

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

January 6, 2026

5:00 P.M.

- I. CALL TO ORDER
- II. ROLL CALL
- III. INVOCATION: Prayer, Smudging
- IV. MEMBERSHIP PARTICIPATION
- V. MINUTES: 12/2/25, 12/17/25 Special Meeting
- VI. RESOLUTIONS: Health BEMAR Projects Establish FY26 Budget
Cultural Division Establish FY26 Budget
Health – Elder Outreach Establish FY26 Budget
Elder – Elder Outreach Establish FY26 Budget
Manistique Elder Meals Establish FY26 Budget
ACFS 2022 Set Aside Establish FY26 Budget
ACFS 2024 Set Aside Establish FY26 Budget
General Assistance Establish FY26 Budget
Lodge of Hope Establish FY26 Budget
ACFS Staffing Operations Establish FY26 Budget
ACFS Subpart IV-B Establish FY26 Budget
Adolescent Treatment Establish FY26 Budgets
Continue Housing Director Interim Appointment
HUD FY25 Indian Housing Block Grant Appl.
Approve Contract Minburn Technologies
Approve NRD Coop Agreement with BIA
Health Colorectal Screening MOA with ITC
Amend Interim Appointment Policy
Amend Overtime/Compensatory Time Policy
Adopt 2026 Schedule of Tribal Prevailing Wage
Amend Ch 21 Special Circumstance Transfers
Amend Election Commission Bylaws
Authorize Opposing Prediction Markets
Send 2008 Constitution Draft for Technical Review
Authorize Submission 3-Branch Constitution for
Secretarial Election
- VII. NEW BUSINESS Committee Appointment
Update on Resolution 2025-143
Board Concerns

VIII. ADJOURN TO EXECUTIVE SESSION

IX. RECONVENE AND REAFFIRM

X. ADJOURN

RESOLUTION NO: _____

**HEALTH DIVISION – BEMAR PROJECTS
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 FY 2026 budget for BEMAR Projects with Federal IHS Revenue of \$1,458,500.00. No effect on Tribal Support.

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

We, the undersigned, as Chairman and Secretary of the Sault Ste. Marie Tribe of Chippewa Indians, hereby certify that the Board of Directors is composed of 13 members, of whom _____ members constituting a quorum were present at a meeting thereof duly called, noticed, convened, and held on the _____ day of _____ 2026; that the foregoing resolution was duly adopted at said meeting by an affirmative vote of _____ members for, _____ members against, _____ members abstaining, and that said resolution has not been rescinded or amended in any way.

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

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

RESOLUTION NO: _____

**CULTURAL – ADMINISTRATION
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 FY 2026 budget for Cultural Administration with Other Revenue of \$3,000.00 and Third Party Revenue of \$216,140.41.

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 _____ 2026; 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: _____

**HEALTH DIVISION – ELDER OUTREACH
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 FY 2026 budget for Elder Outreach with Third Party Revenue of \$97,830.09.

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 _____ 2026; 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: _____

**ELDER DIVISION – ELDER OUTREACH
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 FY 2026 budget for Elder Outreach with Third Party Revenue of \$361,210.40.

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 _____ 2026; 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: _____

**ELDER DIVISION – MANISTIQUE ELDERLY MEALS
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 FY 2026 budget for Manistique Elderly Meals with Other Revenue of \$5,700.00 and Third Party Revenue of \$192,359.48.

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 _____ 2026; 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 DIVISION – 2022 TRIBAL SET ASIDE
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 FY 2026 budget for 2022 Tribal Set Aside with Federal DOJ Revenue of \$143,777.70. 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 _____ 2026; 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 DIVISION – 2024 TRIBAL SET ASIDE
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 FY 2026 budget for 2024 Tribal Set Aside with Federal DOJ Revenue of \$154,634.91. 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 _____ 2026; 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 DIVISION – GENERAL ASSISTANCE
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 FY 2026 budget for General Assistance with Federal BIA Revenue of \$373,250.64 and Tribal Support of \$125,706.81.

