

**BOARD OF DIRECTORS REGULAR MEETING
KEWADIN CASINO AND CONVENTION CENTER
SAULT STE. MARIE, MICHIGAN
JANUARY 21, 2025
5:00 P.M.**

- I. CALL TO ORDER
- II. ROLL CALL
- III. INVOCATION: Prayer, Smudging
- IV. MEMBERSHIP PARTICIPATION
- V. PRESENTATION:
- VI. MINUTES: 1/7/25
- VII. RESOLUTIONS: Forest Service Participating Agreement Ishkode Project and Stewarding Native Lands Program Establish FY25 Budgets
Tribal Victim Services Set Aside Establish FY25 Budget
ACFS - Truck Driver (USDA)
Broadband Reconnect Program Establish FY25 Budget
Guest House Establish FY25 Budget/LATCF FY25 Budget Modification
Granting License Tribal Logo Uniting Three Fires Calendar
BIA Fish Hatchery Maintenance Program (FHMP) Grant
BIA Youth Initiative (YT) Grant
Authorize Membership in Native American Fish & Wildlife Society
Recognition of Years of Service in Current Position
Amending Resolution 2024-411
Amending Resolution 2024-412
Voluntary Early Outs
Cultural Enhancement Fund Sustainability
ARPA Transparency Report
Legitimacy of 2% Expenditures Pursuant to Constitution
- VIII. NEW BUSINESS Enrollment - Amendment
Board Concerns
- IX. ADJOURN TO EXECUTIVE SESSION
- X. RECONVENE AND REAFFIRM
- XI. ADJOURN

RESOLUTION NO: _____

**NATURAL RESOURCES DIVISION – FOREST SERVICE
PARTICIPATING AGREEMENT ISHKODE PROJECT AND
STEWARDING NATIVE LANDS PROGRAM
ESTABLISHMENT OF FY 2025 BUDGETS**

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 Forest Service Participating Agreement Ishkode Project with Federal USDA Revenue monies of \$75,125.53. 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 Stewarding Native Land Programs with Federal USDA Revenue monies of \$25,000.00. No effect on Tribal Support.

C E R T I F I C A T I O N

We, the undersigned, as Chairman and Secretary of the Sault Ste. Marie Tribe of Chippewa Indians, hereby certify that the Board of Directors is composed of 13 members, of whom _____ members constituting a quorum were present at a meeting thereof duly called, noticed, convened, and held on the _____ day of _____ 2025; that the foregoing resolution was duly adopted at said meeting by an affirmative vote of _____ members for, _____ members against, _____ members abstaining, and that said resolution has not been rescinded or amended in any way.

Austin Lowes, Chairman
Sault Ste. Marie Tribe of
Chippewa Indians

Kimberly Hampton, Secretary
Sault Ste. Marie Tribe of
Chippewa Indians

RESOLUTION NO: _____

**ACFS – TRIBAL VICTIM SERVICES SET ASIDE
ESTABLISHMENT FY 2025 BUDGET**

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 Victim Services Set Aside with Federal DOJ Revenue monies of \$15,334.67. No effect on Tribal Support.

C E R T I F I C A T I O N

We, the undersigned, as Chairman and Secretary of the Sault Ste. Marie Tribe of Chippewa Indians, hereby certify that the Board of Directors is composed of 13 members, of whom _____ members constituting a quorum were present at a meeting thereof duly called, noticed, convened, and held on the _____ day of _____ 2025; that the foregoing resolution was duly adopted at said meeting by an affirmative vote of _____ members for, _____ members against, _____ members abstaining, and that said resolution has not been rescinded or amended in any way.

Austin Lowes, Chairman
Sault Ste. Marie Tribe of
Chippewa Indians

Kimberly Hampton, Secretary
Sault Ste. Marie Tribe of
Chippewa Indians

RESOLUTION NO: _____

ACFS – TRUCK DRIVER (USDA)

WHEREAS, the Sault Ste. Marie Tribe of Chippewa Indians (“Tribe”) is a federally recognized Indian Tribe organized under the Indian Reorganization Act of 1934, 25 U.S.C. 467 et seq; and

WHEREAS, the tribal staff are in the process of completing the implementation of the compensation study approved by Resolution #2024-410 and it is not fully complete at this time.

