

**BOARD OF DIRECTORS REGULAR MEETING  
MUNISING TRIBAL CENTER  
MUNISING, MICHIGAN  
September 19, 2023  
5:00 P.M.**

- I. CALL TO ORDER
- II. ROLL CALL
- III. INVOCATION: Prayer, Smudging
- IV. MEMBERSHIP PARTICIPATION
- V. PRESENTATION:
- VI. MINUTES: 9/5/23
- VII. RESOLUTIONS: ACFS Division – LIHWAP ARPA Establishment of FY 2024 Budget  
Home Improvement Establishment of FY 2023 Budget  
Health Division – Maintenance/Improvement/Capital Outlays  
And 3<sup>rd</sup> Party Revenue FY 2023 Budget Modifications  
Health Center – Sault Ste. Marie Medical/Nursing FY 2023 Budget Modification  
Human Resources and Indirect Costs FY 2023 Budget Modifications  
Acceptance – 2024 Indian Housing Plan  
Partial Waiver of Conviction for Sara Bowerman  
Approving the Language Revisions Under the Tribe’s Employee Benefit Plan  
Approval to Create FY23 Budget for Membership in ARC Power  
Authorization to Use Funds for the Food Sovereignty Committee  
Amending Chapter 16: Removal from Office  
Authorizing Analysis of Options to Revise the Tribe’s Election Process and Codes  
Creating Department Specific Human Resources Departments
- VIII. NEW BUSINESS Committee Appointments  
Board Meeting in Manistique – 10/17/23  
Board Concerns
- IX. ADJOURN TO EXECUTIVE SESSION
- X. RECONVENE AND REAFFIRM
- XI. ADJOURN

**RESOLUTION NO:** \_\_\_\_\_

**ACFS DIVISION – LIHWAP ARPA  
ESTABLISHMENT FY 2024 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 2024 budget for Low Income Housing Water Assistance Program (LIHWAP) with Dept. of Human Health & Services Revenue monies of \$64,000.00. No effect on Tribal Support.

**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 \_\_\_\_\_ 2023; 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members for, \_\_\_\_\_ members against, \_\_\_\_\_ members abstaining, and that said resolution has not been rescinded or amended in any way.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:** \_\_\_\_\_

**HOME IMPROVEMENT  
ESTABLISHMENT OF FY 2023 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 2023 budget for Home Improvement with Federal BIA monies of \$30,500.00. 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 \_\_\_\_\_ 2023; 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.

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

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

**RESOLUTION NO:** \_\_\_\_\_

**HEALTH DIVISION – MAINTENANCE/IMPROVEMENT/CAPITAL  
OUTLAYS AND 3<sup>RD</sup> PARTY REVENUE  
FY 2023 BUDGET MODIFICATIONS**

BE IT RESOLVED, that the Board of Directors of the Sault Ste. Marie Tribe of Chippewa Indians hereby approves the FY 2023 budget modification to Maintenance/Improvement/Capital Outlays for an increase in 3<sup>rd</sup> Party Revenue of \$328,200.00.

BE IT FURTHER RESOLVED, that the Board of Directors of the Sault Ste. Marie Tribe of Chippewa Indians hereby approves the FY 2023 budget modification to 3<sup>rd</sup> Party Revenue increasing the transfer out of \$328,200.00 to Maintenance/Improvement/Capital Outlays.

**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 \_\_\_\_\_ 2023; 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.

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

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

**RESOLUTION NO:** \_\_\_\_\_

**HEALTH CENTER – SAULT STE MARIE MEDICAL/NURSING  
FY 2023 BUDGET MODIFICATION**

BE IT RESOLVED, that the Board of Directors of the Sault Ste. Marie Tribe of Chippewa Indians hereby approves the FY 2023 budget modification for Health Center – Sault Ste. Marie Medical/Nursing for a change to the personnel page and a reallocation of expenses. 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 \_\_\_\_\_ 2023; 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.

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

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

**RESOLUTION NO:** \_\_\_\_\_

**HUMAN RESOURCES AND INDIRECT COSTS  
FY 2023 BUDGET MODIFICATIONS**

BE IT RESOLVED, that the Board of Directors of the Sault Ste. Marie Tribe of Chippewa Indians hereby approves the FY 2023 budget modification to Human Resources for a decrease in Tribal Support of \$12,484.46 and Indirect of \$9,651.07. This budget modification reflects changes to the personnel sheet.

BE IT FURTHER RESOLVED, that the Board of Directors of the Sault Ste. Marie Tribe of the Chippewa Indians hereby approves the FY 2023 budget modification to Indirect Costs to decrease Tribal Support \$9,651.07 and decrease the transfer to Human Resources \$9,651.07.

