

**BOARD OF DIRECTORS REGULAR MEETING
KEWADIN CASINO AND CONVENTION CENTER
SAULT STE. MARIE, MICHIGAN**

July 1, 2025

5:00 P.M.

- I. CALL TO ORDER
- II. ROLL CALL
- III. INVOCATION: Prayer, Smudging
- IV. MEMBERSHIP PARTICIPATION
- V. PRESENTATION:
- VI. MINUTES: 6/17/25
- VII. RESOLUTIONS: Approving Third Amended / Restated Lease – JKL
Partial Waiver of Convictions – Sharp
Residential Land Lease Modification – Harris
Amending Tribally Funded Scholarship Criteria
Native Employment Works Program
Low Income Energy Assistance Program
Child Care Development Fund
Community Service Block Grant
Request TA – Munuscong Dike Removal
Michigan Forest Management Plan Comment Letter
Revise Tribal Code Ch. 11 – Section 11.103
Revise Tribal Code Ch. 11 – Section 11.106
Revise Tribal Code Ch. 11 – Section 11.110
Adoption of Key Employee, Commissions and
Authorities Organizational Charts
Tenth Amendment to List of Key Employees
Amending Res. 2024-82 IT Organizational Chart
- VIII. NEW BUSINESS Amend/Adopt Enrollment Committee Bylaws
Conservation Committee Requests
Board Concerns
- IX. ADJOURN TO EXECUTIVE SESSION
- X. RECONVENE AND REAFFIRM
- XI. ADJOURN

RESOLUTION NO: _____

**APPROVING THIRD AMENDED AND RESTATED LEASE JKL
SCHOOL**

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 Tribe has committed to supporting and running the J.K.L. School in Sault Ste. Marie; and

WHEREAS, Resolution 2017-152 approved the Second Amended and Restated Lease for J.K.L. School; and

WHEREAS, the J.K.L. School lease needs renegotiation, and an extended lease needs to be approved.

NOW, THEREFORE, BE IT RESOLVED, that the Board of Directors for the Sault Ste. Marie Tribe of Chippewa Indians hereby approves the Third Amended and Restated Lease for J.K.L. School.

BE IT FURTHER RESOLVED, that the Board of Directors hereby authorizes the Chairman or his designee to execute the lease to carry out the intent of this Resolution.

BE IT FURTHER RESOLVED, that the Tribe does hereby grant a limited waiver of sovereign immunity for declaratory and equitable relief only should an action be commenced under this Lease.

BE IT FURTHER RESOLVED, that by granting this limited waiver of sovereign immunity, the Tribe does explicitly state that no monetary damages may be awarded against the Tribe in any court or dispute resolution process. The Tribe will not be ordered to pay any money whatsoever, be it in damages, recoupment, equity, as a sanction, or in any other manner. This limited waiver will terminate upon performance by the Tribe of all its obligations under this Lease.

BE IT FURTHER RESOLVED, that this limited waiver is granted solely to the JKL School Board, its successors, and assigns.

BE IT FURTHER RESOLVED, that this limited waiver will apply only to judicial action, limited to lawsuits for equitable or declaratory relief, in the Tribal Court of the Sault Ste. Marie Tribe of Chippewa Indians, and that the Tribe shall not and does not consent to suit in any other court or any other jurisdiction.

Resolution No: _____

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BE IT FINALLY RESOLVED, that this Lease shall be construed in accordance with and governed by the internal laws of the State of Michigan. The Board of Directors does hereby authorize the Tribe, as Lessor, to consent to the jurisdiction of the Tribal Court solely for equitable and declaratory relief, and no other, and this Lease shall not be construed so as to permit monetary damages or judgments against the Sault Ste. Marie Tribe of Chippewa Indians.

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: _____

PARTIAL WAIVER OF CONVICTIONS FOR MR. PETER SHARP

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 Board of Directors has enacted Tribal Code Chapter 76: Partial Waiver of Conviction for Gaming License Purpose that allows for a partial waiver of conviction be issued to tribal members who have been convicted of a crime and would be denied a license for employment in a gaming operation pursuant to Chapter 42; and

WHEREAS, Mr. Peter Sharp, a tribal member who was convicted of:

1. Misdemeanor-Trespass

WHEREAS, Mr. Peter Sharp, would be denied a license for employment as a key employee or primary management official because of the criminal conviction; and

WHEREAS, the Board of Directors has determined that Mr. Peter Sharp is not likely to engage in any offensive or criminal course of conduct and the public good does not require that he be denied a license as a key employee or primary management official.

