

**BOARD OF DIRECTORS REGULAR MEETING
KEWADIN CASINO AND CONVENTION CENTER
SAULT STE. MARIE, MICHIGAN
FEBRUARY 4, 2025
5:00 P.M.**

- I. CALL TO ORDER
- II. ROLL CALL
- III. INVOCATION: Prayer, Smudging
- IV. MEMBERSHIP PARTICIPATION
- V. PRESENTATION:
- VI. MINUTES: 01/21/25
- VII. RESOLUTIONS: FY 2025 Budget Document 003 - Schedule C Budgets
FY 2025 Governmental Capital Expenditures
Broadband Planning Grant Establishment FY25 Budget
Utility Authority Environmental Contract FY25 Budget
Uranium Testing Establishment of FY 2025 Budget
CCER – TFP, Ishkode II and USFWS FY 2025 Budget
White Pine Lodge FY 2025 Budget Modifications
Applying for BIA GLRI-Coastal Restoration 2025
Applying for BIA-GLRI: Atikameg & Walleye Stocks
Approval of Contract for RO System Installation Project
Approving Contract with NextGen Healthcare
Bgwasendam Gamigong Lodge of Hope – LEO
Bgwasendam Gamigong Lodge of Hope - MDHHS
Acceptance of the Tribes 401K Audit Proposal
Waiver of SI and Authorizing Confidentiality and Non-Disclosure Agreement Sacred Path for Enhanced Tribal Cards
Protecting Tribal Government and Services Jobs
Protecting Tribal Government and Services Jobs During Federal Funding Freeze
Establishing Annual Performance Review Process for Team Members
- VIII. NEW BUSINESS Disenrollments
Accounting
Budgets
Payroll
Board Staff
Board Concerns
- IX. ADJOURN TO EXECUTIVE SESSION
- X. RECONVENE AND REAFFIRM
- XI. ADJOURN

RESOLUTION NO: _____

FY 2025 BUDGET DOCUMENT 003 – SCHEDULE C BUDGETS

NOW, THEREFORE, BE IT RESOLVED, that the Board of Directors of the Sault Ste. Marie Tribe of Chippewa Indians hereby approves the FY 2025 Budget Document 003 totaling \$74,368,702, of which \$25,220,356 comes from Tribal Support.

BE IT FURTHER RESOLVED, that the Board of Directors of the Sault Ste. Marie Tribe of Chippewa Indians hereby authorizes the CEO and CFO, or their designee, the authority to approve administrative budget modifications for the allocation of 3rd Party and BIA Revenue as identified to reduce Tribal Support as long as these reallocations meet the funding guidelines.

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: _____

**FY 2025 GOVERNMENTAL
CAPITAL EXPENDITURES**

BE IT RESOLVED, that the Board of Directors of the Sault Ste. Marie Tribe of Chippewa Indians hereby approves the FY 2025 Governmental Capital Expenditure budget modification for a total of \$643,500, of which \$153,500 will come from 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: _____

**GOVERNMENTAL – SAULT TRIBE BROADBAND PLANNING GRANT
ESTABLISHMENT OF 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 Sault Tribe Broadband Planning Grant with Federal Department of Interior Revenue monies of \$156,026.06. 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: _____

**NATURAL RESOURCES DIVISION –
UTILITY AUTHORITY ENVIRONMENTAL CONTRACT
ESTABLISHMENT OF 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 Utility Authority Environmental Contract with Other Revenue monies of \$56,418.72. 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: _____

**NATURAL RESOURCES DIVISION – URANIUM TESTING
ESTABLISHMENT OF 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 Uranium Testing with Federal IHS Revenue monies of \$11,308.41. 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: _____

**CONSORTIUM COOPERATIVE ECOLOGICAL RESILIENCE (CCER) –
TECHNICAL SERVICE I, GLRI ADAPTIVE MANAGEMENT, TRIBAL
FOREST PROTECTION ACT (TFPA) ISHKODE II, AND
USFWS INTER-AGENCY DECISION SUPPORT
ESTABLISHMENT 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 CCER Technical Services I with Federal Department of Agriculture – Forest Service Revenue monies of \$63,560.47. 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 CCER GLRI Adaptive Management with Federal BIA monies of \$54,147.29. 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 CCER TFPA Ishkode II with Federal Department of Agriculture – Forest Service Revenue monies of \$14,060.19. 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 U.S. Fish and Wildlife Inter-Agency Decision Support with Federal Department of Interior Revenue monies of \$435,681. 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 – WHITE PINE LODGE
FY 2025 BUDGET MODIFICATIONS**

BE IT RESOLVED, that the Board of Directors of the Sault Ste. Marie Tribe of Chippewa Indians hereby approves the FY 2025 budget modifications to the White Pine Lodge Administration, Convenience Store, and Motel 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: _____

APPLYING FOR BIA GLRI – COASTAL RESTORATION 2025

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

WHEREAS, the Natural Resources Division seeks to apply for the Bureau of Indian Affairs Great Lakes Restoration Initiative funding to support coastal monitoring and restoration in the St Mary's River and within the 1836 Treaty Ceded Territory.

