

KSUT Board Meeting

July 15, 2026

Attending: Mike, James, Susan, Beth, Robert

Excused absences: Meg, Eddie

Unexcused absences: Mikki

Called to order 5:33 pm

Agenda approval – James requested adding an executive session to discuss the ED evaluation. Beth made a motion to amend the agenda; Susan seconded. Passed unanimously.

Minutes: No corrections. Robert made a motion to approve, seconded by James. Passed unanimously.

ED Report

- Solar installation is progressing.
- No appeal filed by admin on lawsuit.
- Towoac tower is up and running and Meg is working on recouping expenses.
- MOA with the Tribe continues to move forward; waiting on Shared Services to provide cost of in-kind services they provide. Tami said she should receive that information this week. The goal was to complete the MOA by July, but it will probably be August, however it continues to progress.
- The personnel manual is outdated and when the MOA is updated, sections will be updated in the personnel manual. Tami will bring the revised version to the board to review. Susan offered to review the current manual.
- On pace for accounting separation on October 1.
- Party in the Park – they need some help because Jill is still out. Susan is a yes, James no, Beth no, Mike maybe.
- Tami reported the Native Lens Symposium overspent the budget by 100%. She is meeting with those involved to discuss this further next week. There was extra money in the budget to cover some of the overage, however KSUT and Native Lens still need to come up with \$11,000.
- RMPM may take over some administration aspects of the ~~project. event.~~ Tami's concern is that that expenses vs. budget were not well monitored. The ~~symposium conference~~ was well done, but expenses were \$90,000. KSUT will continue to be involved in the

project, however other entities may take over and TMC/KSUT would take more of a support role.

- James asked if there were any additional communications regarding the Round Dance complaint. There were none. Tami said she, Sheila, and Jess will meet to begin planning next year with consideration toward any issues that arose at this year's event. They are looking for new partners, so if anyone has any ideas for partners, please pass them along.
- Tami reported that the FCC has opened a translator window and she and staff are looking at getting Tribal radio transmitted into Durango proper and adding a 4 Corners translator to Towaoc (Hermano peak). However, there may be a bandwidth issue that could cause conflicts. Dolores is another gap for signal coverage.
- Susan asked a question regarding the repeater set up for the Farmington and Towaoc sites (from Tribal radio report). Tami: there is a new set up in Farmington that has redundancy that will keep Tribal radio on the air if the Towaoc site goes down. There is also a new transmitter on Missionary Ridge and they will put generators at two locations (Missionary and Farmington) for emergency backup.
- Regarding the Rocky Mountain Community Radio grant to hire an engineer to support all member stations: Rob Rawls is working on the prototype for a dashboard that will reflect the operational status of all stations' tower sites. - There was a question about Rob retiring and Tami said finding someone who knows all our systems would be a challenge as it is a huge job. However, Ken has some of this knowledge.
- Separate internet connection – Tami said SUSS is looking at a Zero Trust Network (ZTN) and there is a possibility to set up a separate network that wouldn't be affected by Shared Services updates. Could be accessible for activities such as when Tribal radio is covering a sports event, allowing them to broadcast live on location. In October there may be more licenses available from ZTN.
- Kudos regarding the Territories podcast and Adam's recent story on "All Things Considered" regarding the Babylon fire. The SU Drum picked up a story about the Territories podcast.

Strategic Planning

- Tami had a staff meeting today and presented the proposed focus areas/objective topics. So far, she has staff agreement.
- The document with the proposed focus areas is set up according to priority (first to last), which is based on need. Staff are already working on #3 with the completed NGWS plan (equipment/software stability)
- James commented regarding the importance of developing strategic partnerships as something to include under focus #4 (Strengthen Broadcast and Technical

Infrastructure). Tami added there might be opportunities under #2 (Invest in Organizational Capacity, Succession, and Staff Support) for that as well...sharing resources.

- Tami said another objective topic under #1 (fiscal sustainability) might include co-authoring grants and further developing institutional partnerships (such as Alpine Bank).

Board Retreat

- Additional discussion related to strategic planning regarding board governance, board job descriptions, board member orientation, etc. This could be a topic for the board retreat in September. Also, a review of the Mission Statement.
- Tami asked the board to think about retreat topics and forward any ideas to Tami and Susan.
- Tami suggested Blue Lake Ranch as a location for the retreat and asked that any suggestions be passed along.

Board Members & Officer Elections

We will have two board vacancies with Kirsten stepping off due to health issues and Mike terming out. Discussion regarding changing James' status to a Federally Recognized Tribal member (Cheyenne) rather than a Community Member. Tami will put out an announcement regarding board openings for community members. People with financial backgrounds are always an asset.

As for officers, we will have a need for a president and vice president. Susan has been secretary for two years, so someone new will need to take on this role.

The board was asked to think about whether they would like to take on a leadership role and if they know of good potential board members.

James suggested Jeremy Shockley and Beth said she has someone in mind as well. Tami will reach out to Jeremy.

ED Evaluation

Tami said she is happy to provide a more comprehensive self-evaluation for the board to help draft her evaluation.

Executive Session – ED evaluation 6:44 pm

James made a motion to move into Executive Session. Beth seconded. Unanimously passed.

Robert made a motion to close the executive session, seconded by James. Unanimously passed. **Closed session at 7:12 pm.**

Next meeting August 19

Motion to adjourn by James, seconded by Beth. Unanimously passed. Adjourned at 7:13.