NOW, THEREFORE, BE IT RESOLVED, that the Board of Directors approves for the position of Truck Driver (USDA) be posted and filled as defined in the compensation study approved by Resolution #2024-410.

BE IT FURTHER RESOLVED, that the changes to the budget will be completed administratively, without the need for formal Board of Directors budget modifications, at the same time the compensation study budgets modifications are completed.

C E R T I F I C A T I O N

We, the undersigned, as Chairman and Secretary of the Sault Ste. Marie Tribe of Chippewa Indians, hereby certify that the Board of Directors is composed of 13 members, of whom _____ members constituting a quorum were present at a meeting thereof duly called, noticed, convened, and held on the _____ day of _____ 2025; that the foregoing resolution was duly adopted at said meeting by an affirmative vote of _____ members for, _____ members against, _____ members abstaining, and that said resolution has not been rescinded or amended in any way.

Austin Lowes, Chairman
Sault Ste. Marie Tribe of
Chippewa Indians

Kimberly Hampton, Secretary
Sault Ste. Marie Tribe of
Chippewa Indians

RESOLUTION NO: _____

**GOVERNMENTAL – BROADBAND RURAL UTILITIES SERVICES
RECONNECT PROGRAM
ESTABLISHMENT FY 2025 BUDGET**

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 Broadband Rural Utilities Service’s Reconnect Program with Federal USDA Revenue monies of \$12,124,604.66. No effect on Tribal Support.

C E R T I F I C A T I O N

We, the undersigned, as Chairman and Secretary of the Sault Ste. Marie Tribe of Chippewa Indians, hereby certify that the Board of Directors is composed of 13 members, of whom _____ members constituting a quorum were present at a meeting thereof duly called, noticed, convened, and held on the _____ day of _____ 2025; that the foregoing resolution was duly adopted at said meeting by an affirmative vote of _____ members for, _____ members against, _____ members abstaining, and that said resolution has not been rescinded or amended in any way.

Austin Lowes, Chairman
Sault Ste. Marie Tribe of
Chippewa Indians

Kimberly Hampton, Secretary
Sault Ste. Marie Tribe of
Chippewa Indians

RESOLUTION NO: _____

**ENTERPRISES – DEMAWATING DEVELOPMENT GUEST HOUSE
ESTABLISHMENT OF FY 2025 BUDGET
AND LATCF FY 2025 BUDGET MODIFICATION**

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 to Demawating Development Guest House with total budget amounts referenced in the RIS.

BE IT FINALLY RESOLVED, that the Board of Directors of the Sault Ste. Marie Tribe of Chippewa Indians hereby approves the FY 2025 budget modification to LATCF for the transfer of funds to Demawating Development – Guest House with total budget amounts referenced in the RIS.

C E R T I F I C A T I O N

We, the undersigned, as Chairman and Secretary of the Sault Ste. Marie Tribe of Chippewa Indians, hereby certify that the Board of Directors is composed of 13 members, of whom _____ members constituting a quorum were present at a meeting thereof duly called, noticed, convened, and held on the _____ day of _____ 2025; that the foregoing resolution was duly adopted at said meeting by an affirmative vote of _____ members for, _____ members against, _____ members abstaining, and that said resolution has not been rescinded or amended in any way.

Austin Lowes, Chairman
Sault Ste. Marie Tribe of
Chippewa Indians

Kimberly Hampton, Secretary
Sault Ste. Marie Tribe of
Chippewa Indians

RESOLUTION NO: _____

**GRANTING LICENSE TRIBAL LOGO
UNITING THREE FIRES AGAINST VIOLENCE ANNUAL CALENDAR**

WHEREAS, the intellectual property of the Tribe includes the Tribal logos, trademarks and service marks; and

WHEREAS, the Tribe has created the Tribe's logo and holds the copyright to it, and no person or company may use the logo without the express written permission of the Tribe as expressed in a resolution of this Board of Directors; and

WHEREAS, Uniting Three Fires Against Violence, Michigan's Native American Domestic and Sexual Violence Coalition, publishes an annual calendar; and

WHEREAS, the Sault Ste. Marie Tribe of Chippewa Indians Advocacy Resource Center wishes Uniting Three Fires Against Violence to utilize the Tribe's logo for a month in the calendar featuring the Sault Ste. Marie Tribe of Chippewa Indian's victim service program.

