



# NATIONAL INDIAN EDUCATION ASSOCIATION

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## BOARD OF DIRECTORS MEETING

Sandia Resort & Casino, Albuquerque, NM

Friday, August 4, 2023

### MINUTES

Board Members Attendees	Present	Absent Excused	Absent Unexcused
1. Tesia Zientek, President	X		
2. Ka'ano'i Walk, 1 <sup>st</sup> Vice President	X		
3. Dr. Connie Locklear, 2 <sup>nd</sup> Vice President		X	
4. Dr. Jolene Bowman, Treasurer	X		
5. Alison Black, Secretary	X		
6. Jason P. Dropik, Parliamentarian	X		
7. Patricia Whitefoot, West Regional Board Member	X		
8. Sedelta Oosahwee, Northeast Board Member	X		
9. Teresa Sarabia, Alaska General Board Member	X		
10. Dr. Pam Carter, Board Member completing 1-yr term	X		
11. Carrie Whitlow, 1-yr Student Board Member	X		
12. Bernice Gover, 2-yr Student Board Member	X		
13. Dr. Lori Quigley, Ombudsman	X		
<b>Staff/Guest Time Log In</b>		<b>Time In</b>	<b>Time Out</b>
Diana Cournoyer, Executive Director	X		
Caitlin Baker, Executive Assistant	X		

TIME	AGENDA TOPICS	RESPONSIBLE PARTY
8:00-9:00 a.m.	<b>Breakfast, Prayer, Call Meeting to Order &amp; Roll Call:</b> <i>Tesia Z. call to order 8:59am</i>	Tesia Zientek
9:00 – 9:05 a.m.	<b>Approval of Agenda for Friday, August 4, 2023</b> <i>Motion by Ka'ano'i W., seconded by Jason D. to approve the Board of Directors meeting agenda for Friday, August 4, 2023.</i>	Tesia Zientek

TIME	AGENDA TOPICS	RESPONSIBLE PARTY
	<i>11 approve, 0 oppose, 0 abstentions, motion carries.</i>	
9:05 – 9:10 a.m.	<p><b>Approval of Meeting Minutes for Sunday, March 5, 2023 Document 1</b></p> <p>Missing minutes from Monday, March 6, 2023. Anyone have a copy of those?</p> <p>Discussion:</p> <ul style="list-style-type: none"> <li>● All business was taken care of on Sunday March 5, no minutes recovered on Monday March 6</li> <li>● Suggestion made for printed copies and binders for future use</li> <li>● Use the process of forwarding committee reports: chairs to VP’s, VP’s to Secretary, Secretary to President <ul style="list-style-type: none"> <li>○ Reminder to committee chairs to work with co-chairs</li> </ul> </li> <li>● Staff support of the board</li> </ul> <p><i>Motion by Jolene B. and seconded by Teresa S. to approve the meeting minutes from Sunday March 5, 2023.</i></p> <p><i>11 approve, 0 oppose, 0 abstentions, motion carries.</i></p>	Tesia Zientek
9:10 – 9:45 a.m.	<p><b>Member Issue Documents 2, 3</b></p> <p>Board will consider for approval the following motion recommended by the executive committee: Based on his <b>repeated, demonstrated instances of</b> damaging conduct, Brandon Thoms is not considered to be an NIEA member in good standing, and thus his NIEA membership will not be <b>approved for renewal indefinitely.</b></p> <p>Discussion:</p> <ul style="list-style-type: none"> <li>● New information about further actions by BT in a professional setting</li> <li>● Questions: <ul style="list-style-type: none"> <li>○ Process of joining vs. apply? Does this motion cover the outcome? Verbiage must reflect the uniqueness of this case and this individual will be flagged</li> <li>○ Good standing: Governance committee to review this terminology</li> <li>○ Stands until somebody overturns it</li> </ul> </li> </ul> <p><i>Motion by Jason D. and seconded by Ka’ano’i W.</i></p> <p><i>10 approve, 0 oppose, 1 abstentions, motion carries.</i></p>	Tesia Zientek
9:45 - 10:45 a.m.	<b>Board and Executive Director Evaluation Discussion</b>	Dr. Lori Quigley

