



NATIONAL INDIAN EDUCATION ASSOCIATION

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BOARD OF DIRECTORS MEETING Sunday, October 17, 2021 8:00am-2:15pm CST

A G E N D A

Board Members Attendees	Present	Absent Excused	Absent Unexcused
1. Jason P. Dropik, President	X		
2. Dr. Connie Locklear, 1 st Vice President	X		
3. Patricia Whitefoot, 2 nd Vice President	X		
4. Brandon Thoms, Great Plains General Board Member	X		
5. Dr. Jolene Bowman, At Large General Board Member		X	
6. Tesia Zientek, At Large General Board Member	X		
7. Teresa Sarabia, Alaska General Board Member		X	
8. Ben Baldwin, Student Board Member	X		
9. Sara Mae Williams Student Board Member	X		
10. Robin Butterfield, Ombudsman	X		
11. Staff/Guest Time Log In		Time In	Time Out
12. Diana Cournoyer, Executive Director	X		
13. Miriam Davis-Rosenbaum, Organization Operations	X		

TIME	AGENDA TOPICS	RESPONSIBLE PARTY
8:00am	Breakfast, Call Meeting to Order, Prayer & Roll Call, Jason smudged the group, and Connie led the board in prayer.	Jason P. Dropik Connie-Prayer
8:15am	Approval of Minutes	Jason P. Dropik

TIME	AGENDA TOPICS	RESPONSIBLE PARTY
	Motion by Ben Baldwin. Seconded by Connie Lockler to approve the Board Meeting minutes of October 10 th and October 11 th , 2021. 8 approved, 0 opposed; 0 abstentions; motion carried.	
8:30am	<p>Approval of Agenda</p> <p>Motion by Ben Baldwin seconded by Brandon Thoms to approve the Board of Directors meeting agenda for October, 17th 2021. Robin asked about board self-assessment next steps, and Jason said it would be discussed within executive committee and followed up on later. 8 approved, 0 opposed; 0 abstentions; motion carried.</p>	Jason P. Dropik
8:35 am	<p>Introductions</p> <p>The board introduced themselves to the newest board member, Sara Mae Williams.</p>	
9:15 am	<p>Board Paperwork Signing</p> <p>Returning board members and Sara Mae reviewed and signed the Code of Ethics and the Committee Handbook Statement of Agreement, and Sara Mae signed the Oath of Office. Patsy recommended that the Governance Committee considers making the Oath of Office more inclusive from stating "Indian Nations" only.</p>	All
9:30 am	<p>Convention Debrief</p> <p>Jason commended the NIEA staff, local planning committee, and volunteers for their hard work planning convention and noted a comment from an attendee that this was the best convention so far.</p> <p>Connie highlighted the strong participation in the Native Control of Native Education (NCNE) workshops, smooth flow of events, and the luncheon food and gave kudos to staff for their leadership.</p> <p>Robin expressed that the student meetings, especially Frank Waln's words, were particularly moving, and Julian's closing keynote was powerful. Robin received suggestions from elders for a full convention paper program. Robin also recommended that we present an annual Treasurer's report tied to strategic planning to membership. Robin shared that she felt disappointed in the timing and lack of participation of resolution workshops and suggested that all resolution discussion should be brought to the floor for consideration. Finally, Robin apologized about the events at powwow, in which the host tribe followed their traditional customs and did not recognize NIEA board members with a Grant Entry or honor dance.</p>	Everyone

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	<p>Sara Mae suggested that the NIEA members' role be clarified, perhaps in video form, so that they can feel empowered to be stronger advocates within and on behalf of the organization. In particular, the resolution process could be explained more clearly. Sara Mae emphasized Dr. Beaulieu's words about helping membership feel energized again.</p> <p>Connie suggests that the lack of attendance at the resolution workshops was due to the accessibility of the resolutions on the app. Connie agreed that the timing of the resolution workshops could be improved.</p> <p>Patsy stated that we must acknowledge that major transitions for the NIEA staff and board, especially related to the pandemic. Patsy also emphasized the need to center our tribal identities (i.e. advocates, migratory, and honoring our elders) within our community work and constitution and bylaws.</p> <p>Ben mentioned that one of the workshops showed a video of a completed suicide that was extremely triggering to a participant. Diana responded that she and the staff do their best to vet workshop presenters but cannot control what happens within the workshop. However, presenters who cause harm are noted and not invited back. Connie shared that the <i>Coming Home</i> documentary became very emotional, and no space was offered for reflection or processing. Diana said she and the staff provided guidance to avoid that type of trauma but the presenter did not heed the advice. Diana suggested that in future years, this is an opportunity for board members to help facilitate such sessions in a better way. Patsy recommended a partnership with boarding school organizations for healing and mitigating opportunities, such as spiritual rooms.</p> <p>Sara Mae suggested that based on her experience, when such wounds are open, there needs to be an opportunity for closure, perhaps through a wellness room for processing and reflection. Tesia mentioned experience with such a room, in which a counselor was present and a hands-on craft was available.</p> <p>Diana said that the staff is listening to feedback, and they added strands such as DEI and SEL this year. She heard some comments about adding additional strands, including one focused on NICWA.</p>	

