



**NIEA Board of Directors Meeting  
 Sunday October 10, 2021  
 Omaha Marriott Downtown  
 222 North 10<sup>th</sup> Street, Omaha, NE**

Board Members Attendees	Present	Absent Excused	Absent Unexcused
1. Jason Dropik, President	X		
2. Dr. Connie Locklear, 1 <sup>st</sup> VP Southeast General Board Member	X		
3. Patricia Whitefoot, 2 <sup>nd</sup> VP West General Board Member	X		
4. Dr. Sylvia Hussey, Treasurer, Hawaii General Board Member	X		
5. Dr. Lori Quigley, Secretary, Northeast General Board Member	X		
6. Brenda Deese, At Large General Board Member		X	
7. Brandon Thoms, Great Plains General Board Member	X		
8. Dr. Jolene Bowman, At Large General Board Member		X	
9. Tesia Zientek, At Large General Board Member	X		
10. Teresa Sarabia, Alaska General Board Member		X	
11. Ben Baldwin, Student Board Member	X		
12. Jaylyn Suppah, Student Board Member		X	
13. Robin Butterfield, Ombudsman	X		
<b>Staff/Guest Time Log In</b>		<b>Time In</b>	<b>Time Out</b>
Diana Cournoyer, Executive Director	X		
Miriam Davis-Rosenbaum, Operations Director	X		

TIME	AGENDA TOPICS	RESPONSIBLE PARTY
8:00 – 8:45am	<b>Breakfast</b>	Diana/Miriam
8:45am	<p><b>Call Meeting to Order, Prayer &amp; Roll Call</b></p> <p>President Jason Dropik called the meeting to order at 8:20am with a brief opening welcome and smudging, blessing all in attendance. Ombudsman Robin Butterfield provided the opening prayer and welcome to the Winnebago territory, which is her native home.</p> <p>Jason then asked the group to each provide introductions with brief, personal updates and check-in's. Good, strong communication and team-building.</p> <p>Executive Director Diana Cournoyer provided a few updates. Currently, there are 937 registrations for the 52<sup>nd</sup> NIEA annual convention and trade show!! A</p>	Jason Dropik, President



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	<p>total of 41 are registered for the virtual option; and just over 70 registered for the trade show. Over \$250K has been raised for sponsorships.</p> <p>Diana also shared photos of her family and gave much credit for their support through a difficult couple of years (due to the pandemic). Her husband fixed the NIEA flagstaff (thank you!).</p> <p>Diana shared postcards for next year’s NIEA annual convention and trade show to be held in Oklahoma City, October 5-8, 2022. The convention will mark the 50<sup>th</sup> anniversary of the Indian Education Act, with a focus on educational sovereignty.</p>	
9:20am	<p><b>Approve Agenda</b></p> <p><b>Action:</b></p> <p>Moved by Ben Baldwin, seconded by Sylvia Hussey to approve the <b>Oct 10, 2021</b> Board of Directors annual meeting agenda with amended items (fiscal additions); no further discussion; 8 approved, 0 opposed, 0 abstained; motion carried.</p>	<p>Jason Dropik, President</p> <p>Lori Quigley, Secretary</p>
9:25am	<p><b>Meeting Minutes</b></p> <p><b>Action:</b></p> <p>Moved by Ben Baldwin, seconded by Tesia Zientek to approve the <b>August 2021</b> BOD meeting minutes; 8 approved; opposed; abstained; motion carried.</p>	
9:30 – 11:15am	<p><b>2021 Organizational Budget</b></p> <p><b>Fiscal Update</b></p> <p>Treasurer Sylvia Hussey started her report by providing history of the NIEA budget over the past several years (since the start of her term as Treasurer nearly 6 years ago). The Board changed the budget to a zero-based budget and is now fully engaged in the budget process. Sylvia also noted significant positive changes in the budget, particularly with the increase in grant funding. These changes have enhanced the need for fiscal audits for NIEA.</p> <p>Budget projections continue to be on the conservative side, with any major changes requiring Board approval. Sylvia referenced the NIEA 2022 DRAFT Budget, dated September 2021. Three capital items: influence capital, cultural capital and financial capital were identified several years ago as critical to sustaining NIEA into the future.</p> <p>The diversity of revenue sources and the diversity of communities have grown.</p>	<p>Sylvia Hussey, Treasurer</p> <p>Diana Cournoyer, Executive Director</p>



