KUTE Inc.
KSUT Board of Directors
Monthly Meeting
Wednesday, August 10, 2022, 5:30 p.m.
Due to recent tribal campus Covid guidance, this meeting will be via ZOOM

"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: Tami Graham, Robert Ortiz, Bruce LeClaire, Robert "Buz" Bricca, Mike May, Gary Skiba, Wade Griffith, Mikki Naranjo
Absent: Eddie Box Jr.

Called to order: 5:34 PM

Approval of Meeting Agenda

Motion to approve agenda – Bruce LeClaire. Second – Mike May.
Unanimous approval by the Board.

Approval of Meeting Minutes (August 10, 2022)

Motion to approve Minutes – Gary Sciba. Second – Robert Bricca
Abstane: Bruce LeClaire/Robert Ortiz
Unanimous approval by the Board.

Executive Director Report – Tami Graham

Final date of KSUT's Eddie Box Jr. Media Center Open House: Oct. 26, 2022. (Open House will be during fall pledge drive Oct. 24-28). From 12-1 pm, Southern Ute Tribal Council, with Eddie Box Jr., to go live on air.
Graham, said it felt it was too much with the Fall Folk Festival to schedule any earlier.
Sciba, asked about board attendance. Graham asked for KSUT Board members to be in attendance at noon.
Bricca, recalled when Box blessed the building, and felt Box blessing the new building brackets (book-ends) the process.

Planning for FY23 audit has begun. KSUT will be working with FZA again. Planning meeting scheduled, with timeline and expectations.
Staff hopes to have a draft by end of December. There has been a conflict with the Southern Ute Tribe and audit as Tribe does our accounting.

The second KSUT license is active for five years. KSUT looked at Ft. Duchesne, Smelter Mountain, with no luck for transmission. Graham talked to Ernie Sanchez "the Attorney". Albuquerque Public School system has a radio station and wants to expand to Taos. KSUT has interest in leasing to the school with a five-year lease while still maintaining ownership. KSUT could sell to APD if the need arose.

LeClaire, asked about the grant for Next 50. The grant has closed, until Jan/Feb as they ran out of money. Approach CPB, virtual platform development recordings, Native Braid and also pay to other tribal communities.
Wade Griffth asked about the "One Small Step", process? Graham, stated it is a series of interviews on the virtual portal. Community event held in the late fall, in November. Invite the community, and play back some interviews.
LeClaire expressed the Chicago conference is "good exposure".

Graham spoke of the Native lens retreat. A 5-hour strategic planning retreat, utilizing funds to be held from 12 noon to 5 p.m., Aug. 11. Eight KSUT staff members and Rocky Mountain PBS members, Tanaya Winder and Sharice Davids of the Dream Warriors. Colleen is the lead.

LeClaire inquired about the "new position". Graham stated, KSUT Business Manager, Robb Brantley is needing additional support with tracking, receipts, and needs help. The Membership Manager was a full-time position. With Festival Manager added to Jill Davis' job duties there is a need for a membership manager now, who will take the lead on Pledge Drives. Meet and greet, and administrative support as needed.
LeClaire asked if this will be a grant position. Graham said it will be a full-time position. Now that KSUT is now a two-million dollar non-profit.

LeClaire asked about YEP (Youth Employment Program) workers at KSUT this year. Derrick Sage and Ambrose Valdez were this year's YEP workers. Sage showed interest and worked out. Valdez left KSUT early. Graham stated, "Sage did an amazing job and Sheila wants him to come back every year".
Ortiz stated "Derrick was excited to be working at KSUT, he has an interest in music, and is a rapper himself, and recording. He jumped into the Dream Warriors visit without hesitation.

Bricca asked about Stasia Lanier. Lanier will be retiring in March, 2023. Scibba asked how long "she's been with KSUT for 29 years", said Graham.
Graham stated we need to hire someone to push the bounds of what KSUT needs.
Mike May asked a timeline.
Graham stated, there will need to be training and there is no real timeline, as Statia has institutional knowledge.
Robert Bricca stated, Lanier has great work ethic, and an amazing worker.

Graham had sent out an email to reply about two DEI (Diversity, Equity, and Inclusion) related questions, and address and talk at next staff meeting. There will be a separate hour-long meeting, and see how we are doing on the DEI front.

Bricca, said he did present Graham with her Annual Evaluation.
Bricca also spoke of the KSUT "Code of Conduct".
LeClaire stated "Good job" to Tami, "as a Board, all the hard work is appreciated, anything the Board can do to support you. Ask the board so they can support you (Tami).
LeClaire stated about the Code of Conduct issues that we can work on to avoid it the next time, and moving in the right direction.
Graham asked about "Grievance" questions.
LeClaire, stated to consult the board and ask the Executive Director for perspective and input. The Code of Conduct should be input into the policy and procedures, and a final copy sent to Graham.
Graham stated she will send a final copy of Code and Conduct to the Board with revisions.

Committee Reports

No committee reports.

Open Board Seats

LeClaire stated that Tribal member requirement is a constant issue in Boys and Girls Club.
LeClaire suggested approaching LaTitia Taylor at Southern Ute Education Dept., and ask about apprenticeship program with the Board. Schedule a meeting with LeClaire, and Dustin Weaver of the Sunshine Cloud Smith Youth Advisory Council (SCSYAC). LeClaire also suggested it's not a good idea to have not only employees on board.

Graham said she had a meeting with Tyla Frost, a Southern Ute tribal member.

LeClaire is a Native American at large member board member. LeClaire will be vacating his seat as of August 2022.
Graham stated LeClaire has great non-profit, board experience.
LeClaire had served two-half terms on the KSUT Board of Directors.

Bricca stated about LeClaire, insights and observations, and very helpful.

New officers will need to elected at the October 2022 KSUT Board of Directors meeting and will need to fill the Native American Member at Large seat.

Wade, invited Graham to annual fundraising meeting at Riverbend Ranch. A unique, inmar, program lessons learned during the civil war and will send BOD invites.

Graham suggested the September board meeting be move to Thursday, Sept. 15. Board agreed.

Motion to Adjorn Meeting

Motion to Adjorn Meeting – LeClaire at 6:23. Second – Ortiz.

Unanimous approval by the Board.