KUTE Inc.

KSUT Board of Directors

Monthly Meeting

Wednesday, May 11th, 2022, 5:30 p.m.

Hybrid meeting: Zoom and in-person meeting at KSUT

"KSUT is a community supported public broadcasting organization serving the communities of the Four Corners, providing diverse and eclectic entertainment, education, news, and information while promoting multicultural awareness and understanding."

1. Call to Order at 5:33 PM
2. Present: Mike May, Buz Bricca, Tami Graham, Robert Ortiz, Mikki Naranjo (Zoom), Gary Skiba (Zoom)

Wade Griffith and Bruce LeClaire were excused and Eddie Box Jr. was unable to attend

NOTE: there was no April 2022 board meeting due to an initial lack of quorum and a light agenda.

3. Approval of Meeting Agenda: Moved by Mike, Second by Gary, unanimous approval

4. Approval of Prior Meeting Minutes (March 2021) approval moved by Gary, second by Mike, unanimously approved

5. Executive Director Report

This was our first in person meeting for 2 years, though some of us Zoomed for other reasons. It's good to see each other in person again.

KSUT staff have attended a number of conferences attended, details in the Executive Director report.

Stasia attended the NON-COMMvention in early May, which she has done for 20 years. Lots of good ideas have come from it.

The Public Media Company report has lots of useful information and recommendations. Gary asked about the finding that KSUT has a smaller social media presence than similar stations. Tami was not concerned about that, noting that we don't do much on Twitter and Instagram

Gary noted the large decline in number of minutes of newspaper reading that was shown in the report (dropping 63% in 10 years) and Robert pointed out the mobile minutes increased by nearly 5 times over the same time period. Lots of implications for how the public is geting its news.

Tami noted the media environment is changing rapidly, newspapers are looking at the model of public radio as a possible approach, as a nonprofit with membership.

There is a two hour debrief coming up on DEI Training with REAL Consultants. It could be done on Zoom, could split time with staff and board. There were some difficult discussions and issues raised at the April 16 retreat, and the follow up will be helpful. Some of the issues may not have been addressed in sufficient depth. Robert feels that it opened some doors among the staff. There is a feeling that the follow up should have been sooner, when things were fresh, it will be a month or more.

It might be good for the board to hear any recommendations from consultants.

Mikki enjoyed the DEI training, got to better understand staff, and it lowered some barriers.

Tami will follow up with Erica and Sydney and get the follow up scheduled. Bruce might be the best board contact as he was part of the ad hoc committee for the training. The consultants could attend a board meeting, could do a conference call to line out expectations.

Would be good to have a board conversation about how we move forward. Might be too much time for a board meeting, would have to be a committee. Tami noted that REAL consultants is flexible on approach.

Tami will report back to board after the debriefing, as the staff issues seem to be the most important to address. It will likely be mostly staff and possibly one board member, likely Bruce.

Buz asked if there are any board level urgent DEI issues; none were raised by the board members. The board would like a follow-up after the session with the staff.

Robert asked about the open house for the new media center, it looks like late July, possibly Thursday the 28th. More to follow.

Gary asked about the 2 reporter positions, Tami said there may be one offer made later this week, still working on the 2nd position.

Buz asked about Linda Baker's role for our board meetings as tribal liaison. Linda has a long history with KSUT and is excited about the coordination.

Finance Committee: Rob is working on the mid-year adjustments, and we will have a recommendation for those adjustments at the next board meeting. The biggest change is that the festivals costs and revenues are being separated, it makes it easier to understand. Nothing alarming. Mikki felt the new format, as with the special events, is very helpful.

Open Board seat: Need to get the message out for the Tribal seat, will work with the Drum.

Mike suggested that we could have a constant message about open board seats, to develop an ongoing list.

We could consider adding a youth tribal member, might be a way to help promote future board members. We need to review bylaws to see if there is any age limit.

6. Board of Directors Code of Conduct document

Buz did not have the documents available. He has the comments that were submitted. We agreed to wait until the next meeting to address. Buz will be in Alaska, Robert will chair that meeting.

7. Executive Session: Executive Director Annual Evaluation

Gary moved that we go into executive session to discuss Tami's evaluation and Mike seconded at 6:37PM. Unanimous approval.

Gary moved that we end the executive session at 6:44 PM, Robert seconded unanimous approval

8. Next Meeting Date: June 8th, 2022 5:30pm, will likely be hybrid (in person with Zoom option)

9. Mikki moved adjournment at 6:44, Mike second, unanimous approval.