TIME	AGENDA TOPICS	RESPONSIBLE PARTY
	<p>Board Evaluation update:</p> <ul style="list-style-type: none"> <li>● 7 of 12 Board responded by deadline</li> <li>● Comments demonstrate engagement, “meets” is average answers, a few “approaches”</li> <li>● Help areas convey areas of concern: example fundraising</li> <li>● Jolene: Overwhelmed with survey</li> <li>● Feedback/comments: low responses</li> <li>● Differentiate the time of service; concerned with personally identifiable</li> <li>● Timeline for next assessment; weekly reminders, Ka’ano’i will revise to add service time and reminders</li> <li>● Board triads for mentoring</li> </ul> <p>Executive Director Evaluation update:</p> <ul style="list-style-type: none"> <li>● Board’s responsibility to evaluate ED</li> <li>● Former process ED will self assessment; sent on board to assess</li> </ul> <p>Motion to move into Executive Session 10:06am</p> <p>Jolene motions Jason second.</p> <p><i>10 approve, 0 oppose, 0 abstentions, motion carries.</i></p> <p>Jason motion to come out of executive session; Patsy second - 10:59am.</p> <ul style="list-style-type: none"> <li>● <i>11 approve, 0 oppose, 0 abstentions, motion carries.</i></li> </ul>	
10:45-11:00 a.m.	<b>Break and Stretch</b>	
11:00-noon	<p><b>Executive Director Organizational Update</b></p> <ul style="list-style-type: none"> <li>● Welcome &amp; appreciation</li> <li>● <u>Growth of the organization</u> <ul style="list-style-type: none"> <li>○ Exec assistant will transition to board support</li> <li>○ Office Manager, new hire, based in DC</li> <li>○ Events and partnership manager becomes its own position</li> <li>○ Additional new hires: 3</li> <li>○ Vacancies: 2</li> <li>○ Investing in membership manager (DC)</li> <li>○ DC staff - 6</li> <li>○ Oklahoma - 7</li> <li>○ SW - 4</li> <li>○ Future hires: NW, Great plains, SE, NE, Alaska, Hawaii.</li> <li>○ Suggestion of reviewing representation of board regions; would be bylaw change; another suggestion of adding sub-regions;</li> <li>○ Designation of employee location is requested.</li> <li>○ Human resources falls under Deputy Director.</li> </ul> </li> </ul>	Diana Cournoyer

TIME	AGENDA TOPICS	RESPONSIBLE PARTY
	<ul style="list-style-type: none"> <li>○ Total number of staff: 20 includes vacancies (vacancies included in 2023 budget)</li> </ul> <p><u>New branding -</u></p> <ul style="list-style-type: none"> <li>■ Single-minded profoundly human belief <ul style="list-style-type: none"> <li>● Education sovereignty: Join the national conservation</li> </ul> </li> <li>■ Brand message core elements <ul style="list-style-type: none"> <li>● Who we are</li> <li>● What we do</li> <li>● How we're different</li> <li>● Where we're going</li> </ul> </li> <li>■ Possible brand positions (green denotes area of focus)</li> <li>■ Question of impacts of branding/purpose: onboarding, grant opportunities, etc.</li> <li>■ Where does this board fit in the process of the branding? Not included but is integrated naturally.</li> <li>■ Follow up on question: was the board connected to the creation? Not included because Diana needed to get the staff on the same page.</li> <li>■ Comment: I think this is good for onboarding, use for board. Good that it is connected to strategic planning.</li> <li>■ Comment: good to learn more about the staff.</li> <li>■ Concern of sharing fiscal reports: dropbox issue.</li> <li>■ Final branding report will go into a final presentation.</li> </ul> <p><u>New presentation slides</u></p> <ul style="list-style-type: none"> <li>● Slides for presentation; legislative team will use a separate set</li> </ul> <p><u>Convention Updates:</u></p> <ul style="list-style-type: none"> <li>● Pre-convention events <ul style="list-style-type: none"> <li>○ Native Language SUMmit</li> <li>○ Tribal Leaders Reception - co-hosted by OIE/BIE/ANA</li> <li>○ Pre-meetings - TEDNA, NIHISDA, ACTS, US ED <ul style="list-style-type: none"> <li>■ Debrief of continued partnerships in preparation</li> </ul> </li> </ul> </li> <li>● Executive board report Sunday morning</li> <li>● Board meeting ½ Sunday October 15 &amp; full day Monday October 16</li> <li>● Onboarding for new board members Saturday October 21 at 3:30pm</li> <li>● Board meeting October Sunday 22</li> <li>● REGISTRATION - added hotels (Clyde &amp; DoubleTree are 90% booked)</li> <li>● EDUCATOR DAY 10/18 - Clyde Hotel; registration required</li> <li>● STUDENT DAY 10/20 - Convention Center; registration required</li> <li>● CONVENTION BY NUMBERS <ul style="list-style-type: none"> <li>○ Registrants: 919 (8/4 over a 1,000)</li> <li>○ Vendors: 89</li> </ul> </li> </ul>	