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 _____ 2026; 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 DIVISION – LODGE OF HOPE
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 FY 2026 budget for Lodge of Hope with State of Michigan Revenue of \$285,366.42. 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 _____ 2026; 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 DIVISION – STAFFING OPERATIONS
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 FY 2026 budget for Staffing Operations with Federal BIA Revenue of \$137,079.93 and Tribal Support of \$61,549.52.

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 _____ 2026; 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 DIVISION – SUBPART IV-B
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 FY 2026 budget for Subpart IV-B with Federal HHS Revenue of \$251,171.98. 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 _____ 2026; 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 DIVISION – ADOLESCENT TREATMENT AND
ADOLESCENT IN-HOME
ESTABLISHMENT OF FY 2026 BUDGETS**

BE IT RESOLVED, that the Board of Directors of the Sault Ste. Marie Tribe of Chippewa Indians hereby approves the FY 2026 budget for Adolescent Treatment with Federal IHS Revenue of \$180,140.00 and a transfer out to Adolescent In-Home of \$37,957.58. No effect on Tribal Support.

BE IT FURTHER RESOLVED, that the Board of Directors of the Sault Ste. Marie Tribe of Chippewa Indians hereby approves the FY 2026 budget for Adolescent In-Home with State of Michigan Revenue of \$89,784.00 and a transfer in from Adolescent Treatment of \$37,957.58. 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 _____ 2026; 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: _____

**INTERIM APPOINTMENT CONTINUATION FOR
HOUSING DIRECTOR**

WHEREAS, on July 15, 2025, the Sault Tribe Board of Directors, via motion, appointed Mariea Mongene as the interim Housing Director for a period not to exceed six (6) months; and

WHEREAS, that designation will expire on January 15, 2026 and the Sault Tribe Housing Commission will continue its recruitment efforts to fill this position permanently.

NOW, THEREFORE, BE IT RESOLVED, that the Board of Directors hereby extends the Interim Appointment of Mariea Mongene as the Housing Director for a period of six (6) months pursuant to the Interim Appointment Policy.

BE IT FURTHER 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 _____ 2026; 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: _____

**U. S. DEPARTMENT OF HOUSING AND URBAN DEVELOPMENT
(HUD)**

**FY2025 INDIAN HOUSING BLOCK GRANT PROGRAM-
COMPETITIVE GRANT (IHBG-C) APPLICATION**

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 Department of Housing and Urban Development (HUD) has solicited a funding opportunity (FR-6900-N-48) for the Indian Housing Block Grant Program – Competitive Grants (IHBG-C); and

WHEREAS, the purpose of the Indian Housing Block Grant Program – Competitive Grants (IHBG-C), is the development of viable Indian and Alaska Native communities, including the creation of decent housing, suitable living environments, and economic opportunities primarily for persons with low and moderate incomes; and

WHEREAS, the Housing Authority is seeking approval to apply for an award of up to \$7,500,000 of IHBG-C funds on behalf of the Sault Ste. Marie of Chippewa Indians; and

WHEREAS, the competitive funding will be used for the construction of twenty-six (26) additional rental units for low- to moderate-income Tribal families in St. Ignace, Michigan, located in Mackinac County.

NOW, THEREFORE, BE IT RESOLVED, the Sault Ste. Marie Tribe of Chippewa Indians Board of Directors hereby authorizes and directs the Sault Tribe Housing Authority Director or its duly authorized representative, to develop and submit an application requesting up to \$7,500,000 for the FY 2025 Indian Housing Block Grant Competitive (FR-6900-N-48) and the Tribe will not be submitting a separate application.

BE IT FURTHER RESOLVED, that the Sault Tribe of Chippewa Indians Board of Directors hereby authorizes and approves the Tribal Chairman or their designee, to accept the FY 2025 Indian Housing Block Grant Program Competitive Grants (IHBG-C) grant if it is awarded and execute such documents and agreements as may be necessary to further this purpose.

