

BOARD OF DIRECTORS REGULAR MEETING MINUTES
KEWADIN CASINOS CONVENTION CENTER
SAULT STE. MARIE, MICHIGAN
APRIL 1, 2025

This meeting was opened at 5:01 p.m. by Chairman Austin Lowes.

Present: Michael McKerchie, Kimberle Gravelle, Shawn Borowicz, Aaron Payment, Tyler LaPlaunt, Lana Causley-Smith, Rob McRorie, Kimberly Lee, Kimberly Hampton, Austin Lowes
Absent: Bridgett Sorenson, Isaac McKechnie (arrived at 5:22 p.m.), Larry Barbeau

Moved by Director Causley-Smith, supported by Director Gravelle, to excuse Directors' Sorenson, McKechnie (arrived after being excused), Barbeau.
Motion carries unanimously.

Moved by Director LaPlaunt, supported by Director Hampton, to approve the agenda as read.
Motion carries unanimously.

Moved by Director McKechnie, supported by Director LaPlaunt, to approve the meeting minutes from Regular Meeting March 18, 2025.
Motion carries unanimously.

Moved by Director LaPlaunt, supported by Director McKechnie, to approve Resolution 2025-58, ACFS – Establishment FY 2025 Budget Lodge of Hope.

BE IT RESOLVED, that the Board of Directors of the Sault Ste. Marie Tribe of Chippewa Indians hereby approves the establishment of a FY 2025 budget for Transitional Housing with State of Michigan Revenue monies of \$500,000. No effect on Tribal Support.

Roll Call Vote: Motion carries unanimously.

Moved by Director McKechnie, supported by Director LaPlaunt, to approve Resolution 2025-59, ACFS – Establishment FY 2025 Budget Transitional Housing.

BE IT RESOLVED, that the Board of Directors of the Sault Ste. Marie Tribe of Chippewa Indians hereby approves the establishment of a FY 2025 budget for Transitional Housing with State of Michigan Revenue monies of \$750,000 and Other Revenue monies of \$220,362.73. No effect on Tribal Support.

Roll Call Vote: Motion carries unanimously.

Moved by Director McKechnie, supported by Director Causley-Smith, to approve Resolution 2025-60, Establishment of FY 2025 Budget Consortium Cooperative Ecological Resilience (CCER) Technical Services II.

BE IT RESOLVED, that the Board of Directors of the Sault Ste. Marie Tribe of Chippewa Indians hereby approves the establishment of a FY 2025 budget for CCER Technical Services II with Federal BIA Revenue monies of \$57,076.03. No effect on Tribal Support.

Roll Call Vote: Motion carries unanimously.

Moved by Director Causley-Smith, supported by Director McKechnie, to approve Resolution 2025-61, Natural Resource Division – Establishment of FY 2025 Budget Inland Fish and Wildlife.

BE IT RESOLVED, that the Board of Directors of the Sault Ste. Marie Tribe of Chippewa Indians hereby approves the establishment of a FY 2025 budget for Inland Fish & Wildlife with Federal BIA Revenue monies of \$574,435.31. No effect on Tribal Support.

Roll Call Vote: Motion carries unanimously.

Moved by Director McKechnie, supported by Director Hampton, to approve Resolution 2025-62, Natural Resource Division – Establishment FY 2025 Budgets for Tribal Climate Change Program, Tribal Cooperative Landscape Conservation, and GLRI Adaptive Management.

BE IT RESOLVED, that the Board of Directors of the Sault Ste. Marie Tribe of Chippewa Indians hereby approves the establishment of a FY 2025 budget for Tribal Climate Change Program with Federal BIA monies of \$36,418.60. No effect on Tribal Support.

BE IT FURTHER RESOLVED, that the Board of Directors of the Sault Ste. Marie Tribe of Chippewa Indians hereby approves the establishment of a FY 2025 budget for Tribal Cooperative Landscape Conservation with Federal BIA Revenue monies of \$8,900.00. No effect on Tribal Support.

