KUTE Inc.

KSUT Board of Directors

Monthly Meeting

Wednesday, February 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."

Call to Order @ 5:35 PM

Approval of Meeting Agenda

Gary moved approval, second by Robert, unanimous approval

Approval of Prior Meeting Minutes (January 2021)

Mikki noted the need to change "that that" to "that she" at the beginning of the 3rd line of the 5th paragraph on page 2 (starting "Mikki spoke about..."), and add that she does have board experience, specifically on the Powwow committee.

Change "USD" to "USDA", 2nd paragraph on page 3

Robert noted some spelling errors. Page 1 last paragraph, "loosing" should be "losing". In the next paragraph, change "loose" to "lose".

Robert moved to accept the January minutes with corrections, 2nd by Bruce, unanimous approval.

Staff guest: Crystal Ashike, KSUT Tribal Radio Digital Editor

Crystal is working building Tribal Radio's brand, tribalradio.org to meet audience needs. Focus on 4 corners, understanding of different tribal members. Building audience and social media page. In 6-8 months, Crystal expects there to be a solid following.

Native Lens has 576 Tribal members. Crystal is working on lining out how project can reach all of those members, using social media, while maintaining respect to all tribal members.

Buz asked about Crystal's last job, she replied that she was freelancing, and reporting for Navajo Times.

Tami and Shelia had met Crystal through her reporting. She researched the Southern Ute tribe, was interested in how S. Utes managed resources, noted how KSUT was functioning.

Robert asked about the biggest challenge, Crystal said that trying to marry the 2 signals, understanding that they are together. Working to build tribal radio.

Executive Director Report

Grants: 5K was received from Pagosa for the music festivals. Grant income has been steadily growing since the capital campaign.

Personnel: 3 positions, will be using airwaves more to advertise. 2 news reporters, one KSUT alone, one jointly with KSJD. Tribal media center director job announcement was reworked and reposted.

Getting some applications for the reporters, relatively low pay scale so some are journalism students and not experienced reporters.

April 16 is confirmed for DEI training with REAL consultants. We expect that the training will be at the casino. Trennie will not be attending, she is moving to the Denver area.

Buz asked if Tami feels that there is adequate input to REAL, so they have a good understanding of KSUT. Tami had a 1-hour meeting with REAL, and the DEI committee had a meeting with them as well, Tami thinks they have a good understanding of KSUT's uniqueness. She also expects more meetings with staff beforehand.

Not much change on COVID tribal rules. Currently limited to 25% capacity, expect a return to 75% relatively soon.

Audit: Draft report was sent out this morning. Looks good, a few details to work through.

We are in the process of purchasing the equipment at the Smelter Mountain transmitter site. This would be the first time KSUT owns the equipment. Will have sub-lessees, including DSNG railroad.

Buz noted that there was a mention of the grievance process in last month's notes, want to be sure it's in line with the station's policies.

DEI ad hoc committee: Tami touched on in ED report. Tami is waiting on contract. May include some pre-work to get everyone on the same page.

Finance Committee (Mike): 1st quarter budget report was sent out and audit report. Everything is in line with budget for the most part. The major variances are due to the fact that there have been no festivals yet, but when you look at the annual picture, everything is in line. Bonuses look high, but again it was due to timing on when bonuses were paid.

CPB payment for prior year is waiting on audit. Should be filed in a few weeks.

There may be some mid-year adjustments, but nothing major expected.

Approval of quarterly budget. Bruce moved approval; Gary seconded. Unanimous approval.

Buz noted the great lineup for the Folk and Bluegrass festival. Some was due to the cancellations from 2020 and 2021, those artists were still interested in performing. Chris is handling the booking, doing a great job.

Audit: Finance committee combed through it. No significant anomalies. Some information to get to FZA, need approval by 2-15 for CPB.

Tami asked if board could do an email approval. We agreed to go forward that way.

Tami suggested that Mikki join the Finance Committee, and Mikki agreed to do so.

Tribal Radio: nothing to report per Tami and Robert.

Open Board seats: Buz asked if anyone knows when Trennie will formally depart the board. Robert talked with Trennie, but no specific date has been set. Robert also noted that there isn't anything in bylaws requiring residence by board members in the 4 corners area. Bruce noted that with the

epidemic and remote meetings, it wouldn't be an issue, but should be local enough to participate in events.

Discussion about getting a formal resignation from Trennie. Buz will pursue. We also discussed whether board members need to be residents of the 4 corners region.

Agreed that we could advertise at any time due to Rick Gore's resignation, with Trennie's resignation, will need a tribal member.

Tami will get a message on both signals and could invite candidates to next meetings.

Mike suggested that we have a standard practice for advertising for board members, with a minimum duration of advertisement.

Wade Griffith had applied for the board in the past and was a strong candidate. Tami has already reached out to him, and he is interested in being on the board.

Robert noted in bylaws there is a requirement to advertise, and it lines out tribal member requirements. It also states "in the KSUT listening area" but was likely done before internet access. Tami suggested could add the word "terrestrial" signal in the bylaws.

Robert will draft language to address the open board seats issues.

Buz sent a first draft of a board code of conduct to the ad hoc committee and will have a draft at the next meeting. Will include a grievance process, which will be based on the station's process, which is based on the Tribe's process. Tami will send out the station's staff process to everyone.

Buz asked for the tribe's code of ethics/conduct policies as well. Robert noted that internal documents like that are not generally shared, Bruce agreed.

Robert noted there is an existing code of conduct completed in 2016, he will share the 2016 that from the board notebook. It is also on the Google drive under Board Orientation documents.

Buz noted the need for signing agreement with the code of conduct, will follow up at next meeting.

Next Meeting Date: March 9th, 2022 – virtual meeting until further notice

Motion to adjourn by Bruce, second by Robert, unanimous approval.

ADJOURNED at 7:14 PM

Adjourn