

Submitter: Emma Lugo
On Behalf Of: KBOO Community Radio
Committee: Joint Committee On Ways and Means
Measure: SB5506

Dear Policy Maker

As President of the Board of Directors of KBOO Community Radio, I am writing to share with you my experiences as a member of a nonprofit organization in Oregon. Our nonprofit has faced high employee turnover, difficulty with retaining staff, challenges meeting the wage needs of employees in the high cost of living environment of metro Portland and low employee morale as employees face the challenges of having to work two jobs just to make ends meet. The median salary in Portland, Oregon currently stands at \$70,000 a year. We don't have a single employee that can even be paid the median salary. Our employees work for almost 25% less than the median wage doing work that lifts up the voices of undocumented workers, people of color, the homeless, people who identify as LGBTQ, Adults in Custody, women, youth, and Indigenous, First Nations people. Our workers do something they love and care passionately about and like most non-profit workers in Oregon they are sacrificing their financial security and future earnings potential to do this very important work. That is why I would urge you to pass HB 606, the Nonprofit Modernization Act.

Sincerely

Emma Lugo
President, KBOO Community Radio