

**BOARD OF DIRECTORS REGULAR MEETING
MUNISING TRIBAL CENTER
MUNISING, MICHIGAN
September 16, 2025
5:00 P.M.**

- I. CALL TO ORDER
- II. ROLL CALL
- III. INVOCATION: Prayer, Smudging
- IV. MEMBERSHIP PARTICIPATION
- V. PRESENTATION:
- VI. MINUTES: 9/2/25
- VII. RESOLUTIONS: Ishkode Project Forest Service FY25 Budget Mod
TED Grant Establish FY26 Budget
Communications FY25 Budget Mod
Lodge of Hope – Contract with Hillcrest Builders
Rescind Res. 2017-234 and Amend Property
Acquisition Policy
Approve MOA with USACE
Approve Opioid Settlement Funds Lodge of Hope
Accept 2026 Housing Plan
Authorize Right-of-Way-Mackinac Co. – Utilities
Authorize Right-of-Way-Mackinac Co. – Roads
Recruit/Retain Board Admin. Positions
Adoption of Organizational Charts
Tenth Amendment to List of Key Employees
Amend Ch. 20 Treaty Fishing Regulations
Issuance of Commercial Captain License
Amend 2025-213 Hire Govt. CEO
Amend JKL Fiduciary Committee Bylaws
Direct Committees/Commissions Adhere to Ch. 96
- VIII. NEW BUSINESS Committee Appointments
Board Concerns
- IX. ADJOURN TO EXECUTIVE SESSION
- X. RECONVENE AND REAFFIRM
- XI. ADJOURN

RESOLUTION NO: _____

**ISHKODE PROJECT – FOREST SERVICE PARTICIPATING
AGREEMENT
FY 2025 BUDGET MODIFICATION**

BE IT RESOLVED, that the Board of Directors of the Sault Ste. Marie Tribe of Chippewa Indians hereby approves the FY 2025 budget modification to Ishkode Project – Forest Service Participating Agreement for an increase in Federal Department of Agriculture monies of \$9,182.79. 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vote of _____ members for, _____ members against, _____ members abstaining, and that said resolution has not been rescinded or amended in any way.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: _____

**EDUCATION – TED GRANT
ESTABLISHMENT OF FY 2026 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 2026 budget for TED Grant with Federal BIA Revenue monies of \$131,005.93. 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: _____

**INTERNAL SERVICES – COMMUNICATION NEWS
FY 2025 BUDGET MODIFICATION**

BE IT RESOLVED, that the Board of Directors of the Sault Ste. Marie Tribe of Chippewa Indians hereby approves the FY 2025 budget modification to Communication News for an increase in Tribal Support monies of \$31,575.42.

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 - LODGE OF HOPE (LOH) AUTHORIZATION TO ACCEPT BID AND
ENTER INTO A CONTRACT WITH HILLCREST BUILDERS**

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

WHEREAS, a Request for Proposal (RFP), project # 25-109, was issued by Sault Tribe Purchasing Department at the request of ACFS-Lodge of Hope for replacement repair of the parking lot and sidewalk at the LOH; and

WHEREAS, the Sault Tribe Purchasing Department with the concurrence of ACFS and Facilities approves awarding the replacement repair of the parking lot and sidewalk at the LOH to Hillcrest Builders up to \$89,850.00 out of Michigan Department of Health and Human Service funds to complete this project.

NOW, THEREFORE, BE IT RESOLVED, that the Board of Directors of the Sault Ste. Marie Tribe of Chippewa Indians authorizes the Chairman of the Tribe, or their designee to execute any and all documents 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, that the Board of Directors authorizes the Chairman of the Tribe, or their designee, to enter into and execute the contract and any supporting documents with Hillcrest Builders to fulfill 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: _____

**RESCIND RESOLUTION 2017-234 AND AMEND PROPERTY
ACQUISITION POLICY**

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 rescinds resolution 2017-234.

BE IT FURTHER RESOLVED, that the Board of Directors of the Sault Ste. Marie Tribe of Chippewa Indians hereby approves amending the attached Property Acquisition Policy.