**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 \_\_\_\_\_ 2023; 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.

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

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

**RESOLUTION NO: \_\_\_\_\_**

**ACCEPTANCE - 2024 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; and

NOW, THEREFORE, BE IT RESOLVED, the Sault Tribe Board of Directors approves the 2024 Indian Housing Plan, Grant No. 55-IH-26-5480, 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.

**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 \_\_\_\_\_ 2023; that the foregoing resolution, was adopted at the said meeting by an affirmative vote of \_\_\_\_\_ members for, \_\_\_\_\_ members against, \_\_\_\_\_ members abstaining, and that said resolution has not been rescinded or amended in any way.

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

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

**RESOLUTION NO: \_\_\_\_\_**

**PARTIAL WAIVER OF CONVICTIONS FOR  
MS. SARA M. BOWERMAN**

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

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

WHEREAS, Ms. Sara M. Bowerman, a tribal member who was convicted of:

1. Misdemeanor – Attempt to contribute to the delinquency of a minor.

WHEREAS, Ms. Sara M. Bowerman, would be denied a license for employment as a key employee or primary management official because of the criminal conviction; and

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

NOW, THEREFORE, BE IT RESOLVED, that the Board of Directors, pursuant to Tribal Code Chapter 76, grants a partial waiver to Ms. Sara M. Bowerman.

**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 \_\_\_\_\_ 2023; 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.

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

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



**RESOLUTION NO:** \_\_\_\_\_

**APPROVING THE LANGUAGE REVISIONS UNDER  
THE TRIBE’S EMPLOYEE BENEFIT PLAN**

WHEREAS, the Board of Directors, after review with the Sault Tribe Insurance Department has determined that the Tribe’s Employee Benefit Plan language should be revised to more effectively bring the plan language in line with the actual administration of the plan; and

WHEREAS, these language revisions will create more efficient implementation of the plan and provide for a more clear understanding of the plan language for the Tribal Employees.

NOW, THEREFORE, BE IT RESOLVED, that the Board of Directors of the Sault Ste. Marie Tribe of Chippewa Indians hereby approves the language revisions as set forth by the Sault Tribe Insurance Department, under the Tribe’s Employee Benefit Plan effective January 1, 2024.

BE IT FURTHER RESOLVED, that this Board of Directors hereby authorizes the Tribal Chairman, or designee, to execute any and all documents that may be necessary and appropriate to carry out the terms, conditions, and intent of this resolution.

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

We, the undersigned, as Chairman and Secretary of the Sault Ste. Marie Tribe of Chippewa Indians, hereby certify that the Board of Directors is composed of 13 members, of whom \_\_\_\_\_ members constituting a quorum were present at a meeting thereof duly called, noticed, convened, and held on the \_\_\_\_\_ day of \_\_\_\_\_ 2023; 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.

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

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

**RESOLUTION NO:** \_\_\_\_\_

**APPROVAL TO CREATE FY23 BUDGET FOR MEMBERSHIP IN ARC  
POWER**

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

WHEREAS, the Tribe’s Board of Directors has adopted Resolution No. 2023-164, authorizing the Tribe to enter into a Membership Agreement with American Rural Cooperative Power (ARC Power) and expand its presence in the energy sector and contribute to infrastructure development across North America.

NOW, THEREFORE, BE IT RESOLVED, that the Board of Directors, in order to establish a Commercial Venture within its Accounting System and FY23 Budget, authorizes the Tribe’s Chief Financial Officer to establish said entity and appropriate budget.

**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 \_\_\_\_\_ 2023; 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.

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

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

**RESOLUTION NO:** \_\_\_\_\_

**AUTHORIZATION TO USE FUNDS FOR THE FOOD SOVEREIGNTY  
COMMITTEE**

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 Tribe has established an Indigenous Food Sovereignty Committee, consisting of twelve Sault Tribe members; and

WHEREAS, the Committee is encouraged to coordinate with tribal departments and other institutions that are relevant to the mission of food sovereignty; and

WHEREAS, the Indigenous Food Sovereignty Committee is provided full support from the Board of Directors and is authorized to serve in an advisory role; and

WHEREAS, travel to other institutions to inform the committee of the existing food network, provide perspective on regional tribal food sovereignty practices, and strengthen the recommendations provided to the Board of Directors.

NOW, THEREFORE, BE IT RESOLVED, that the Board of Directors of the Sault Ste. Marie Tribe of Chippewa Indians hereby authorize up to \$6,000 for travel in FY 2023 from cultural funds determined on the representative area of each serving committee member.

