

****DRAFT****

KVNF Board of Directors Meeting

Date: Monday, January 19, 2026

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

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

Members Absent: -

Staff Present: Ashley Krest, Brody Wilson

Guests Present: Meg O'Shaughnessy, Dave Barnaclo, Alan Angle, Don Hilsberg

The meeting was called to order at 5:29 PM by President Greg Krush.

I. Public Statement from Board of Directors (BOD)

A. Read by Paul Frazier, see attached for full BOD statement.

II. Public Comment

A. Public comment was offered by:

1. Meg O'Shaughnessy, see attached for Meg's full comment

III. Meeting Minutes of November 2025

A. Minutes were reviewed. Greg Stunder moved to accept the November minutes, and Sue Westerfelt seconded the motion. Minutes were unanimously approved.

IV. Financial Committee Report

A. As presented by Treasurer Greg Stunder, highlights include:

1. Audited financial statement: KVNF Finance Committee and General Manager (GM) Ashley Krest met on Friday, January 16 with Willy Corey, outside auditor and KVNF CPA. Corey issued a clean audit opinion stating that financial statements comply with generally accepted accounting principles. Greg Stunder made a motion to approve the audited financial statement, Melissa Newell seconded the motion, and the BOD unanimously approved the audited financial statement.
2. Current financials: The newly adopted process for reviewing financials was outlined. KVNF financial statements will be reviewed by the Finance Committee (consisting of Greg Stunder, Drew McCracken, and Sara Johnstone) and GM Ashley every other month GM Ashley will provide a variance analysis that will be reviewed by the Finance Committee at this time.
 - a) The most recently reviewed financial statement and variance analysis is from October / November 2025, and, overall, expenses are in line with the budget and revenue is over what was budgeted.
3. December 2025 financial statements will be posted on the website.

V. GM Report

A. Presented by GM Ashley Krest, highlights include:

1. A KVNF accounting manual is currently being developed by Ashley with the help of her coach from Spitfire Consulting.
 2. Ashley proposed making a donation of \$250 to the Western Slope Native American Resource Center (WSNARC) in Grand Junction for Martin Luther King Day.
 - a) Anne Karsian made a motion to approve this expense, and Paul Frazier seconded it. The donation was unanimously approved.
- B. Ashley asked for feedback on the proposed 2026 KVNF Development / Fundraising Plan.
1. Sara Johnstone would like to see it compared year over year and suggested a different format might be helpful.
 2. Greg Stunder would like to see narratives for each strategy.
- C. Ashley is having difficulty securing a car dealership for the raffle with Hellman Motors changing ownership. As a reminder, this typically amounts to a \$5000 discount. At this time, Bighorn Toyota in Glenwood Springs is the best prospect for partnership for this event.
- D. Lisa Young has turned in her retirement notice, and her official last day will be March 4, 2026. The job position will soon be posted on social media, the KVNF website, etc.

VI. Slide Presentation on Strategic Plan Progress presented by Brody Wilson

- A. Reimagining Radio: Off Air Listening Apps
1. Podcasting platforms being used include Spotify, YouTube, and Apple. There is great monetization opportunity once an audience is built. Until then, Grove will be used for distribution technology.
 2. Content prioritized includes Regional Newscast, Local Motion, Live Sessions, West Slope Skies, Mindful Reflections, and As The Worm Turns.
 3. The full launch is waiting on graphics, but the plan to launch is in early February. This will include on-air promos and some sort of educational piece.
- B. Reimagining Radio: Social media
1. Platforms established are: Facebook, Instagram, TicTok, and Threads.
 2. KVNF is utilizing the free services of Stephanie from RMCR, who is putting together common branding through Canva.
 3. There has been a dramatic increase in the number of posts, and Brody feels this is a good opportunity to reach potential new members of different demographics.
 4. Overall so far, there is great traction and engagement of posts —the social media strategy is working!
- C. Reimagining Radio: IRL Audience Engagement
1. New planned In Real Life events include live broadcasts of Paonia Books' talks, Final Fridays participation, chamber music in the community room, art exhibits, and events highlighting local NGOs.