BE IT FINALLY RESOLVED, that the Board of Directors of the Sault Ste. Marie Tribe of Chippewa Indians hereby approves the establishment of a FY 2025 budget for GLRI Adaptive Management with Federal BIA Revenue monies of \$14,447.84. No effect on Tribal Support.

Roll Call Vote: Motion carries unanimously.

Moved by Director McKechnie, supported by Director Causley-Smith, to approve Resolution 2025-63, Apply for Great Lakes Fishery Trust Grant.

NOW, THEREFORE, BE IT RESOLVED, the Sault Tribe Board of Directors authorizes the Division's application for the Great Lakes Fishery Trust grant funding.

BE IT FURTHER RESOLVED, that the Board of Directors hereby authorizes and approves the Chairman of the Tribe, or their designee, to execute any and all documents as may be necessary and appropriate to carry out the terms, conditions, and intent of this resolution.

Roll Call Vote: Motion carries unanimously.

Moved by Director McKechnie, supported by Director Causley-Smith, to approve Resolution 2025-64, Award Contract to McGahey Construction for Hessel Community Center.

NOW, THEREFORE, BE IT RESOLVED, that the Sault Ste. Marie Tribe of Chippewa Indians Board of Directors hereby approves the construction contract with McGahey Construction for the Tribal Hessel Community Center, utilizing funding from the Interagency Agreement approved in Resolution 2024-384.

BE IT FURTHER RESOLVED, that the Board of Directors hereby authorizes and approves the Tribal Chairman, or his designee, to execute any and all documents including as may be necessary and appropriate to carry out the terms, conditions and intent of the resolution.

BE IT FINALLY RESOLVED, that the Board of Directors hereby authorizes the Facilities & Operations Director to allocate the necessary funding source and create any and all necessary internal budget documents related to the terms, conditions and intent of this resolution.

Roll Call Vote: Motion carries unanimously.

Moved by Director Hampton, supported by Director Causley-Smith, to approve Resolution 2025-65, Award Contract to Nomad Construction or Natural Resource Facilities.

NOW, THEREFORE, BE IT RESOLVED, that the Sault Ste. Marie Tribe of Chippewa Indians Board of Directors hereby approves the construction contract with Nomad Construction for the Tribal Natural Resource Building, utilizing funding from the Interagency Agreement approved in Resolution 2024-379.

BE IT FURTHER RESOLVED, that the Board of Directors hereby authorizes and approves the Tribal Chairman, or his designee, to execute any and all documents including as may be necessary and appropriate to carry out the terms, conditions and intent of the resolution.

BE IT FINALLY RESOLVED, that the Board of Directors hereby authorizes the Facilities & Operations Director and/or Sault Tribe Natural Resource Director to allocate the necessary funding source and create any and all necessary internal budget documents related to the terms, conditions and intent of this resolution.

Roll Call Vote: Motion carries unanimously.

Moved by Director McKechnie, supported by Director Gravelle, to approve Resolution 2025-66, Award IDIQ and Preventive Maintenance Agreements to Total Fire Protection.

NOW, THEREFORE, BE IT RESOLVED, that the Sault Ste. Marie Tribe of Chippewa Indians Board of Directors hereby desires to retain Total Fire Protection for professional life safety inspection services pursuant to an IDIQ service agreement.

BE IT FURTHER RESOLVED, that the Board of Directors hereby authorizes and approves the Preventive Maintenance agreement with Total Fire Protection with renewals following the IDIQ agreement.

BE IT FINALLY RESOLVED, that the Board of Directors hereby authorizes and approves the Tribal Chairman, or his designee, to execute any and all documents including as may be necessary and appropriate to carry out the terms, conditions and intent of the resolution.

Roll Call Vote: Motion carries unanimously.

Moved by Director McKechnie, supported by Director Causley-Smith, to approve Resolution 2025-67, Award IDIQ and Preventive Maintenance Agreements to Automated Comfort Controls.

NOW, THEREFORE, BE IT RESOLVED, that the Sault Ste. Marie Tribe of Chippewa Indians Board of Directors hereby desires to retain Automated Comfort Controls for professional HVAC services pursuant to an IDIQ service agreement.

