



**Little River Band of Ottawa Indians**

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DH

**MINUTES  
TRIBAL COUNCIL MEETING  
Saturday, February 17, 2001, 10:00 a.m.**

**NOTE: MINUTES NOT OFFICIAL UNTIL APPROVED BY THE TRIBAL COUNCIL**

This meeting began in the Little River Band Community Center Conference Room. It should be noted that there was a "Box Social" planned for the Community Center, which conflicted the Tribal Council meeting. Considering set up, preparation, etc. for that activity, it was decided that the Tribal Council meeting would be held in the Community Center's Conference Room. Sign-In Sheet was initiated (and later received by the Recorder).

The meeting began shortly after its appointed time. Smudge was offered. Tape was turned on. Time was allowed for a silent prayer. The Call to Order occurred at approximately 10:12 a.m. Roll Call followed: Lisa McCatty and Elaine Porter were absent: all other Tribal Council members were present. It was noted that Elaine Porter was sick. It should also be noted that, later in the Roll Call Record, it was noted the Lisa McCatty arrived for the meeting at approximately 10:45 a.m.

The following results were recorded at the time the Roll Call.

**Roll Call Results:**

**C. Bennett – Present**

**C. Fisher – Present**

**L. McCatty – Absent**

**J. Spalding – Present**

**C. Waitner – Present**

**K. Berentsen – Present**

**T. Kleeman – Present**

**E. Porter – Absent**

**J. Szpliet – Present**

**RESULTS: 7 PRESENT, 2 ABSENT – QUORUM ESTABLISHED**

An agenda for this meeting was provided and briefly discussed. It was noted that it did not conform to expectations based on previous agendas developed for the purposes of reviewing reports and minutes.

A brief Saturday meeting explanation provided by Joan Spalding to members in attendance. Today's meeting introduced as Legislative Meeting. Joan Spalding, the Tribal Council Speaker, provided a brief history of the Meetings Procedures Ordinance. It was noted that a number of sets of materials (Ordinances) were available (in sets) and time was taken to make these available. Jo Anne House began her discussion of the Meeting Procedures Ordinance with an overview. Before really into the discussion, Joan Spalding introduced Jo Anne House to the members present. In the explanation of the Ordinance, Jo Anne House noted that on every Wednesday, Tribal Council meetings are

scheduled at 1:00 to take care of regular business. It was additionally noted that the Ordinance establishes 3 different types of meetings: special meetings and emergency meetings (as well as regular sessions). In order to get on agenda, have to file agenda request form - simple form that provides essential information. Forms are at the office. Some staff members have the forms on the computer. Jo Anne House offered to provide these via e-mail upon request. Richard Sprague was introduced after it was noted that he has e-mail. At the conclusion of the presentation, Jo Anne House asked for any questions.

At this point in the meeting, it was noted that the agenda for the meeting today was not adopted. Before any action was taken to correct this, a number of questions were raised. When asked how a member would get something on the Tribal Council agenda, it was noted that a member should contact a Tribal Council member in order to get a matter on the agenda. Agenda reviews that occur on Tuesdays were mentioned. It was also noted that there is no agenda review for Saturday meetings. If the matter was not going to get on the agenda, it was asked if the member was notified. It was indicated that it was thought that this would happen. There was further discussion about the various dispositions that a matter can take. It was also noted that there would be an expectation of the part of the Tribal Council that the member be present at the meeting in order to discuss the matter. It was also noted that if more information was needed (regarding an agenda request) that member would be contacted in order to make them aware of this. If the member was not from the local area, it was suggested that agenda requests provide contact information, which would also be helpful in with necessary notification and/or other communication that might be required. It was also noted that every effort would be made to keep members informed. It was indicated that there should be minutes to be read (available at every meeting). Minutes from the meeting should be the first item of business. The Tribal Council Recorder responsibilities were included in the discussion at this point in the meeting. It was stated by one member "We've asked for this". Kathy Berentsen noted that she has volunteered to go through the files to be brought to order.

It was noted that the problem with minutes has been recognized. Also noted was the fact that producing minutes is a very lengthy and time-consuming process. Generally takes 3-4 times as long to complete minutes as it does to have a meeting. It was also noted that some minutes have been presented but not approved and that the Tribal Council did not have a good system to get these back on the table. It was noted that this was being worked on. A form (record) is being developed that will track minutes.