BE IT FINALLY RESOLVED, that the Board of Directors hereby authorizes and approves the Tribal Chairman, or his designee, to execute any and all documents, including ancillary or supplemental documents or forms as may be necessary and appropriate to carry out the terms, conditions, and intent of this Resolution.

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

We, the undersigned, as Chairman and Secretary of the Sault Ste. Marie Tribe of Chippewa Indians, hereby certify that the Board of Directors is composed of 13 members, of whom \_\_\_\_\_ members constituting a quorum were present at a meeting thereof duly called, noticed, convened, and held on the \_\_\_\_\_ day of \_\_\_\_\_ 2023; 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.

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

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

**RESOLUTION NO: \_\_\_\_\_**

**AMENDING CHAPTER 16: REMOVAL FROM OFFICE**

NOW, THEREFORE, BE IT RESOLVED, that the Board of Directors hereby amends Tribal Code Chapter 16: Removal from Office follows:

**16.106 Procedure Upon Filing of Petition.**

- (1) The Secretary shall maintain the original petition at all times. The allegations contained in the petition shall be made public. Information identifying the signatories to the petition shall be made public.
  - a. The Secretary shall deliver within two business days by United States mail to the accused official and each member of the Board of Directors a copy of the petition.
- (2) As soon as practicable after the filing of the petition, the Secretary shall refer the petition to the Tribal Registrar, who shall make a determination of whether the petition contains the requisite number of signatures of eligible voters. The Registrar shall review the petition and Tribal voter registration records under standards and procedures utilized for the verification of signatures on nominating petitions for Tribal elections conducted under Tribal Code Ch. 10. The Registrar shall certify the determination to the Board of Directors at least five (5) days before the date of the meeting at which the Board of Directors will consider the petition.
  - a. Immediately upon certification by the Tribal Registrar of the signatures, the names and addresses of all those signing the Petition shall be released to the accused official.
  - b. Immediately upon certification by the Tribal Registrar of the signatures, Legal shall review the removal petition to determine if the required number of signatures have been obtained based on the Tribal Registrar certification.**
  - c. If Legal determines that a removal petition does not have the required number of signatures, Legal will notify the Board of Directors, and that petition will immediately be declared invalid and not be considered by the Board of Directors.**
- (3) The Board of Directors shall consider the petition within fifteen (15) days of its receipt of the petition at a regular meeting or a special meeting called for that purpose. The Board of Directors shall consider the petition in an open meeting.

- (4) The Board of Directors shall determine whether the petition, on its face, appears to meet the criteria of §16.105. The Board of Directors may, in its discretion, request the opinion of the Legal Department or outside counsel on the facial sufficiency of the petition. If the Board of Directors determines that the petition appears to be insufficient, it shall dismiss the petition.
- (5) If the Board of Directors determines after the presentation of evidence by the principal sponsor that the petition is supported by probable cause, the Board of Directors shall set the date, time, and place for the initial hearing and direct the Secretary to prepare and serve a notice of hearing upon the accused official stating the date, time and place of the initial hearing and attach the allegations of the petition as notice of the charges against the accused official.
- (6) The determination of the Board of Directors on the sufficiency of the petition shall not be subject to the referendum provisions of Tribal Code Ch. 12.
- (7) The determination of the Board of Directors on the sufficiency of the petition shall only be heard and voted on once.

### 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 \_\_\_\_\_ 2023; 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.

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

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

**RESOLUTION NO: \_\_\_\_\_**

**AUTHORIZING ANALYSIS OF OPTIONS TO REVISE THE TRIBE'S  
ELECTION PROCESS AND CODES**

WHEREAS, the Sault Ste. Marie Tribe of Chippewa Indians Board of Directors has the duty under Article V Sec. 6 of the Tribe's Constitution to enact ordinances to implement the holding of tribal elections; and

WHEREAS, in order to carry out its Constitutional Duty, the Board of Directors finds that it is in the Tribes best interest to authorize an analysis of options to revise the Tribe's Election Process and Election Codes to create a clearly defined and independent process to carry out impartial elections in the long term; and

WHEREAS, the Board of Directors finds that it is in the Tribes best interest to temporarily postpone the approval of Election Committee members until the analysis of options is complete and until such time as the Board takes official action on whether to revise the Tribe's Election Process and Election Codes.

NOW, THEREFORE BE IT RESOLVED, that the Board of Directors hereby authorizes the continued analysis on potential long terms options to revise the Tribe's Election Process and Election Codes to create a clearly defined and independent process to carry out impartial elections in the long term.