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10:00pm	<p>Board Vacancies Discussion-Process</p> <p>Jason outlined the vacancy filling process according to page 17 of the Board of Directors Policies and Procedures. Diana pointed to the bylaws, which state that the slate of candidates must be announced 30 days prior to elections. Patsy noted that the general announcement was made on Saturday, October 16th at the convention closing assembly. Diana said Monday, October 25th was a feasible target for the staff to publish the broadcast widely. Connie made a motion for the board to approve a special virtual election for the three vacancies (Northeast, Hawaii, and At-Large) with broadcast beginning on Monday, October 25th and nominations to close on Friday, December 17th. Brandon seconded.</p> <p>8 approved, 0 opposed; 0 abstentions; motion carried.</p>	Diana Cournoyer/Robin Butterfield
10:15 am	<p>Establishment of Executive Director Evaluation Ad Hoc Committee</p> <p>Ben made a motion to establish an ad hoc committee for the review of the Executive Director evaluation. Patsy seconded.</p> <p>8 approved, 0 opposed; 0 abstentions; motion carried.</p>	Jason P. Dropik
10:30am	<p>Board Expectations & Elections</p> <ul style="list-style-type: none"> - Being Prepared – Read, Read, Read - Personal Calendar – Projected Annual Commitments - Financial Commitment - Self-Assessment - President (2 year position) - 1st Vice President - 2nd Vice President - Treasurer - Secretary <p>Jason expressed gratitude as he steps into his second year of his presidency.</p> <p>Ben Baldwin nominated Connie Locklear to serve as 1st Vice President. Tesia Zientek seconded. Robin Butterfield read the description of the role. 8 approved, 0 opposed; 0 abstentions; motion carried.</p> <p>Robin Butterfield read the description of the role of the 2nd Vice President. Ben motioned to nominate Patricia Whitefoot for 2nd Vice President. Connie seconded. 8 approved, 0 opposed; 0 abstentions; motion carried.</p>	<p>Robin Butterfield, Ombudsman</p> <p>Jason P. Dropik, President</p>

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	<p>Robin Butterfield read the description of the role of the Treasurer. Connie Locklear made a motion to nominate Tesia Zientek. Patsy Whitefoot seconded. 8 approved, 0 opposed; 0 abstentions; motion carried.</p> <p>Robin Butterfield read the description of the role of the Secretary. Ben Baldwin made a motion to nominate Brandon Thoms. Connie Locklear seconded. 8 approved, 0 opposed; 0 abstentions; motion carried.</p> <p>Appointment Announcements</p> <ul style="list-style-type: none"> - Parliamentarian <p>Jason Dropik appointed Ben Baldwin to the role of Parliamentarian. Robin read the description of the role of Parliamentarian.</p> <p>Robin read the description of the role of Ombudsman.</p> <p>Personal Calendar – Projected Annual Commitments</p> <ul style="list-style-type: none"> - <u>Hill Week</u>: March 15-17, in Washington D.C., if health and safety allows. Board members will arrive on March 12th, meet on March 13-14th, attend Hill Week on March 15-17th, and depart on the March 18th. Jason proposed eating with NIEA team one evening during Hill Week. - <u>2022 Convention</u>: October 5-8th in Oklahoma City. Board members will arrive on October 1st, meet on October 2-3rd, attend convention on October 5-7th, meet again on October 9th, and depart on the October 10th. - <u>Mid-Year Retreat</u>: sometime between April – July. Will discuss dates. - <u>Golf Tournament</u>: to be hosted to build brand beyond educators at the FireLake Golf Course at the Citizen Potawatomi Nation in May. Ideally, this would be hosted in conjunction with the board retreat. Brandon suggested we partner with organizations such as NIGA. Diana has already connected with Ernie at NIGA. Diana mentioned that golf tournaments typically occur on Mondays. 	
12:00 pm	Lunch	