It was asked, "How did we manage to get so far behind in the first place"? Can't say that no one brought it to anyone's attention. Noted that the Tribal Council had one staff person who did this. The person holding this position took another job and the vacancy was not filled. Richard is new to being an assistant. No one has been able to offer the necessary training. The Tribal Council does take responsibility for this. It was further noted that it is impossible for one person to keep up with this process. It was stated that the Tribal Council needs additional staff. Working on this as well. We have cleared the month of March in order to get this accomplished. One member made the suggestion for a court stenographer. One of the Tribal Council members asked for referrals if someone knew someone with these qualifications. It was again indicated that the Tribal Council should not be calling a meeting without first reviewing the minutes. The use of temporary services was also suggested. It was noted that the confidential nature of some of the materials involved complicates this. There is no reason that someone from temporary services can't help with some of this. Stated that there is no excuse. Noted

that this matter is in the process of being fixed and that focusing on this will not contribute to the solution. Jo Anne House suggested that the discussion return to the meetings procedures ordinance.

Tom Davis arrived at approximately 10:40 a.m. Kathy Berentsen asked that we go back and adopt the agenda. A number of changes were made to the original agenda for the meeting. A copy of the agenda (as amended) was developed for the purpose of the minutes - this follows:

**SILENT PRAYER  
CALL TO ORDER  
ROLL CALL**

**AGENDA**

<b>10:00 A.M.</b>	<b>Meeting Procedures Ordinance</b>
<b>11:00 A.M.</b>	<b>Casino Presentation: Tom Davis &amp; Valerie Bergstrom</b>
<b>11:30 A.M.</b>	<b>Public Comment</b>
<b>12:00 Noon</b>	<b>Lunch</b>
<b>1:00 P.M.</b>	<b>Bob Davis and Department Directors (Substance Abuse Presentation in the Department portion of the meeting)</b>
<b>3:00 P.M.</b>	<b>Ordinances</b>
	<b>A) Enrollment, and</b>
	<b>B) Committees/Commissions</b>

There was a motion to accept the agenda as amended. Please see the Roll Call Record for voting record. The review of the agenda ultimately resulted in a motion to approve the agenda as amended. Related to this, the Roll Call Record indicates the following:

**Motion: To Accept the Agenda as Amended.**

**Motion by: Janine Szpliet**

**Support: Tammy Kleeman**

**Roll Call:**

**K. Berentsen – No**

**T. Kleeman – Yes**

**E. Porter – Absent**

**J. Szpliet – Yes**

**C. Bennett – No**

**C. Fisher – Yes**

**L. McCatty – Yes**

**J. Spalding – Yes**

**C. Waitner – Yes**

**Results: Motion passes:**

**6 for, 2 opposed, 0 abstain and 1 absent.**

At this point in the meeting, time was taken for a Round of Introductions - everyone in the room (briefly) introduced themselves.

Valerie Bergstrom arrived for the meeting at approximately 10:53. Joan Spalding provided introductions and indicated that Tom Davis and Valerie Bergstrom were asked to come today to discuss "the movement of tribal members at the Little River Casino/Resort" and the meeting was turned over to them. Tom Davis noted that we (the casino) have been open 20 months and that we have had some successes at the casino. 90 people of preference were on payroll at time of opening - 92 people of preference are now employed. Have trained 20 tribal members who moved to the

government side. 112 tribal members have received training through the Casino/Resort. Tribal members (and people of preference) in supervisory positions were included in the report; it was noted that we opened with 19 and currently have 34 - this is an increase of 80%. It was also noted that a pretty intensive training schedule is in place at the Casino/Resort. It was reported that there have been approximately 1100 training sessions attended by people of preference since the time of opening. Further noted that each training session is about 4 hours. It was also noted that the training budget for FY2001 is approximately \$300K (but this includes non-preference employees). Have been working to put together a training program that will cost approximately \$200K this year and that one-half of the costs related to this training program will come from the management company.