BE IT FURTHER RESOLVED, that the Board of Directors hereby authorizes and approves the Preventive Maintenance agreement with Automated Comfort Controls with renewals following the IDIQ agreement.

BE IT FINALLY RESOLVED, that the Board of Directors hereby authorizes and approves the Tribal Chairman, or his designee, to execute any and all documents including as may be necessary and appropriate to carry out the terms, conditions and intent of the resolution.

Roll Call Vote: Motion carries unanimously.

Moved by Director McKechnie, supported by Director LaPlaunt, to approve Resolution 2025-68, Acceptance of Reconnect 4 Grant and Authorization of Reconnect 4 Grant Documents.

Without objection, waive the reading of this resolution.

No objection.

NOW, THEREFORE, BE IT RESOLVED, that the Board of Directors of the Sault Ste. Marie Tribe of Chippewa Indians hereby accepts a grant from the United States of America (the "Government") acting through the Administrator of the Rural Utilities Service ("RUS") an amount not to exceed \$3,742,293 ("Grant") to be used for such purposes as approved by RUS.

BE IT FURTHER RESOLVED, the Board of Directors hereby authorizes the Chairman or his designee to execute and deliver under its corporate seal, which the secretary is directed to affix and attest, as many counterparts, respectively, as shall be deemed advisable of grant documents, including a Grant and Security Agreement, Deposit Account Control Agreement and financing statements, as required by RUS.

BE IT FURTHER RESOLVED, the Board of Directors hereby authorizes a separate account (hereinafter called the: Pledged Deposit Account”) be opened in Huntington Bank and all proceeds of the Grant shall be deposited in such account which shall be pledged to the Government and held in accordance with the provisions of the Grant Security Agreement and the Deposit Account Control Agreement.

BE IT FINALLY RESOLVED, the Board of Directors hereby authorizes that the officers of the Tribe be Austin Lowes, Tribal Chairman; Tyler LaPlaunt, Tribal Vice-Chairman; Isaac McKechnie, Tribal Treasurer; Robert Schulte, Tribal Governmental CFO; and Christine McPherson, Tribal Governmental CEO are each authorized in the name and on behalf of the Tribe, to execute all such instruments, make all such payments and do all such other acts as in the opinion of the officer or officers acting may be necessary or appropriate in order to carry out the purposes and intent of the foregoing resolutions.

Roll Call Vote: Motion carries unanimously.

Moved by Director McKechnie, supported by Director Hampton, to approve Resolution 2025-69, Waiver of Sovereign Immunity and Consent to Waiver of Tribal Court Jurisdiction Reconnect 4 Grant Security Agreement.

Without objection, waive the reading of this resolution.

No objection.

BE IT RESOLVED, by the Board of Directors of the Sault Ste. Marie Tribe of Chippewa Indians, as follows:

Section 1 FINDINGS AND DETERMINATIONS:

The Board of Directors finds and determines that:

1.1 The Sault Ste. Marie Tribe of Chippewa Indians ("Tribe") is a federally recognized Indian Tribal Government organized under the provisions of the Indian Reorganization Act of 1934.

1.2 The Tribe wishes to enter into a Grant Security Agreement (“Agreement”) with United States of America, acting through the Administrator of the Rural Utilities Service., (“RUS”) (“Government”) for the Reconnect 4 Broadband Grant; and

1.3 Government will not consent to such Agreement without a waiver of sovereign immunity or Tribal Court jurisdiction; and

1.4 In order to induce Government to enter into an Agreement, the Tribe is required to confirm that the Tribe and all other entities claiming by, through or under the Tribe will not claim sovereign immunity or exclusive Tribal Court jurisdiction with respect to any disputes or causes of action between the Tribe and Government that might arise from, or relate to, in any respect, the Agreement, or object to the venue clauses found in the Agreement. All the foregoing are referred to herein as the “Waiver and Consent Obligations”; and

1.5 It is in the Tribe's interest to resolve as stated herein.

Section 2 WAIVER OF SOVEREIGN IMMUNITY; CONSENT TO JURISDICTION; GOVERNING LAW

2.1 The Tribe hereby waives its sovereign immunity from suit in favor of Government only should an action be commenced under the Agreement referenced above.