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: _____

Page 2

members, of whom _____ members constituting a quorum were present at a meeting thereof duly called, noticed, convened, and held on the _____ day of _____, 2026; that the foregoing resolution was duly adopted at said meeting by an affirmative vote of _____ members for, _____ members against, _____ members abstaining, and that said resolution has not been rescinded or amended in any way.

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

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

RESOLUTION NO: _____

APPROVING CONTRACT MINBURN TECHNOLOGIES

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 Microsoft Enterprise License is expiring; and

WHEREAS, the IT Department has selected Minburn Technologies to purchase a new Microsoft Enterprise License through; and

WHEREAS, the IT Department in Resolution 2025-284 got a Budget Modification approved to include the costs of purchasing Microsoft Enterprise Licenses.

NOW, THEREFORE, BE IT RESOLVED, that the Sault Ste. Marie Tribe of Chippewa Indians Board of Directors hereby approves the contract with Minburn Technologies for \$1,380,949.96 from Cost Center 8520 for Microsoft Enterprise Licenses for three years.

BE IT FINALLY RESOLVED, that the Board of Directors hereby authorizes the Tribal Chairman or his designee to execute any and all documents to carry out the intent of this Resolution.

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

We, the undersigned, as Chairman and Secretary of the Sault Ste. Marie Tribe of Chippewa Indians, hereby certify that the Board of Directors is composed of 13 members, of whom _____ members constituting a quorum were present at a meeting thereof duly called, noticed, convened, and held on the _____ day of _____ 2026; 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 SAULT TRIBE NRD COOPERATIVE
AGREEMENT WITH THE BIA**

WHEREAS, the Sault Ste. Marie Tribe of Chippewa Indians (“Sault Tribe”) Natural Resources Division (NRD) has the opportunity to enter into an agreement with the Bureau of Indian Affairs (BIA) to further enhance planned burns, cultural fires, hazardous fuels management, fire education, and other related activities on tribal lands; and

WHEREAS, entering this agreement will allow the BIA to compensate/reimburse the Sault Tribe for allowed wildland fire management activities conducted on tribal land reducing the reliance on other tribal funds, such as tribal support, to conduct these activities.

NOW, THEREFORE, BE IT RESOLVED, that the Board of Directors hereby approves the NRD to enter into a cooperative agreement with the BIA to further enhance the Tribe’s fuels management and fire activities on its tribal lands.

BE IT FURTHER RESOLVED, that the Board of Directors hereby approves the Natural Resources Division Director to serve as the Tribal Representative point of contact for the agreement and Tribal Chief Financial Officer to serve as the Finance point of contact.

BE IT FINALLY RESOLVED, the Board of Directors hereby authorizes the Tribal Chairman, or his designee, to sign any and all necessary documents to effectuate 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 _____ 2026; 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: _____

HEALTH DIVISION – COLORECTAL SCREENING COLLABORATION

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 Health Division's mission is to provide high quality, patient-centered health care that is responsive, courteous, and sensitive to individual, family, community, and cultural needs with an emphasis on disease prevention and health promotion; and

WHEREAS, the Inter-Tribal Council of Michigan has provided a collaboration opportunity through the Strengthening Tribal Health Systems: Increasing Colorectal Cancer Screening Access Project; and

WHEREAS, the Inter-Tribal Council of Michigan (ITC) has received funding from Michigan Public Health Institute (MPHI) to help support Tribal Nations increase the uptake of Colorectal Cancer screening among American Indian/Alaskan Natives (AI/AN); and

WHEREAS, this project will increase the percentage of American Indian/Alaska Native (AI/AN) patients ages 45–75 enrolled in Michigan tribal health systems who are up to date with colorectal cancer screening through the implementation of evidence-based interventions, patient navigation, and system-level quality improvement strategies; and

WHEREAS, the Inter-Tribal Council of Michigan will hire a Full-Time Navigator employee that will work with the Health Division to achieve these strategies; and

WHEREAS, the Health Division will provide Sault Tribe equipment to the Navigator up to \$2,500 paid through the FY25-26 Indian Health Service Annual Funding Agreement (cc: 4362).