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: _____

APPROVING MOA WITH USACE

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 Tribe has provided preliminary feedback on the United States Army Corps of Engineers (USACE) project to remove the Obelisk that currently sits on sacred tribal burial grounds at Brady Park in Sault Ste. Marie, MI; and

WHEREAS, USACE wishes to enter into a Memorandum of Agreement (MOA) with multiple tribal nations, including the Tribe to memorialize how the Obelisk removal project will be handled and how cultural items will be handled should they be discovered during any of the Obelisk removal activities’ and

WHEREAS, the Board of Directors wishes to enter into the MOA with USACE to memorialize the understanding between the tribal nations and USACE with regard to this project and the protection of culturally significant items.

NOW, THEREFORE BE IT RESOLVED, that the Board of Directors hereby authorizes and approves entering into this MOA with USACE subject to the final approval of the Tribe’s Legal Department.

BE IT FURTHER RESOLVED, that the Board of Directors hereby authorizes the Tribal Chairman or his designee to execute the MOA with USACE.

BE IT FINALLY RESOLVED, that this Resolution 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: _____

APPROVING OPIOID SETTLEMENT FUNDS FOR LODGE OF HOPE

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 Tribe has received settlement funds pursuant to various opioid manufacturer and distributor law suits; and

WHEREAS, these opioid settlement funds are allowed for use in activities that directly address the use of opioid products, treatment, prevention, and long-term abatement of opioid use disorders; and

WHEREAS, studies have found that there is a direct correlation between opioid use disorders and homelessness and that helping prevent homelessness directly helps individuals that suffer from substance use disorders, including opioid use; and

WHEREAS, the Tribe operates the Bgwasendam Gamigong, Lodge of Hope, providing housing shelter and support for homeless tribal members, many of whom are dealing with opioid use disorders.

NOW, THEREFORE BE IT RESOLVED, that the Board of Directors hereby authorizes and approves \$935,658 to be allocated from the Opioid Settlement funds to help operate the Lodge of Hope and continue combating the homelessness and opioid use epidemics.

BE IT FURTHER RESOLVED, that the Board of Directors and the Housing Authority previously allocated \$935,658 from the Tribe’s federal housing funds to support the operation of the Lodge of Hope and hereby reallocates those housing funds toward Housing Activities to create more housing for the tribal members in need.

BE IT FURTHER RESOLVED, that the Board of Directors hereby approves the Housing Authority to modify their proposed federal housing plan to modify the housing activity that previously funded the Lodge of Hope to now fund additional housing projects.

BE IT FINALLY RESOLVED, that this Resolution 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

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: _____

ACCEPTANCE - 2026 INDIAN HOUSING PLAN

WHEREAS, the Sault Ste. Marie Tribe of Chippewa Indians is a duly organized Indian Tribe under the Indian Reorganization Act of June 15, 1934 (48 stat. 37); and

WHEREAS, the Sault Tribe Housing Authority (STHA), is organized by Tribal Ordinance, Chapter 90 and formally designated by the Sault Ste. Marie Tribe of Chippewa Indians Board of Directors as the Tribally Designated Housing Entity by Resolution No 98-66; and

WHEREAS, Section 102 of the Native American Housing Assistance and Self-Determination Act (NAHASDA) requires the submission of an Indian Housing Plan (IHP) for guiding and accomplishing housing activities to meet tribal membership housing needs; and

WHEREAS, there are funds made available through the U.S. Department of Housing and Urban Development (HUD) Office of Native American Programs (ONAP) to meet the needs according to the IHP.

NOW, THEREFORE, BE IT RESOLVED, the Sault Tribe Board of Directors approves the 2026 Indian Housing Plan, Grant No. 55-IH-26-54680, as presented and does hereby request funding from the U. S. Department of Housing and Urban Development.

BE IT FURTHER RESOLVED, the Sault Ste. Marie Tribe of Chippewa Indians Board of Directors and Sault Tribe Housing Commission does agree to follow the HUD approved Indian Housing Plan in order to provide housing opportunities.

BE IT FINALLY RESOLVED, the Sault Tribe Housing Authority Director is authorized to submit the 2026 IHP in the HUD online GEMS System.