NOW, THEREFORE, BE IT RESOLVED, that the Board of Directors of the Sault Ste. Marie Tribe of Chippewa Indians does hereby grant a limited, non-exclusive, worldwide, royalty-free, transferable license to Uniting Three Fires Against Violence for the Tribal Logo, in the form set forth below, for the limited purpose of printing on one month of the annual calendar, to be used in a non-disparaging manner.

BE IT FURTHER RESOLVED, that this license shall expire on the date which is ten years from the date of the passage of this Resolution, understanding that either the Advocacy Resource Center or Uniting Three Fires Against Violence may request an extension of this deadline in the future if they desire.

EXEMPLAR OF LOGO:



CERTIFICATION

We, the undersigned, as Chairman and Secretary of the Sault Ste. Marie Tribe of Chippewa Indians, hereby certify that the Board of Directors is composed of 13

Resolution No: _____

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members, of whom _____ members constituting a quorum were present at a meeting thereof duly called, noticed, convened, and held on the _____ day of _____ 2025; that the foregoing resolution was duly adopted at said meeting by an affirmative vote of _____ members for, _____ members against, _____ members abstaining, and that said resolution has not been rescinded or amended in any way.

Austin Lowes, Chairman
Sault Ste. Marie Tribe of
Chippewa Indians

Kimberly Hampton, Secretary
Sault Ste. Marie Tribe of
Chippewa Indians

RESOLUTION NO: _____

BUREAU OF INDIAN AFFAIRS (BIA) FISH HATCHERY MAINTENANCE PROGRAM (FHMP) GRANT

WHEREAS, the Sault Tribe of Chippewa Indians is a federally recognized Indian Tribe organized under the Indian Reorganization Act of 1934, as amended; and

WHEREAS, the mission of the Sault Ste. Marie Tribe of Chippewa Indians is to provide for the perpetuation of our way of life and the welfare and prosperity of our people, to preserve our right to self-government, and protect our property and resources as ordained by the establishment of our constitution and bylaws; and

WHEREAS, the Sault Tribe seeks to restore our ability and authority to steward the lands and waters of the 1836 Treaty Ceded Territory for the long-term benefit of our human and ecological communities; and

WHEREAS, the Sault Tribe Natural Resources Division, Gidayaangwaami'idimin Ezhi-inawendiyang, is responsible for supporting and enacting Sault Tribe stewardship of 1836 Treaty Ceded Territory lands, waters, and non-human relatives; and

WHEREAS, the Bureau of Indian Affairs (BIA) has an opportunity to secure funding under the Fish Hatchery Maintenance Program; and

WHEREAS, the Sault Tribe Natural Resources Division, Gidayaangwaami'idimin Ezhi-inawendiyang, seeks this funding to support and further ongoing hatchery work at both the Nunn's Creek and Barbeau facilities.

NOW, THEREFORE, BE IT RESOLVED, the Sault Tribe Board of Directors authorizes the Division's application for the BIA Fish Hatchery Maintenance Program 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.

C E R T I F I C A T I O N

We, the undersigned, as Chairman and Secretary of the Sault Ste. Marie Tribe of Chippewa Indians, hereby certify that the Board of Directors is composed of 13 members, of whom _____ members constituting a quorum were present at a meeting thereof duly called, noticed, convened, and held on the _____ day of _____ 2025; that the foregoing resolution was duly adopted at said meeting by an affirmative vote of _____ members for, _____ members against, _____ members abstaining, and that said resolution has not been rescinded or amended in any way.