NOW, THEREFORE, BE IT RESOLVED, the Sault Tribe Board of Directors authorizes the Health Division's collaboration with Inter-Tribal Council of Michigan to Strengthen Tribal Health Systems with this Project.

BE IT FURTHER RESOLVED, that the Board of Directors hereby authorizes and approves the Health Division CEO, 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.

Resolution No: _____
Page 2

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 _____ 2026; 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 INTERIM APPOINTMENT POLICY

WHEREAS, the Sault Ste. Marie Tribe of Chippewa Indians (“Tribe”) is organized pursuant to the Constitution of the Sault Ste. Marie Tribe of Chippewa Indians; and

WHEREAS, amending the Interim Appointment Policy was discussed and approved by the Policy Review Group at its meeting on October 15, 2025.

NOW, THEREFORE, BE IT RESOLVED, that the Board of Directors of the Tribe hereby adopts the attached amendments to the Interim Appointment Policy.

BE IT FURTHER RESOLVED, that the changes in this Policy take effect immediately.

BE IT FINALLY RESOLVED, that the Governmental CFO and CEO are authorized to perform any administrative budget modifications necessary to get all interim appointments to the appropriate wage under the amended Interim Appointment Policy, effective November 19, 2025.

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 _____ 2026; 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 OVERTIME AND COMPENSATORY TIME POLICY

WHEREAS, the Sault Ste. Marie Tribe of Chippewa Indians (“Tribe”) is organized pursuant to the Constitution of the Sault Ste. Marie Tribe of Chippewa Indians; and

WHEREAS, amending the Overtime and Compensatory Time Policy was discussed and approved by the Policy Review Group at its meeting on October 15, 2025.

NOW, THEREFORE, BE IT RESOLVED, that the Board of Directors of the Tribe hereby adopts the attached amendments to the Overtime and Compensatory Time Policy.

BE IT FINALLY RESOLVED, that the changes in this Policy take effect 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 _____ 2026; that the foregoing resolution was duly adopted at said meeting by an affirmative vote of _____ members for, _____ members against, _____ members abstaining, and that said resolution has not been rescinded or amended in any way.

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

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

RESOLUTION NO: _____

**APPROVAL AND ADOPTION OF 2026 SCHEDULE
OF TRIBAL PREVAILING WAGE**

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 adopted Chapter 97: Prevailing Wage Ordinance pursuant to 25 U.S.C. C.A. §4114(b)(3) from which the Tribe has completed a market study to determine the local Schedule of Tribal Prevailing Wages; and

WHEREAS, the Board of Directors has previously approved and adopted the Schedule of Prevailing Wage per Resolution 2023-162, from this point forward, will now be referred to as the Schedule of Tribal Prevailing Wages; and

WHEREAS, Chapter 97, Section 97.105(1)(b), the Tribe may periodically commission a wage survey from time to time to determine the Prevailing Wage, and the Tribe shall retain for not less than three years the survey report and wage rates reported by each source; and

WHEREAS, the approval and adoption of the Schedule of Tribal Prevailing Wage will help the Sault Tribe keep competitive with the ever-changing construction industry and assist in maintaining trained and skilled Construction Field Workers; and

WHEREAS, the ONAP Program Guidance 2003-04, dated February 5, 2003, recommends that an administrative mechanism be established to determine Tribal prevailing wage rates.

NOW, THEREFORE, BE IT RESOLVED, that the Board of Directors of the Sault Ste. Marie Tribe of Chippewa Indians hereby authorizes the Governmental CEO, Governmental CFO, Governmental HR Director, and Housing Director to keep the prevailing wage rates current.

BE IT FINALLY RESOLVED, that the Board of Directors hereby approves and adopts the 2025 Tribal Prevailing Wage Grid pursuant to Chapter 97, Section 97.105(2) of the Prevailing Wage Ordinance, as attached.

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 _____ 2026; 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 21: SPECIAL CIRCUMSTANCE
TRANSFER OF PERMITS**

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 Conservation Committee voted to support adding Special Circumstance Transfer of Elk or Bear Permits to Tribal Code Chapter 21 at their December 8, 2025, meeting.