NOW, THEREFORE, BE IT RESOLVED, that the Board of Directors, pursuant to Tribal Code Chapter 76 grants a partial waiver to Mr. Peter Sharp.

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: _____

**LEASE MODIFICATION TO
LARRY F. HARRIS AND DAVID EDWARDS
LEASE NO: DD-0016(01)**

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, Larry F. Harris has requested a Lease Modification on Lease DD-0016(01) BIA Lease No. 469-20-002101-51 be modified to remove David Edwards (Deceased).

NOW, THEREFORE, BE IT RESOLVED, the Board of Directors of the Sault Ste. Marie Tribe of Chippewa Indians hereby authorize its Tribal Chairman and Treasurer to execute a Lease Modification to the land located at Kincheloe, Michigan, to Larry F. Harris, a married man, the land being described as:

Cedar Grove Estates III, Lots 681 and 682
Part of Sec. 29 & S. 1/2 Sec. 20, T 45 N, R 1 W, Kinross Township, Chippewa
County, Michigan

BE IT FURTHER RESOLVED, that the Tribal staff is directed to prepare the appropriate Land Lease Modification documents.

BE IT FINALLY RESOLVED, the lease is in furtherance of a Housing program operated in the promotion of the public purpose, and the negotiated rental amount has been determined to be in the best interest of the Tribe and its people, and valuation in accordance with 25 CFR 162.320 is hereby waived.

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: _____

**AMENDING TRIBALLY FUNDED HIGHER EDUCATION
SCHOLARSHIP CRITERIA**

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 Sault Ste. Marie Tribe of Chippewa Indians Board of Directors recognizes that education is critical to the self-sufficiency of our tribal members; and

WHEREAS, the Tribe awards a number of scholarships to our tribal members pursuing post-secondary education; and

WHEREAS, some of the scholarships awarded by the Tribe began as privately funded and some established certain criteria; and

WHEREAS, over the years, scholarships have become funded by the Tribe; and

WHEREAS, the Tribe would like to establish the same criteria for all scholarships funded by the Tribe while still honoring the names associated with each scholarship.

NOW, THEREFORE, BE IT RESOLVED, that the Sault Ste. Marie Tribe of Chippewa Indians Board of Directors hereby amends the criteria for all scholarships currently awarded by the Tribe, with the following criteria attached to the RIS and authorizes Sault Tribe Administration to adjust the percentage of scholarships each year for undergraduate, graduate, and trade students based on application trends.

BE IT FURTHER RESOLVED, this resolution has no impact on any scholarships awarded by the Tribe, which are privately funded.

BE IT FINALLY RESOLVED, that the terms of this Resolution hereby control, supersede, and rescind any past resolutions or policies that are contrary to or conflict with the actions set forth in 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,

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_____ 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: _____

NATIVE EMPLOYMENT WORKS PROGRAM

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

WHEREAS, that the Board of Directors of the Sault Ste. Marie Tribe of Chippewa Indians hereby authorizes application to the Office of Family Assistance, Administration for Children and Families Native Employment Works Program, for the purpose of assisting low-income members throughout the service area in reaching their self-sufficiency goals; and

WHEREAS, the Sault Ste. Marie Tribe of Chippewa Indians hereby directs the Anishnaabek Community and Family Services to reapply for continuation of NEW funds and administer the NEW Program through FY 2027.

NOW, THEREFORE, BE IT RESOLVED, the Sault Ste. Marie Tribe of Chippewa Indians designates Anishnaabek Community and Family Services as the tribal lead agency to receive and administer the Native Employment Works program through the period of FY 2025-2028.

BE IT FURTHER RESOLVED, that the Board of Directors of the Sault Ste. Marie Tribe of Chippewa Indians hereby authorizes the Chairman, Austin Lowes, or his designee, to sign, negotiate, and execute documents on behalf of the Tribe, to obtain continued Native Employment Works grant 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, Tribal Chairperson
Sault Ste. Marie Tribe of
Chippewa Indians

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

RESOLUTION NO: _____

LOW INCOME ENERGY ASSISTANCE (LIHEAP)

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

WHEREAS, the Sault Ste. Marie Tribe of Chippewa Indians wishes to participate in the “Low Income Energy Assistance Program” administered by the Department of Health and Human Services, Office of Community Service Division of Energy Assistance; and

WHEREAS, the Department of Health and Human Services, Office of Community Service Division of Energy Assistance, has announced the availability of funding for the LIHEAP Program; and

WHEREAS, the Sault Ste. Marie Tribe of Chippewa Indians hereby directs the Anishnaabek Community and Family Services to reapply for continuation of LIHEAP funds and administer the LIHEAP Program through FY 2028.

