

KSUT Board Meeting

Dec. 17, 2025

Attending: Kirsten, Mike, Susan, Beth, Mikki, Robert, Eddie, James

Absent: Meg

Meeting called to order – 5:34 pm

Agenda - A motion to approve agenda was made by Beth, Mike seconded. Unanimously approved.

Meeting minutes – Robert made a motion to approve; Beth seconded. Unanimously approved.

FY2026 budget

- A second version was emailed to the board. Items with yellow highlights are the changes. An addition: a 5% COLA raise for staff effective January 1, 2026.
- Grants: increased significantly from the draft budget reviewed last month. The CO Media Project awarded KSUT \$200,000 for general operating expenses (to help offset loss of federal funding). The funds should be received by the end of the year. Additional funds include NGWS funds that will be reimbursed and funds related to Native Lens.
- Robb (Brantley) and Tami would like to put the \$200,000 into the money market account where the ERT tax credit funds are kept (balance \$60,000). They plan to transfer approximately \$75,000 to the account each quarter (should those funds be available) to make significant progress towards the goal of three months of operating reserve by the end of FY26.
- The cost of the replacement equipment for the Tribal radio studio has been added. The equipment has been received, and Rob Rawls is working on the installation. Still waiting on the Tribe's decision regarding the cost of the equipment and deductible.
- The transmitter cost for the Missionary Ridge site was added to the budget. That is the site that most urgently needs a new transmitter. Installation depends upon weather.
- Tami reported as of this week, KSUT is officially debt free! At the beginning of 2025, there was a debt of \$622,000. Alpine Bank has been paid off. This is a remarkable achievement.
- Mike asked if there was any hope that the NGWS funds might be released. Tami spoke with someone at NPR who suggested that Tami reach out to elected officials (Hurd, Bennet, and Hickenlooper) to ask that those funds be released. Tami feels that at some point the money may be released. Those funds are still sitting in the Federal Treasury.

- Kirsten asked if the cost for 2026 health plans expenses has been finalized. Tami said most of the staff had moved to the “base plan”, so the budgeted amount didn’t change much from the draft budget.
- Susan asked why the cost for electricity at the Farmington site is higher. Tami said that is because some sites include electricity and some do not.
- Kirsten asked if there were any updates on providing internet access. Per Tami, no updates, however any costs associated with that functionality would be added at the mid-year budget adjustment.
- Tami reported she has received commitments from three donors that will cover the cost (estimated \$90,000) of installing solar on the roof. This will save the organization \$46,000 per year in electricity. That revenue/expense will be reflected in the mid-year budget adjustment.
- A \$100,000 pledge for the KSUT endowment should be coming soon. With the addition of the pledged \$100,000, the distributed fund balance is approximately \$135,000. Tami will include the total amount in the fund in her future ED reports.
- Mike made a motion to approve the budget; Beth seconded. Unanimously approved.

Towaoc Site - Robert expressed the importance of pushing to have the site restored. Tami said Sheila was in Towaoc today and they are still figuring out who to bring this issue to as there currently is an interim Tribe Chairman. Tami said Meg offered to help draft an inquiry regarding the matter and perhaps the two of them could meet with the Ute Mountain Ute Counsel to express the need to repair the site to serve the community.

ED Report

- The receipt of the BIA funding is in progress. There was a slight modification made in the grant agreement, so we are waiting on the approval of that change from BIA.
- DC – Tami reported the hearing and visit was successful and exciting. Mike commented that the biggest takeaway was how full “our side” of the courtroom was. The large showing of our legal representation and appearance by all co-plaintiffs was noticed by the judge. The hearing lasted two hours. The judge was very attentive throughout and asked a lot of questions.
- Both Tami and Mike enjoyed the tour of NPR headquarters and meeting some of the hosts. The visit and tour felt very genuine and everyone they met was interested to meet and talk with them. Adam produced a piece regarding the experience that includes an interview with David Folkenflik and Steve Zansberg, our attorney for the case). The piece should air on Thurs. or Friday at 8:30 am.

- Nominated for SW CO Rocks award – KSUT is a finalist for nonprofit of the year. Feb 19 at the concert hall. Tami thinks they might get it... other nominees are first sw bank, manna, maria's bookstore foundation.
- Kirsten asked if there is a campaign schedule for the 50th anniversary. Tami said they have a Development meeting tomorrow to discuss. Promotions will get rolling in the spring. Clark is working on features to highlight the last 50 years.

Policies

- The board reviewed the Conflict of Interest Policy and had no additional revisions. Susan will update the document and send it to the board. She asked that all sign the last page and return it to her to keep in the board records.
- There were no comments on the Board Conduct Policy. Susan will send that to the board for formal approval. The Whistleblower Policy and Gift Acceptance require updates that need input from Tami on some of the content. Those documents will be sent to the board for review after the updates are completed.
- Susan will review examples for a potential Document Retention Policy after the other policies are approved.

Next Board meeting is **Jan 21st** (not Jan 14).

Motion to adjourn meeting made by Susan and seconded by Mikki. Unanimously approved.

Meeting adjourned at 6:33 pm