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: _____

**AUTHORIZATION TO ENTER INTO A RIGHT-OF-WAY GRANT
WITH MACKINAC COUNTY FOR UTILITIES**

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 Sault Ste. Marie Tribe of Chippewa Indians is entering into an easement of RIGHT-OF-WAY GRANT with the County of Mackinac.

NOW, THEREFORE BE IT RESOLVED that the Sault Ste. Marie Tribe of Chippewa Indians hereby authorize its Chairman and its Treasurer to negotiate and execute any document relating to the easement of RIGHT-OF-WAY GRANT for construct, test, maintain, inspect, alter, repair, replace, operates and remove pipes from both above and below ground for the transportation of utilities, including but not limited to; natural gas, water and sewer lines, electrical lines, fiber optic, intended to access the land for the following property with Mackinac County:

PROPERTY DESCRIPTION PARCEL NO: The North ½ of the Southeast ¼ of Section 1, Town 40 North Range 4 West, Moran Township, Mackinac County, State of Michigan.

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 Director 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 _____

**AUTHORIZATION TO ENTER INTO A RIGHT-OF-WAY GRANT
WITH MACKINAC COUNTY FOR ROADS**

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 Sault Ste. Marie Tribe of Chippewa Indians is entering into an easement of RIGHT-OF-WAY GRANT with the County of Mackinac.

NOW, THEREFORE, BE IT RESOLVED, that the Sault Ste. Marie Tribe of Chippewa Indians hereby authorize its Chairman and its Treasurer to negotiate and execute any document relating to the easement of RIGHT-OF-WAY GRANT for roads intended to access the land for the following property with Mackinac County:

PROPERTY DESCRIPTION PARCEL NO: The North ½ of the Southeast ¼ of Section 1, Town 40 North Range 4 West, Moran Township, Mackinac County, State of Michigan.

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 Director 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: _____

**RECRUITMENT AND RETENTION OF BOARD ADMINISTRATIVE
OFFICE POSITIONS**

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 Board of Directors pursuant to Resolution 2024-410 implemented the Government Compensation Study that was meant to update current job titles and positions as needed and to classify and compensate tribal government positions in order to maximize recruitment and retention of suitable team members; and

WHEREAS, implementation of the Compensation Study has shown that there are certain positions that were not adjusted accordingly based on the duties expected of those positions and placement on the appropriate government wage grid; and

WHEREAS, the Board of Directors has recently enacted specific adjustments per resolution, across the tribal entities, to be in line with the intent of Resolution 2024-410 including the recent enactment of Resolutions 2025-129 Recruitment and Retention of Tribal Court Clerks and 2025-210 Recruitment and Retention of Early Childhood Education Bus Driver Positions.; and

WHEREAS, the Board of Directors has determined that the staff in the Board Administration Office were not adjusted accordingly based on the duties expected of those positions.

NOW, THEREFORE, BE IT RESOLVED, that the Board of Directors hereby authorizes and approves the Board Administrator position to be adjusted, based on HR Benchmarking standards, from Exempt Level 4 to Exempt Level 6 (E6) with corresponding compensation to be budgeted at the minimum of the E6 wage range.

BE IT FURTHER RESOLVED, that the Board of Directors hereby authorizes and approves the Board Administrator’s Executive Assistant position to be retitled to Assistant Board Administrator and adjusted, based on HR Benchmarking standards, from Exempt Level 1 to Exempt Level 3 (E3) with corresponding compensation to be budgeted at the minimum of the E3 wage range.

BE IT FURTHER RESOLVED, that the Board of Directors hereby authorizes and approves the restructure of the Board Administration Office pursuant to this resolution to include job description updates, title change, and compensation changes as detailed in the attached RIS, including a one-time waiver of any

Resolution No: _____

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conflicting HR policies in order to effectively and timely complete these position restructures.

BE IT FURTHER RESOLVED, that the team members currently in these positions shall not have to reapply for their positions and shall remain in their newly benchmarked and adjusted positions after said restructure.

BE IT FURTHER RESOLVED, that the Board of Directors hereby authorizes and approves the Tribe's CEO and CFO to execute any administrative budget modifications necessary to carry out the intent of this resolution, utilizing a combination of tribal support and indirect funding.