NOW, THEREFORE, BE IT RESOLVED, that the Board of Directors of the Sault Ste. Marie Tribe of Chippewa Indians hereby authorizes the Chairman, Austin Lowes, or his designee, to sign, amend, negotiate, and execute any agreements thereof for the FY 2025 continuation of the Low-Income Energy Assistance Program Grant, authorized under the Department of Health and Human Services, Department of Energy, through FY 2028.

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: _____

CHILD CARE DEVELOPMENT FUND (CCDF)

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

WHEREAS, the United States Department of Health and Human Services Administration of Children and Families Child Care Bureau, has announced the availability of funding for FY 2026-28 Child Care and Development Funds; and

WHEREAS, the Sault Ste. Marie Tribe of Chippewa Indians desires to increase the availability, affordability, and quality of child care services available to tribal members; and

WHEREAS, the Sault Ste. Marie Tribe of Chippewa Indians hereby designates Anishnaabek Community and Family Services as designee to apply for and administer the CCDF for FY 2026-2028.

NOW, THEREFORE, BE IT RESOLVED, that the Board of Directors of the Sault Ste. Marie Tribe of Chippewa Indians hereby authorizes Anishnaabek Community and Family Services (ACFS) to reapply for and administer the CCDF Program for FY 2026-2028.

BE IT FINALLY RESOLVED, that the Board of Directors of the Sault Ste. Marie Tribe of Chippewa Indians hereby authorizes the Chairman, Austin Lowes, or his designee, to sign, negotiate, and execute documents on behalf of the Tribe, to obtain continued CCDF grant 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: _____

COMMUNITY SERVICE BLOCK GRANT (CSBG)

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

WHEREAS, the Department of Health and Human Services, Office of Community Service, has announced the availability of funding for the CSBG Program; and

WHEREAS, the Sault Ste. Marie Tribe of Chippewa Indians wishes to participate in the "Community Service Block Grant" administered by the Department of Health and Human Services, Office of Community Service.

NOW, THEREFORE, BE IT RESOLVED, that the Board of Directors of the Sault Ste. Marie Tribe of Chippewa Indians hereby authorizes Anishnaabek Community and Family Services (ACFS) to reapply for and administer the CSBG Program for FY 2026-2028.

BE IT FINALLY RESOLVED, that the Board of Directors of the Sault Ste. Marie Tribe of Chippewa Indians hereby authorizes the Chairman, Austin Lowes, or his designee, to sign, negotiate and execute documents on behalf of the Tribe, to obtain continued CSBG grant 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: _____

**REQUESTING USACE TECHNICAL ASSISTANCE REGARDING
FEASIBILITY OF MUNUSCONG DIKE REMOVAL**

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

WHEREAS, the Munuscong Bay Dike, located in the eastern Upper Peninsula of Michigan, currently impairs natural hydrological processes that support wetland function, fish passage, and habitat quality for culturally and ecologically important species; and

WHEREAS, the removal, in whole or in part, of the Munuscong Bay Dike has the potential to restore hydrological connectivity and improve ecological outcomes for native fish, migratory birds, and wetland-dependent wildlife; and

WHEREAS, the Sault Tribe seeks to request technical assistance from the U.S. Army Corps of Engineers, under the authority of Section 22 of the Water Resources Development Act of 1974 (Public Law 93-251), as amended, which authorizes the Corps to provide technical assistance for the conservation of water and related land resources, to conduct a feasibility assessment of Munuscong Bay dike removal in alignment with Tribal conservation priorities and habitat restoration goals; and

WHEREAS, this resolution underscores the Tribe's commitment to restoring and protecting the health of coastal wetlands and associated ecosystems.

NOW, THEREFORE, BE IT RESOLVED, the Sault Tribe Board of Directors approves the submission of a letter to the U.S. Army Corps of Engineers requesting technical assistance with a feasibility assessment for the removal, in whole or in part, of the Munuscong Bay Dike to support ecological restoration and hydrological connectivity.

