



# NATIONAL INDIAN EDUCATION ASSOCIATION

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Board Members/Other Attendees	Present	Absent Excused	Absent Unexcused
President, Patricia Whitefoot	X		
Vice-President, RONALDA TOME-WARITO	X		
Secretary, Dr. Jolene Bowman	X		
Treasurer, Dr. Sylvia Hussey	X		
Parliamentarian, Brett A. Locklear	X		
President-Elect, Yatibaey Evans	X		
Member, Angie Butler	X		
Member, Robert Cook	X		
Member, Dr. Teresa Makuakane-Drechsel	X		
Member, Ryan Wilson		X	
Student Board Member, Samantha Eldridge	X		
Student Board Member, TaNeel Filesteel	X		
<b>Staff/Guest Time Log In</b>			
Executive Director, Ahniwake Rose	X		
Program Manager, Diana Cournoyer	X		
Legislative Director, Matt de Ferranti	X		
Office Manager, Eugenia Norde	X		
Membership Recruiting Manager, Leah Salgado	X		

**NIEA Board Governing Documents (included on the agenda as a standing reminder):**

1. NIEA Board Policies – Oath of Office, Code of Ethics, Conflict of Interest, Record Retention and Documentation Destruction Policy, Board Development Menu
2. NIEA Budget, Financial Status and Audit
3. NIEA Constitution & By-laws
4. NIEA Contracts/Agreements:
  - Accountant
  - Board – (12)
  - Executive Director
  - Legal Counsel (in progress)
  - MABU
5. NIEA Policies – Board, Fiscal, Investment, Personnel, Convention Planning Guide
6. NIEA Strategic Plan and Fund-raising Plan

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BOARD OF DIRECTORS MEETING  
GRAND SIERRA RESORT AND CASINO BOARD ROOM  
RENO, NEVADA**

*Monday, October 3, 2016*

**1. Call Meeting to Order and Opening Prayer**

President Patricia Whitefoot called the meeting to order at 9:20 a.m. PST and she opened the meeting with a blessing song.

**2. Approval of Agenda**

*Action: Moved by Brett Locklear to approve the agenda; seconded by Robert Cook; no opposition, no abstention, motion carried.*

**3. Approval of Minutes – August 23, 2016 Board Meeting**

*Action: Moved by Sylvia Hussey to approve the meeting minutes of the August 23, 2016 meeting as posted; seconded by Yatibaey Evans; no opposition, one abstention by Brett Locklear because he had an excused absence, motion carried.*

**4. Treasurer's Report and Approval**

The Treasure, Sylvia Hussey provided an overview in a power point presentation of the BOD July work with a mission and vision, strategic planning, tactical planning to operational planning. Planning Contexts and Horizons focuses on Strategic = Change + Planning = Implementing Change. Continuous Improvement Process. Strategic Framework + Business Model (triple bottom line business model) increases influence, culture, or financial capital on behalf of our communities. How, Tactical, to operationalizing budget, Native Control of Native Education in a systemic context. Next year asked for the budget to come to us in the strategic framework, so we can see which area we are spending in. In addition, the Executive Director Ahniwake provided an overview of the NIEA 2017 DRAFT Budget.

*Action: Moved by Sylvia Hussey to approval to the Board of the financial statements for the six months ended 8/31/2016; seconded by Jolene Bowman; no opposition, no abstention, and no objectives, motion carried.*

*Action: Moved by Sylvia Hussey to approval to the Board of the financial statements for the six months ended 9/30/2016; seconded by Brett Locklear; no opposition, no abstention, and no objectives, motion carried.*

**A. Q1 – 4/30/2016 Financial Statements and Transactions > \$10,000**

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***Action:** Moved by Sylvia Hussey to approve the 3<sup>rd</sup> quarter which covers July thru September transaction over \$10,000; seconded by Yatibaey Evans; no opposition, no abstention, and no objectives, motion carried.*

**B. Contracts for Approval**

No action needed.

**5. Executive Director's Report**

Organizational update covered a summary of the year's highlights as detailed below:

- The Legislative Director, Matt de Ferranti, provided an overview and highlights on budget and appropriations, legislative, administration, and state work; and
- The Program Manager, Diana Cournoyer provided an overview on program updates that included: World Café locations with data collected from 10 World Cafés across three major categories of resources, community, and funding/policy; the 2016 Convention, and the 2017 Priorities (First Kids 1<sup>st</sup>); and
- Membership Recruiting Manager, Leah Salgado provided an overview on the following items for membership and outreach: convention; sponsorship raised by the Board; membership; outreach; overview; and 2017 priorities.