BE IT FINALLY RESOLVED, that this Resolution 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, AUTHORITIES AND COMMISSIONS, AND
COMMITTEES 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 Commissions, and Sault Tribe Committees 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 organizational structure of the tribe and set the standard template for the various entities to follow when updating their individual organizational charts.

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 the Board of Directors hereby adopts the attached Sault Tribe Committees 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 60 days of the enactment of this resolution and bring back to the Board of Directors for review and approval prior to implementation.

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;

WHEREAS, the Board of Directors has determined, consistent with the legal framework adopted by the Tribe, that the Key Employees of the Tribe will be affirmed by Resolution under the applicable governing bodies, namely that the Board of Directors will affirm all Governmental Key Employees, the Kewadin Gaming Authority will affirm all Kewadin Key Employees, and the Enterprise Authority will affirm all Enterprise Key Employees.

NOW, THEREFORE, BE IT RESOLVED, that the Sault Tribe Board of Directors hereby rescinds Resolution 2024-161 and adopts the following key employees of the tribal government:

- a. General Counsel
- b. Chief Executive Officer
- c. Chief Financial Officer
- d. Chief Judge
- e. Chief Executive Officer – Health Services
- f. Chief Information Officer
- g. Board Administrator
- h. Executive Director – Gaming Commission

BE IT FURTHER RESOLVED, that this resolution rescinds and supersedes all prior key employee resolutions and shall be the only key employee list of the Tribal government.

BE IT FURTHER RESOLVED, that the Board of Directors hereby acknowledges that the Kewadin Chief Executive Officer and the Kewadin Chief Financial Officer are key employees of the Kewadin Gaming Authority and that a Kewadin Gaming Authority resolution affirming those positions as key employees will be adopted by the Kewadin Gaming Authority within 60 days of enactment of this resolution.

Resolution No: _____

Page 2

BE IT FURTHER RESOLVED, that the Board of Directors hereby acknowledges that the Enterprise Chief Executive Officer is a key employee of the Enterprise Authority and that a Enterprise Authority resolution affirming that position as a key employee will be adopted by the Enterprise Authority within 60 days of enactment of this resolution.

BE IT FINALLY RESOLVED, that this resolution 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: _____

**AMENDING TRIBAL CODE CHAPTER 20 GREAT LAKES AND ST.
MARYS RIVER TREATY FISHING REGULATIONS**

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 Board of Directors pursuant to Article VII Powers of the Tribe’s Constitution Section 1(j) have the power to adopt resolutions, ordinances, and codes to regulate commercial fishing; and

WHEREAS, the Board has adopted Tribal Code Chapter 20 Great Lakes and St. Mary’s River Treaty Fishing Regulations to govern Great Lakes Commercial fishing; and

WHEREAS, pursuant to Tribal Code 20.102(8) issuance of new commercial fishing licenses is closed unless opened by action of the Tribal Board of Directors.; and

WHEREAS, there are seven licenses that have reverted, under tribal code, back under the legal control of the Tribe and the Board of Directors wishes to amend Chapter 20 to allow the issuance of these licenses; and

WHEREAS, the current Tribal Code Chapter 20.102 Licensing of Commercial Treaty Fishing Activity currently reads as follows:

20.102 Licensing of Commercial Treaty Fishing Activity.

(1) No member of the Tribe shall engage in commercial fishing activity without first having obtained a license from the Tribe to do so, in accordance with this section. A tribal license shall be evidenced by a Treaty Fishing Identification Card authorized by the Chairman.

(2) Two types of licenses may be issued:

- (a) A commercial license which entitles the holder to operate a fishing boat, to fish on his own behalf, and employ helpers; and
- (b) A member, the ages of sixteen and seventeen, shall be eligible for a helper's license only with the written consent of a parent or guardian.

(3) Licenses shall be issued under the supervision of the Tribal Chairman in accordance with these rules and any subsequent enactments of the Tribal Board of Directors. They shall expire on December 31st of each year.