Austin Lowes, Chairman
Sault Ste. Marie Tribe of
Chippewa Indians

Kimberly Hampton, Secretary
Sault Ste. Marie Tribe of
Chippewa Indians

RESOLUTION NO: _____

BUREAU OF INDIAN AFFAIRS YOUTH INITIATIVE (YT) GRANT

WHEREAS, the Sault Tribe of Chippewa Indians is a federally recognized Indian Tribe organized under the Indian Reorganization Act of 1934, as amended; and

WHEREAS, the mission of the Sault Ste. Marie Tribe of Chippewa Indians is to provide for the perpetuation of our way of life and the welfare and prosperity of our people, to preserve our right to self-government, and protect our property and resources as ordained by the establishment of our constitution and bylaws; and

WHEREAS, the Sault Tribe seeks to restore our ability and authority to steward the lands and waters of the 1836 Treaty Ceded Territory for the long-term benefit of our human and ecological communities; and

WHEREAS, the Sault Tribe Natural Resources Division, Gidayaangwaami'idimin Ezhi-inawendiyang, is responsible for supporting and enacting Sault Tribe stewardship of 1836 Treaty Ceded Territory lands, waters, and non-human relatives; and

WHEREAS, the Bureau of Indian Affairs (BIA) has an opportunity to secure funding under the Tribal Youth Initiative Program; and

WHEREAS, the Sault Tribe Natural Resources Division, Gidayaangwaami'idimin Ezhi-inawendiyang, Fisheries Program seeks this funding to support and expand our Sturgeon in the Classroom program project.

NOW, THEREFORE, BE IT RESOLVED, the Sault Tribe Board of Directors authorizes the Division's application for the BIA Tribal Youth Initiative 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.

C E R T I F I C A T I O N

We, the undersigned, as Chairman and Secretary of the Sault Ste. Marie Tribe of Chippewa Indians, hereby certify that the Board of Directors is composed of 13 members, of whom _____ members constituting a quorum were present at a meeting thereof duly called, noticed, convened, and held on the _____ day of _____ 2024; that the foregoing resolution was duly adopted at said meeting by an affirmative vote of _____ members for, _____ members against, _____ members abstaining, and that said resolution has not been rescinded or amended in any way.

Austin Lowes, Chairman
Sault Ste. Marie Tribe of
Chippewa Indians

Kimberly Hampton, Secretary
Sault Ste. Marie Tribe of
Chippewa Indians

RESOLUTION NO: _____

**AUTHORIZING SAULT TRIBE MEMBERSHIP IN THE NATIVE
AMERICAN FISH AND WILDLIFE SOCIETY**

WHEREAS, the Sault Tribe of Chippewa Indians is a federally recognized Tribe organized pursuant to the Indian Reorganization Act of June 18, 1934 and recognized by the United States Government through the Secretary of the Interior; and

WHEREAS, the Sault Tribe of Chippewa Indians is a federally recognized tribe of Indians located in Sault Ste Marie, MI and desires to promote the protection and preservation of its fish and wildlife resources through proper management for the use of its members and future generations; and

WHEREAS, the Native American Fish and Wildlife Society (NAFWS) as incorporated in 1983 to develop a national communications network for the exchange of information and management techniques related to self-determined tribal fish and wildlife management; and

WHEREAS, the NAFWS can assist the Tribes directly in:

- Establishing new fish and wildlife programs;
- Protection of treaty fish and wildlife rights and resources;
- Obtaining funding for Tribal fish and wildlife programs;
- Educating and training Tribal fish and wildlife biologists;
- Representing future Tribal fish and wildlife needs through the national Congress process;
- Promoting Tribal management capabilities on a national level through an exchange of information via newsletters, technical bulletins, and a journal of Tribal fish and wildlife management; and

WHEREAS, the Sault Tribe of Chippewa Indians supports the efforts and activities of the NAFWS as stated above and in the Society's Articles of Incorporations; and

WHEREAS, in order to benefit from the above listed services, a membership in the Society is required which includes a monetary donation of \$250.00 and application annually to the NAFWS.

NOW, THEREFORE, BE IT RESOLVED, the Sault Tribe Board of Directors hereby authorizes the application and annual payment for membership in the NAFWS.

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

Resolution No: _____
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documents as may be necessary and appropriate to carry out the terms, conditions, and intent of this resolution.

C E R T I F I C A T I O N

We, the undersigned, as Chairman and Secretary of the Sault Ste. Marie Tribe of Chippewa Indians, hereby certify that the Board of Directors is composed of 13 members, of whom _____ members constituting a quorum were present at a meeting thereof duly called, noticed, convened, and held on the _____ day of _____ 2025; that the foregoing resolution was duly adopted at said meeting by an affirmative vote of _____ members for, _____ members against, _____ members abstaining, and that said resolution has not been rescinded or amended in any way.