Strategic Plan and what is coming was already covered under the Treasurers report.

**6. New Business – Committee Reports (Refer to posted Committee Reports)**

**A. Organizational Policy Committee**

Co-Chair Teresa Makuakane-Drechsel noted that the report and supplement information is in drop box and there were six actions recommended as noted below.

***Action:** Moved by Jolene Bowman to approve the BOD's Accountability Statement; seconded by Teresa Makuakane-Drechsel; no opposition, no abstention, and no objectives; motion carried.*

***Action:** Moved by Jolene Bowman to approve the Run-Off Election Procedure as recommended by Matt and reads as follows: A run-off election will be held when it is determined two or more candidates tie for the highest number of votes. If a run-off is*

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*required, it will be held the last morning of the convention with the results announced at the closing. The run-off shall be done via written ballot, with the other procedures for a runoff that are not specifically addressed in NIEA'S By Laws to be determined by the NIEA Board of Directors.; seconded by Teresa Makuakane-Drechsel; no opposition, no abstention, and no objectives; motion carried.*

**Action:** *Moved by Jolene Bowman to approve the revised BOD's policies and procedures from August 2016; seconded by Brett Locklear; no opposition, no abstention, and no objectives; motion carried.*

**Action:** *Moved by Jolene Bowman to approve the revised ED Evaluation Process; seconded by Brett Locklear; no opposition, no abstention, and no objectives; motion carried.*

**Action:** *Moved by Jolene Bowman to approve a standard template for all NIEA documents that includes a cover page on NIEA letter head with the names of the committee members and a table that notes the committee and revision dates. In addition, includes incorporating in the footer the page number, date, and document title. If the document is five or more pages it should include a table of contents; seconded by Teresa Makuakane-Drechsel; no opposition, no abstention, and no objectives; motion carried.*

**Action:** *Moved by Jolene Bowman to approve the redlined edits from February 25, 2014 for the Fiscal Policies and Procedures; seconded by Sylvia Hussey; no opposition, no abstention, and no objectives; motion carried.*

**B. Convention & Events (C & E) Committee and Convention Planning Committee (CPC)**

Co-Chair Yatibaey Evans noted that the report is in drop box; no Board action recommended.

**C. Project, Programs & Research Committee (PPRC)**

Co-Chair Ronalda Warito-Tome report is in drop box and there were four actions recommended as noted below.

**Action:** *Moved by Ronalda Tome-Warito to approve the request for the web site to advertise bringing in school supplies to donate to the local schools in Reno; seconded by Sylvia Hussey; no opposition, no abstention, and no objectives; motion carried.*

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***Action:** Moved by Brett Locklear to include the NIEA support and give back to the local host community; seconded by Sylvia Hussey; no opposition, no abstention, and no objectives; motion carried.*

***Action:** Moved by Sylvia Hussey to approve the advisory council documents as posted in drop box; seconded by Brett Locklear; no opposition, no abstention, and no objectives; motion carried.*

***Action:** Moved by Sylvia Hussey to approve the Wisconsin Indian Education Association MOU with the noted edits; seconded by Ronald Tome-Warito; no opposition, one abstention by Jolene Bowman due to conflict, and no objectives; motion carried.*

**D. Legislative & Resolutions Committee** – Co-Chair Yatibaey Evans noted that a printed copy of the resolutions are provided in the binder and there were nine actions recommended as noted below.

***Action:** Moved by Yatibaey Evans to approve NIEA Resolution 2016-01 “National Native American Hall of Fame” with the suggested edit of including Native Education at the last whereas; seconded by Ronald Tome-Warito; no opposition, no abstention, and no objectives; motion carried.*

***Action:** Moved by Yatibaey Evans to approve NIEA Resolution 2016-02 “ESSA Report on Native American Language Medium Education” with the suggested edits to strike the language with preference; seconded by Sylvia Hussey; no opposition, no abstention, and no objectives; motion carried.*

***Action:** Moved by Yatibaey Evans to table resolution 2016-03 “Reforming the Class Review Process for Head Start Programs” and resolution 2016-04 “Supporting increased funding flexibility for Indian Head Start facilities; seconded by Angie Butler; no opposition, no abstention, and no objectives; motion carried.*

***Action:** Moved by Yatibaey Evans to approve NIEA Resolution 2016-05 “Supporting NIHSDA’s Recommendations for the reauthorization of the Head Start Act” with suggested edits; seconded by Jolene Bowman; no opposition, no abstention, and no objectives; motion carried.*