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	<p>After 2021 convention numbers are in, a preliminary budget summary will be provided in December 2021.</p> <p>Sylvia Hussey indicated that the NIEA organization has been prudent in their fiscal actions, crediting Diana Cournoyer and her staff for these decisions. Again, Sylvia reminded everyone that the Board maintains the fiduciary responsibility in stewarding the organization.</p> <p>Brandon Thoms inquired about the IT support staff; Diana responded that IT and other areas are outsourced to consultants. Diana provided several examples in process. Smoke Signals is the web host, and also provides insurance for cyber security and other technology capacities.</p> <p>Robin Butterfield inquired about the status of endowments. Sylvia noted that O'Connor and Associate recommended policy and procedures regarding the establishment of endowments—all of which the Fiscal Committee needs to continue working on in the next year. The Board can also opt to designate a fee, for example, from the registration fees (for example) to be put into a separate line item or cash reserves (e.g., scholarship).</p> <p>Lori Quigley noted the Investment and Reserves section of the fiscal policies, along with the importance of endowments to a non-profit organization so that the Fiscal Committee might consider working on an endowment policy in the future.</p> <p>Jason Dropik inquired about the history of opening a second office (programmatic, Oklahoma) in addition to maintaining the DC office. Sylvia Hussey noted the importance of the DC office for advocacy work. Brandon Thoms added that he feels it's important to maintain both offices, with perhaps more in the future. Diana Cournoyer provided examples of the importance of multiple offices, especially those out in Indian Country, which help in securing and maintaining partnerships. Patsy Whitefoot noted the importance of the work of regional labs and regional meetings, stressing the importance of being inclusive. The opportunities are limitless.</p> <p><b>Action:</b></p> <p>Sylvia Hussey noted that the Fiscal Committee puts forth its recommendation for the approval of the NIEA 2022 Budget as presented to the Board today.</p> <p>Motion by Sylvia Hussey, seconded by Ben Baldwin to approve the NIEA 2022 Budget; no further discussion; 8 approved; 0 opposed; 0 abstentions; motion carried.</p> <p>Next, much discussion centered on the need to honor the intent of a past resolution (prior to 1985) to earmark funding towards an endowment or</p>	



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	<p>reserve fund directed by membership. (A gap in NIEA archival documents exists for the time period 1978 to 1985.)</p> <p><b>Action:</b></p> <p>Motion by Patsy Whitefoot, seconded Sylvia Hussey to direct the Membership Committee to study and review non-profit policies and procedures or mechanisms for the establishment of reserves to meet the needs expressed by membership at large; 8 approved; 0 opposed; 0 abstentions; motion carried.</p> <p><b>Fiscal Committee.</b> Treasurer Sylvia Hussey introduced the committee’s action items.</p> <p><b>Action:</b></p> <p>The Fiscal Committee recommends approval to the Board of the:</p> <ul style="list-style-type: none"> <li>A. Financial Statements as of and for the seven months ended July 31, 2021 (August 18, 2021 Fiscal Committee Meeting);</li> <li>B. Financial Statements as of and for the eight months ended August 31, 2021 (September 15, 2021 Fiscal Committee Meeting);</li> </ul> <p>Motion by Sylvia Hussey, seconded by Lori Quigley to approve the Fiscal Committee action items (above); no further discussion; 8 approved; 0 opposed; 0 abstentions; motion carried.</p> <p><b>Board Donation Update</b></p> <p>Jason Dropik reminded the Board that as part of its fiduciary responsibilities, fundraising is key. Board members were provided a summary of Board fundraising efforts.</p> <p>Diana Cournoyer proudly pointed out from the niea.org website that NIEA has been awarded the <b>Gold Seal of Transparency</b> and the <b>100 out of 100</b> designations indicating NIEA has excellent standing fiscally as an organization.</p>	
11:15am – 12:15pm	<p><b>Committee Updates</b></p> <p>The following committees (in addition to the Fiscal Committee and Executive Committee) represent the operational work of the Board and members at large:</p> <ol style="list-style-type: none"> <li>1. <b>Advocacy.</b> Patsy Whitefoot will be providing the Advocacy Committee updates for the meetings during convention. The focus this year</li> </ol>	<p>Connie Locklear, 1<sup>st</sup> VP</p> <p>Patsy Whitefoot, 2<sup>nd</sup> VP</p>