BE IT FURTHER RESOLVED, that this analysis study shall be carried out by the Legal Department.

BE IT FURTHER RESOLVED, the Board of Directors will temporarily postpone the approval of new Election Committee members until the analysis of options is complete and until such time as the Board takes official action to revise the Tribe's Election Process and Election Codes.

BE IT FURTHER RESOLVED, that any letters of intent to be on the Election Committee received shall remain on file for future consideration

BE IT FURTHER RESOLVED, that once a draft revision of potential Election Process and Code changes is in place there shall be an opportunity for the tribal membership to review and comment on any proposed changes.

**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 \_\_\_\_\_ 2023; that the foregoing resolution was duly adopted at said

Resolution No: \_\_\_\_\_  
Page 2

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: \_\_\_\_\_**

**CREATING DEPARTMENT SPECIFIC HUMAN RESOURCES  
DEPARTMENTS**

WHEREAS, Human Resources is an integral component of both good governance and business administration; and

WHEREAS, the existing Human Resources Department is not able to provide adequate services to both Sault Ste Marie Tribe of Chippewa Indians and Kewadin Casinos Gaming Authority; and

WHEREAS, the provision of adequate human resource services to both entities or subsets thereof will provide for improved services and economic performance.

NOW, THEREFORE, BE IT RESOLVED, that the Board of Directors hereby directs the Health Director to establish a human resources office to handle any and all employment matters for Sault Tribe Health Division.

BE IT FURTHER RESOLVED, that the Board of Directors hereby directs the Director of Enterprises to establish a human resources office to handle any and all employment matters for the Economic Development Commission.

BE IT FURTHER RESOLVED, that the Board of Directors hereby directs the Executive Director to realign the existing Human Resources Department to account for the decrease work load.

BE IT FURTHER RESOLVED, that the directive given herein may be accomplished by contracting for human resource services.

BE IT FURTHER RESOLVED, that the Board of Directors acknowledges that the Management Board of the Kewadin Casinos Gaming Authority has directed that casino management establish a human resources office to handle any and all employment matters for the five Kewadin Casinos.

BE IT FURTHER RESOLVED, that the Board of Directors hereby directs the Executive Director and Human Resources Director to assist the Health Director and or the Director of Enterprises as they may request.

BE IT FINALLY RESOLVED, that the directives given herein shall be accomplished within sixty days including securing any other approvals by the Board of Directors that may be required to implement the directive.



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 \_\_\_\_\_ 2023; 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.

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

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

# **BOARD OF DIRECTORS REGULAR MEETING**

**September 19, 2023**

## **Sponsor's List**

### **RESOLUTIONS:**

ACFS Division – LIHWAP ARPA Establishment FY 2024 Budget – Juanita Bye/Lisa Bumstead

Home Improvement Establishment of FY2023 Budget – Mariea Mongene

Health Division – Maintenance/Improvement/Capital Outlays and 3<sup>rd</sup> Party Revenue – Leo Chugunov/Joel Lumsden

Health Center – Sault Ste. Marie Medical/Nursing FY 2023 Budget Modification – Leo Chugunov/Carrie Horton

Human Resources and Indirect Costs FY 2023 Budget Modifications – Cheryl Nolan

Acceptance – 2024 Indian Housing Plan – Mariea Mongene

Partial Waiver of Convictions for Ms. Sara M. Bowerman – Dennis McShane

Approving the Language Revisions Under the Tribe's Employee Benefit Plan – Doug Goudreau

Approval to Create FY23 Budget for Membership in ARC Power – Robert Schulte

Authorization to Use Funds for the Food Sovereignty Committee – Larry Jacques

Amending Chapter 16: Removal from Office – Director McRorie

Authorizing Analysis of Options to Revise the Tribe's Election Process and Codes – Director LaPlaunt

Creating Department Specific Human Resources Departments – Directors' McKechnie, LaPlaunt, Lee

### **NEW BUSINESS:**

Committee Appointments

Board Meeting in Manistique – 10/17/23

Board Concerns

# ***MEMORANDUM***

**TO: Board of Directors**  
**FROM: Lona Stewart, Board Administrator**  
**DATE: September 14, 2023**  
**RE: Workshop Agenda for September 19, 2023**

## **AGENDA** **Closed Session**

**10:00**

**Kewadin Gaming Authority Meeting**

10:15

ARPA/Building Projects

10:30

Health Report

Tribal Veteran's Services Officer Review

11:00

Executive Reports

12:00 – 1:00

Break

1:00

Human Resources Discussion

2:00

Election Discussion

3:00

Agenda Review

5:00

Board of Directors Meeting