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**Action:** *Moved by Yatibaey Evans to table NIEA Resolution 2016-06 “Support for the Removal of all Fiscal Obstacles Preventing the Operation of D-Q University”; seconded by Teresa Makuakane-Drechsel; no opposition, no abstention, and no objectives; motion carried.*

**Action:** *Moved by Yatibaey Evans to approve NIEA Resolution 2016-07 “Term Limits for NIEA Board of Directors” with the suggested and new edits as written; seconded by Sylvia Hussey; no opposition, no abstention, and no objectives; motion carried.*

**Action:** *Moved by Yatibaey Evans to approve NIEA Resolution 2016-08 “Opposition to Voucher Programs in Bureau of Indian Education Schools”; seconded by Jolene Bowman; no opposition, no abstention, and no objectives; motion carried.*

- *NIEA recommended a similar resolution that the Affiliation tribes of Northwest Indians presented and was passed at NCAI.*
- *Discussion included the disproportionately that exists with labeling native children with disabilities.*

**Action:** *Moved by Yatibaey Evans to approve NIEA Resolution 2016-09 “Support for the Establishment of a Native American Teacher Campaign” with suggested edits; seconded by Sylvia Hussey; no opposition, no abstention, and no objectives; motion carried.*

**Action:** *Moved by Patricia Whitefoot to approve Emergency NIEA Resolution 2016-010 “Improving American Indian, Alaska Native, and Native Hawaiian Student Identification at Public K-12 and Higher Education Institutions” with suggested edits; seconded by Brett Locklear; no opposition, no abstention, and no objectives; motion carried.*

**E. Fiscal Committee** – Co-Chair Sylvia Hussey reported in addition to the items from the Treasurer’s report section earlier that an RFP for the auditors is posted and the responses are due on Friday. In addition, Jolene read the below statement into the record.

On Friday, September 16<sup>th</sup> the NIEA Board Secretary, Jolene Bowman conducted an electronic poll vote via email for BOD action on two Fiscal Committee recommendations. The first recommendation was to move forward with the three-year audit and related services proposal process, which entailed a RFP for the years of 2016, 2017, and 2018. The second recommendation was to approve a \$7,000 professional development investment

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proposal for the Executive Director, including the two-year commitment to remain with NIEA and the pro-rata repayment of the actual amount paid to the Board. The attachments referenced in the email were available in drop box.

***Action:** The poll resulted with the majority of the Board responding all in support of the two action items.*

**F. Officers** – President Patricia Whitefoot noted the importance of continuing to work on the progress on organization policy.

**G. New Business**

No new business to address.

**H. Old Business**

No outstanding old business items.

***Action:** Moved by Jolene Bowman to approve all committee reports as presented; seconded by Ronalda Tome-Warito; no opposition, no abstention, and no objectives, motion carried.*

*Closing Remarks were given by Teresa Makakane-Drechsel, Ronalda Tome-Warito, Samantha Eldridge, Angie Butler, Brett Locklear, Ahniwake Rose, and Patricia Whitefoot.*

**7. Adjournment** – President Patsy Whitefoot closed the meeting with a song that speaks to the warrior in all of us. The meeting adjourn at 4:10 p.m. PST.

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**Appendix A – Standing Committee Assignments and Schedule**

<b>Committee</b>	<b>Eastern Standard Time (EST)</b>
Board of Directors	4 <sup>th</sup> Tuesday, 3 pm
Projects, Programs & Research <ul style="list-style-type: none"> <li>• Ronalda Warito-Tome, Co-Chair</li> <li>• Patsy Whitefoot, Co-Chair</li> <li>• Angie Butler</li> <li>• Sylvia Hussey</li> </ul>	2 <sup>nd</sup> Wednesday, 1 pm
Legislative & Resolutions <ul style="list-style-type: none"> <li>• Yatibaey Evans, Co-Chair</li> <li>• Ryan Wilson, Co-Chair</li> <li>• Angie Butler</li> <li>• TaNeel Real Bird</li> <li>• Robert Cook</li> </ul>	3 <sup>rd</sup> Wednesday, 3 pm
Organizational Policy <ul style="list-style-type: none"> <li>• Teresa Makuakane-Drechsel, Co-Chair</li> <li>• Joleen Bowman, Co-Chair</li> <li>• Brett Locklear</li> <li>• Samantha Eldridge</li> </ul>	1 <sup>st</sup> Thursday, 2 pm
Convention & Events <ul style="list-style-type: none"> <li>• Yatibaey Evans, Co-Chair</li> <li>• Samantha Eldridge, Co-Chair</li> <li>• TaNeel Real Bird</li> <li>• Ryan Wilson</li> <li>• Brett Locklear</li> <li>• Robert Cook</li> </ul>	1 <sup>st</sup> Thursday, 3 pm
Fiscal (Audit and HR Sub-Committees) <ul style="list-style-type: none"> <li>• Sylvia Hussey, Co-Chair</li> </ul>	3 <sup>rd</sup> Thursday, 2 pm



