

KSUT Board Meeting Minutes

February 18, 2026

Attending: James, Mike, Beth, Susan, Robert, Meg

Absent: Kirsten, Eddie, Mikki

Meeting called to order at 5:32 pm.

A request was made to revise the agenda to move the budget report ahead of the ED report. Susan made a motion to approve; James seconded. Unanimously approved.

Meg made a motion to approve the minutes from the January meeting. James seconded. Unanimously approved.

Budget

- Tami reviewed the summary page, commenting that she and Robb are working on best way to show “below the line” items.
- Station ops – Tami reported the station is doing well right now and has had a strong first quarter. This budget report does not include the amount in the discretionary fund/endowment, which is now \$113,000.
- Robb and Tami met with Jamie Mathews (volunteer on the finance committee). Her involvement is beneficial as in the past she has been a part of KSUT audits and she is very familiar with the structure of the organization’s finances. As mentioned at the last meeting, they discussed taking over accounts payable (rather than the Tribe managing this) at the start of the next fiscal year. Tami would like to hold a finance committee meeting to discuss this further.
- Robb commented that some income is not yet represented in the report (received after this budget reporting period). He said pledges and membership are way ahead thanks to the fall pledge drive and increased donations. Business support is a little low, however that is typical at this time of year and Jess always hits or exceeds her targets.
- Some items have been shifted into different classifications, such as the BIA funds (that have not yet been received) which were moved into Federal Grant Revenue.
- Robb added that the mid-year budget adjustment will have some significant changes related to grant income. In the budget management process, KSUT will need to report the total amount of a grant in the year funds are received. This includes deferred income. As an example, if a grant issues monies over multiple years, the total amount is reflected in the first year funds are received. Robb said they need to come up with the best way to reflect the actual income received and the corresponding expenses each

year for these situations. Robb is currently checking with the auditors on some details of this reclassification of deferred revenue. Tami and Robb will meet with Jamie again next week on this matter. The challenge is to develop the best method to show the funds that are actually received when providing budget reports to the board. The current budget reporting (through a spreadsheet) doesn't accommodate the complexity of this reclassification. It is another reason why Robb and Tami are looking into different accounting software and transitioning to becoming more independent (from the Tribe) with respect to financial management.

- Expenses are a bit under budget – bonuses have been paid already. Not shown – a refund coming back on health insurance.
 - Other highlights: Small tools and equipment higher due to the NGWS grant expenditures. Dues/Subscriptions – they missed an invoice when planning budget. Total expenses = 3%.
- \$100,000 was transferred to the money market account, which will serve as an operational reserve. The goal by the end of the year is to have \$340,960 in the account.
- Mike asked how the fall fund drive relates to the budget? The fall drive occurs at the beginning of the fiscal year and this year's drive was very successful. Per Tami, the level of major giving has been remarkable. Monthly sustainers have increased significantly. Robb said while we were fortunate this year with the BIA award, next year could be very different (due to a lack of federal funding). That's why they are focused on establishing a reserve.
- James made a motion to approve the quarterly budget report, which was seconded by Beth. Unanimously approved.

ED report

- The BIA grant will be prorated over 9 months instead of 12. Robb will invoice the Tribe for the funds in the next week or so.
- Tami reported it looks like there is some movement on the Towaoc tower outage. She is gathering information for the entity pursuing AT&T for repairs.
- No decision yet on the NPR vs Trump administration lawsuit. Possibly a decision next week.
- Summary of 50th events – Tami is excited about the Round Dance event. Sheila is taking the lead on planning. It's been interesting to learn about the various elements required to produce a round dance. It will be open to the public. There will be a feast and special guest singers. Robert mentioned that he attended a planning meeting and the event is a perfect representation of KSUT. He said an increasing number of regional round dances are being held and he hopes to see all the board members out there round dancing.

James and Beth expressed interest in helping to plan the event. Robert added the 4th Annual Recovery Retreat will be held the same day as the round dance.

- The date of the Ska anniversary party is June 12 (ED report has an incorrect date).
- Party in the Park – Tami is looking at maybe bringing Los Lobos back.
- Robert asked if there were any updates regarding an external internet connection. Tami is still working on resolution. Mike asked if it would be a redundant connection or would on-air operations move to this outside connection. Tami replied that they would move to the new outside connection.

Strategic planning

- Tami and Susan attended a meeting regarding the Plan Perfect software that supports the creation of a strategic plan. Information about KSUT will be entered/uploaded, including the previous strategic plan, mission, vision, values, etc. The software evaluates this information and then makes recommendations. The software includes an AI tool specifically designed for the process.
- The cohort involved in the program will meet online monthly to work through the process. The timeline extends through January 2027. This means the timeline may stretch out further than initially thought. We had discussed a possible board retreat in spring to review the progress of plan development and to provide feedback. This may get pushed out to later in the year, though specific goals are already in place that will likely be incorporated into the plan.
- Tami has just begun to familiarize herself with the software and the uploading of information. She will have a better idea of timing by the next board meeting. The goal is to have a formal plan in place by the end of the fiscal year.
- James asked if there is any data on what donors want to see and is there a way to conduct a survey? Tami replied that Plan Perfect offers the option to conduct surveys.
- Mike proposed that updates on strategic planning be a standing item on the board meeting agenda.

The Southwest Colorado Rocks Awards are tomorrow evening – a few from staff going. Tami hopes to bring home the prize for Nonprofit of the Year. She was nominated for an award, too.

Policies

- Beth made a motion to approve the updated **Whistleblower Policy**. Meg seconded. Unanimously approved.

- **Gift acceptance Policy** – Tami will review it with the development team and bring the revised policy to the next board meeting.
- **Staff Compensation & ED Evaluation Policies** – Meg emailed the proposed policies to the ad hoc committee, which will meet to discuss before next month’s board meeting. She recommends the board should commit to a specific time of year when the ED evaluation is to occur and that information should be included in the policy.
- **Document Retention Policy** – Susan will research and report on her findings at the April meeting.
- Susan cannot attend the March meeting. Mike volunteered to record the minutes for the March Board meeting.

Next board meeting March 18.

James made a motion to adjourn the meeting; Robert seconded. Unanimously approved.

Meeting adjourned 7:02 pm.