(4) The fees for the issuance of tribal commercial fishing licenses shall be as follows:

- (a) A fee of \$25.00 for a helper on a boat owned by a licensed commercial fisherman.
- (b) A fee of \$50.00 for a fisherman fishing without a boat or with a boat not exceeding thirty-two feet in length.
- (c) A fee of \$100.00 for a fisherman fishing with a boat in excess of thirty-two feet in length.
- (d) No fee shall be charged for issuance of a helper's license if a licensed commercial fisherman surrenders the unexpired Treaty Fishing Identification Card of a former employee in lieu thereof.
- (e) All boats that do not have United States Coast Guard documentation will be measured by the Tribe from the bow to the stern straight down the middle.

(5) The age requirement for issuance of tribal commercial fishing licenses shall be as follows:

- (a) A member eighteen year of age or older shall be eligible for a tribal fishing license if available.
- (b) A member the ages of sixteen and seventeen shall be eligible for a helper's license only with the written consent of a parent or guardian.
- (c) A member, under the age of sixteen may fish with an immediate family member, who is a licensed fisherman, with the written consent of a parent or guardian. The minor can only fish during non-school hours.

(6) A license issued pursuant to sub. (4)(c) or (d) hereof also authorizes holder to operate a fishing boat of twenty feet or less.

(7) A commercial fishing license may identify two partners and co-operators of a licensed boat.

(8) Issuance of new commercial fishing licenses is closed unless opened by action of the Tribal Board of Directors.

(a) A license shall not be issued to a person who was unlicensed in the previous year.

(b) No small boat license shall be increased to a large boat license unless in accordance with the any applicable rules and regulations as enacted by the Tribal Board of Directors. A small boat shall be defined as a boat with a total length of 32 feet or less; a large boat shall be defined as a boat with a total length greater than 32 feet.

(c) A licensee who leaves the area for purposes of military service may renew his license notwithstanding the provision of sub. (a), within one year of leaving the service.

(9) A tribal commercial fishing license may be passed on only to the natural son or daughter, spouse or husband as authorized by the Tribal Board of Directors.

(10) Any Sault Ste. Marie tribal license holder who fails to renew his tribal treaty fishing license for a period of one (1) year shall not thereafter be relicensed.

(11) The provisions of sub. (8), (9) and (10) do not restrict issuance of helper's cards.

(12) Licensing of tribal fishing enterprises may be authorized by the Tribal Board of Directors.

(13) The Chairman with the consent of the Board of Directors may approve the transfer of a Commercial fishing license holder to an eligible Tribal member, upon recommendation of the Conservation Committee if:

(a) The license holder or his heirs has filed notice with the Conservation Committee of his intent to sell his fishing equipment.

(b) The license holder or his heirs has sold his fishing equipment to the transferee.

(c) If the license holder or his heirs have filed official notice of intent to sell his fishing equipment and a sale has not been finalized within 3 years from the date of notice, the license shall revert back to the Sault Ste. Marie Tribe of Chippewa Indians.

(14) No tribal member shall captain in any capacity a commercial fishing vessel on behalf of anyone other than a Captain licensed pursuant to this Chapter except upon approval of the Committee.

(15) No tribal member holding a small mesh permit issued pursuant to this Chapter shall work for, employ, fish for shares, or in any way conduct a joint commercial fishing operation with a Captain licensed pursuant to this Chapter or a captain fishing for another tribe pursuant to the Chippewa Ottawa Resource Authority Fishing Regulations.

NOW, THEREFORE, BE IT RESOLVED, that the Board of Directors of the Sault Ste. Marie Tribe of Chippewa Indians hereby amends Tribal Code Chapter 20.102 as follows:

20.102 Licensing of Commercial Treaty Fishing Activity.

(1) No member of the Tribe shall engage in commercial fishing activity without first having obtained a license from the Tribe to do so, in accordance with this section. A tribal license shall be evidenced by a Treaty Fishing Identification Card authorized by the Chairman.

(2) Two types of licenses may be issued:

(a) A commercial license which entitles the holder to operate a fishing boat, to fish on his own behalf, and employ helpers; and

(b) A member, the ages of sixteen and seventeen, shall be eligible for a helper's license only with the written consent of a parent or guardian.

(3) Licenses shall be issued under the supervision of the Tribal Chairman in accordance with these rules and any subsequent enactments of the Tribal Board of Directors. They shall expire on December 31st of each year.

