

KSUT Board meeting minutes

November 19, 2025

Attending: Kirsten, James, Meg, Susan, Robb Brantley, Mikki, Robert, Beth

Absent: Eddie, Mike

While waiting for quorum...questions on ED report...

Kirsten asked about the status of the equipment damaged by the glycol spill. Tami said the matter of responsibility is being discussed and that it will need to go before the Tribal Council. She feels the Tribe will help out in some way. In the meantime, the replacement boards have been ordered.

Meeting called to order 5:43.

Agenda – discussion to revise the agenda to move budget discussion to item 3 and add an item regarding board policies. James motioned to approve and Meg seconded. Unanimously approved.

Minutes – Robert was omitted from those who attended. Susan will correct. Susan motioned to approve with revisions; James/Robert seconded the motion. Unanimously approved.

Budget

Tami – Regarding the Budget to Actual, the numbers are looking good. Even though we came into the year with significant debt, today we are in a much better position.

This is due to a significant donation (\$181,000), plus an unexpected donation from Colorado Health Foundation (\$30,000). The Alpine Line of Credit has been paid off and the amount that will pay off the SUIT is within \$30,500, expected to be paid off December 15th. The adjusted bottom line after the pay off = \$34,564.

With respect to the pending ERT funds, Tami asked Think LLP about the IRS audit report. They doubt IRS is going to create one. Robb -- The final quarter has been informally approved, but we still have not rec'd the money – approx. \$80,000. It has been officially denied and informally approved.

Kirsten asked if there are any updates on NGWS grant reimbursement. Tami found out today the money spent thus far will be reimbursed. (\$37,000) However, the remaining funds are not likely to be available that were awarded in the grant.

FY 26 Budget review

- Tami/Robb reported there are adjustments to be made to finalize the budget based on recent changes/activities.
- Regarding membership revenue goal: FY25 membership about \$200,000 ahead of where it has been in previous years. Donations are going well so far in FY 26, but the budget goal is cautiously conservative.
- Grant revenue: yesterday they received the Colorado Plateau grant of \$25,000. Grant revenue overall is down due to CO Dept. of Health losing federal funding.
- Discussion regarding proposed annual increases and bonuses. Increases would be retroactive from the beginning of the 2026 fiscal year. Tami proposed creating an ad hoc committee to discuss policy regarding compensation.
- Kirsten asked about the note regarding a \$22,000 refund on health insurance. The self-funded insurance plan has a targeted amount and if the amount spent on health services is less than amount, the remainder is refunded. The refund will be in the form of a statement credit.

Kirsten asked about whether there was a premium increase. Robb said there is approximately a 6 % increase for 2026 – but they have not seen the final numbers. Staff is offered 2 plans – a base plan with high deductible (free to employees) and then another plan with no deductible, but it is a higher-cost plan. For 2026 the base plan premiums went down, but the higher plan went up significantly. He expects some staff may move to the base plan, so they won't know what the final numbers will be until mid-December. They should have a good idea of cost by the next board meeting.

- Outside services (expense) has increased due to 2-4 outside contractors for the Tribal Media Center, and costs associated with the Native Lens Symposium, and stipends. Most of these expenses are offset by grants.
- Tami said the larger picture goal is to have 3 months operating expense in reserves. She would like to set a goal to have ~ \$100,000 in a reserve account by the end of FY26.
- Items reflected outside of the standard budget will include capital expenses, such as the transmitter repairs that need to be completed (without the NGWS grant funds).
- The Designated Fund updates will occur with the quarterly budget updates.
- The equipment purchased to replace what was damaged by the glycol spill needs to be reflected in the budget as the situation is better defined and will be updated in the budget.

ED report

Tami reported that it should be another great fundraising year. If the NPR v. Trump admin lawsuit result is favorable that will be beneficial.

The report from Frank Langfitt is due to be broadcast in the next few weeks. Tami will let the board know when it is scheduled.

Kirsten asked if there is a timeline for the roll out of the retro logo (for the 50th anniversary). Tami said promotion around the anniversary will start in January.

Tami, Kirsten, and two others attended the RMCR conference recently. It was a great conference and there was discussion about the potential for additional foundation funding. Tami shared a goal to increase local content, adding “the more, the better.”

A documentary, “Truth be Told (Brian Malone, filmmaker) that first aired on 9 news (regarding funding issues) will be shown Jan 14, at Fort Lewis, (maybe 6 pm) and will include a panel discussion afterwards. There will be a digital phone survey before and after the show.

The Tribal Water Media Fellowship event was held Friday night – Kirsten, Beth, James, and Tami attended. The 2025 entries will be online in the next week or two.

No updates yet on providing external access to broadcast remotely.

Policies

Susan brought up there are policies that are typically in place for nonprofits. One of which is the Conflict of Interest policy, which she found in the online records, but it did not have an approval date on it. She will circulate the policy to the board for their review.

Other policies to consider include a Whistleblower Policy and Document Retention/Destruction Policy. Additionally, there was mention last year about additions to the ED Evaluation policy that need to be reviews.

Tami said she thought she might have some policies (Whistleblower, Board Conduct) and will look through her files and send Susan what she has. Once determined what is in place, Susan will forward either the existing policies or example policies to the rest of the board for review.

Tami suggested an ad hoc committee to establish compensation policy. Typically, the board has weighed in on bonuses, and compensation decisions for staff is handled by Tami. Previously there was a policy that if surplus then 50% given to bonuses. But that policy was dropped by an earlier board.

Discussion was held that if a formal policy were developed, it would need to be extremely flexible since compensation is tied to financial conditions. The ad hoc committee will look at updating the ED compensation policy and whether there is a need for any guidelines related to

staff compensation. Susan will send the current ED evaluation policy and the notes from the minutes that called to update the policy (changes are related to cost of living and ensuring ED salary is comparable to like positions). Those who offered to serve on the ad hoc committee include James and Meg. Tami and Robb will also participate. Any additional board members who wish to participate should reach out to Tami.

Tami requested approval to issue 3% bonuses to staff. They have not received a bonus since 2020. The board unanimously approved issuing the bonuses.

50th anniversary – Kirsten suggested a drawing/art contest for young people and said she would be happy to organize it. James suggested a 50th anniversary play list, with Tami adding it could consist of the best of each decade for the past 50 years. Other ideas: on air interviews with the oldest members of the Tribe and Four Corners Community who could reflect on the past 50 years. Mikki has some ideas and opinions on how to tell the story and get the Tribe and Dancers involved.

Next meeting is December 17.

Susan made a motion to adjourn and Meg seconded. Unanimously approved.

Adjourned 7:23 pm.