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	<p>The board and staff broke for lunch at 11:25 a.m.</p> <p>*Note: Tasia Zientek took minutes as Secretary Pro-tem through the lunch hour. Brandon T. now takes over in his official capacity as Board Secretary.</p> <p>Meeting reconvenes at 12:30 pm</p>	
1:00 PM	<p>Board Committee Selections:</p> <ul style="list-style-type: none"> • Governance: • Advocacy: • Membership • Fiscal • Native Control of Education, <ul style="list-style-type: none"> - Native Educator, - Native Education Systems, - Native Research, Assessment and Evaluation <p>Discussion on committee nominations, appointments, assignments. Jason says he will share a document with the current assignments/appointments.</p> <p>Robin says that Walter K. worked to develop a Committee Handbook that is to be used for new committee members and for recruitment. Executive committee are to be part of Fiscal committee.</p> <p>Robin B. says that the board has not outlined the responsibilities of the Executive board. Jason concurs.</p> <p>Patsy addresses the change in agenda of pow-wow and how NIEA wasn't honored/highlighted and how the planning committee changed it at the last minute. Discussion ensues around tribal protocols and practices.</p> <p>Robin says that having been on planning committees, that there have been cultural nuances in past pow-wow protocols but never was NIEA excluded to the extent it was this time.</p> <p>Ben B. says he felt excluded and the feeling that he wasn't supposed to be there. Says it didn't feel welcoming.</p> <p>Robin mentions that she believed people were not allowed to dance if you weren't in regalia. Says there was either a lack of communication or miscommunication.</p> <p>Patsy says we need better communication with the local event planning committee.</p> <p>Diana says that the Area Director/individuals within the local tribal community changed the plans/pow-wow format at the last minute.</p> <p>Brandon says he didn't feel unwelcomed and says each</p>	Board

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	<p>tribe/nation have their own ways of being and protocols. Jason says he may have misspoke/given inaccurate information regarding whether people without regalia could dance or not. Connie says she wasn't offended because each tribe/people have a way of doing things. Also reminds us that we are servant leaders. Also says she'd like this discussion to remain confidential at the board level for public relations purposes. Doesn't want this to turn into a bigger issue than it is or be miperceived and/or misinterpreted.</p> <p>Tasia requests to step down as chair of NES Committee but will remain on committee.</p> <p>Link to committee membership assignment document: GoogleDocs</p> <p>Robin mentions that some people thought that committee assignments were to be approved by the board.</p> <p>Discussion on calendar and scheduling board meetings: Jason says we should plan on meeting monthly.</p> <p>Special Board Meeting on November 16, 2021 @ 10 am EST.</p> <p>Fiscal will meet monthly on third Wednesday @ 12 pm EST.</p> <p>Governance Comomitte third Friday of every month @ 12 pm EST.</p> <p>Advocacy will meet on the second Wednesday of every month with first meeting on November 10, 2021, at 3:30-5:00 pm EST.</p> <p>NEED meets on the fourth Wednesday of every month at 2:05 pm EST.</p> <p>Executive Committee meets on the last Monday of every month starting on November 29, 2021, @ 1 pm EST.</p> <p>NRAY meets on fourth Thursday of every month at 1:00 pm EST.</p> <p>NES meets the third Friday of every month at 4:00 pm EST.</p> <p>Quarterly Board meeting on December 20, 2021 @ 12 pm EST.</p> <p>Membership meets the second Monday of every month @ 11 am EST with the first meeting on Monday, December 13, 2021.</p>	

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	<p>Patsy asks if we can recognize/acknowledge the individuals who have previously served on committees to thank them for their service. Jason says he will write letter/get a certificate to them. Robin asks who would keep the record of committee service? Diana says Miriam/Membership Committee. Connie asks that a link to every committee meeting is sent out and that if you want to participate, you are able to however, you are only responsible to attend the committee meetings you are assigned to.</p> <p>Tactical Plan discussion: Jason requests that the board review the organization’s Tactical Plan and become familiar with the action steps. Says we are in year three of the plan currently. Says that Membership Committee and Fiscal Committees will be involved with this due to their work. Says it is important to keep open lines of communication in order to accomplish the objectives. The staff will present their organizational strategic plan at the quarterly board meeting in December (December 20, 2021).</p> <p>Discussion on Ad Hoc Committee for Executive Director review. Patsy, Tasia, Robin, Brandon will be on the committee.</p> <p>Regional meetings: continue the work on establishing and fostering these meetings—it is addressed in the Tactical Plan.</p> <p>Patsy requests that we honor/acknowledge Anawake Rose at the 2022 Convention in OKC.</p>	
2:15pm	<p>Blessing/Final words by Connie L. /Adjournment</p> <p>Action: Moved by, Ben B. seconded by, Tasia Z. to adjourn the meeting; all approved, none opposed, no absentions, motion carried. Meeting adjourned at 2:12 p.m. CDT.</p>	