Austin Lowes, Chairman
Sault Ste. Marie Tribe of
Chippewa Indians

Kimberly Hampton, Secretary
Sault Ste. Marie Tribe of
Chippewa Indians

RESOLUTION NO: _____

RECOGNITION OF YEARS OF SERVICE IN CURRENT POSITION

WHEREAS, the Sault Tribe of Chippewa Indians (“Tribe”) is a federally recognized Indian Tribe organized under the Indian Reorganization Act of 1934, as amended; and

WHEREAS, the Board adopted the 2024 Sault Tribe Comprehensive Classification and compensation study for all governmental positions in Resolution 2024-410; and

WHEREAS, the Board wishes to recognize the original compensation study recommendation to address pay compression in recognizing a team members years of service in their current position; and

WHEREAS, remaining funds from the \$10 million appropriated in Resolution 2021-167 for compensation studies were moved into the tax account replacement fund by the CFO.

NOW, THEREFORE, BE IT RESOLVED, that the Board of Directors for the Sault Ste. Marie Tribe of Chippewa Indians hereby adopts this resolution to incorporate years in position into the base pay of all qualifying individuals in the new pay grid, utilizing the funds remaining from Resolution 2021-167 that were moved into the tax account fund.

BE IT FURTHER RESOLVED, that this resolution aligns with all other conditions in Resolution 2024-410.

BE IT FURTHER RESOLVED, that the Board of Directors hereby authorizes and approves Executive Management/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 without the need for formal Board of Directors budget modifications.

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 CCC and authorizes the Executive Director and CFO to create the necessary budget documents that appropriate the funds, utilizing of tax revenue funds necessary to complete the project.

C E R T I F I C A T I O N

We, the undersigned, as Chairman and Secretary of the Sault Ste. Marie Tribe of Chippewa Indians, hereby certify that the Board of Directors is composed of 13 members, of whom _____ members constituting a quorum were present at a

Resolution No: _____
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meeting thereof duly called, noticed, convened, and held on the ____ day of _____ 2025; that the foregoing resolution was duly adopted at said meeting by an affirmative vote of ____ members for, ____ members against, ____ members abstaining, and that said resolution has not been rescinded or amended in any way.

Austin Lowes, Chairman
Sault Ste. Marie Tribe of
Chippewa Indians

Kimberly Hampton, Secretary
Sault Ste. Marie Tribe of
Chippewa Indians

RESOLUTION NO: _____

AMENDING RESOLUTION 2024-411

WHEREAS, the Sault Tribe of Chippewa Indians (“Tribe”) is a federally recognized Indian Tribe organized under the Indian Reorganization Act of 1934, as amended; and

WHEREAS, the Board adopted the 2024 EDC/Enterprise Compensation Study and Recommendations in Resolution 2024-411; and

WHEREAS, the Board seeks to modify the compensation study to account for experience and the number of years a team member has served in their position; and

WHEREAS, remaining funds from the \$10 million appropriated in Resolution 2021-167 for compensation studies were subsequently transferred into the revenue replacement fund by the Chief Financial Officer (CFO);

NOW, THEREFORE, BE IT RESOLVED, that the Board of Directors for the Sault Ste. Marie Tribe of Chippewa Indians hereby amends Resolution 2024-411 to incorporate years of service in position into the base pay for all qualifying individuals under the new pay grid, utilizing \$27,000 of the funds remaining from Resolution 2021-167, which were moved into the revenue replacement fund.

BE IT FURTHER RESOLVED, that this resolution shall have no effect on the approved pay grids established in Resolution 2024-411.

BE IT FURTHER RESOLVED, that the Board of Directors directs the governmental CFO to transfer the specified funds to cost center 6050 for the purpose of implementing these wage increases in 2025.

BE IT FINALLY RESOLVED, that all authorizations previously granted to EDC Human Resources, the Director of Enterprise Operations, and the Sault Tribe CFO in Resolution 2024-411 shall remain in effect to execute the intent of this resolution.