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	<p>centered around three areas: Advocacy Priorities, Advocacy Strategies ad Cross-Sector Partners.</p> <p>Patsy also highlighted the regional meetings (northeast, southeast, northwest and southwest) that were held. Wendy Gray Eyes served as the committee co-chair for the past year, representing members at large. The committee is researching ways in which to initiate an advocacy certification program.</p> <p>Patsy would like continued work regarding operations as a whole, with a review of the current organizational chart/structure for NIEA.</p> <p>Additionally, the committee worked with the NIEA legislative support staff and legislators who support the work of Indian education and its legislative priorities—in particular, Adriene Elliott and Chris Topoleski.</p> <p><b>2. Membership.</b> Lori Quigley will be providing the summary of committee work at the Membership meeting during convention. This work has centered on its 2020-2021 Goals and Actions, which were aligned to the Board’s Strategic Plan and the NIEA Constitution and By-laws. Lori also highlighted the work provided by Miriam Diaz-Rosenbaum and Judi Urquhart (Development Director) that is instrumental to the work of the committee.</p> <p><b>3. Governance –</b> Review new Board Policies &amp; Procedures and Committee Handbook. Robin Butterfield provided a summary of the committee’s work. Robin acknowledged Ben Baldwin, Walter Kahumoku, and Joanne Sebastian-Morris (at-large member) for providing much assistance to the committee this past year.</p> <p>The Board was provided copies of the <b>Board of Directors Policies and Procedures</b> and the <b>Committee Handbook: Guidelines, Policies and Procedures</b>. Future work of the committee will be to ensure there is alignment with these documents with the NIEA Constitution and By-laws in an effort to maintain consistencies and avoid any conflicts in policies and procedures.</p> <p><b>Action:</b></p> <p>Motion by Ben Baldwin, seconded by Patsy Whitefoot to approve and adopt the <b>Board of Directors Policies and Procedures</b> and the <b>Committee Handbook: Guidelines, Policies and Procedures</b>; no further discussion; 8 approved; 0 abstained; 0 opposed; motion carried.</p>	



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	<p><b>4. Fiscal.</b> In addition to the budget oversight work that the committee conducted during the past year, the committee also worked with O’Connor and Associates on updating its policies manual. Rusty Creed, the NIEA Grants Compliance Officer, will be relying heavily on these updated policies in his work with NIEA.</p> <p>Sylvia noted that the template for this manual could easily be shared with partners.</p> <p><b>Action:</b></p> <p>Motion by Lori Quigley, seconded by Patsy Whitefoot to approve and adopt the <b>Fiscal Policies Manual v. 2</b>; no further discussion; 8 approved; 0 abstained; 0 opposed; motion carried.</p> <p>As an outgrowth of the <b>Native Control of Native Education</b>, the work and functionality of the following committees has evolved:</p> <p><b>5. NEED.</b> Brandon Thoms has been working on this committee and will be providing information during the committee meeting at convention.</p> <p><b>6. NES.</b> Tesia Zientek has the power point for this committee meeting during convention. Tesia expressed appreciation for the committee members and their participation.</p> <p><b>7. NREA.</b> Connie Locklear noted that Brenda Deese provided her with the power point for this subcommittee for the meeting during convention. Diana Cournoyer discussed briefly the Native education repository idea with the Hewlett company and partnering with them in this work. Modeling after ERIC (Education Resources Information Center) is one that this committee might consider. The collection of resources is a tremendously huge endeavor.</p>	
12:25 – 1:00pm	<b>LUNCH Break: Food is Medicine</b>	
1:00- 1:50pm	<p><b>Overview of Convention Agenda and Board Member Itinerary</b></p> <p>Each Board member was presented with individual convention agendas with responsibilities delineated for the week. The NIEA 2021 Annual Convention and Trade Show page from the niea.org website was highlighted, as well as the NIEA 2021 app. This year’s theme is “Native Control of Native Education: A Time to</p>	Miriam Davis-Rosenbaum, Diana Cournoyer



