the help of grant contractor, Mia, and the successful replacement of the 89.1 transmitter.
 2. A major gifts summary from contractor Alyssa Pinkerton was presented. Ashley and Membership Director, Melanie Finan, feel set up for success with a goal of 34 major donors and a \$95,000 revenue goal for FY2026.
 3. A Rocky Mountain Community Radio (RMCR) conference recap was provided. Held in downtown Denver, there were a multitude of valuable workshops and seminars including: Development, Strategic Plan, & Leadership; Music & Programming; and News. Ashley briefly touched upon the award of a grant and pilot project for a shared broadcast engineer amongst RMCR stations.
 4. Spotify and AI are creating some issues for DJs that the Program Committee will need to address and develop a policy around.

VIII. Program committee report

- A. As presented by Anne Karsian:
1. The Program Committee is a highly engaged, "small but mighty" committee.
 2. The committee has established a self evaluation process for DJs in which the committee then reviews self-evaluations. The responsibility is delegated away from Dre, lightening her very heavy workload.
 3. A phone survey is coming. Brody is refining questions that will be related to hearing about what listeners value, learning demographics, etc. The survey will involve random calls to KVNF members and will be in addition to the emailed survey that is currently 'out there'.

IX. New Business

- A. Paul Frazier presented on GoGoPhotoContest.com.
1. This is a fundraising opportunity for nonprofit organizations, and the host (GoGoPhotoContest) takes a percentage of revenue to cover management fees. The model of the program would allow the Station to feature local products and interweave aspects of community at many levels.
 2. Paul will bring more information to the next meeting.

X. Next Board Meeting

- A. The next Board meeting will be held on Monday, January 19, 2026 at 5:30PM in Montrose. Exact location to be confirmed.
- B. 2026 Meeting Schedule will be as follows:
 - 1. March 9 in Paonia
 - 2. May 18 in Delta
 - 3. July 20 in Montrose
 - 4. September 21 in Ridgway
 - 5. October 19 in Hotchkiss (annual meeting)
 - 6. November 16 in Cedaredge

Melissa Newell moved to adjourn the meeting, and Drew McCracken seconded the motion. President Greg Krush adjourned the meeting at 6:53PM.

Respectfully Submitted,
Melissa Newell, Secretary