NOW, THEREFORE, BE IT RESOLVED, that the Board of Directors of the Sault Ste. Marie Tribe of Chippewa Indians hereby amends Tribal Code Chapter 21: Hunting and Inland Fishing to add the following:

21.707 Special Circumstance Transfer of Elk or Bear Permits

- (1) An Elk or Bear Permit may be transferred to an eligible immediate family member in the case of the death of the permit holder.
 - a. Proof of death must be provided to Sault Tribe Law Enforcement to proceed with a transfer of the license.
 - b. Sault Tribe Law Enforcement will issue a transfer Permit to the eligible immediate family member.
- (2) A person who receives an Elk or Bear Permit may be transferred to any eligible member who has been diagnosed with an advanced illness. Advanced illness is defined by the Public Health Code and requires a Physician Certification of Advanced Illness (PDF).
 - a. A member wishing to transfer their Permit to a member with an advanced illness must fill out a transfer form at Sault Tribe Law Enforcement and provide a completed PDF.
 - b. Sault Tribe Law Enforcement will issue a transfer Permit to the eligible member who has been diagnosed with an advanced illness.
- (3) All Permit transfers under this section must be started no less than five (5) days before the start of Elk or Bear season.

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 _____ 2026; 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

RESOLUTION NO: _____

AMENDING ELECTION COMMISSION 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 Election Commission voted to amend its Bylaws at its December 17, 2025, meeting.

NOW, THEREFORE, BE IT RESOLVED, that the Board of Directors of the Sault Ste. Marie Tribe of Chippewa Indians hereby approves the attached amended Election Commission 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 _____ 2026; that the foregoing resolution was duly adopted at said meeting by an affirmative vote of _____ members for, _____ members against, _____ members abstaining, and that said resolution has not been rescinded or amended in any way.

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

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

RESOLUTION NO: _____

**AUTHORIZING ADVOCACY OPPOSING PREDICTION MARKETS
INFRINGEMENT ON TRIBAL CASINO GAMING OPERATIONS**

WHEREAS, The Sault Ste. Marie Tribe of Chippewa Indians (Tribe) operates brick and mortar and online casino operations through the Kewadin Casinos Gaming Authority through gaming compacts with the State of Michigan (State); and

WHEREAS, the Tribe and the State have identified the explosive growth in unlawful event contracts tied to so called “prediction markets” to be a significant legal and economic threat to tribal gaming, state gaming licenses, and the gaming compacts between the tribes and the State; and

WHEREAS, the Tribe has determined that advocacy efforts through support litigation, consultation with federal and state partners, and collaboration with other tribes throughout Michigan and the country is necessary to protect the tribe’s sovereignty and interest in its gaming endeavors for the benefit of its citizens; and

WHEREAS, the Tribe recognizes that response to these advocacy efforts often come with strict deadlines that make it difficult if not impossible to have action taken at a special or regular Board Meeting in time to join such efforts, necessitating the ability to respond as a tribe more quickly.

NOW THEREFORE, BE IT RESOLVED, that the Board of Directors hereby officially opposes the continued operation of “prediction markets” in the State of Michigan, within the tribe’s jurisdiction, and throughout the county.

BE IT FURTHER RESOLVED, that the Board of Directors hereby approves advocacy efforts to obtain the final goal of ensuring that prediction markets are not conducting class III gaming on tribal lands in violation of federal law and existing tribal-state gaming compacts, are not accepting sports wagers from within the state of Michigan and on tribal lands in violation of the Lawful Sports Betting Act of 2019, and are not infringing on the lawful operation of the tribe’s casino and sports betting operations.

BE IT FINALLY RESOLVED, the Board of Directors hereby authorizes the tribal Chairman, or his designee in full consultation with the tribe’s General Counsel, or his designee, to sign any and all necessary documents to advocate for the Tribe in line with the intent of this resolution.