C E R T I F I C A T I O N

We, the undersigned, as Chairman and Secretary of the Sault Ste. Marie Tribe of Chippewa Indians, hereby certify that the Board of Directors is composed of 13 members, of whom _____ members constituting a quorum were present at a meeting thereof duly called, noticed, convened, and held on the _____ day of _____ 2025; that the foregoing resolution was duly adopted at said meeting by an affirmative vote of _____ members for, _____ members

Resolution No: _____
Page 2

against, _____ members abstaining, and that said resolution has not been rescinded or amended in any way.

Austin Lowes, Chairman
Sault Ste. Marie Tribe of
Chippewa Indians

Kimberly Hampton, Secretary
Sault Ste. Marie Tribe of
Chippewa Indians

RESOLUTION NO: _____

AMENDING RESOLUTION 2024-412

WHEREAS, the Sault Tribe of Chippewa Indians (“Tribe”) is a federally recognized Indian Tribe organized under the Indian Reorganization Act of 1934, as amended; and

WHEREAS, the Board adopted the 2024 Casino Compensation Study and Recommendations in Resolution 2024-412; and

WHEREAS, the Board wishes to modify the compensation study to address years of service that a team member has been in that position; and

WHEREAS, remaining funds from the \$10 million appropriated in Resolution 2021-167 for compensation studies was moved into revenue replacement fund by the CFO.

NOW, THEREFORE, BE IT RESOLVED, that this resolution has no effect on the approved grids from Resolution 2024-412.

BE IT FURTHER RESOLVED, that the Board of Directors for the Sault Ste. Marie Tribe of Chippewa Indians hereby amends Resolution 2024-412 moving all casino team members to the new market rate for their position and recognizing an increase in the team members pay utilizing years in position and comp ratio or 3% which ever is greater.

BE IT FURTHER RESOLVED, that the Board of Directors hereby directs the governmental CFO to transfer \$XXX funds to a cost center determined by the Kewadin CFO.

BE IT FINALLY RESOLVED, all authorizes granted to the Keadin Casino Humna Resource Director, CEO, and CFO in Resolution 2024-412 shall remain in place to carry out the intent of this Resolution.

CERTIFICATION

We, the undersigned, as Chairman and Secretary of the Sault Ste. Marie Tribe of Chippewa Indians, hereby certify that the Board of Directors is composed of 13 members, of whom _____ members constituting a quorum were present at a meeting thereof duly called, noticed, convened, and held on the _____ day of _____ 2025; that the foregoing resolution was duly adopted at said meeting by an affirmative vote of _____ members for, _____ members against, _____ members abstaining, and that said resolution has not been rescinded or amended in any way.

Austin Lowes, Chairman
Sault Ste. Marie Tribe of
Chippewa Indians

Kimberly Hampton, Secretary
Sault Ste. Marie Tribe of
Chippewa Indians

RESOLUTION NO: _____

VOLUNTARY EARLY OUTS

WHEREAS, in the past, the Tribal Board of Directors offered an early out retirement program for individuals for whom longevity has priced them outside of the market; and

WHEREAS, this program allowed for savings of over a million dollars in payroll and is likely to provide for savings going forward; and

WHEREAS, the services of long-term team members is appreciated such that providing an early out retirement like option is mutually beneficial to both the long term team member as well as the Sault Tribe Government, Casino and Enterprise Team members; and

WHEREAS, any such program for an early out is intended to be voluntary such that no pressure is asserted but the option provided to participate.

NOW THEREFORE BE IT RESOLVED, that the Sault Tribe Board of Directors hereby authorizes the Tribal CFO to establish an early out program according to the attached criteria.

BE IT FURTHER RESOLVED, that the Tribal Board of Directors intends for the savings per positions for individuals who choose to participate to be expended to cover the costs of the early outs with a reconciliation report provided to the Tribal Board of Directors by May 31, 2025.

BE IT FINALLY RESOLVED, that said program is entirely voluntary.

C E R T I F I C A T I O N

We, the undersigned, as Chairman and Secretary of the Sault Ste. Marie Tribe of Chippewa Indians, hereby certify that the Board of Directors is composed of 13 members, of whom _____ members constituting a quorum were present at a meeting thereof duly called, noticed, convened, and held on the _____ day of _____ 2025; that the foregoing resolution was duly adopted at said meeting by an affirmative vote of _____ members for, _____ members against, _____ members abstaining, and that said resolution has not been rescinded or amended in any way.