(4) The fees for the issuance of tribal commercial fishing licenses shall be as follows:

(a) A Captains License shall allow a tribal commercial fisher to fish any size vessel and use any and all allowed and applicable gear

(b) A fee schedule for Captains Licenses shall be as follows.

In 2026 through 2030, \$250.00.

In 2031 through 2040, \$300.00.

In 2041 and each year thereafter, \$350.00

(d) No fee shall be charged for issuance of a helper's license if a licensed commercial fisherman surrenders the unexpired Treaty Fishing Identification Card of a former employee in lieu thereof.

(5) The age requirement for issuance of tribal commercial fishing licenses shall be as follows:

(a) A member eighteen year of age or older shall be eligible for a tribal fishing license if available.

(b) A member the ages of sixteen and seventeen shall be eligible for a helper's license only with the written consent of a parent or guardian

(c) A member, under the age of sixteen may fish with an immediate family member, who is a licensed fisherman, with the written consent of a parent or guardian.

(6) A commercial fishing license may identify two partners and co-operators of a licensed boat.

(7) Issuance of new commercial fishing licenses is closed unless opened by action of the Tribal Board of Directors except as provided in subsection (15) below.

(a) A license shall not be issued to a person who was unlicensed in the previous year.

(c) A licensee who leaves the area for purposes of military service may renew his license notwithstanding the provision of sub. (a), within one year of leaving the service.

(8) A tribal commercial fishing license may be passed on only to the natural son or daughter, spouse or husband as authorized by the Tribal Board of Directors.

(9) Any Sault Ste. Marie tribal license holder who fails to renew his tribal treaty fishing license for a period of one (1) year shall not thereafter be relicensed.

(10) The provisions of sub. (7), (8) and (9) do not restrict issuance of helper's cards.

(11) Licensing of tribal fishing enterprises may be authorized by the Tribal Board of Directors.

(12) The Chairman with the consent of the Board of Directors may approve the transfer of a Commercial fishing license holder to an eligible Tribal member, upon recommendation of the Conservation Committee if:

(a) The license holder or his heirs has filed notice with the Conservation Committee of his intent to sell his fishing equipment.

(b) The license holder or his heirs has sold his fishing equipment to the transferee.

(c) If the license holder or his heirs have filed official notice of intent to sell his fishing equipment and a sale has not been finalized within 3 years from the date of notice, the license shall revert back to the Sault Ste. Marie Tribe of Chippewa Indians.

(13) No tribal member shall captain in any capacity a commercial fishing vessel on behalf of anyone other than a Captain licensed pursuant to this Chapter except upon approval of the Committee.

(14) No tribal member holding a small mesh permit issued pursuant to this Chapter shall work for, employ, fish for shares, or in any way conduct a joint

commercial fishing operation with a Captain licensed pursuant to this Chapter or a captain fishing for another tribe pursuant to the Chippewa Ottawa Resource Authority Fishing Regulations.

(15) Issuance of Lapsed Licenses

(a) A Lapsed License shall mean any license that has reverted back to the Tribe for failure to pay the renewal license fee pursuant to 20.102(10).

(b) Licenses shall be issued under the supervision of the Tribal Chairman in accordance with the following requirements:

(i) available licenses will be issued through a lottery system as follows:

1. Initial lottery for applicants that meet the preference in subsection (15)(e).

2. Secondary lottery for all applicants if there are any available licenses after the initial lottery.

(ii) applications must be submitted to Tribal Law Enforcement.

(iii) when a license(s) becomes available Tribal Law Enforcement shall post a 60-day notice indicating the number of licenses available, any license restrictions pursuant to subsection (16)(d) and the deadline for applying for the lottery.

(iv) applicants must meet the minimum experience requirements of subsection (15)(c) for consideration in the lottery. Applicants that do not meet the minimum requirements will not be considered for the lottery.

(v) licenses may be made available incrementally based on input from law enforcement, natural resources, and the legal department in collaboration with the Conservation Committee.

(c) Minimum Experience Requirements

(i) Applicants must be able to demonstrate 1 year minimum of relevant fishing experience to be considered for any available license issued pursuant to this subsection.