Resolution No: _____
Page 2

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 _____ 2026; 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: _____

**SENDING 2008 DRAFT CONSTITUTION TO BIA FOR TECHNICAL
REVIEW**

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's IRA Constitution is based on a model constitution drafted by the Bureau of Indian Affairs ("BIA") in the 1930's; and

WHEREAS, the Tribe's IRA Constitution places unnecessary limits on the rights of the People and the powers of the Tribe; and

WHEREAS, the Board of Directors has identified the need to strengthen and improve the Constitution for all the Members of the Tribe; and

WHEREAS, Article X of the Constitution states “This constitution and bylaws may be amended by a majority vote of the eligible voters of the tribe voting at an election called for that purpose by the Secretary of the Interior, provided that at least thirty (30) percent of those entitled to vote shall vote in such election, but no amendment shall become effective until it shall have been approved by the Secretary of the Interior. It shall be the duty of the Secretary of the Interior to call an election on any proposed amendment upon the receipt of a resolution passed by a majority of the board of directors, the chairperson having the right to vote thereon”; and

WHEREAS, the BIA offers technical review of proposed constitutional amendments for tribes.

NOW, THEREFORE, BE IT RESOLVED, that the Board of Directors of the Sault Ste. Marie Tribe of Chippewa Indians hereby requests technical review from the BIA for the attached 2008 Draft Constitution.

BE IT FURTHER RESOLVED, that the Board of Directors authorizes the General Counsel to send the attached 2008 Draft Constitution to the BIA for technical review and to be the point of contact with the BIA.

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 _____ 2026; 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

RESOLUTION NO: _____

**AUTHORIZING SUBMISSION OF THE 3-BRANCH GOVERNMENT
CONSTITUTION AMENDMENT FOR SECRETARIAL ELECTION AND
ESTABLISHING DELIVERABLE DEADLINES, TRANSPARENCY
REQUIREMENTS, AND A DATE-CERTAIN SCHEDULE**

NOW, THEREFORE, BE IT RESOLVED, that the Sault Ste. Marie Tribe of Chippewa Indians Board of Directors (the Board) here approves the following:

1) Adoption and Submission for Technical Review, 3-Branch Separation of Powers:

The Board hereby formally adopts the attached 3-Branch Government Amended Constitution as the version to be submitted to the Secretary of the Interior for technical review pursuant to 25 C.F.R. Part 81.

2) Deliverables and Absolute Deadlines:

The Board directs the Legal Department, Finance Department, and Administration (or their designees) to complete and deliver the following written deliverables by the deadlines below (calendar days from the date this resolution is adopted on January 6, 2026), with copies circulated to all Board members:

- **Within 14 days:** Clean and redlined comparison package for the 3-Branch draft (including any conforming edits requested in open session), plus a plain-language executive summary.

Due: 1/20/2026

- **Within 21 days:** Fiscal Impact Statement (initial and ongoing costs), including staffing, facilities, IT, elections, judicial operations, and any anticipated savings or offsets; and identification of one-time vs. recurring costs.

Due: 1/27/2026

- **Within 30 days:** Implementation Plan and Timeline, including:

- (a) phased steps
- (b) roles/responsibilities
- (c) draft transition provisions
- (d) policy/code amendments or new ordinances needed, and
- (e) risk/mitigation plan.

Due: 2/5/2026

3) Distribution, Transparency, and Pre-Vote Notice

The date to transmit the final package for Secretarial Election shall occur once:

- The deliverables listed above have been distributed to the full Board; and
- The deliverables have been made available to the membership as appropriate and accompanied by a summary notice explaining where members can review the materials; and
- At least 10 days have elapsed from the date of distribution to the Board and the date of public posting/availability, to allow meaningful review.

Due: 2/17/2026

4) Date-Certain Scheduling (No Indefinite Stalling)

The Board hereby schedules a date-certain item for action on submission for Secretarial Election:

- The matter shall be placed on the agenda for the Board's regular meeting on February 17, 2026 (or the next regular or special meeting occurring no later than 60 days from adoption of this resolution), for the purpose of receiving the final deliverables and taking action.
- If deliverables are completed earlier, the Tribal Chair shall place the matter on the next available regular or special meeting agenda consistent with the 10-business-day notice requirement above.