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	<p>Lead.”</p> <p>The Board will be recognized by the National Park Service and University of Oregon at Tuesday evening’s Recognition Dinner. The turning over of curriculum will also take place.</p> <p>The University of Phoenix will also recognize and honor the Board on Wednesday night with a dinner.</p> <p>Thursday is the Opening General Assembly. A practice walk-through will take place directly beforehand. Ryan Wilson will serve as the emcee. Four tribal leaders have committed to attending and to provide a welcome on behalf of their nations. The Southeast, West, and Great Plains regions will hold their regional meetings at 5:00pm.</p> <p>Alaska, Hawaii and the Northeast regions will be holding regional meetings on Thursday from 8:00 to 9:00am (prior to the General Assembly).</p> <p>For Friday, the Membership (Lori Quigley) and Fiscal (Sylvia Hussey) meetings were noted on the schedule, as was the Awards Luncheon (Connie Locklear). The state education commissioner, Matthew Bloomstead, will be present to hand out the awards.</p> <p>The League of Women Voters will be assisting with elections. Virtual voting will launch on October 13, with in-person elections taking place on Friday from 9am to 4pm. Robin Butterfield, as Ombudsman, will be providing oversight to the elections as a whole.</p> <p>With regard to the need for an <i>emergency resolution</i> stemming from a racial incident in Clinton, OK, the Oklahoma Council for Indian Education would like to submit an emergency resolution. A draft version has been written. Emergency resolutions need to be submitted by 1:30pm EST on Friday, October 15, 2021. This particular resolution may be presented prior to the deadline so that it can be discussed on Saturday morning, October 16, 2021. Due to the virtual voting option, no resolutions can be changed during convention this year only.</p> <p>In the future, voting policies and procedures should be revisited by the Board given the unique circumstances posed by the pandemic.</p> <p>A cultural night has been planned for Wednesday evening, as well as a pow-wow for Thursday evening. Cultural Night will feature two student groups: White Eagle Group and Motown Singers and a group from Winnebago, featuring a student dance group. Traditional foods will also be available (meat and potatoes).</p> <p>The NIEA Powwow will feature Gourd Dance (6pm) and Young Bucks singers with Motown as the Host Drum. Grand Entry starts at 7:30pm. Board members</p>	



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	will join and participate in the Grand Entry.	
2:10-2:15pm	<p><b>Agenda Addendum:</b></p> <p>The Advocacy Committee discussed a proposed resolution, ATNI Resolution #2021-31, “In Support of Teaching the Full and Accurate History of the United States.” This resolution is also being considered by NCAI and was approved by the Affiliated Tribes of Northwest Indians.</p> <p>Motion by Patsy Whitefoot, seconded by Sylvia Hussey to approve the resolution (above); no further discussion; 8 approved; 0 opposed; 0 abstained; motion carried.</p>	
2:15 – 3:30pm	<p><b>Organizational Update: Program, Legislative, and Development/Communications</b></p> <p>[Robin Butterfield gave a brief update on a film co-produced by NCAI and NIEA on the mascot issue. This film is also being created under the auspices of HBO as a documentary to be released in the future.]</p> <p><b>PROGRAM.</b></p> <p>Executive Director Diana Cournoyer provided a detailed summary of NIEA activities for the past year, using a 47-slide power point presentation. Her presentation began with a listing of grants pursued. The status of each was discussed. The following grants were reviewed: The Boulder Fund, DOJ Supporting Tribal Youth, Nellie May Foundation, NOVO Foundation, ANA—Language Preservation and Maintenance, Better Way Foundation, DOE—National Professional Development Program</p> <p>NIEA was awarded the following grants: DOE—Accessing choices in Education, ANA—Social and Economic (Native Veterans), NOVO Foundation, ANA language Preservation and Maintenance, Native Education for All—WEND Foundation.</p> <p>The membership levels were restructured, delineating student, elder, associate, professional and premium levels for members. The goal has been to optimize member engagement, benefits and perceived value.</p> <p><b>OPERATIONS.</b></p> <p>With regard to operations, NIEA has developed more efficient procedures for processing and paying bills; transitioned annual audit to complete online process; trained additional Operations staff has reduced NIEA consultant in-office time and effort; work to empower Operations staff to update monthly budget reports for each grant and class code; and worked to complete NIEA</p>	Jason Dropik Diana Cournoyer, Executive Director