This waiver:

i) Shall terminate upon performance by the Tribe of all of its obligations under the Agreement; and

ii) Is granted solely to Government; and

iii) Shall extend to inter alia, any judicial or non-judicial action, including, but not limited to, any lawsuit, arbitration, and judicial or non-judicial action to resolve disputes between the Tribe and Government and the assertion of any claim in a court of competent jurisdiction or with any arbitrator or arbitration panel to enforce the obligations under the Agreement; and

iv) Shall be enforceable only in a court of competent jurisdiction, including, the U.S. District Court for the District of Columbia, Tribal Court and U.S. Court of Appeals for the Federal Circuit (including the United States Bankruptcy Court or any arbitrator or arbitration pane); and

v) Shall be enforceable against the assets of the Tribe to the extent necessary to satisfy the Tribe's obligation in the Agreement; and

vi) The Agreement, and other associated documents shall be construed in accordance with and governed by all applicable laws and regulations of governmental bodies with competent jurisdiction, as set forth in such documents.

Section 3. WAIVER OF TRIBAL COURT JURISDICTION

3.1 The Board of Directors waiver the exclusive jurisdiction of the Tribal Court over any action arising under the Agreement. The Board authorized the Tribe to consent to the jurisdiction of any courts with competent jurisdiction, including any courts to which decisions may be appealed, with respect to any controversies arising from this resolution or any of the documents associated with the Agreement.

Section 4. EFFECTIVE DATE

4.1 This waiver shall become effective upon the final execution of the Agreement executed by the Chairman or his designee. Failure or refusal of any individual to execute the Agreement shall render the waivers and consents granted in this resolution to become void immediately. Failure or refusal to execute the Agreement prior to the close of business on October 1st, 2025, shall render the waivers and consents granted in this resolution to become void immediately.

Section 5. AUTHORIZATION

5.1 T The Tribal Chairman or his designee is authorized to execute any and all documents to effectuate the forgoing.

Roll Call Vote: Motion carries unanimously.

Moved by Director McKechnie, supported by Director Hampton, to approve Resolution 2025-70, Waiver of Sovereign Immunity and Consent to Waiver of Tribal Court Jurisdiction to Establish Pledged Deposit Account at Huntington Bank for Reconnect 4 Grant.

Without objection, waive the reading of this resolution.

No objection.

BE IT RESOLVED, by the Board of Directors of the Sault Ste. Marie Tribe of Chippewa Indians, as follows:

Section 1 FINDINGS AND DETERMINATIONS:

The Board of Directors finds and determines that:

1.1 The Sault Ste. Marie Tribe of Chippewa Indians ("Tribe") is a federally recognized Indian Tribal Government organized under the provisions of the Indian Reorganization Act of 1934; and

1.2 The Tribe wishes to enter into a Pledged Deposit Account Agreement ("Agreement") with Huntington Bank., ("Bank") as negotiated by CFO for the Reconnect 4 Broadband Grant; and

1.3 Bank will not consent to such Agreement without a waiver of sovereign immunity or Tribal Court jurisdiction; and

1.4 In order to induce Bank to enter into an Agreement, the Tribe is required to confirm that the Tribe and all other entities claiming by, through or under the Tribe will not claim sovereign immunity or exclusive Tribal Court jurisdiction with respect to any disputes or causes of action between the Tribe and Bank that might arise from, or relate to, in any respect, the Agreement, or object to the venue clauses found in the Agreement. All the foregoing are referred to herein as the "Waiver and Consent Obligations"; and

1.5 It is in the Tribe's interest to resolve as stated herein.

Section 2 WAIVER OF SOVEREIGN IMMUNITY; CONSENT TO JURISDICTION; GOVERNING LAW

2.1 The Tribe hereby waives its sovereign immunity from suit in favor of Bank only should an action be commenced under the Agreement referenced above.

