KSUT Board Meeting
January 11, 2023

Call to Order:
5:35pm

Agenda:
Robert moves, Mike seconds. Approved unanimously.

Attendance:
BoD Members - Buz, Wade, Mike, Mikki, Robert
Staff – Tami and Rob
Guests – Kirsten Langmade, Victor Locke (BoD candidates)

Approval Minutes:
No December mtg; November minutes were not taken. That is because we were transitioning the Secretary role from Gary to Wade. Robert suggests that we recreate them. Buzz will recreate them from his notes and send them out for approval via email.

Consideration of Board Candidates:

Kirsten Langmade:
From Anchorage. Worked for Indian Health Services for six years. She is Native American. Developed a tribal insurance program for the state of Alaska. Also worked with a tribe in Montana to do the same thing. She is now attending Fort Lewis College to finish her bachelor's degree in business and indigenous studies. She also has a radio show on KDUR and recently served on their board.

Victor Locke:
As a boy, he wanted to be on the radio. In Indianapolis, he started asking for a job at WIFE in Indianapolis. He went to a broadcast school after high school. Then got a job at a small radio station in Ohio. Did everything and was the news director. (earned $80/week in 1971). Moved to Indiana and worked in several stations as news director. Long career in radio. News director at very large stations. Then, did local TV news. Later did news at KSUT for five years. Then did public access TV for city of Durango.

Executive Director's Report (see attached)
Health Insurance for Staff:
Historically, KSUT staff could participate in the S. Ute Tribe's health insurance program. This policy changed. As of the end of the year, they lost this coverage and have been seeking an employer-sponsored group plan. They found one with Anthem, but the plan will be much more expensive than the tribe's plan. Tami asked the tribal counsel to subsidize the cost of the plan given the short timetable. The tribe did make a donation to help offset the increased costs to KSUT for carrying its own insurance plan. Mikki said that the tribe's insurance is for tribal

departments. KSUT is actually a separate non-profit agency. The new policy is in place now, and all staff have their insurance cards. For next year, Tami will investigate what other NPR-affiliates in CO are doing.

Employee Retention Tax Credit:
Tami will apply for this COVID relief available from the IRS. She found out about this while researching the insurance situation. This should offset the additional cost of the insurance.

HR:
Trying to find a News Director right now and a Membership Director. They have a candidate for ND (Connor Shreve), but the main candidate lacks mgmt. experience. They plan to bring him on as a reporter and groom him for the news director position. Adam Burke is managing editor for the news team.

Festivals:
Feb 16 will be a one-day festivals fundraiser.

Finance:
Finance committee did meet to look at YE financials. Budget to Actual is showing a significant deficit. Fall pledge drive used to be in Sept. but now it is in October and that reduced the revenue for FY22. That is simply a timing issue. They lost money on the June festival b/c still learning how to run festivals. June festival lost 76k. Lodging costs for artists and insurance costs went up significantly. Attendee numbers were also down. Perhaps this was b/c it was the week before Telluride Blues Festival. It would be better if it was two weeks before the festival. Weather might also have been an issue. For comparison, the other festival netted 18k and the Lyle Lovett netted 60k. Taken as a group, the three music events were a wash.

All bands booked for June concert. Soon all bands will be booked for fall festival.

Board Composition:
The bylaws say that the board must have 3 SU seats and 2 non-SU tribal members; 4 non-native seats. Buzz floated idea of have 2 SU seats, 2 non-SU tribal seats and 1 that is either SU or non-SU tribal member. Another idea was to have board members be remote based on the whether they live within our signal umbrella. Why not allow a SU seat to be a SU member who lives off the reservation but tunes in to the station? They could attend board meetings via ZOOM.

Robert brought up the idea of recruiting for a younger member to the board since we don't have an age limit.

Robert commented that we've learned in COVID how to work remotely, and we can potentially recruit BOD members from non-local members of the SUIT community. This would require a

change to the Bylaws which currently state that BOD members must reside in the terrestrial listening area.

Buzz asked Robert if he could lead an ad-hoc committee to create new proposed language for the Section 2 Qualifications of the Bylaws. Mike and Tami will join the committee. They will also revisit the language of Section 5 regarding Eddie Box position on the board to clarify the position.

Buzz asked that Wade as secretary could provide an update to the BOD members of when they term out of the BOD.

We discussed the clarity of the bylaws and the length of time a BOD member may serve. If a member serves am initial partial term, may they serve a full two terms or does the partial term count as their first consecutive term? This will apply to the number of BOD seats open if Robert terms out.

Executive Session:
Consideration of BOD Candidates

Robert felt that Victor comes with a huge amount of talent. Kirsten comes with a young energy and is highly enthusiastic.

Mike felt that while both candidates were extremely qualified, Victor felt more like a potential excellent employee. He thought that Kirsten had an ambitious drive to learn and propel the organization forward.

Mikki liked the idea of keeping the BOD more gender balanced, and that Kirsten's young energy would be a huge asset to the BOD.

Buz felt that Kirsten is a strong candidate with her energy and experience.

Buz proposed a vote between the two candidates. Kirsten was elected unanimously.

Buz will reach out to both candidates to inform them of the results.

Next meeting will be Feb 8.

Mike motioned to adjourn, Robert seconded, motion passed unanimously.

20:33 Meeting Adjourned