2. There was a brief discussion on how this might be grown to include events in other areas beyond the North Fork Valley.
- D. Reimagining Radio: Emergency Preparedness
1. Brody introduced KNVF to all west slope PIOs and established an emergency response protocol for on-air DJs in advance of the 2026 fire season.
 2. A KVNF emergency preparedness manual will also be developed and staff will be trained appropriately before the 2026 fire season.
- E. Establish solid & sustainable financial position for the organization into the future:
Major Gifts
1. The station is migrating to Airtable as a new platform to manage these gifts.
 2. So far, this fiscal year \$135,000 in major gifts has been raised! Notably, there has been a substantial increase in Donor Advised Fund gifts.
- F. Establish solid & sustainable financial position for the organization into the future:
Underwriting
1. Already halfway to its annual goal.
- G. Establish solid & sustainable financial position for the organization into the future:
Grant & Foundation Strategy
1. Brody is crafting an even larger, more ambitious grant strategy for FY 27/28.
- H. Establish solid & sustainable financial position for the organization into the future:
Maintain and Improve Annual Fundraising
1. It's off to a fantastic start with the Fall Drive Campaign raising \$106,000 and the Year-End Appeal bringing in \$84,000, both exceeding goals.
- I. Establish solid & sustainable financial position for the organization into the future:
Infrastructure
1. Lots here that Adam is working on in partnership with RMCR engineer
- J. Establish solid & sustainable financial position for the organization into the future:
Grow Financial Reserves
1. Great progress already noted.
- K. Establish solid & sustainable financial position for the organization into the future:
Infrastructure for New Digital Music Library
1. This is an exciting new project led by volunteer DJ Ben Bentele.
 2. It will facilitate an easier process for DJs to review and view the full music library from a home computer and the ability to build out a show/playlist from the convenience of home.
 3. A new community Music Preview Committee has been put together by Dre which will result in a lot of staff time being saved.
 4. A new server has been ordered, and the program should roll out to DJs in March.

VII. Program Committee Report

- A. Program Committee: Anne reports incredible energy in this committee, thanks to Dre and Brody.

- B. The Committee is getting two projects off the ground:
 - 1. DJ self evaluation process
 - 2. Finger on pulse of what audience likes and wants through a phone survey
- C. Sara Johnstone will take Anne's place for Q1 2026.

VIII. Board Recruitment

- A. Paul Frazier is term limited in October 2026; Sara Johnstone and Drew McCracken have terms that are up in October 2026.
- B. Both Drew and Sara would like time to consider if they will seek reelection.

IX. Task List

- A. The Governance Committee, led by Anne Karsian, will develop a process on how to select and include community members in the director selection process for BOD elections. This is due by the next board meeting.
- B. The Personnel Committee, led by Greg Krush, will call a meeting before the next board meeting for Ashley's mid-year review.
- C. The Finance Committee has tasks set already.

X. Next Board Meeting

- A. The next Board of Directors meeting will be held on Monday, March 9 at 5:30 PM in the KVNF Community Room.

Greg Stunder moved to adjourn the meeting and move into Executive Session, and Melissa Newell seconded the motion. President Greg Krush adjourned the meeting at 6:54 PM.

Paul Frazier moved to adjourn the Executive Session, and Melissa Newell seconded the motion. The Executive Session adjourned at 7:15 PM.

Respectfully Submitted,
Melissa Newell, Secretary

14 January 2026

Dear KVNF Members,

At the October 2025 Annual Meeting, the KVNF Board of Directors (BOD) updated the membership about a bylaw amendment intended to clarify and strengthen the process for identifying and nominating BOD candidates. The BOD's amendment to the bylaws is permitted by state law.