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	<p>transition to third party provider (Egencia) to book all travel, cars, and hotel at a lower price per booking.</p> <p>Additionally, Diana noted that NIEA has contracted a communications team to assist with social media, and more.</p> <p>With regard to Grants Compliance, Rusty Creed Brown has established a process to ensure ongoing grant compliance.</p> <p><b>POLICY AND ADVOCACY.</b></p> <p>Diana reviewed COVID-19 relief funding specific to Indian Country and Indian education; infrastructure requests to Congress; and budget reconciliation with Congress. NIEA has endorsed, supported and drafted several pieces of congressional legislation.</p> <p>LANGUAGE AND CULTURE-BASED EDUCATION legislation has evolved from issues being addressed that came into light as a result of the pandemic. The Native American Language Resource Center Act: Diana is fighting for NIEA to become the resource training center for this legislation.</p> <p>BUILDING TRIBAL EDUCATION CAPACITY legislation is pending (advocating for community schools, impact aid, and educational partnerships).</p> <p>WRAP-AROUND SERVICES via the Truth and Healing Commission on Indian Boarding School Policies in the United States Act—legislation supported by Sen. Warren (D-MA) and Secretary Halaand; as well as the Protecting LGBTQ Youth Act and the STANDUP Act (suicide awareness and prevention) are areas that NIEA has been directly involved in this past year (and earlier historically).</p> <p>POST-SECONDARY SUCCESS legislation has been given much attention since 2020. Namely the America’s Promise Act and the Advancing International and Foreign Language Education Act have been worked on and supported by NIEA.</p> <p>GRANTS. The NIEA legislative team worked on several grants—one with the Lumina Foundation (concluded); Grantmakers for Education (GFE) to study out of school programs; Native Education for All focusing on Arizona, Minnesota and North Dakota; and Joyce Foundation funding (Minnesota and Wisconsin higher education).</p> <p>Grants focus on native communities, allow for survey ad landscape analysis, and have led to new partnerships and potential new sources of funding.</p> <p>Through NIEA legislative efforts, the organizations has been able to enhance stakeholder engagement at the national level across multiple areas.</p> <p>The legislative team includes Waquin Preston (Tribal State Policy Associate for</p>	



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	<p>field work), Shanise Ka'aikala (Legislative Fellow in the DC office), and Sydney Anderson [currently being recruited/considered] (Tribal Ed Policy Associate in the DC office with a focus on working with the Department of Interior).</p> <p>Diana also provided a list of new and potential partners.</p> <p><b>PROGRAM WORK OUT IN COMMUNITIES.</b></p> <p>The following program work was summarized by Diana:</p> <ul style="list-style-type: none"> <li>• Trauma Informed trainings, activities, and organizational capacity building via the NOVO Foundation grant</li> <li>• Native Youth Community Project funded via federal grant through the Department of Education (social services, community schools)</li> <li>• Bureau of Indian Education grant funding (funding interrupted)</li> <li>• Accessing Choice in Education (ACE) in collaboration with the Dine department of education (Navajo)</li> <li>• National Endowment for the Humanities Warrior Spirit native veteran curriculum resource grant project</li> <li>• National Charter School Resource Center, via the Department of Education, capacity-building grant with the purpose of developing a resource guide</li> </ul> <p>Diana also provided a bulleted summary of program presentations delivered by the NIEA staff. All programming information is also contained on the niea.org website.</p> <p><b>FINAL NOTES:</b></p> <p><b>Hill Week 2022</b> is scheduled for March 15-17, 2022. NIEA Board members will hold meetings prior to Hill visits that week.</p> <p><b>Future conventions</b> are secured for Oklahoma City (2022), Albuquerque (2023), Palm Springs (2024), and potentially Spokane (2025). Convention bags will include a Save the Dates future conventions book mark!</p>	
3:45 – 4:25pm	<p><b>Board Self-Assessment</b></p> <p>Board members discussed the annual Board self-assessment, from its history to future plans. Robin Butterfield summarized the history of the assessment and discussed the evolution of the instruments used for the assessment (vs. evaluation). The present rubric was developed under the guidance of Walter</p>	<p>Jason Dropik</p> <p>Robin Butterfield</p>



