KUTE Inc.

KSUT Board of Directors

Monthly Meeting

Wednesday, March 9th, 2022, 5:30 p.m.

"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."

In Attendance:

Buz Bricca, BOD; Robert Ortiz, BOD; Mike May, BOD; Bruce LeClaire, BOD; Mikki Naranjo, BOD; Eddie Box, BOD; Tami Graham, ED

Meeting began at 5:41pm

Meeting began without a quorum of Board Members.

Board Candidates:

BOD Candidate Wade Griffith spoke first. He has an interest in marginalized populations and multicultural populations and helping the world. He also has a strong interest and desire in working in Colorado. For 22 years Wade was a pastor in Alabama. He went from Alabama to Durango to fill the role ED of the Shanta Foundation. Wade spoke a lot about his world view with regards to multicultural populations and inclusion.

Eddie joined at 5:48pm

BOD candidate Brian Warden spoke about his qualifications. Brian spoke about his real estate work primarily in Albuquerque but also in other more rural locations around New Mexico. He has worked as a substitute teacher as well as security with the Four Corners Folk Festival.

Buz asked Brian about his access to phone and internet at his home. Brian replied that he has phone service but does not have internet.

Bruce asked Wade about his familiarity with the Southern Ute Tribe. Wade replied that he isn't too familiar with the Tribe from his last two years of living here other than some friends who work for the Tribe.

Buz asked both candidates about their prior experience on boards. Wade has served on a few, one being a mental health non profit. He also served on the BOD of Durango High Noon Rotary

Club. He is also involved in a variety of other community services as well as the Navajo reservation and in Mexico. Brian has not had any experience on volunteer boards but plans to set up a non-profit. He's not a member of any non-profits currently or in the past.

Mike asked Wade why he first decided to become involved with public radio. Wade replied that he feels public radio is a non-biased form of communication and that he is attracted to the fact that it is fact based news and while not being opinion driven. He began volunteering at an affiliate station during a fund drive and has been a member and volunteer at several affiliate stations since as he moved around with his career.

Buz asked Brian the same question about why he first decided to become involved with public radio. Brian spoke about how he has no previous experience with public radio but feels that television is no longer a good way to communicate. He feels that radio is the future of communication.

Eddie explained to both Candidates that our station is in a unique position having starting as a radio station for Southern Ute Tribe. As the Tribal Radio station grew the public radio station grew alongside. Eddie asked both Candidates if they had ever experienced any of the Southern Ute cultural events? Brian replied that he has not attended any of the events at the reservation but having never been specifically invited he has never felt as though he should. He has however been to the Gathering of Nations in Albuquerque twice. Brian also spoke of being a part of Roman Catholic events, and how he is very interesting in the Native American cultures. Wade replied that his knowledge of cultural events is based mostly in the Native American Tribes in Alabama where he was involved in the Order of the Arrow; studying culture and tradition of those Tribes. Brian also added that he is a farmer which is a Native American tradition.

Buz offered to both candidates that they are welcomed to stay for the remainder of the meeting. Brian and Wade both chose to leave the meeting. Wade added that he is willing to volunteer for the station whether or not he be elected to the BOD.

Executive Director Report:

We are actively recruiting for news reporters.
DEI training is upcoming on April 16th and the goal is 100% attendance of station staff and the BOD.
Covid protocols have been entirely lifted by the Tribe. It's been a good feeling around the station as guests are now able to come back into the station. The staff is putting thought into a date to host an open house of the new facility since that hasn't yet been able to happen with COVID restrictions of the past two years.
Our IRS form 990 has been filed with IRS as well as our CPB report which has been filed with CPB. The audit is complete and the final audit financial statements are in hand. With the completion of the audit we have received our final CPB payment. Frederick Zink will be sending a letter to management in regards to any concerns they might have with the staton's accounting or business practices.
The Spring Pledge Drive is next week.

The Fourth of July Lyle Lovett concert will be announced next week. Tickets are priced at $55 General Admission, $85 Reserved Seating. 200 VIP upgrades will be available at $150 for the VIP hospitality tent including beer and wine.

Meeting called to order at 6:31pm

Buz officially called the meeting to order now that a quorum of Board Members were present.

Approval of Meeting Agenda:

Bruce moved to approve the agenda, second by Robert, unanimous approval.

Approval of Prior Meeting Minutes (February 2021):

Bruce moved that that all meetings should have attendance taken by verbal roll call and that minutes should have the meeting attendance recorded, second by Mike, unanimous approval.

Bruce moved to approve the February minutes with the addition of last month's attendance, second by Mike, unanimous approval.

Finance committee:

Mike spoke briefly about the IRS form 990 and CPB report which are now filed. We will look forward to the letter to the management and BOD from Frederick Zink.

The BOD discussed reiterating to FZ the need for punctuality with future audits but also considered that we could change our expectations of audit completion as long as the CPB and tax filing deadlines are met. This could be further future discussion.

Open Board Seat(s):

Regarding potential BOD seats Bruce asked if there are any additional candidates being considered. Robert spoke that he has heard of some interest, but none have followed through.

Buz spoke about the idea continuing to use hybrid in person and remote meetings to attract BOD candidates from further parts of our community. Mike will research if the bylaws allow this and if not will write something that we can add.

Linda agreed that the idea of a hybrid meeting would be a great addition to our BOD.

Linda left the meeting at 6:49pm

Code of Conduct:

Buz presented the new proposed additions to the Code of Conduct.

Attendence as proposed: “No more than 3 excused absences per year, no more than 2 unexcused absences per year.”

Bruce agreed with the policy but thought that we needed to add a professional development clause to work with members who have attendance issues instead of immediately removing them from the BOD. The BOD agreed to address rewriting this.

Grievances as proposed: “Board Member grievances should be directed first to the President of the Board. If the grievance is not satisfactorily resolved, the grievance should directed to the Executive Director for resolution.”

Bruce felt that BOD issues should be presented to the President and not to the ED. The BOD agreed that issues should go the President but if that doesn’t result in satisfactory resolution then issues should goes the Executive Committee of the BOD. A revision of the language will be brought up for the next BOD meeting for review. Tami will work with Buz on the revised language.

Disciplinary Actions as proposed: “In the case of breech of this Code of Conduct, as determined by the Executive Committee of the Board of Trustees, disciplinary actions may include, but are exclusion from the Board of Trustees.”

Mike commented that this clause needs to be consistent with the bylaws.

Fairness and Justice and DEI issues as proposed: “Discrimination, harassment or intimidation based on a person’s gender, race, sexual orientation, religion, ethnicity, age or political affiliation are inconsistent with KUTE/KSUT’s mission, will not be tolerated by this Board.”

All agreed that after the DEI training next month the BOD will collectively review and rewrite this section.

Discussion of Candidates:

Buz feels that Wade is a stellar candidate and that he isn’t sure Brian understands what the BOD is looking for. The BOD unanimously agreed with this sentiment.

Bruce moved to have Wade join the BOD, second Eddie, unanimous approval.

Executive Session:

Bruce moved to enter executive session, second by Buz, unanimous approval.
Meeting entered Executive Session at 7:09pm

Bruce moved to return to regular session, second by Robert, unanimous approval.
Meeting returned to regular session at 7:20pm

Bruce asked that considering the changes in Covid restrictions, could BOD meetings be switch to hybrid meetings of in person and by Zoom. Everyone agreed that this change should be reflected in the next meeting invite.

Bruce moved to adjourn, second Robert, unanimous approval.

Meeting adjourned at 7:21pm