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	<ul style="list-style-type: none"> <li>○ Student day : 166</li> <li>○ Educator Day: 234</li> <li>● Sponsorship goal: \$330,500 <ul style="list-style-type: none"> <li>○ \$187,000 confirmed</li> <li>○ \$143,00 out for proposal</li> <li>○ Caitlyn will share confirmed/requested sponsorship</li> </ul> </li> <li>● High level convention agenda is on website</li> <li>● Regional meetings moved to evening with food</li> </ul>	
12:00-1:15 p.m.	<p><b>Committee Reports</b></p> <p><b>Advocacy</b></p> <ul style="list-style-type: none"> <li>● The Advocacy Committee is developing a survey based on the NIEA Hill Week evaluations to share with NIEA membership. The survey is a way to see what the membership views as working well and what areas might need “tweaking” if possible.</li> <li>● Advocacy Committee will provide a workshop at NIEA that highlights the work of NACIE including but not limited to the NACIE Report.</li> <li>● Develop a NIEA Directory of Indian Education State Directors/Leaders as well as legislation that supports Native Education. <ul style="list-style-type: none"> <li>○ Exists on NIEA website</li> <li>○ Recommendations are to add specific funding sources and locations: Title VI, JOM, &amp; BIE, OIE etc.</li> </ul> </li> <li>● Advocacy has submitted a (2) resolution to NIEA. <ul style="list-style-type: none"> <li>○ <b>Supports amendments to Respect Traditional Indigenous Skill and Talent (ARTIST) Act of 2023</b> - NIEA’s values are inclusive of all Indigenous groups not just federally recognized; review amendment to align with our vision</li> <li>○ Side discussion- state profile of NC is not updated to include state recognized</li> <li>○ <b>Urging Office of Management and Budget (OMB) to incorporate Office of Hawaiian Affairs (OHA)</b> - As it is now, all Hawaiiin data is aggregated as one group.</li> </ul> </li> </ul> <p><b>Fiscal</b></p> <p>The board will consider for approval of the following recommendations from the fiscal committee:</p> <ul style="list-style-type: none"> <li>● <u>Board Operating Reserve Policy Documents 4, 5</u></li> </ul>	Co-Chairs, Tesia Zientek