(d) Restrictions on License

(i) Licenses issued pursuant to this subsection may be limited based on relevant data from Law Enforcement and Natural Resources, in collaboration with the Conservation Committee, including but not limited to, restrictions to certain management zones, restrictions in vessel, restriction on gear, or restrictions in duration.

(ii) Any restrictions that may be placed on licenses issued pursuant to this subsection shall be reviewed annually to determine if continuing restrictions are still necessary.

(iii) Licenses issued pursuant to this subsection are non-transferable for five years, except transfer to heirs pursuant to this Chapter.

(e) Preference

1. For consideration in the initial lottery the following preference shall apply:

Applicants with demonstrated gill net or trap net fishing experience;

(f) Application Fee

1. The Application Fee for the lottery pursuant to subsection 15(b) shall be the license fee in subsection 4(b) plus a \$100 non-refundable application fee.

(a) The additional \$100 non-refundable application fee will go toward the Tribe's fishing revenue to be allocated as necessary.

(b) Should an applicant not be awarded a license in the lottery, the application fee, minus the \$100 non-refundable fee shall be refunded to said applicant.

BE IT FURTHER RESOLVED, that tribal administration is hereby directed to hold the lottery pursuant to the newly adopted amendments within 30 days of enactment of this resolution.

BE IT FURTHER RESOLVED, that the Legal Department is authorized to make any other code changes that may be necessary to be in conformance with the intent and purpose of this resolution.

BE IT FINALLY RESOLVED, that this Resolution 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: _____

ISSUANCE OF COMMERCIAL CAPTAIN LICENSE

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 Board of Directors pursuant to Article VII Powers of the Tribe’s Constitution Section 1(j) have the power to adopt resolutions, ordinances, and codes to regulate commercial fishing; and

WHEREAS, the Board has adopted Tribal Code Chapter 20 Great Lakes and St. Mary’s River Treaty Fishing Regulations to govern Great Lakes Commercial fishing; and

WHEREAS, pursuant to Tribal Code 20.102(8) issuance of new commercial fishing licenses is closed unless opened by action of the Tribal Board of Directors; and

WHEREAS, there is a tribal member that wishes to obtain a commercial fishing license and the Board wishes to temporarily set aside the provision in 20.102(8) to allow the issuance of said license.

NOW, THEREFORE, BE IT RESOLVED, that the Board of Directors of the Sault Ste. Marie Tribe of Chippewa Indians under the powers of Article VII Powers of the Tribe’s Constitution Section 1(n) and 20.102(8) hereby temporarily open up the issuance of commercial fishing licenses for the sole purpose of issuing a single small boat license.

BE IT FURTHER RESOLVED, that the Board of Directors hereby approves the issuance of a small boat commercial fishing license to a single tribal member for the 2025 fishing season.

BE IT FURTHER RESOLVED, that the language in provision 20.102(8) closing the issuance of new commercial fishing licenses shall remain in full force and effect after the issuance of the license above.

BE IT FINALLY RESOLVED, that this Resolution 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

Resolution No: _____
Page 2

_____ 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 2025-213 NEGOTIATE AND HIRE GOVERNMENT CEO
CANDIDATE**

NOW, THEREFORE, BE IT RESOLVED, that the Board of Directors of the Sault Ste. Marie Tribe of Chippewa Indians hereby authorizes the Governmental Interim HR Director to negotiate an offer to hire the Governmental Chief Executive Officer (CEO) with the newly negotiated conditions within the parameters discussed at the workshop and as attached.

BE IT FURTHER RESOLVED, that the Board of Directors authorizes the Tribal Administration to make any necessary administrative budget modifications necessary to carry out the intent of this Resolution and to hire the selected candidate.

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 JKL FIDUCIARY COMMITTEE BYLAWS

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 Tribe approved the JKL Fiduciary Committee Bylaws in Resolution 2024-267; and

WHEREAS, the JKL Fiduciary Committee is seeking to amend its Bylaws to have all meetings conducted pursuant to the Tribal Code Chapter 96, Tribe’s Open Meetings Act; and

WHEREAS, the JKL Fiduciary Committee approved a motion approving the amended Bylaws on September 9, 2025.

