KUTE Inc.
KSUT Board of Directors

Monthly Meeting
January 12, 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."

Called to Order @ 5:40p

Present (via Zoom): Tami Graham, Eddie Box Jr., Robert Ortiz, Buz Bricca, Trennie Collins, Gary Skiba, Bruce LeClaire, Mike May. Guests: Mikki Naranjo, Chris Aaland

At the top of the meeting Buz was having zoom troubles so Robert began the meeting.

Approval of Meeting Agenda: Tami requested the addition of a line item for the Board to approve the continuation of a line of credit with Alpine Bank.
Moved by Bruce, Second by Gary. Unanimous approval.

Approval of Prior Meeting Minutes: Buz corrected a misspelling in December minutes.
Moved by Eddie, Second Buz. Unanimous approval.

Staff Guest: Tami introduces Chris Aaland, KSUT Development Director.

Chris reports that he is excited and feeling good about the projections for the fiscal year thus far. Underwriting is already within $35k of the annual goal, and already at $100k in cash collected. We're only slightly behind in our collections compared to last year but that is attributed to large year end donations last year.

Meetings with the concert hall regarding concerts in partnership have gone well. Lyle Lovett is going to be put on sale ideally prior to the spring fund drive. Hoping for ~3,000 in attendance.

Lineup is nearly complete for the Folk and Bluegrass festival and staff is now moving onto planning for Four Corners Folk. Headliners should be announced for Four Corners in the next few weeks and early bird sales will start on Valentines Day.

Ticket sales for Folk and Bluegrass are already well ahead of prior years. Holiday rate tickets sold out within hours, which was all ahead of headliners announcements.

Buz and Chris addressed the festivals acknowledging the role that indigenous people have had in the region and how that relates to the festival. This will be further discussed.

Chris reported that we have 12,017 sustaining members totaling $17k/month, and the average sustainer pays $14/month. Monthly donations have been increasing with sustainers. In cases of loosing sustainers, the most frequent reason is a lack of response form the member once a credit card goes invalid. We make

three calls and send 12 months of invoices before a sustainer is written off. The second reason is that sustainers move away. Rarely do we loose a sustainer due to a member being upset for some reason.

Buz's audio problems were resolved and he took over for Robert to run the meeting.

Board Candidate: Buz introduced and welcomed Mikki Naranjo as a board candidate.

Mikki Naranjo is a Southern Ute Tribal Member and is currently the Grants and Contracts Manager for the Southern Ute Tribe.

Mikki spoke about her interest in joining the board because of to her interest in all the facets in which the Tribe is involved. She has a background and profession in accounting and believes that that could be an asset to KSUT and the BOD. She was able to talk with Tami this afternoon and take a tour of the new building and studios. As a tribal member she is enthusiastic to serve the station as it is an important asset of the tribe. She's excited for the teamwork and being a community builder.

Robert asked if she has prior board experience. While she does not, she has worked with the Sky Ute Casino for 16 years working her way up in the accounting department to the position of Controller. She has led a dance company performing all over Colorado.

Mike asked about her experience with the Heritage Train. She worked with the railroad and the Tribe's marketing department to create a cultural experience. She was awarded the Governor's Volunteer Tourism Award for her efforts.

Gary asked about if she has any concerns about joining the board. She doesn't worry about time commitment and is willing to be dedicated to the board.

Eddie spoke that he would like welcome Mikki to the board as he feels that she will be a great ambassador of the Ute culture and would help the KSUT to continue to promote our heritage as both a public radio station as well as a Native American radio station.

Buz suggested that Mikki's experience with Native American dance could be a valuable addition to the festivals. She agreed and would like to take on that role. She spoke about the possibility of creating a Native American focused festival as well.

Trennie brought up that we need to be sure to educate the public that Native Americans are also just normal people living their lives. She wants to be sure that integration of Native American performers into the festivals is for an educational purpose and not just as entertainers. She is concerned that having heritage dancers could feel as though we are simply parading around Native Americans as opposed to educating about the culture and the people. Mikki agreed that there needs to be a focus on education involved as well and that she would want to lead the education and outreach.