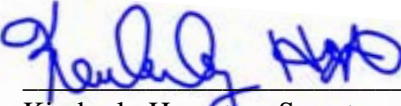
NOW, THEREFORE, BE IT RESOLVED, that the Board of Directors hereby authorizes the Natural Resources Division to apply for up to \$1,250,000 in Great Lakes Restoration Initiative funding.

BE IT FURTHER RESOLVED, that the Board of Directors hereby authorizes and approves the Chairman of the Tribe, or their designee, to execute all documents, contracts, and subcontracts 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: _____

APPLYING FOR BIA-GLRI: ATIKAMEG (L. WHITEFISH) FROM START TO FINISH 2026/28 AND ENHANCING NATIVE OGAA (WALLEYE) STOCKS

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

WHEREAS, the Natural Resources Division seeks to apply for Bureau of Indian Affairs (BIA) Great Lakes Restoration Initiative (GLRI) funding to support continued work towards Atikameg (Lake Whitefish) Rehabilitation and Ogaa Enhancement work both within our 1836 Ceded Territory.

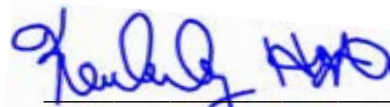
NOW, THEREFORE, BE IT RESOLVED, that the Board of Directors hereby authorizes the Natural Resources Division to apply for a three-year grant totaling \$215,404.80 for BIA GLRI Enhancing Native Ogaa (Walleye) Stocks within the 1836 Ceded Territory and a three-year grant totaling \$1,314,638.25 for BIA GLRI Atikameg (L. Whitefish) From Start to Finish 2026/28.

BE IT FURTHER RESOLVED, that the Board of Directors hereby authorizes and approves the Chairman of the Tribe, or their designee, to execute all documents, contracts, and subcontracts 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: _____

**APPROVAL OF CONTRACT AWARD FOR REVERSE OSOMOSIS (RO)
SYSTEM INSTALLATION PROJECT**

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

NOW, THEREFORE, BE IT RESOLVED, that the Board of Directors of the Sault Ste. Marie Tribe of Chippewa Indians hereby approves the proposal of Nicolet Shores Plumbing Inc. to purchase and install one reverse osmosis (RO) system in each of eight separate residences and conduct post-installation water quality testing for uranium at each location.

BE IT FURTHER RESOLVED, that the Board of Directors of the Sault Ste. Marie Tribe of Chippewa Indians hereby authorizes the Tribal Chairman, or his designee, to negotiate a contract between the Sault Ste. Marie Tribe of Chippewa Indians and Nicolet Shores Plumbing Inc., with review of the Legal Department, 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: _____

APPROVING CONTRACT WITH NEXTGEN HEALTHCARE

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

WHEREAS, the CEO of Health Services has negotiated a contract with NextGen Healthcare.

NOW, THEREFORE, BE IT RESOLVED, that the Board of Directors of the Sault Ste. Marie Tribe of Chippewa Indians hereby approves the contract with NextGen Healthcare.

BE IT FURTHER RESOLVED, that the Board of Directors hereby authorizes the Tribal Chairman or his designee to execute all documents and agreements to carry out 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 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: _____

**BGWASENDAM GAMIGONG
LODGE OF HOPE - LEO**

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

WHEREAS, the State of Michigan Division of Labor and Economic Opportunity was appropriated one-time funding to be distributed to an Indian Tribe; and

WHEREAS, the Sault Ste. Marie Tribe of Chippewa Indians was selected to receive the funding for the Lodge of Hope from the State of Michigan Division of Labor and Economic Opportunity for the Lodge of Hope Homeless Shelter to support housing and care for homeless Tribal members; and

WHEREAS, the Sault Ste. Marie Tribe of Chippewa Indians designates Anishnaabek Community and Family Services as the tribal lead agency to receive and administer the funding for the Lodge of hope.

NOW, THEREFORE, BE IT RESOLVED, that the Board of Directors of the Sault Ste. Marie Tribe of Chippewa Indians hereby authorizes the Chairperson, Austin Lowes, or his designee to sign, negotiate, and execute documents on behalf of the Tribe.