Tom Davis asked Valerie Bergstrom to speak about this, i.e., the Leadership program. Val noted that the purpose is to broaden exposure to the overall operation. A minimum of 4 areas of operations will be included in the training and that these four areas will be chosen according to the interests of the individual. It was noted that this training is open to tribal members only. At the end of program - participants will at least be a supervisor. The program will be customized and will address the particular skill levels and skill sets of the participants. Current positions will be guaranteed. It was further noted that this is a one-year program and that Al Muma (a tribal member) will be involved in the reporting and management of the program. One of the goals of the program is to provide the right experience while on the program. It was noted that Tom Davis would also be very involved in this process. Openings (for the training program) will be posted. Panel will be put in place and be involved in the decision-making. Business Board will be involved as well. Tribal Ogema and Tribal Council Speaker will be involved in making the final choices. It was again noted that the Management Company would pay part of associated costs for the program. It was noted that this program would initially be limited to three people. Another advantage that the program brings is that it would opens up the positions that participants would be leaving to other tribal members. Still fine-tuning the details. Consultant will begin refining training materials next week. Qualifications of consultant were asked about and much experience was noted.

It was noted that "Experience" requirements serve to disqualify many tribal members from employment at the Casino/Resort. Noted that most of the positions requiring experience are gaming-related. It was also noted that "minimum qualifications" have been lowered and that job descriptions are in the process of being reviewed and that this is one of the areas that the review is focusing on. It was also noted that some (of the experience requirements) have already been lowered. Something else that could be done is that more weight may be given to direct experience at the Little River Casino/Resort.

It was indicated that the plans for the Leadership Program involve quarterly Tribal Council reviews. The Leadership Program was discussed in terms of training to take over the casino, i.e., the plan will elevate candidates to help assure that this happens. This is really the next step and the individuals need be identified.

Tom was asked if someone was shadowing him at this time. The answer to this was no. It was suggested that this should have been happening a year and a half ago. There was also some discussion about the number of tribal members have degrees who work there at this time. Tom noted that there are at least 5 tribal members who he could see that could take over his job.

The matter of experience versus education was discussed at some length. Classes and training were discussed within this context. It was noted that 1-2 week classes are available in a number of casino related areas. The Casino/Resort indicated a willingness to work with the minimum qualifications. Further noted that the plan is to do this every year and that people in the program will be allowed to move to their area of interest.

It was noted by the Casino/Resort representatives that the casino was going to be a \$100-\$125M per year business. Want to give members tools to run the casino. Can't happen overnight. Some of the ways that the training program would actually work were elaborated on. Tom Davis indicated that he reports to the Management Company - and the Tribal Council. When asked if we will have enough qualified people to take over in 3 years, Tom Davis indicated that the people were there but that a number of variables are involved. He stated that people tend to think about the end of the road - but not about the road itself. One of the goals of the program was to create career paths.

Alternative training methods were briefly entertained. Program parameters were discussed. In this, the choosing of these people was a matter that was further discussed in this area of discussion. A suggestion was that WE GO FIND THEM (i.e., the person to take over).

Tribal Liaison duties were discussed. Objective is to provide guidance to employees. Encouragement was discussed and it was noted that this would be taken into consideration as the program is finalized. Training module development was discussed as part of the program development. Meetings with people in the position were also suggested.

Hiring process (at the Casino/Resort) was also discussed. The Human Resources department was described/explained. Cindy (Champaign) talked about her experience. Questions were invited. The recent mail survey was mentioned, as was its purpose, i.e., to assist in the establishing a data bank, i.e., a job skills inventory. Not sending out flyers anymore. Will identify skills and promote communications with tribal members. Noted that this will be linked to the government.

There was a discussion about how the members from Wisconsin feel about a number of things. It was indicated that nobody (no tribal member) in this tribe should have to work. It was stated that they want to see the casino succeed. Also, we need to get our government in shape. Training for the Tribal Council discussed (recommended?). It was also indicated that people out of state want information but information never comes. "People out of state are ticked off about this". This is bad for the tribe. Retroactive pay was also mentioned as an issue.

It was approximately noon when Tom and Val were thanked for coming. The discussion returned to training. It was noted (by the people from Wisconsin) "when we walk into the office, the person there is where we get these feelings about out of state people coming - we were not received promptly and there was some confusion about the meetings that were scheduled for today. It was reported that they asked for Bob and had to wait 15 minutes for an answer. Two meetings at the same time were discussed. It was stated by one of the members that no one is friendly. Training was discussed. Welcome to the Tribe should be something that is further developed. Visits to the area should be a good visits.

Lunch was mentioned. Cultural rebirth was briefly discussed. One of the Tribal Council members indicated that they "may want to have a meal with you. It would be nice to know ahead of time when people are coming". Staying with people in the area was mentioned as another possibility. Noted by Janine that she would like to do this. A spiritual experience gained on a previous visit was shared with the people in the meeting - photo was taken of image of Indian in the water.