Buz thanked Mikki and welcomed her to stay through the rest of the open meeting.

Executive Director Report: Tami presented the ED report.

KSUT received a $100k grant from Colorado Creative Industries "Arts Relief Funding" from the American Rescue Plan Fund. The check should be received at the end of the month.

Colorado Media Project awarded a joint three year grant to KSUT and KSJD, which will fund a full time news reporter. They will have a specific focus to hear from voices who need to be more heard. Tami suggested an advisory committee be formed to help create this position.

We are looking at writing a grant to USD for solar energy on the roof of the KSUT building.

Tribal buildings are back to 25% occupancy due to the Omicron variant of Covid.

Fredrick Zink sent a letter of delay for the audit. The Board discussed the reasons for the missed deadline and how it affects the CPB audio and form 990. We discussed writing a letter in response about our expectations to meet deadlines and that we're feeling we are not high priority for them. Mike will write a letter in response.

Councilwoman Linda Baker will function as a KSUT BOD liaison too Tribal Council. She will be given board packets and invited to attend meetings as a non-voting member. Bruce suggested that we create a summary of highlights to make it easier on Linda to filter what we want to communicate to Tribal Council.

Tami spoke about the line of credit for $75K that we have with Alpine bank. We have never drawn on the funds but we have had it in place in the case of unexpected financial needs. The renewal of this line of credit requires a board motion.

Bruce made a motion to approve the renewal of this $75,000 line of credit with Alpine Bank, Second Gary. Unanimous approval.

Committee Report for DEI Ad-Hoc: Bruce spoke about the DEI training and how there were discussions about what this would be but has not heard much back yet. Tami spoke about the details of what the ideal training would be. It would have a financial impact of approximately $9K that was not budgeted, but she feels confident that the funds could be raised prior to mid year budget review. We're considering Saturday 4-16-22 for the training date. Bruce spoke about from prior experience with DEI work and that he feels very confident with the vendor that is being considered and would recommend that we move forward with this organization.

Bruce made a motion to approve that the ED pursue the DEI workshop knowing that the cost might be $9k-$10k, Second Robert. Unanimous approval.

Committee Report for Finance Committee: Mike reported that there was nothing to report aside from the previously discussed letter of delay received from Fredrick Zink. Once we have the financial statements we will convene as a committee to discuss.

Committee Report for Tribal Radio Committee: Buz said that this will be discussed in executive session after this meeting on account of not being able to convene on a meeting time for the committee.

BOD code of ethics / code of conduct. Buz has stated research and is suggesting that we create ad hoc committee to create a proposal for a Code of Conduct to submit to the board for approval. Bruce would like to be a part of the committee. KSUT does not have a Code of Ethics for board or staff. Buz would like to join. Eddie would like to join because of his experience as the chairman of the tribal code of ethics committee.

Next BOD meeting is scheduled for February 9, 2022 and will be via Zoom until further notice.

Executive Session: Board of Directors entered into Executive session at 7:16p.
Moved by Bruce, Second by Gary. Unanimous approval.

Return to Regular Session: Board of Directors returned to Regular Session at 8:06p.
Moved by Gary, Second by Robert. Unanimous approval.

Approval of Board Candidate Mikki Naranjo:
Gary made a motion that the KUTE Board of Directors should approve that Mikki Naranjo join the KUTE Board of Directors, Second Bruce. Unanimous approval.
Code of Ethics and Code of Conduct:
Bruce made a motion that the Board of Directors establish an Ad-Hoc Committee to develop a Code of Ethics and Code of Conduct for KSUT and the BOD, Second Gary. Unanimous approval.

The Board wants the minutes to reflect that they support that the ED reviews and revises the grievance process for employees and staff at KSUT and helps to continue reinforcing a chain of command within the organization.

Adjournment:
Moved by Bruce, Second Robert. Unanimous approval.

Meeting Adjourned 8:10p