NOW THEREFORE BE IT RESOLVED, the Board of Directors of the Sault Ste. Marie Tribe of Chippewa Indians hereby approves the attached amended JKL Fiduciary Committee Bylaws.

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: _____

**DIRECTING COMMITTEES AND COMMISSIONS TO ADHERE TO
CHAPTER 96: OPEN MEETING ORDINANCE**

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 Tribe has multiple committees comprised of membership that are instrumental to the Tribe; and

WHEREAS, Tribal Resolution 2024-225 directed the tribal committees and commissions to update their bylaws to allow for members sitting on said committees regardless of where they reside; and

WHEREAS, the Tribe now wishes to have all tribal committees and commissions adhere to the Tribal Code Chapter 96: Open Meeting Ordinance and open up their meetings to the general tribal membership.

NOW, THEREFORE, BE IT RESOLVED, that the Board of Directors of the Sault Ste. Marie Tribe of Chippewa Indians hereby directs that the Tribal CEO, the Tribal Legal Department, and the various Tribal Committees and Commissions revise any Bylaw, Policy, Procedure or Tribal Code necessary to mandate adherence to Tribal Code Chapter 96.

BE IT FURTHER RESOLVED, that recommendations and revisions necessary to carry out the intent of this resolution shall be presented to the Board of Directors within 45 days of enactment of this resolution.

BE IT FURTHER RESOLVED, that any tribal committee or commission that either by rule of law or by the confidential nature of that committee or commissions’ business cannot conduct their meetings pursuant to Tribal Code Chapter 96, shall supply to the Board of Directors an analysis and justification as to why they are unable to comply with the intent of this resolution within 45 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,

Resolution No: _____
Page 2

_____ 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

September 16, 2025

Sponsor's List

RESOLUTIONS:

Ishkode Project – Forest Service Participating Agreement FY 2025 Budget Modification – Eric Clark

Education – TED Grant Establishment of FY 2026 Budget – Stephanie Sprecker

Internal Services – Communications News FY 2025 Budget Modification – Jennifer Dale-Burton

ACFS – Lodge of Hope (LOH) Authorization to Accept Bid and Enter into a Contract with

Hillcrest Builders – Megan Miller / Juanita Bye

Rescind Resolution 2017-234 and Amend Property Acquisition Policy – Bill Connolly

Approving MOA with USACE – Emma Donmyer

Approving Opioid Settlement Funds for Lodge of Hope – Ryan Mills

Acceptance – 2026 Indian Housing Plan – Mariea Mongene

Authorization to Enter into a Right-of-Way Grant with Mackinac County for Utilities – Veronica Beaumont

Authorization to Enter into a Right-of-Way Grant with Mackinac County for Roads – Veronica Beaumont

Recruitment and Retention of Board Administrative Office Positions – Ryan Mills

Adoption of Key Employee, Authorities and Commissions, and Committees Organizational Charts – Jessica Dumback / Ryan Mills

Tenth Amendment to List of Key Employees – Jessica Dumback / Ryan Mills

Amending Tribal Code Chapter 20 Great Lakes and St. Mary's River Treaty Fishing Regulations – Clarence Hudak / Ryan Mills

Issuance of Commercial Captain License – Director LaPlaunt

Amending 2025-213 Negotiate and Hire Government CEO Candidate – Board of Directors

Amending JKL Fiduciary Committee Bylaws – Director McKechnie

Directing Committees and Commissions to Adhere to Chapter 96: Open Meeting Ordinance – Directors' McKechnie, Payment

NEW BUSINESS:

Committee Appointments: Unit 5 Marquette Elder Subcommittee; Enrollment Committee
Board Concerns

MEMORANDUM

TO: Board of Directors
FROM: Lona Stewart, Board Administrator
DATE: September 11, 2025
RE: Workshop Agenda for September 16, 2025

AGENDA

10:00

Budget Direction (CLOSED)

11:00

Housing Discussion (CLOSED)

12:00 – 1:00

Lunch Break

1:00

Global Land Restoration Fund Team – Eric Clark

2:00

Chapter 11 Membership Ordinance

3:00

MOA with US Corps of Engineers

3:30

Agenda Review

5:00

Board of Directors Regular Meeting