Austin Lowes, Chairman
Sault Ste. Marie Tribe of
Chippewa Indians

Kimberly Hampton, Secretary
Sault Ste. Marie Tribe of
Chippewa Indians

RESOLUTION NO: _____

CULTURAL ENHANCEMENT FUND SUITABILITY

WHEREAS, the creation of the unit based cultural enhancement fund was established to supplemental cultural programming for each of the five election units in the Tribe's seven county service area; and

WHEREAS, the creation of the fund was never intended to circumvent any necessary background check and clearance processes to ensure the safety of tribal citizens with particular attention to the safety of tribal children from predators including individuals formerly employed by the Tribe who have been investigated, charged, and indicted for molesting tribal children or contributing to the delinquency of a minor; and

WHEREAS, the creation of employment opportunities for cultural workshops was never intended to allow entering personal services contracts for former Sault Tribe team members fired for theft by falsifying time cards and getting paid for work not performed; and

WHEREAS, it was never the Board's intent to allow for cultural services fees to exceed \$1000 in a one-day workshop amounting to more than an entire 2-week payroll period for our casino front-line workers.

NOW, THEREFORE BE IT RESOLVED, that all individuals who intend to provide for personal contractual services for cultural enhancement paid services, must follow the same requirement for tribal volunteers who have access to tribal children and tribal citizens and deemed suitable.

BE IT FINALLY RESOLVED, that any individuals investigated, charged, and indicted for crimes against persons including molesting tribal children or any individuals who have stolen from the Tribe and received disciplinary action shall not be deemed suitable to enter a personal services contract to provide cultural enhance services as a paid vendor.

CERTIFICATION

We, the undersigned, as Chairman and Secretary of the Sault Ste. Marie Tribe of Chippewa Indians, hereby certify that the Board of Directors is composed of 13 members, of whom _____ members constituting a quorum were present at a meeting thereof duly called, noticed, convened, and held on the _____ day of _____ 2025; that the foregoing resolution was duly adopted at said meeting by an affirmative vote of _____ members for, _____ members against, _____ members abstaining, and that said resolution has not been rescinded or amended in any way.

Austin Lowes, Chairman
Sault Ste. Marie Tribe of
Chippewa Indians

Kimberly Hampton, Secretary
Sault Ste. Marie Tribe of
Chippewa Indians

RESOLUTION NO: _____

ARPA TRANSPARENCY REPORT

WHEREAS, between January 2020 and December 2024, the Sault Tribe was successful in securing federal pandemic and ARPA funds in the amount estimated to be nearly \$450 million; and

WHEREAS, the Sault Tribe paid out over \$150 million of these funds in direct relief support to tribal citizens; and

WHEREAS, the Sault Tribe Constitution provides for Sault Tribe citizens to have a right to know and access to records of the Tribe.

NOW THEREFORE BE IT RESOLVED, that the Tribal Board of Directors, hereby directs the creation of a report to share with Tribal citizens of how these funds were expended thus far and how the balance will be expended.

BE IT FURTHER RESOLVED, that an initial report shall be made available to all Sault Tribe citizens upon request within 60 days, with subsequent reports made available monthly until all federal pandemic relief funds are expended.

BE IT FINALLY RESOLVED, that at the minimum the reports shall contain the following:

- A. Confirmation that all funds were formally obligated
- B. Total amount paid out to Tribal Citizens
- C. Allocations per projects or expenditure
- D. Additional facilities or services that will result
- E. Status of expenditures and projected end date to complete projects

C E R T I F I C A T I O N

We, the undersigned, as Chairman and Secretary of the Sault Ste. Marie Tribe of Chippewa Indians, hereby certify that the Board of Directors is composed of 13 members, of whom _____ members constituting a quorum were present at a meeting thereof duly called, noticed, convened, and held on the _____ day of _____ 2025; that the foregoing resolution was duly adopted at said meeting by an affirmative vote of _____ members for, _____ members against, _____ members abstaining, and that said resolution has not been rescinded or amended in any way.