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

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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: _____

**STATE OF MICHIGAN FOREST MANAGEMENT PLAN (2024)
COMMENT LETTER**

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

WHEREAS, the State of Michigan's Forest Management Plan (2024) is currently being revised, and the proposed updates will affect the Sault Tribe's ability to meaningfully contribute to forest management on State lands and have significant implications for Sault Tribe members' exercise of treaty-reserved rights; and

WHEREAS, Natural Resources Division and Consortium for Cooperative Ecological Resilience staff contributed to a comment letter that calls for early, substantive Tribal consultation, ecologically sound forest practices, and improved coordination between Tribal and State agencies; and

WHEREAS, this resolution underscores the Tribe's commitment to shared stewardship, climate resilience, and long-term forest sustainability, and affirms that the submitted comment letter reflects the position of the Tribe.

NOW, THEREFORE, BE IT RESOLVED, the Sault Tribe Board of Directors approves the submission of the Sault Tribe comments on the proposed State Forest Management Plan (2024).

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

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_____ 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: _____

**REVISING TRIBAL CODE CHAPTER 11: MEMBERSHIP ORDINANCE
ENROLLMENT COMMITTEE**

WHEREAS, the Sault Ste. Marie Tribe of Chippewa Indians Board of Directors has created Tribal Code Chapter 11 Membership Ordinance, to carry out the authority granted the Board of Directors under Articles III of the Tribal Constitution; and

WHEREAS, the Board of Directors has determined that Chapter 11, Sections 11.103 should be amended to incorporate recent changes in committee structures and to provide clarity on how collateral descendants may be enrolled; and

WHEREAS, Chapter 11.103 currently reads as follows:

11.103 Enrollment Committee.

(1) There shall be established a Special Needs/Enrollment Committee, which shall be composed of the Tribal Registrar as ex-officio, twelve members appointed by the Board of Directors, and the Enrollment staff acting as Recording Secretary. District one (1) shall have five representatives, district two (2) shall have two representatives, district three (3) shall have two representatives, district four (4) shall have two representatives, and district five (5) shall have one representative. In the event that no interested parties are available, members will be appointed at large.

The Tribal Registrar shall be a member of the Tribe, appointed by the Board of Directors. All other Committee persons shall be Tribal members. The members of the Special Needs/Enrollment Committee may be removed by the Board of Directors for good cause.

NOW, THEREFORE, BE IT RESOLVED, that the Board of Directors hereby amends Chapter 11 Membership Ordinance as follows:

11.103 Special Needs/Enrollment Committee.

(1) There shall be established a Special Needs/Enrollment Committee, which shall be composed of the Tribal Registrar as ex-officio, seven (7) members appointed by the Board of Directors, and the Enrollment Staff acting as Recording Secretary. There shall be an effort to have at least one representative from each of the Tribes five (5) Units and at least one representative from outside the five (5) Units. If it is not possible to secure representation from each unit and/or from outside the five (5) Units then the Committee will be established with qualified individuals as necessary pursuant to current policy and procedure.

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The Tribal Registrar shall be a member of the Tribe, appointed by the Board of Directors. All other Committee persons shall be Tribal members. The members of the Special Needs/Enrollment Committee may be removed by the Board of Directors for good cause.

BE IT FURTHER RESOLVED, that the above changes shall be effective immediately.

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: _____

**REVISING TRIBAL CODE CHAPTER 11: MEMBERSHIP ORDINANCE
PROOF OF ANCESTRY**

WHEREAS, the Sault Ste. Marie Tribe of Chippewa Indians Board of Directors has created Tribal Code Chapter 11 Membership Ordinance, to carry out the authority granted the Board of Directors under Article III of the Tribal Constitution; and

WHEREAS, the Board of Directors has determined that Chapter 11, Section 11.106 should be amended to include a provision.

NOW, THEREFORE, BE IT RESOLVED, that the Board of Directors hereby amends Chapter 11 Membership Ordinance as follows:

11.106 Proof of Ancestry.

(7) Applicants may be considered eligible for enrollment through a collateral ancestor where the applicant's direct ancestor is not listed on a historic roll, but the Tribal Registrar has determined that the applicant descends from the same common ancestor as an individual listed on a historic roll. Applicants for enrollment through a collateral ancestor must submit sufficient documentation for the Tribal Registrar and the Special Needs/Enrollment Committee to determine that their direct lineal ancestor should have been listed on a historic roll and that the applicant is eligible pursuant to Article III, Section 1 (a), (b) or (d) of the Tribal Constitution.