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: _____

**BGWASENDAM GAMIGONG
LODGE OF HOPE - MDHHS**

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

WHEREAS, the State of Michigan Department of Health and Human Services (MDHHS) was appropriated one time funding to be distributed to support a Tribal Homeless Shelter; and

WHEREAS, the Sault Ste. Marie Tribe of Chippewa Indians was selected to receive the funding for the Lodge of Hope from the Michigan Department of Health and Human Services for the Lodge of Hope Homeless Shelter to support housing and care for homeless Tribal members; and

WHEREAS, the Sault Ste. Marie Tribe of Chippewa Indians designates Anishnaabek Community and Family Services as the tribal lead agency to receive and administer the funding for the Lodge of hope.

NOW, THERFORE, BE IT RESOLVED, that the Board of Directors of the Sault Ste. Marie Tribe of Chippewa Indians hereby authorizes the Chairperson, Austin Lowes, or his designee to sign, negotiate, and execute documents on behalf of the Tribe.

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: _____

ACCEPTANCE OF THE TRIBES 401K AUDIT PROPOSAL

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

NOW, THEREFORE, BE IT RESOLVED, that the Board of Directors of the Sault Ste. Marie Tribe of Chippewa Indians hereby appoints Dennis, Gartland and Niergarth to perform the Tribes 401K Audit, for the Sault Ste. Marie Tribe of Chippewa Indians, for the years ending December 31, 2024, 2025 & 2026, for an amount not to exceed a total of \$50,000.00.

BE IT FURTHER RESOLVED, that the CFO can sign the Engagement Letter/Contract and any changes in scope in order to comply with any Federal or Regulatory Auditing Standards in order to complete the audits for the FY ending in 2024, 2025 and 2026.

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: _____

**WAIVER OF SOVEREIGN IMMUNITY AND AUTHORIZING
CONFIDENTIALITY AND NON-DISCLOSURE AGREEMENT WITH
SACRED PATH FOR ENHANCED TRIBAL CARDS**

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 of Directors for the Sault Ste. Marie Tribe of Chippewa Indians believes it is a benefit to the tribal community to explore the creation of a Tribal Enhanced ID Card program to provide the tribal members with ID cards that meet federal standards for the Western Hemisphere Travel Initiative (WHTI); and

WHEREAS, meeting the requirements of the WHTI will allow our tribal members to travel more easily through a border crossing or port of entry; and

WHEREAS, the Board has identified Sacred Path run by the Pascua Yaqui Tribe, in Arizona, as the sole vendor able to provide a full and comprehensive Enhanced Tribal Card (ETC) program and wishes to enter into an agreement to negotiate the full cost of creating and running an ETC program; and

WHEREAS, Sacred Path requires a waiver of the Tribe’s Sovereign Immunity in order to effectuate the Confidentiality and Non-Disclosure Agreement.

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 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 Confidentiality and Non-Disclosure agreement with the Pascua Yaqui Tribe allowing for disclosure of the detailed breakdown of costs to have Sacred Path setup the Sault Tribe ETC program ; and

1.3 The Pascua Yaqui Tribe will not enter the agreement without a waiver of sovereign immunity or Tribal Court jurisdiction; and

1.4 In order to enter into the Agreement, the Tribe is required to confirm that the Tribe and all other entities claiming by, through or under the Tribe, will not claim tribal immunity with respect to any disputes or causes of action between the parties that might arise from, or relate to, in any respect, the Agreement. All of the foregoing are referred to herein as the "Waiver and Consent Obligations."

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 Pascua Yaqui Tribe only should an action be commenced under the Agreement.

This waiver:

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

ii) is granted solely to Pascua Yaqui Tribe;

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 Pascua Yaqui Tribe 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;

iv) shall be enforceable only in a Arizona state court located in Tucson, Arizona, or a federal district court in Arizona; 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 waives the exclusive jurisdiction of the Tribal Court over any action arising under the Agreement. The Board authorized the Tribe to consent to the jurisdiction Arizona state court located in Tucson, Arizona, or a federal district court in Arizona, including any courts to which decisions may be

Resolution No: _____

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appealed, with respect to any controversies arising from this resolution or 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.

Section 5. AUTHORIZATION

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

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: _____

PROTECTING TRIBAL GOVERNMENT AND SERVICES JOBS

NOW, THEREFORE, BE IT RESOLVED, that in balancing the 2025 budget, no Sault Tribe governmental operations or programs and services positions will be adversely impacted in the 2025 budget without first eliminating any business venture(s) of the tribe who have not generated a net profit within the first two years of operations and are never projected to turn a profit without a tribal tax or subsidy to operate.

BE IT FURTHER RESOLVED, that all tribal businesses and EDC staff shall operate without a tribal support supply side economic development subsidy. Any business that are unable to operate without a tribal subsidy shall prepare a close out plan within 30 days of enactment of this resolution.