Austin Lowes, Chairman
Sault Ste. Marie Tribe of
Chippewa Indians

Kimberly Hampton, Secretary
Sault Ste. Marie Tribe of
Chippewa Indians

RESOLUTION NO: _____

**LEGITIMACY OF 2% EXPENDITURES PURSUANT TO
CONSTITUTION**

WHEREAS, prior to 2002, the Chairperson of the Tribe allocated and expended 2% funds without complying with the Sault Tribe Constitution which vests the authority for appropriations squarely with the Sault Tribe Board of Directors; and

WHEREAS, in 2002, the Board of Directors voted to divide the balance of available 2% funds each cycle equally among the election units with the Unit board members further deciding which 2% request were to be funded; and

WHEREAS, it has come to the attention of the Sault Tribe Board of Directors that the expenditure of these funds without a vote of the Tribal Board of Directors each time may not comply with the Sault Tribe Constitution.

NOW THEREFORE BE IT RESOLVED, that the Tribal Board of Directors request a written legal opinion to determine whether or not the current process of unit Board members signing off on 2% request and expending tribal funds complies with the Tribal Constitution.

BE IT FURTHER RESOLVED, that until such time as a written legal opinion is stabled, that all 2% request shall be approved by a vote of the Sault Tribe Board of Directors.

C E R T I F I C A T I O N

We, the undersigned, as Chairman and Secretary of the Sault Ste. Marie Tribe of Chippewa Indians, hereby certify that the Board of Directors is composed of 13 members, of whom _____ members constituting a quorum were present at a meeting thereof duly called, noticed, convened, and held on the _____ day of _____ 2025; that the foregoing resolution was duly adopted at said meeting by an affirmative vote of _____ members for, _____ members against, _____ members abstaining, and that said resolution has not been rescinded or amended in any way.

Austin Lowes, Chairman
Sault Ste. Marie Tribe of
Chippewa Indians

Kimberly Hampton, Secretary
Sault Ste. Marie Tribe of
Chippewa Indians

BOARD OF DIRECTORS REGULAR MEETING

January 21, 2025

Sponsor's List

RESOLUTIONS:

Natural Resources Division – Forest Service Participating Agreement Ishkode Project and Stewarding Native Lands Program Establishment of FY 2025 Budgets – Robin Clark
ACFS – Tribal Victim Services Set Aside Establishment of FY 2025 Budget – Jami Moran, Juanita Bye
ACFS – Truck Driver (USDA) – Juanita Bye, Sheryl McKerchie
Governmental – Broadband Rural Utilities Services Reconnect Program Establishment of FY 2025 Budget – Dan Doyle
Enterprises – DeMawating Development Guest House Establishment of FY 2025 Budget – Helen Wilkins
Granting License Tribal Logo Uniting Three Fires Against Violence Annual Calendar – Jami Moran
Bureau of Indian Affairs (BIA) Fish Hatchery Maintenance Program (FHMP) Grant – Jack Tuomikoski, Robin Clark
Bureau of Indian Affairs Youth Initiative (YT) Grant – Jack Tuomikoski, Robin Clark
Authorizing Sault Tribe Membership in the Native American Fish and Wildlife Society – Brad Silet
Recognition of Years of Service in Current Position – Directors' Hampton, Barbeau, McRorie, McKechnie, LaPlaunt
Amending Resolution 2024-411 – Directors' Hampton, Barbeau, McRorie, McKechnie, LaPlaunt
Amending Resolution 2024-412 – Directors Hampton, Barbeau, McRorie, McKechnie, LaPlaunt
Voluntary Early Outs – Director Payment
Cultural Enhancement Fund Sustainability – Director Payment
ARPA Transparency Report – Director Payment
Legitimacy of 2% Expenditures Pursuant to Constitution – Director Payment

NEW BUSINESS:

Enrollment - Amendment
Board Concerns

MEMORANDUM

TO: Board of Directors
FROM: Lona Stewart, Board Administrator
DATE: January 16, 2025
RE: Workshop Agenda for January 21, 2025

AGENDA **Closed Session**

10:00

Health Report

10:45

Executive Reports - Governmental

12:00 – 1:00

Lunch Break

1:00

Executive Reports Cont. (CLOSED)

1:30

Compensation Discussion (CLOSED)

3:30

Agenda Review

5:00

Board of Directors Meeting

6:15

**(or at the conclusion of the Board of Directors Meeting)
Kewadin Gaming Authority Meeting**