BE IT FURTHER RESOLVED, that the above changes shall be effective immediately.

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: _____

**REVISING TRIBAL CODE CHAPTER 11: MEMBERSHIP ORDINANCE
LOSS OF MEMBERSHIP**

WHEREAS, the Sault Ste. Marie Tribe of Chippewa Indians Board of Directors has created Tribal Code Chapter 11 Membership Ordinance, to carry out the authority granted the Board of Directors under Articles III of the Tribal Constitution; and

WHEREAS, the Board of Directors has determined that Chapter 11, Sections 11.110 should be amended; and

WHEREAS, Chapter 11, Section 11.110 currently reads as follows:

11.110 Loss of Membership.

(1) A member who has failed to document his ancestry as required by 11.106 shall not be granted a renewal of membership, and the name of such person shall be removed from the Tribal Roll.

(2) A legally competent adult member of the Tribe may relinquish that member's membership in the Tribe by furnishing a signed statement to that effect to the Registrar and appearing before the Board of Directors to state the reason for the relinquishment. The Registrar shall maintain a record of the relinquishment and remove the name of the member from the Tribal Roll. A minor child enrolled under a parent shall not be removed from the Tribal Roll upon relinquishment by the parent, but shall remain enrolled.

NOW, THEREFORE, BE IT RESOLVED, that the Board of Directors hereby amends Chapter 11 Membership Ordinance as follows:

11.110 Loss of Membership.

(1) A member who has failed to document their ancestry as required by 11.106 shall not be granted a renewal of membership, and the name of such person shall be removed from the Tribal Roll.

(2) A legally competent adult member of the Tribe may relinquish their membership in the Tribe by furnishing a signed statement to that effect to the Registrar and appearing before the Board of Directors to state the reason for the relinquishment. The Registrar shall maintain a record of the relinquishment and remove the name of the member from the Tribal Roll. A relinquished member may be eligible to apply for re-enrollment in the Tribe after three (3) years from the date of relinquishment. A minor child enrolled under a parent shall not be removed from the Tribal Roll upon relinquishment by the parent, but shall remain enrolled.

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BE IT FURTHER RESOLVED, that the above changes shall be effective immediately.

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: _____

**ADOPTION OF KEY EMPLOYEE, COMMISSIONS, AND
AUTHORITIES ORGANIZATIONAL CHARTS**

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 Board of Directors wishes to update the Tribe's Key Employee, Sault Tribe Authorities, and Sault Tribe Commissions Organizational Charts and direct that the various tribal entities also update their organizational charts; and

WHEREAS, the Board of Directors believes these updated Organizational Charts will better reflect the Key Employee structure of the tribe and set the standard template for the various entities to follow when updating their individual organizational charts;

WHEREAS, the Board of Directors believes, as part of these updated Organizational Charts, that a reclassification and a restructure of the Board Administration office is warranted to better reflect the actual job duties of the employees in that department.

NOW, THEREFORE, BE IT RESOLVED, that the Board of Directors hereby adopts the attached Key Employee Organizational Chart including appropriate Key Employee title changes.

BE IT FURTHER RESOLVED, that the Board of Directors hereby adopts the attached Sault Tribe Authorities and Commissions Organizational Chart.

BE IT FURTHER RESOLVED, that any previous action, or resolution, adopting any previous Tribal Organizational Chart is hereby rescinded and replaced with this resolution.

BE IT FURTHER RESOLVED, that each Tribal Entity is required to update their organization charts within 90 days of the enactment of this resolution and bring back to the Board of Directors for review and approval prior to implementation.

BE IT FURTHER RESOLVED, that the Board of Directors approves transferring existing board office and Legal Department team members into the new Titles with updated job descriptions as detailed in the attached RIS including a one-time waiver of any conflicting HR policies in order to effectively and timely complete these position restructures.