TIME	AGENDA TOPICS	RESPONSIBLE PARTY
	<p>Moved by Jolene B., seconded by Patsy to go along with the Fiscal Committee recommendation to add the Reserve Policy: Operating Reserve to the V1.0 NIEA Fiscal Policies Manual October 10.20.21 and to share the Power Point with Membership regarding membership fees.</p> <p>10 approve, 0 oppose, 0 abstentions, motion carries.</p> <ul style="list-style-type: none"> <li>● <u>Investment Policy Statement</u> Document 6</li> </ul> <p>Moved by Jolene B., seconded by Pam C. to go along with the Fiscal Committee recommendation to approve the Investment Policy [to the V1.0 NIEA Fiscal Policies Manual October 10.20.21].</p> <p>10 approve, 0 oppose, 0 abstentions, motion carries.</p> <ul style="list-style-type: none"> <li>● <u>PNC Line of Credit</u> (Pending if needed) Tabled</li> </ul> <p>Moved by XXXXX, seconded by XXXXX to go along with the Fiscal Committee recommendation confirming by adopting resolution [insert #] [NIEA Staff - Please have the number ready should it be needed] to pursue a line of credit with PNC.</p> <p>X approve, X oppose, X abstentions, motion carries/is denied.</p> <ul style="list-style-type: none"> <li>● <u>Financial Reports</u> Document 7-9</li> </ul> <p>Moved by Jolene B., seconded by Jason D. to go along with the Fiscal Committee recommendation to accept the Year to Date Financial Review for the month ending June 30<sup>th</sup>.</p> <p>10 approve, 0 oppose, 0 abstentions, motion carries.</p> <p>Moved by Jolene B., seconded by Ka’ano’i W. to go along with the Fiscal Committee recommendation to accept 1<sup>st</sup> and 2<sup>nd</sup> Quarter summary of transactions greater than \$10,000.00;</p> <p>10 approve, 0 oppose, 0 abstentions, motion carries.</p> <ul style="list-style-type: none"> <li>● Bank Change Document 10 (07.19.23 minutes).</li> </ul> <p>Moved by Jolene B., seconded by Sedelta O. to go along with the Fiscal Committee recommendation to change OK banks from Arvest to IBC, pending a short policy.</p> <p>11 approve, 0 oppose, 0 abstentions, motion carries.</p> <ul style="list-style-type: none"> <li>● <u>Audit</u> (03.15.23 minutes).</li> </ul>	

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	<p><b>Discussion:</b> Overview of the audited financial with summary comments and questions/comments from the committee. This was a positive yearly audit. The organization is maintaining internal control. The committee did share questions regarding; lease payments, cash insured, the number of cash accounts, and cyber theft/fraud.</p> <p><i>Moved by Jolene B., seconded by Pam C. to go along with the Fiscal Committee recommendation to accept the audited financial statements and report as of 12/31/22.</i></p> <p><i>11 approve, 0 oppose, 0 abstentions, motion carries.</i></p> <ul style="list-style-type: none"> <li>● <u>Fiscal Committee Transition Document</u> <b>Document 11</b></li> </ul> <p>FYI – No action needed. See attachment six. 2023 Fiscal Committee Transition Document as of 7.19.23</p> <ul style="list-style-type: none"> <li>● <u>PNC as Investment Advisor</u> <b>Document 12</b></li> </ul> <p>On 5/17/23 the NIEA President conducted an email vote due to operational time constraint needs, which resulted in the following action.</p> <p><i>Moved by Patsy Whitefoot, seconded by Jolene Bowman to go along with the Fiscal Committee recommendation to appoint PNC as investment advisor for NIEA and authorize staff to move forward with an agreement; no further discussion; all approved, no opposition or abstentions; motion carried.</i></p> <p><b><u>Governance</u></b></p> <ul style="list-style-type: none"> <li>● Social Media Guidelines <b>Document 13</b> <ul style="list-style-type: none"> <li>○ Shared with Membership Chair for their review &amp; implementation</li> </ul> </li> <li>● Review of bylaws and constitution for committee work, 5 members needed to conduct committee business.</li> <li>● Constitution and Bylaw change recommendation for switching the Parliamentarian and Ombudsman to switch identified responsibilities on Governance, Parliamentarian to co-chair with member co-chair, Ombudsman to serve on the committee. <ul style="list-style-type: none"> <li>○ Moved by Jason D., seconded by Bernic G. to send to membership for vote.</li> </ul> </li> </ul> <p><i>11 approve, 0 oppose, 0 abstentions, motion carries.</i></p> <p><i>*Must go to membership by third of September</i></p> <p><b><u>Membership</u></b></p>	