This waiver:

- i) Shall terminate upon performance by the Tribe of all of its obligations under the Agreement; and
- ii) Is granted solely to Bank; and
- iii) Shall extend to inter alia, any judicial or non-judicial action, including, but not limited to, any lawsuit, arbitration, and judicial or non-judicial action to resolve disputes between the Tribe and Bank and the assertion of any claim in a court of competent jurisdiction or with any arbitrator or arbitration panel to enforce the obligations under the Agreement; and
- iv) Shall be enforceable only in a court of competent jurisdiction, including courts in the State of Ohio, the Tribal Court and federal courts in Ohio (including the United States Bankruptcy Court or any arbitrator or arbitration pane); and
- v) Shall be enforceable against the assets of the Tribe to the extent necessary to satisfy the Tribe's obligation in the Agreement; and
- vi) The Agreement, and other associated documents shall be construed in accordance with and governed by all applicable laws and regulations of governmental bodies with competent jurisdiction, as set forth in such documents.

Section 3. WAIVER OF TRIBAL COURT JURISDICTION

3.1 The Board of Directors waiver the exclusive jurisdiction of the Tribal Court over any action arising under the Agreement. The Board authorized the Tribe to consent to the jurisdiction of any courts with competent jurisdiction, including any courts to which decisions may be appealed, with respect to any controversies arising from this resolution or any of the documents associated with the Agreement.

Section 4. EFFECTIVE DATE

4.1 This waiver shall become effective upon the final execution of the Agreement executed by the Chairman or his designee. Failure or refusal of any individual to execute the Agreement shall render the waivers and consents granted in this resolution to become void immediately. Failure or refusal to execute the Agreement prior to the close of business on October 1, 2025, shall ender the waivers and consents granted in this resolution to become void immediately.

Section 5. AUTHORIZATION

5.1 The Tribal Chairman or his designee is authorized to execute any and all documents to effectuate the forgoing.

BE IF FURTHER RESOLVED, that the following list is approved signers for the ReConnect 4 Pledged Deposit Account:

Austin Lowes, Tribal Chairman
Tyler LaPlaunt, Tribal Vice-Chairman
Isaac McKechnie, Tribal Treasurer
Robert Schulte, Tribal Governmental CFO
Christine McPherson, Tribal Governmental CEO

BE IT FINALLY RESOLVED, that the Board of Directors grants inquiry access to these accounts for obtaining transactional information to the following Accounting Department staff:

Lisa Sawruk, Tribal Comptroller
Holly Haapala, Tribal Senior Accountant
Heather Weber, Executive Assistant

Roll Call Vote: Motion carries unanimously.

Moved by Director McKechnie, supported by Director LaPlaunt, to approve Resolution 2025-71, Amending Resolution 2024-219 Comprehensive Classification and Compensation Study – for Health Divisions.

Without objection, waive the reading of this resolution.

No objection.

NOW, THEREFORE, BE IT RESOLVED, that the Board of Directors for the Sault Ste. Marie Tribe of Chippewa Indians hereby amends Resolution 2024-219 to incorporate years in current position into the base pay of all qualifying individuals in the new Health Division pay grid.

BE IT FURTHER RESOLVED, that the attached Health Division Compensation/Classification Study wage ranges shall be effective October 1, 2024.

BE IT FURTHER RESOLVED, that the attached Health Division Compensation Study wage ranges shall be reviewed at least every three years to remain competitive within the market, to enhance recruitment, and to ensure internal equity within wage ranges.

BE IT FURTHER RESOLVED, notwithstanding this Resolution, and in accordance with Resolution 2016-263, that Tribe shall continue to be in voluntary compliance with the Department of Labor's FLSA final rule, effective December 1st, 2016, including the future automatic updates to the salary threshold that are to occur every three years under the Final Rule. Further, Executive Management-Administration shall have authority to implement and effectuate any changes necessary to the Health Division Compensation Classification Study wage ranges, from time to time, to remain in voluntary compliance with the FLSA Final Rule.