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<b>Committee</b>	<b>Eastern Standard Time (EST)</b>
<ul style="list-style-type: none"> <li>• Brett Locklear, Co-Chair</li> <li>• Joleen Bowman</li> <li>• Yatibaey Evans</li> <li>• Teresa Makuakane-Drechsel</li> <li>• Patsy Whitefoot, President</li> <li>• RONALDA WARITO-TOME, Vice President</li> <li>• Lucas Blanchard, External Audit Sub-Committee member</li> </ul>	
<p>Convention Planning Committee (CPC) – National Planning Committee</p> <ul style="list-style-type: none"> <li>• Yatibaey Evans</li> <li>• Sylvia Hussey</li> <li>• RONALDA WARITO-TOME</li> <li>• Ryan Wilson</li> </ul>	2 <sup>nd</sup> Thursday, 4 pm
<p>Officers</p> <ul style="list-style-type: none"> <li>• Patsy Whitefoot, President</li> <li>• Yatibaey Evans, President-Elect</li> <li>• RONALDA WARITO-TOME, Vice President</li> <li>• Joleen Bowman, Secretary</li> <li>• Sylvia Hussey, Treasurer</li> <li>• Brett Locklear, Parliamentarian</li> </ul>	4 <sup>th</sup> Monday, 2 pm

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**Appendix B – Standing Committee Assignments and Schedule  
(DRAFT) BOARD OF DIRECTORS GOVERNING DOCUMENTS**

<b>NIEA DOCUMENTS</b>	<b>RESPONSIBLE COMMITTEE</b>	<b>APPROVAL DATE</b>
<b>1. NIEA Board Agreements (12)</b>	Organizational Policy, Officers	Annual Board Elections
A. Board Orientation B. Board Development Menu C. Code of Ethics Policy D. Conflict of Interest Policy E. Document Retention and Destruction Policy F. Oath of Office		
<b>2. NIEA Financials</b>	Fiscal	
A. Monthly Financial Statements B. Annual Budget and 5-year Projections C. Annual Audit and Related Management Letters D. Annual Form 990 – [Informational] Return of an Organization Exempt from Taxes		A. Monthly B. Annually, no later than 9/30 C. Annually, no later than 5/15 D. Annually, no later than 5/15
<b>3. NIEA Constitution and By-Laws</b>	Organizational Policy	Amended October 28, 2011
<b>4. NIEA Employment Contracts</b>		
A. Executive Director	Officers	February 2, 2015

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<b>NIEA DOCUMENTS</b>	<b>RESPONSIBLE COMMITTEE</b>	<b>APPROVAL DATE</b>
<b>5. NIEA Grants &amp; Contracts</b>		
A. Gates Grant B. Others	Projects, Programs & Research	
<b>6. NIEA Memorandums of Understanding</b>		
A. National Indian Head Start Association	Projects, Programs & Research	October 17, 2015
<b>7. NIEA Nonprofit Corporation (Domestic), MN</b>		
A. Articles of Incorporation (Minnesota)	Officers	December 21, 2015, Renewal December 31, 2016
B. District of Columbia Foreign Corporation Certificate of Authority	Officers	Annually
<b>8. NIEA Professional Services Agreements</b>		
A. Accountant Consultant (O'Conner Year to Year Accounting Outsourced Contract)	Fiscal	December 19, 2014
B. Financial Auditor	Fiscal	Targeted completion of RFP is no later than September 2016
C. Legal 1) Education and Advocacy 2) General	1) Legislative & Resolutions 2) Fiscal	
D. Convention Consultant (MABU 5-Year Agreement)	Convention & Events	January 14, 2015

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<b>NIEA DOCUMENTS</b>	<b>RESPONSIBLE COMMITTEE</b>	<b>APPROVAL DATE</b>
<b>9. NIEA Policies:</b>		
A. Board of Directors Policies and Procedures	Organizational Policy, Legislative & Resolutions	Revised October 2013
B. Convention Guide	Convention & Events	Updated October 28, 2013
C. Fiscal and Accounting Policies and Procedures	Fiscal	Revised 2/15/14
D. Personnel Policies and Procedures	Fiscal - Human Resources	Revised 1/2014
<b>10. NIEA Strategic Plan 2014 – 2019</b>	Organizational Policy	February 3, 2014