It was noted that it was 12:10. The meeting was recessed, noting that we were expecting to begin again at 1:00 p.m.

After lunch, the meeting was reconvened and another Roll Call was taken: the results of this are as follows:

**Roll Call Results:**

**C. Bennett – Present**

**C. Fisher – Absent**

**L. McCatty – Absent**

**J. Spalding – Present**

**C. Waitner – Present**

**K. Berentsen – Present**

**T. Kleeman – Present**

**E. Porter – Absent**

**J. Szpliet – Present**

**RESULTS: 6 PRESENT, 3 ABSENT – QUORUM ESTABLISHED**

Regarding Roll Call, the record indicates that Lisa McCatty arrived at approximately 1:05 (but was not present for Roll Call). Charles Fisher came back after lunch but had to leave (mother had car trouble and was stranded by roadside). Jo Anne House took the meeting notes for this portion of the meeting. For the purposes of the minutes, these notes have been essentially reproduced.

***Director of Operations Report Presentation***

Report submitted prior to meeting, would you like a highlight of the actions - or executive summary?

Accounting software has been up and running, checks are moving through the systems

FY2000 is being finished and closed out. Five-year budget projections are almost completed.

Janine - first four pages are great, but, for outlying Tribal members, you may want to discuss the goals and missions that have been created.

Bob Davis - each department creates quarterly goals, and each quarter, the department reports on how they have met those goals. We will be reporting at the Spring meeting to the membership. The 2000 Annual report has been completed and forwarded to Tribal Council. You should also receive the 2001 budget goals and objectives. We are now trying to budget for a five year time span and goals/objectives for that period - variances will be reviewed and address to correct the goals and objectives.

Each department turns into Bob a monthly report, he is now creating an executive summary to submit as a cover to the consolidated reports and submit to Tribal Council.

Mickey - problems at casino with EMT's. When a report is written, they have experience that shows. They are making less at casino, so they don't want to perform as an EMT because of this.

Harriet ?? - security in casino had no problem addressing crummy customer.

Bridgett Cole - extensive education which would allow a security officer to be a police officer.

Connie Waitner - Bay Mills project - list of training courses - on line, on site????

Bob - Limited course schedule - but business management (Assoc.), trades and technical school here (electricians, plumbers, HVAC, etc.) Bachelors degree higher can submit to become an approved instructor, and we can have courses here. Plans in place to increase offerings.

Connie Waitner - what is team-building concept? What is the program/goal?

Bob - this is an in-service at staff meeting that are project based. There are teams created with projects to be chosen and bring back work product/outcomes at the next staff meeting.

Janine - Bob is the man to bring your staff concerns to - regarding earlier discussion.

Pat ??? - concerns regarding offices - inappropriate dress, not clean clothing, does not present a professional atmosphere.

Thanks extended for getting the report ahead of time.

**Janine - move to accept the Director of Operations report for filing. Connie Waitner, second. Motion passed - all in favor (Chuck and Elaine absent).**

### ***Sherrole Ivens - Family Services Department and other departments***

Direct services to membership programs - staff is limited - funding is limited. Directors have been getting together (since December) to get programs to work together better. Programs briefly described. Services described as well. Prevention and parenting are programs that will be brought on as soon as possible. Ed, Housing, Health, Behavioral Health and Fam Svcs are working together. Primarily, the Directors have been doing direct service. Trying to put the programs together as well as bring all programs together. The other directors involved include: J. Sam, A. DeBris, Jessica, Ruth B., Martha K., and Y. Parsons are among the directors working in this direction.

There was a handout made available - entitled Multi-Disciplinary Program Services. Handout was reviewed. Included in the handout was program information. Structure of the existing programs was included as well. There was a fair amount of time spent in this review. Family Services has brought on another staff person. Additionally, two additional hires have been made and will be brought on board as soon as they have closed out their existing obligations. There was also a discussion about referrals and the referral process. The form that is being used was described - the history of the development of the form was also shared with meeting participants. It was noted that 3

iterations were involved. Seven directors were involved in the process, includes all Directors involved in direct services. Bob Davis indicated that the Directors have picked up the ball and are now carrying it. This is being done to better serve members. Really began in October.