5) Submission for Secretarial Election.

Upon completion of the Department of the Interior's technical review process, and upon Board action taken on the date-certain agenda item above, the Board directs that the Three-Branch Government Amended Constitution be submitted for a Secretarial Election, allowing the membership to approve or reject the amendments.

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 _____ 2026; that the foregoing resolution was duly adopted at said meeting by an affirmative vote of _____ members for, _____ members against, _____ members abstaining, and that said resolution has not been rescinded or amended in any way.

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

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

BOARD OF DIRECTORS REGULAR MEETING

January 6, 2026

Sponsor's List

RESOLUTIONS:

Health Division – BEMAR Projects Establishment of FY 2026 Budget – James Benko
Cultural – Administration Establishment of FY 2026 Budget – Cody Jodoin
Health Division – Elder Outreach Establishment of FY 2026 Budget – Katie Peabody
Elder Division – Elder Outreach Establishment of FY 2026 Budget – Katie Peabody
Elder Division – Manistique Elderly Meals Establishment of FY 2026 Budget – Katie Peabody
ACFS Division – 2022 Tribal Set Aside Establishment of FY 2026 Budget – Jami Moran
ACFS Division – 2024 Tribal Set Aside Establishment of FY 2026 Budget – Jami Moran
ACFS Division – General Assistance Establishment of FY 2026 Budget – Megan Miller
ACFS Division – Lodge of Hope Establishment of FY 2026 Budget – Megan Miller
ACFS Division – Staffing Operations Establishment of FY 2026 Budget – Melissa VanLuven
ACFS Division – Subpart IV B Establishment of FY 2026 Budget – Melissa VanLuven
ACFS Division – Adolescent Treatment and Adolescent In-Home Establishment of FY 2026 Budgets – Melissa VanLuven
Interim Appointment Continuation for Housing Director – Jessica Dumback
US Department of Housing and Urban Development (HUD) FY 2025 Indian Housing Block Grant Program – Competitive Grant (IHBG-C) Application – Mariea Mongene
Approving Contract Minburn Technologies – Bill Travitz
Approving Sault Tribe NRD Cooperative Agreement with the BIA – Dani Fegan
Health Division – Colorectal Screening Collaboration – James Benko
Amending Interim Appointment Policy – Ashley Samuelson / Josh Elliot
Amending Overtime and Compensatory Time Policy – Ashley Samuelson / Josh Elliot
Approval and Adoption the 2026 Schedule of Tribal Prevailing Wage – Ashley Samuelson
Amending Tribal Code Chapter 21: Special Circumstance Transfer of Permits – Clarence Hudak / Josh Elliot
Amending Election Commission Bylaws – Josh Elliot / Election Commission
Authorizing Advocacy Opposing Prediction Markets Infringement on Tribal Casino Gaming Operations – Ryan Mills
Sending 2008 Draft Constitution to BIA for Technical Review – Director Lee
Authorizing Submission of the 3-Branch Government Constitution Amendment for Secretarial Election and Establishing Deliverable Deadlines, Transparency Requirements, and a Date-Certain Schedule – Directors' McKechnie, Payment, McRorie, Hampton, LaPlaunt, Chairman Lowes

NEW BUSINESS:

Committee Appointments – Unit 1 Elder Subcommittee
Update on Resolution 2025-143 – Director Borowicz
Board Concerns

MEMORANDUM

TO: Board of Directors
FROM: Lona Stewart, Board Administrator
DATE: December 31, 2025
RE: Workshop Agenda for January 6, 2026

AGENDA

10:00

Budget (CLOSED)

10:45

Legal Update (CLOSED)

Incl. Litigation and Resolution 2025-143

11:30

Kewadin Human Resources – CFO Position (CLOSED)

12:00 – 1:00

Lunch Break

1:00

Government Human Resources
Policy Reviews/Prevailing Wage

1:45

Transportation Department
Annual Report/Transportation Improvement Plan

2:30

Proposed Constitutional Amendment

3:30

Agenda Review

5:00

Board of Directors Regular Meeting