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	<p>Kahumoku.</p> <p>In the most recent self-assessment, the lowest overall rating was assigned to Strategic Direction and Tactical Planning, and the highest being Reach and Responsiveness. Additionally policy and procedure monitoring and ethical behavior were rated highly. Fundraising was another criterion that received a lower overall rating by Board members. Essentially, the self-assessment can be seen as a reflection of how the board as a whole views their knowledge and/or need for future professional development (i.e., a self-perception check).</p> <p>Connie Locklear noted that the self-assessment mirrors a growth plan. It was also noted that board member experience on the Board is varied, which impacts the overall scoring in each category.</p> <p>Diana Cournoyer expressed concerns regarding no nominations received for new Board members and the impact(s) on the organization as a whole.</p> <p>Jason Dropik stated that he feels the self-assessment results should be used as a guide moving forward.</p> <p>Sylvia Hussey suggested administering the assessment every two years. Connie Locklear concurred, stating that as new Board members it may be challenging because there is a learning curve that exists for new members.</p> <p>Lori Quigley suggested an annual administration after board members have at least served one full year. New members should be given the instrument in advance, at the start of their terms so that they are aware of the criteria being examined.</p> <p>Additionally, trend data would be helpful over time. Jason also noted that if an assessment is given, something should be done with the data (all concurred).</p> <p>Lori Quigley and Connie Locklear also emphasized the importance of a “board buddy system” as a mentoring model for newly elected members.</p> <p>Other considerations were board assessment by the staff (a 360 assessment) and executive director and/or at-large committee members, etc.</p>	
<p>4:25 – 4:40pm</p>	<p><b>ED Annual Review</b></p> <p>Jason Dropik noted that the COB calls for the establishment of a review committee for the purpose of evaluating the performance of the Executive Director. Robin Butterfield noted that the Board Policies and Procedures Handbook delineates the process on pp. 6-7 for the mid-year and annual reviews. The “committee” should consist of the President and two Vice Presidents in collaboration with the Ombudsman.</p>	<p>Jason Dropik</p>



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	<p>Sylvia Hussey suggested times for the administration of each performance assessment (summer/fall and spring/Hill week).</p> <p>Robin reminded the group that a mid-year performance evaluation instrument was completed by the Board this past summer and that feedback should be provided to the ED.</p> <p>Sylvia also noted the performance review data should also be used in determining compensation adjustments, which should be finalized by spring. Additionally, the contracting term should be considered (3-year vs. 5-year term).</p>	
4:40pm	<p><b>Wrap Up and Adjournment</b></p> <p><b>Action:</b></p> <p>Moved by Ben Baldwin, seconded by Connie Locklear to adjourn the meeting; all approved, motion carried, meeting adjourned at 4:40pm CST.</p> <p><i>Next meeting is scheduled for <b>October 11, 2021, from 8:00am to 4:00pm CST.</b></i></p>	Jason Dropik



**NIEA Board of Directors Meeting  
Monday October 11, 2021  
Omaha Marriott Downtown  
222 North 10<sup>th</sup> Street, Omaha, NE**

