

As Executive Director of KDHX, Kelly Wells' chief directive is to support the organization's mission "to build community through media." We, the undersigned current and former volunteers of KDHX, feel that Wells has not only failed in this mission but has alienated the community that supports and relies on 88.1 KDHX. For over seven years, the vital bond of trust and respect between the community and KDHX has been injured repeatedly. Under her tenure, KDHX has:

- Endured repeated PR debacles, including the recent firing of veteran volunteer DJ Tom Ray, the termination and/or departure of Black volunteers and employees in 2018 and 2019, and the allegations of discrimination and dysfunction reported in July 2019 by the Riverfront Times (["KDHX's Push for Diversity Dogged By Firings, Furloughs and Resignations"](#)) and St. Louis Public Radio (["Turmoil at KDHX"](#)).
- Seen assets of the organization fall into disuse—for instance, The Folk School (defunct as of June 30, 2023) and KDHX's performing artist studio (rarely used). Kelly Wells has failed to exercise true stewardship over substantial capital investments, including the mismanagement and loss of the Magnolia Café and The Stage at KDHX. Individual donors who contributed thousands of dollars to this capital campaign were treated with disregard and currently have zero public-facing acknowledgment of those contributions.
- Neglected important relationships with community partners (including music venues, record labels, and organizations like the St. Louis International Film Festival) and failed to develop new ones. Programming welcomed or presented by KDHX has suffered during Wells' tenure. Further, the station has lost its most important leadership in the community through year after year of vacancies on the board (only half the seats are presently filled).
- Endangered support from the Corporation for Public Broadcasting by failing to hold a Community Advisory Board meeting in the past three years. This alone is cause for dismissal.
- Squandered human resources by failing to train and support new volunteers (the lifeblood of this organization) and driving away people with talent and diverse skill

sets on staff. Wells has demonstrated no ability and no willingness to have productive conversations with staff and volunteers who disagree with her.

- Dismantled the Program Committee and left the Music Director position vacant for years. As a result, Wells wields undue influence over programming on 88.1 KDHX.
- Failed to expand the organization's revenue base in a manner commensurate with Wells' seven-year tenure. Since 2017, KDHX's revenue has stagnated. The Executive Director of KDHX must serve as a great fundraiser. Kelly Wells has proven to be the opposite.

We, the undersigned current and former volunteers of KDHX, believe that KDHX and the community deserve better than this failed leadership. We call on the KDHX Board of Directors to remove Kelly Wells from her position as Executive Director. We also call on the Board to conduct a national search for an Executive Director with the integrity, vision, and skills necessary to oversee such a unique community asset as KDHX.

We look forward to hearing from the board on these important matters.