BE IT FINALLY RESOLVED, that a full and transparent accounting of the fixed and operational costs to operate without a tribal subsidy shall be publicly shared with the membership within 30 days of enactment 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: _____

**PROTECTING TRIBAL GOVERNMENT AND SERVICES JOBS
DURING FEDERAL FUNDING FREEZE**

NOW, THEREFORE, BE IT RESOLVED, that the Tribal Board of Directors hereby appropriates an amount of Tribal support funding to cover short falls for Sault Tribe employment positions for which federal funding has been frozen until further notice by the federal government.

BE IT FURTHER RESOLVED, that the Tribal Board of Directors directs the Tribal Governmental CEO and CFO to prepare an appropriation request to clarify the amount of Tribal Support funds needed to operate per week so the Tribal Board of Directors can direct these funds be made available on a weekly basis to cover budget short falls during the federal government freeze of federal funding.

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: _____

**ESTABLISHING ANNUAL PERFORMANCE REVIEW PROCESS
FOR TEAM MEMBERS**

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 of Directors for the Sault Ste. Marie Tribe of Chippewa Indians believes it is necessary to create a formal process of annual performance review of its team members under the Government, Casino, and EDC Divisions; and

WHEREAS, the Board believes an annual performance process will be a valuable management tool for job satisfaction, recognition of individual accomplishment, and to promote growth and development strategies within the department and/or Tribe, thereby providing a mechanism to support the recommended compensation plan from the approved 2024 Compensation Study recommendations.

NOW, THEREFORE, BE IT RESOLVED, that the Board of Directors for the Sault Ste. Marie Tribe of Chippewa Indians hereby directs the Government, Casino, and EDC Executives in conjunction with their respective HR Directors to update the current Performance Appraisal Policy, and create procedure for their compensation plan and implementation.

BE IT FURTHER RESOLVED, that the performance process under the established policy and procedure shall occur no less frequently than annually on the team member’s effective date in current position.

BE IT FINALLY RESOLVED, that the Board directs this process to be established and approved for implementation no later than April 1, 2025 for Government, Casino, and EDC.

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

BOARD OF DIRECTORS REGULAR MEETING

February 4, 2025

Sponsor's List

RESOLUTIONS:

FY 2025 Budget Document 003 - Schedule C Budgets – Budget Department

FY 2025 Governmental Capital Expenditures – Budget Department

Governmental – Sault Tribe Broadband Planning Grant Establishment of FY25 Budget – Larry Jacques

Natural Resources Division - Utility Authority Environmental Contract Establishment of FY 2025 Budget – Robin Bouschor/Robin Clark

Natural Resources Division - Uranium Testing Establishment of FY 2025 Budget – Robin Bouschor/Robin Clark

Consortium Cooperative Ecological Resilience (CCER) – Technical Service I, GLRI Adaptive Management, Tribal Forest Protection Act (TFPA) Ishkode II and USFWS Inter-Agency

Decision Support Establishment FY 2025 Budgets – Eric Clark

Enterprises - White Pine Lodge FY 2025 Budget Modifications – Jamie MacDonald

Applying for BIA GLRI – Coastal Restoration 2025 – Brad Silet

Applying for BIA-GLRI: Atikameg (L. Whitefish) from Start to Finish 2026/28 and Enhancing Native Ogaa (Walleye) Stocks – Jack Tuomikoski

Approval of Contract Award for Reverse Osmosis (RO) System Installation Project – Robin Bouschor/Robin Clark

Approving Contract with NextGen Healthcare – James Benko

Bgwasendam Gamigong Lodge of Hope - LEO – Megan Miller/Juanita Bye

Bgwasendam Gamigong Lodge of Hope - MDHHS – Megan Miller/Juanita Bye

Acceptance of the Tribes 401K Audit Proposal – Robert Schulte

Waiver of Sovereign Immunity and Authorizing Confidentiality and Non-Disclosure Agreement with Sacred Path for Enhanced Tribal Cards – Directors' Payment, McKechnie, LaPlaunt, Chairman Lowes

Protecting Tribal Government and Services Jobs – Director Payment

Protecting Tribal Government and Services Jobs During Federal Funding Freeze – Director Payment

Establishing Annual Performance Review Process for Team Members – Director McKechnie

NEW BUSINESS:

Disenrollment

Accounting – Director McKechnie

Budgets – Director McKechnie

Payroll – Director McKechnie

Board Staff – Director McKechnie

Board Concerns

MEMORANDUM

TO: Board of Directors
FROM: Lona Stewart, Board Administrator
DATE: January 30, 2025
RE: Workshop Agenda for February 4, 2025

AGENDA

10:00
Voluntary Early Out (CLOSED)

12:00 – 1:00
Lunch Break

1:00
Disenrollment's (CLOSED)

2:00
Task Review (CLOSED)

2:30
Agenda Review

5:00
Board of Directors Meeting