Board Members Attendees	Present	Absent Excused	Absent Unexcused
10. Jason Dropik, President	X		
11. Dr. Connie Locklear, 1 <sup>st</sup> VP Southeast General Board Member	X		
12. Patricia Whitefoot, 2 <sup>nd</sup> VP West General Board Member	X		
13. Dr. Sylvia Hussey, Treasurer, Hawaii General Board Member	X		
14. Dr. Lori Quigley, Secretary, Northeast General Board Member	X		
15. Brenda Deese, At Large General Board Member		X	
16. Brandon Thoms, Great Plains General Board Member	X		
17. Dr. Jolene Bowman, At Large General Board Member		X	
18. Tesia Zientek, At Large General Board Member	X		
10. Teresa Sarabia, Alaska General Board Member		X	
11. Ben Baldwin, Student Board Member	X		
12. Jaylyn Suppah, Student Board Member		X	
13. Robin Butterfield, Ombudsman	X		
<b>Staff/Guest Time Log In</b>		<b>Time In</b>	<b>Time Out</b>
Diana Cournoyer, Executive Director	X		
Miriam Davis-Rosenbaum, Operations Director	X		
Kendra Clements, We the People Consulting	X		

TIME	AGENDA TOPICS	RESPONSIBLE PARTY
8:00 – 8:45am	<b>Breakfast</b>	Diana/Miriam
8:45am	<b>Call Meeting to Order, Prayer &amp; Roll Call</b>  NIEA Board President Jason Dropik called the meeting to order at 8:24am; roll call taken; quorum established. Jason provided opening words of blessing for the group. He thanked the Creator for this day and asked for assistance in saying the correct words today. <i>Happy Indigenous Peoples Day!!!</i>	Jason Dropik, President
9:10am	<b>Approve Agenda</b>  <b>Action:</b>	Jason Dropik, President  Lori Quigley,



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	<p>Moved by Patsy Whitefoot, seconded by Ben “Benjamin” Baldwin to approve the <b>Oct 11, 2021</b> Board of Directors annual meeting agenda; no further discussion; 8 approved, 0 opposed, 0 abstained; motion carried.</p>	Secretary
<p>9:15 – 12:00pm</p>	<p><b>Talking Circle—Focusing on a New Strategic Direction</b></p> <p>Kendra Clements (Choctaw Nation, OK), a guest facilitator who was brought in to assist the board in focusing on a new strategic direction (the current strategic plan is now in its fifth year), introduced herself. From the consulting firm “We the People,” Kendra has been working with the NIEA staff since February 2019 (past 22 months).</p> <p>Today’s goal—a “Talking Circle” through which the Board will have the opportunity to discuss ideas and goals. The afternoon session will then focus on the goals established by NIEA staff.</p> <p>Today’s process began with establishing agreements, or norms, for group behavior in working together (for example, keeping an open heart and mind). The Board also revisited its operating values as delineated in the <i>Board Policies and Procedures Handbook</i>.</p> <p>Talking Circle – no technology. No meeting notes for this portion!</p>	Kendra Clements
<p>12:00 – 1:30pm</p>	<p><b>LUNCH: Food is Medicine</b></p> <p>The Talking Circle activity continued through lunch.</p>	
<p>1:30 – 4:30pm</p>	<p><b>Organizational Strategic Planning</b></p> <p>Consultant Kendra Clements reviewed and briefly discussed her work with the NIEA staff, who were asked to “seek the bluest sky,” and came up with three-year goals and priorities, one-year goals and priorities, and 90-day sprints—all part of an exercise in identifying goals, strategies and tactics for the organization. The second day with staff involved “grounding the plane,” with a focus on taking the vision and dreams and molding them into smart goals (strategies and tactics).</p> <p><b>Board Tactical Plan.</b> The Board was asked to review the current NIEA Tactical Plan (dated 2019-2022) by first reviewing the association’s mission and goals. While NIEA celebrated its 50-year history two years ago, members recognized that improvements in the education systems for all native children are still very much needed, as are the legislation and federal policy that impacts those needs. In 1969 with the adoption of the <i>Indian Education Act</i>, those involved in the work, the trenches of Indian education were excited. Yet, as time has gone on and much has evolved, the need for NIEA as a national organization still exists, in as much as the sense of urgency remains to address the needs of</p>	Kendra Clements