BE IT FINALLY RESOLVED, these changes shall be reflected and implemented at an administrative level, including any necessary title changes detailed in the attached RIS, and any administrative budget modifications necessary to carry out

Resolution No: _____

Page 2

the intent of this resolution, utilizing a combination of tribal support and Indirect 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: _____

TENTH AMENDMENT TO LIST OF KEY EMPLOYEES

WHEREAS, on July 6, 2004 the Board of Directors adopted Resolution 2004-71 Approval of Key Employees designating certain employment positions as “key employees” and specifying that these positions may be only hired or terminated by an affirmative vote of seven members of the Board of Directors; and

WHEREAS, the employment positions deemed to be key employees has been modified multiple times by subsequent resolutions; and

WHEREAS, the Board of Directors has determined to again modify what employment positions are deemed to be key employees, removing one from the current list thereby rescinding Resolution 2024-161 and correcting several titles of existing key employees.

NOW, THEREFORE, BE IT RESOLVED, that the Sault Tribe Board of Directors hereby rescinds Resolution 2024-161.

BE IT FINALLY RESOLVED, that the following list of key employees shall be the only key employees of the Tribe:

- a. Chief Executive Officer of Kewadin Casinos
- b. Chief Financial Officer of Kewadin Casinos
- c. Chief Legal Counsel of Sault Tribe
- d. Chief Executive Officer of Sault Tribe
- e. Chief Financial Officer of Sault Tribe
- f. Chief Executive Officer of Enterprises Operations
- g. Chief Judge of Sault Tribe
- h. Chief Executive Officer of Health Services
- i. Chief Information Officer of IT
- j. Chief Board Administrator
- k. Executive Director of Sault Tribe Gaming Commission

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: _____

**AMENDING RESOLUTION 2024-82
IT DIVISION ORGANIZATIONAL CHART**

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; and

WHEREAS, the Board of Directors approved Resolution 2024-82 thereby setting the new structure of the IT Department (formerly known as MIS); and

WHEREAS, the Board of Directors has deemed it necessary to amend the Organizational Chart approved in Resolution 2024-82 delineating the chain of command structure by replacing the current reporting structure of the CIO position to accurately reflect that, as a key employee, the CIO reports to the Sault Tribe Board of Directors with the Executive Technology Steering Committee accurately reflected as advisory in nature to the CIO.

NOW, THEREFORE, BE IT RESOLVED, that the Board of Directors amends Resolution 2024-82 and approves the reporting structure of the IT Division Organizational Chart as cited above and attached.

BE IT FINALLY RESOLVED, that this change shall be effective immediately and all necessary administrative paperwork shall be completed to reflect this change.

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

July 1, 2025
Sponsor's List

RESOLUTIONS:

Approving Third Amended and Restated Lease JKL School – Josh Elliot
Partial Waiver of Convictions for Mr. Peter Sharp – Josh Elliot
Lease Modification to Larry F. Harris and David Edwards Lease No: DD-0016(01) – Helen Wilkins
Amending Tribally Funded Higher Education Scholarship Criteria – Stephanie Sprecker
Native Employment Works Program – Megan Miller, Juanita Bye
Low Income Energy Assistance (LIHEAP) – Megan Miller, Juanita Bye
Child Care Development Fund (CCDF) – Megan Miller, Juanita Bye
Community Service Block Grant (CSBG) – Megan Miller, Juanita Bye
Requesting USACE Technical Assistance Regarding Feasibility of Munuscong Dike Removal – Danielle Fegan, Robin Clark
State of Michigan Forest Management Plan (2024) Comment Letter – Danielle Fegan, Robin Clark
Revising Tribal Code Chapter 11: Membership Ordinance Enrollment Committee – Ryan Mills
Revising Tribal Code Chapter 11: Membership Ordinance Proof of Ancestry – Ryan Mills
Revising Tribal Code Chapter 11: Membership Ordinance Loss of Membership – Ryan Mills
Adoption of Key Employee, Commissions, and Authorities Organizational Charts – Jessica Dumback, Diane Sliger
Tenth Amendment to List of Key Employees – Jessica Dumback
Amending Resolution 2024-82 IT Division Organizational Chart – Jessica Dumback, Diane Sliger

NEW BUSINESS:

Amend/Adopt Special Needs Enrollment Committee Bylaws
Conservation Committee Requests – License Transfers – Clarence Hudak
Board Concerns

MEMORANDUM

TO: Board of Directors
FROM: Lona Stewart, Board Administrator
DATE: June 26, 2025
RE: Workshop Agenda for July 1, 2025

AGENDA

10:00
FY25 Health Budgets (CLOSED)

12:00 – 1:00
Lunch Break

1:00
EDC Initiatives and Issues (CLOSED)

2:00
Purchasing Policy

3:00
Agenda Review

5:00
Board of Directors Regular Meeting