Internal Referral Services Form was reviewed. Form done as a Medicine Wheel. Noted that this is a place to start. Form is given to clients. Clients are given the opportunity to indicate their needs in any of the areas identified. Noted that there is a single intake point. This person will facilitate getting the member to where they need to get.

There was further discussion about a particular case. The Family Services Director indicated that she was conscious of the need to maintain Confidentiality. Some of the latest developments regarding the issues involved in the case were discussed. Noted that there are many individuals with many needs - beginning to see more and more of this.

Noted that the program begins with where one is at. Suggested that some people can only be trained so far - some members will need special care - we should, as a tribe, be able to support her (with all of us helping take care of her). With \$8/hour job, would be difficult for her to make it. Case will involve Voc. Rehab. Noted that Family Services is a department without any money. We are in the process of gathering information about the needs of members. Noted that the Department is working with people from out of state. Really in the data gathering process - don't really know what is needed. Intake often takes 2-3 hours and this is very helpful in defining needs. Outside resources are another way of gaining services. Noted that we are not going to try to duplicate services that are available from outside agencies. State and Federal programs are utilized to the greatest extent possible.

It was noted that we are thinking about special needs. Have been working with children with delays (0-3 YOA) which is helpful in reducing problems before children enter the school system.

Elders' Housing was asked about. Ruth Bussey was identified as the person to talk with. It was noted that there are a lot of things going on in housing - too many to begin to talk about at this time.

It was further noted that each program is doing the same thing, i.e., using the form(s) that were presented in the packet of information provided at the meeting. S. Ivens led the participants through the forms, noting that things become more detailed as time goes by. It was noted that it is not always money that contributes to "health". Noted that 19 families are on the caseload for Family Services at this time.

Other particulars related to other cases were discussed. Every department needs to be empowered in order to make a difference. One of the members indicated that all of the money is going to staffing - not getting to members. Sherri was thanked. Martha Kase was introduced - asked to limit presentation to 20 minutes.

BeDaBin history was briefly shared. Noted that the program is at the point of submitting license application. Noted that 20 people have used services since the first of the year. There are 2 people in the department. One works in prevention. Just getting into the schools. Program is before the council for approval. Will be doing some interviewing in the next week or so. Martha works with Sherri. Program tries to get needed services to



members in need. License application was further discussed. Martha wants to schedule a work session. Insurance coverage was also briefly discussed as well. Bill (Brooks) will be working on insurance related issues. IHS Language is in the application. Issue with insurance involves determination of whether program aspects of BeDaBin are covered with the protection available through IHS. Noted that there may be a need for supplemental insurance protection. Need to keep programs fully nailed down to help assure that there are no gaps in coverage.

Work session inclusions - Recipients Rights (this is a federal government requirement). Martha indicated that she will walk the Tribal Council through this during the work session. Client's Rights Advisor is available - Ruth Bussey. Would also like to cover the organizational chart - this needs to be addressed in the work session as well. The other work session agenda item involves the form identifying Tribal Council members. This is also a program requirement. This will be available in the work session. BeDaBin committee members need to be approved. Policies/procedures and bylaws have been developed for this committee. It was suggested that an Advisory Board be used - versus a committee.

Martha further described some of the features of the program. Recidivism was also discussed. Alcoholism was discussed as a disease. Some of the complications involved in serving people with alcohol problems were discussed. It was suggested that a date be set for this meeting. Martha was asked to provide Jo Anne House a copy of all of the program documents. March 13<sup>th</sup> at 1:30 p.m. Sherri Ivens also requested a work session as well. Noted that the Tribal Council is scheduled to the 13<sup>th</sup>. It was suggested that an agenda request be formulated for the Tribal Council meeting following the work session. Family Services was scheduled for the 14<sup>th</sup> at 10:00 a.m.

Recess was called. Time work session approximately 3:00 p.m.

Meeting reconvened at 3:10 p.m. Noted that some Elders were in the Community Center.

Enrollment Ordinance Changes were reviewed by Jo Anne House. Audit process discussed. Noted that audit will occur every two years. Will go through every file that has not previously been audited. Audit the processes involved as well. Audit presented to the enrollment committee for another level of review. When enrollment is shifted down, a hearing will be held for every member adversely effected. 100 members are being audited the first time around - as a trial run. Will include process audit. This will then come to the Tribal Council. First biannual audit will involve all members. Enrollment committee was changed to Enrollment Commission. Some other minor changes also occurred in the process of the Ordinance Review. It was noted that there are rumors that we have members on the rolls who are not qualified. It was further noted that this is being done internally, i.e., not by an outside auditor. Asked if a member received money but was not qualified to be on the rolls - what happens? It was indicated that since, that at the time, they were on the rolls and therefore would keep the money.