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	<p>native children, families and communities.</p> <p>NIEA is also viewed as an <i>international</i> forum for tribal nations. In effect then, the association itself has evolved. NIEA seeks to assist tribal communities in maintaining and sustaining their sovereignty and inherent rights as indigenous peoples. At the same time, acknowledging the association’s history, foundation and founding members remains critically important in considering what is needed to grow and sustain the organization.</p> <p>“The National Indian Education Association (NIEA) advances comprehensive, culture-based educational opportunities for American Indians, Alaska Natives, and Native Hawaiians” is the <b>mission statement</b>. Board members were asked to reflect on this statement and its relevance for today.</p> <p>The association <b>vision statement</b> reads as follows:</p> <p><i>Our traditional Native cultures and values are the foundations of our learning; therefore, NIEA will</i></p> <ol style="list-style-type: none"> <li>1. <i>Promote educational sovereignty;</i></li> <li>2. <i>Support continuing use of traditional knowledge and language;</i></li> <li>3. <i>Improve educational opportunities and results in our communities.</i></li> </ol> <p>Next, the Board reviewed three Founding Guiding Principles with the purpose of again determining relevance for the present.</p> <p>Robin Butterfield wondered about the actual history and development of the above three areas and why these do not necessarily align to the <i>NIEA Constitution and By-Laws</i>. In the preamble of the COB, words such as “advocates,” “promotes,” and “coordinates” are utilized; yet, additional goals have been identified/added within the COB document. Board members discussed the importance of branding and messaging that appropriately fits what NIEA has evolved into today and will continue to change in the future.</p> <p>Each board member was asked to respond to “What is your vision for NIEA?” and then were afforded the time to share with each other their responses. Members collectively agreed with the individual responses, noting their appreciation for the thought processes and values expressed. Robin also pointed out that what each person stated can actually be found within the COB document, which has also been amended three times since the organization began.</p> <p>Kendra then asked the board to shift to the NIEA Tactical Plan (FY 2019-2022) by reviewing the Board of Directors’ work. She employed that strategic planning model of SWOT (strengths, weaknesses, opportunities, threats). This exercise</p>	



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	<p>was taken in order to revisit and reconnect to the Tactical Plan.</p> <p>Jason Dropik interjected into the latter part of the session some direction for the board for the next year, including establishing clear tactics and outcomes to be achieved over the next one, two and three years. With that, the Board identified tactical plans and objectives that have been achieved or completed, that are still in progress, and that have not been completed or started but need to be addressed in the future. The Board was specifically asked to identify priorities, such as fiscal (securing major funding for a resource center, for example). The idea set forth was for the Board to be realistic in its planning.</p> <p>The NIEA staff had already completed this strategic planning process. Much of this work will continue at the next BOD meeting on Sunday, October 17, 2021, with the two groups' planning compared at the December 2021 BOD meeting.</p> <p>ED Diana Cournoyer also noted that much has changed given the impact of the COV-19 pandemic and changes requested by communities and members.</p>	
4:30pm	<p><b>Wrap Up and Adjournment</b></p> <p>In ending the session, each board member (and staff and consultant) expressed what she/he/they took away from the day's exercise, with especially strong and meaningful words from the ED, Diana Cournoyer.</p> <p><b>Action:</b></p> <p>Moved by Lori Quigley, seconded by everyone to adjourn the meeting for recess; all approved, motion carried, meeting adjourned at 4:51pm CST.</p> <p><i>Next meeting is scheduled for <b>Sunday, October 17, 2021, from 8:00am to 4:00pm CST.</b></i></p>	Jason Dropik
	<p><b>Regional Meetings Update--<i>TABLED</i></b></p> <p>What Regional Meetings are scheduled?</p> <p>Where are they taking place?</p> <p>Any barriers that we can collectively address?</p>	