BE IT FURTHER RESOLVED, that Resolution 2023-046: Rescission of Resolution 2017-16; no COLA adjustments in wage grids for Governmental, Enterprise, and Casino will remain in effect and will not affect these new approved grids.

BE IT FURTHER RESOLVED, that there shall be no annual COLA for FY 2025 pursuant to resolution 2016-280 for health staff.

BE IT FURTHER RESOLVED, Resolution 2018-125 Team Member Longevity Recognition Plan will continue to remain in effect for health staff but will not be added to the base salary; rather, the percentage will be presented at the honor luncheon in a lump sum for the year.

BE IT FURTHER RESOLVED, that the Board of Directors hereby authorizes and approves Health Division Executive Director/Administration to execute any and all documents as may be necessary and appropriate to carry out the terms, conditions, intent, and administration of this Resolution, including but not limited to the ability and authority to implement any budgetary changes administratively, job title tier changes, job classification and compensation without the need for formal Board of Directors budget modifications.

BE IT FURTHER RESOLVED, that the terms of this Resolution hereby control, supersede, and rescind any past resolution or policy that is contrary to or conflicts with the action of the BOD set forth in this resolution.

BE IT FINALLY RESOLVED, the Board of Directors hereby authorizes the Chairman or his designee to execute any and all documents for the services of this Health Division Compensation and Classification Study and authorizes the Health Division Chief Executive Officer to create the necessary budget documents.

Roll Call Vote: Motion carries unanimously.

Moved by Director LaPlaunt, supported by Director Causley-Smith, to approve Resolution 2025-72, Required Information for Resolutions.

Moved by Director LaPlaunt, supported by Director Payment, to amend to add CEO of health to both Resolved sections.

Motion carries unanimously.

NOW, THEREFORE, BE IT RESOLVED, that the Sault Ste. Marie Tribe of Chippewa Indians Board of Directors hereby requires that all dollar amounts be included in a Resolution unless that information is deemed proprietary by the Governmental CEO, the CEO of Enterprises, the Casino CEO, the Health CEO or the General Counsel.

BE IT FURTHER RESOLVED, if the Governmental CEO, the CEO of Enterprises, the Casino CEO, the Health CEO or the General Counsel deems a dollar amount in a Resolution proprietary, they must reference the attached RIS in the Resolution language and the RIS must contain all the details of the Resolution and why it is proprietary information.

Motion carries unanimously.

Moved by Director McKechnie, supported by Director Payment, to approve a 2025 small mesh gillnet permit for Matthew Campbell.

Motion carries unanimously.

Moved by Director McKechnie, supported by Director Payment, to approve Sheryl Hammock and Curtiss Babcock's appointments to the Higher Education Committee, regular members for a 4-year term expiring in April 2029 and Amy McCoy's resignation from the Food Sovereignty Committee with a term set to expire February 2027.

Motion carries unanimously.

Moved by Director McKechnie, supported by Director McRorie, to approve an Honorary Membership for Nicole and Konnor Kangas.

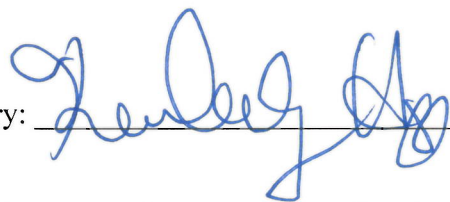
Motion carries with Director Hampton opposing.

Without objection, adjourn.

No Objections.

Adjourned at 6:03 p.m.

Date: 4/15/25
Kimberly Hampton

Secretary: 

Others Present: Lona Stewart, Ashlee Mielke, Christine McPherson, Jessica Dumback, Aaron Schlehuber, Robert Schulte, Josh Elliot, Jennifer Clerc, Robert Marchand, Megan Miller, Dan Doyle, Joseph Street, Damien Hopper, Eric Clark, Robin Clark, Andrew Lane, James Benko, Cheryl Nolan