**DRAFT ORDINANCE: COMMITTEE AND COMMISSIONS.** This is partially in response to the a number of issues that have come up recently. Intended to address all matters related to committee/commissions. Generally, committees have a 2 year life span. Commissions are regulatory agency - generally have a 4 year aterm of office. They are allowed to remain in office until they are replaced. Other differences - committees have

work plans - commissions have bylaws. Committees have stipends - commissions may have salaries. Sets out a lot of standardization. Outlines specific requirements in a number of areas. Commission members are appointed by the Ogema and approved by the Tribal Council.

It was noted that the handout was originally copied on two sides but reproduced on one side only. Requests for complete copies of the draft ordinance taken. In work session, it was noted that this presentation is part of the overall effort to get legislation before tribal members. Input in writing was requested on the part of the tribal members remaining. Noted that the Tribal Council will have a work session but have not yet had a work session on this either.

It was noted that this was all that was intended to be reviewed in the meeting. It was asked if there was anything else. It was suggested that the Tribal Council should perhaps consider additional home purchases to help meet the current housing needs. It was noted that Housing and Family Services have been asked to provide information about housing needs. Noted that the Tribal Council feels strongly that this is something that needs to be addressed. Cunningham-Limp was asked about, specifically blue prints. It was noted that we have hired an owner's representative. Construction Management Team was also noted to be the Tribal Council's representative. Asked about the make up of this - this information was provided. It was noted that all have experience in construction. What about the fact that the blue prints that have been available are not adequate for bidding. Background checks were asked about. There were references to the Constitution. Noted that felon can be removed but not necessarily has to be removed. Why would we want to take changes with this. It was noted that the Tribal Council is contemplating writing an Ordinance in this regard. It was suggested by the legal department that if more stringent requirements were to be imposed - this would have to be done by constitutional amendment.

It was asked if there was anything else. Would like each one to respond. One member asked that each Tribal Council member read the compact - further asked if everyone understood it. This was answered by all of the Tribal Council members present. Who is in charge of getting estimates and buying material for the casino. It was noted that there is a separation of duties in this regard. Cunningham-Limp is in charge of building. Each slot costs \$12-15K. Water tower was asked about. Still not finalized. Height discussed. Pumps discussed. Mechanical systems discussed including breakdowns. Looking at community system. Members assured that all of these considerations are being taken into account. Grants discussed. Asked what happened to some grant. It was clarified that "grant" referred to was the Treaty Docket payments was revisited. 80/20 plan vote was voted in. Noted that this was a one-time payment. Compact matter again raised - asked if there is a time limit (in terms of compliance) - CFO was particularly asked about. Member was assured that we are in compliance and, if we were not in compliance, someone would be trying to do something about whatever was not. Noted that the Tribe is self-regulating - have to comply with other requirements. Want to keep our own authority.

There was a motion to adjourn at approximately this point in the meeting. Motion was by Tammy Kleeman and supported by Carol Bennett. Support was withdrawn and motion was withdrawn to allow time to discuss several more matters.

Trees on casino property (around the vet property) look terrible - might as well cut them down - have cut a lot of branches off.

Elaine needs materials from last week.

Committees/commissions minutes - address this in upcoming meeting: vacancies on commissions to be discussed as well. Should also be discussed at the upcoming meeting. Liaisons discussed. Conflict of Interest discussed.

At approximately 4:10 pm., there was a motion to adjourn. This occurred as follows:

**Motion: To Adjourn**  
**Motion by: Tammy Kleeman**  
**Support: Carol Bennett**

**Roll Call:**

**K. Berentsen – Yes**

**T. Kleeman – Yes**

**E. Porter – Absent**

**J. Szpliet – Yes**

**C. Bennett – Yes**

**C. Fisher – Yes**

**L. McCatty – Yes**

**J. Spalding – Yes**

**C. Waitner – Yes**

**Results: Motion passes:  
8 for, 0 opposed, 0 abstain and 1 absent.**

**APPROVED MINUTES**

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**C. FISHER, Tribal Council Recorder**