However, we recognize communication about this bylaw amendment was not as robust as it could have been. We acknowledge that the way the bylaw amendment was communicated caused frustration and eroded trust for some members. We take these concerns seriously and are taking concrete steps to improve transparency, access, and member engagement going forward.

To that end, we are implementing the following actions:

- A dedicated BOD email address is now available on the KVNF website: kvnfboard@kvnf.org. We encourage members to use this address to communicate directly with the BOD.
- A two-year archive of BOD meeting minutes will be posted on the KVNF website by mid-February 2026. Minutes have been and will continue to be available to members at the station in Paonia.
- Agendas for upcoming BOD meetings will be posted on the KVNF website approximately three days prior to each meeting.
- We will explore the cost and feasibility of offering hybrid (in-person and remote) BOD meetings via a virtual platform.

Regarding the nomination process, we respectfully ask members to give the updated process a chance this year and see how it works in practice. The new bylaw allows the Nominating and Governance Committee to include participation from several KVNF members, and we encourage members who are interested to consider serving on this year's committee.

KVNF has always been shaped by the dedication and care of its community. We are committed to improving communication, increasing transparency, and collaborating with our members as we move forward together.

Thank you for your continued support of KVNF Mountain Grown Community Radio.

Sincerely,

The KVNF Board of Directors

January 19, 2026 KVNF Regular meeting of the Board of Directors Montrose Colorado

Public Comment by Meg O'Shaughnessy

I would like to begin by expressing my appreciation for the ways that members of KVNF's Board of Directors have reached out to meet with me in my role as representative, to hear and reflect concerns regarding the sequence of events that led to a straw poll vote taken at the October KVNF meeting at the Midway schoolhouse, on a motion made by Bob Pennetta, regarding bylaw changes.

I speak on behalf of a growing number of members, many of whom have also served in essential roles at KVNF since its inception and who continue to be dedicated and generous supporters. Many of the sentiments and phrases included in my comment today are the direct expression of these individuals.

While we grant that actions taken by the Board of Directors were most likely fully well intentioned, we continue to be stymied by what need for speed led to the July decision to amend bylaws, including creating new structures for the election of board members, what imperative was presenting that the board chose to act on its own, just three months prior to the KVNF Annual Membership Meeting held each year in October, when board members and bylaw changes were voted on in every previous year.

As many with experience in KVNF management, staff and board positions have noted, had the board of directors brought these bylaw changes through the process prescribed by the bylaws in operation at the time of the July 2025 board meeting, and followed each of the timing guidelines with the intention of bringing these proposed changes before the membership at the annual meeting, with rationale for the changes communicated through ballots made available 30 days prior the annual meeting, there is a strong possibility that the membership would have voted for these changes.

As we the undersigned move forward in planning for a special meeting of the membership to be held in Hotchkiss in April 2026, we recommend, and we request that the board refrain from making any further changes to the 2020 bylaws.

We hope you will join us in welcoming a special meeting of the membership as an opportunity to restore proper sequence, and remedy any unintentional error.

We consider this a valuable opportunity because at a fresh membership meeting, we all can get on the same page that it's important, in this time, in our country and as this public radio station that we demonstrate fairness, fair voting and following the rules that we agreed upon. As individuals and as community, we aspire to owning when there is something that needs to be fixed, admitting the wrong and doing the right thing going forward. In the words of one founding member considering the best course at this juncture, "We need a reset."

We hold the commitment to convening a special meeting as a great opportunity for the board to show the membership that these are values also held by members of the board, who can see the opportunity for increased involvement and renewed trust.

Sincerely,

Bob Pennetta, Liz Lillien, Patrick Webb, Judy Briscoe, Donna Littlefield, Jeff Reynolds, Kris Sutton, Elaine Brett, Campbell Stanton, Meg O'Shaughnessy, Nicole Didero, Sarah Bishop, Karen Ortiz