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	<ul style="list-style-type: none"> <li>● Regular updates from NIEA staff regarding convention numbers, membership numbers, awards, board nominations.</li> <li>● Reviewed existing goals/objectives and will send to incoming committee to update at convention.</li> <li>● Selected co-chair.</li> <li>● Finalized date for community award selection, August 21.</li> </ul> <p><b><u>NRAE</u></b></p> <ul style="list-style-type: none"> <li>● Discussed 3 areas of focus <ul style="list-style-type: none"> <li>○ Ethics/IRB processes with Tribal Nations</li> <li>○ Supporting beginning native researchers</li> <li>○ Planning the native Education resource hub</li> </ul> </li> <li>● Seems NIEA took over #2 and are doing something this year at the conference. <ul style="list-style-type: none"> <li>○ Need presentation from 2021 for resource</li> </ul> </li> <li>● Ethics and IRB was tabled.</li> <li>● Hopefully we can create a scope of work to provide NIEA with recommended policies and procedures for building out the resource hub.</li> </ul> <p><b><u>NEED</u></b></p> <ul style="list-style-type: none"> <li>● NEED had a presentation at Hill week on language work in schools and communities with a panel.</li> <li>● Native American Teacher Education Pathway Act - SCIA Version - Introduction of bill in Sept.</li> <li>● Update on TEP Database and Teacher Ed data (Dezi Lynn) - Dezi to update at August meeting</li> <li>● NIEA Convention - <p><b>Session 1:</b> Revisioning Native Teacher Education. Shaping and reframing of Native Teacher Education. The landscape of teacher education. What does it mean to reframe teacher education - Native Teacher Education. Indigenous sovereignty across the 3 Indigenous groups. The landscape of teacher education. What does it mean to reframe teacher education - Na. The role and responsibility as a teacher.  (Valerie/Jeremy) - SIPI, Danielle Lansing (local programs)  (Lolly)- Alaska, Agatha Johns-Shields, Lance Twitchell, Olga Skinner</p> <p><b>Session 2:</b> Storying the journey (Hearing from candidates). Storying</p> </li> </ul>	



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	<p>the journey, and experiences of becoming a Native educator, sharing hopes, dreams, and possibilities.            *** Students debrief after.</p> <p><b>NOTE:</b> NACA is doing a panel for us on Educator Day. Keres Schools as well.</p> <ul style="list-style-type: none"> <li>● Revisiting NPEN - destination &amp; next steps. Expanding committee work and participation. Focus topic for August meeting (all)</li> <li>● NEED Phase 2 Overview Plan               <ul style="list-style-type: none"> <li>- To determine:                   <ul style="list-style-type: none"> <li>- Why/What - committee purpose and first tasks (gathering information/data)</li> <li>- How/If - working committee members - organize, process to intake new members, timeline</li> </ul> </li> </ul> </li> </ul> <p><b>NES</b></p> <ul style="list-style-type: none"> <li>● Working to schedule youth roundtables in partnership with NCAI and CNAY.               <ul style="list-style-type: none"> <li>○ CNAY national survey and results - sessions to review and educators be present</li> </ul> </li> </ul> <p>Committee Reminders:</p> <ul style="list-style-type: none"> <li>● Send reports ahead of board meetings and include motions for board</li> </ul>	
1:15 – 1:45 p.m.	<p><b>Regional Meeting Updates</b></p> <ul style="list-style-type: none"> <li>● Alaska Region - Teresa S., Focus on HB 123 and NIEA Convention attendance</li> <li>● Hawaii Region - Ka’ano’i W., Native Hawaiian Convention will host Native Hawaiian Education day possible presentation</li> <li>● Oklahoma Region - Tesia Z. and Alison B. will host meeting in December 3 at the OCIE Conference</li> <li>● Jason D., Wisconsin Indian Education Association presentation</li> <li>● North West - Patsy W., no updates</li> <li>● South West - Bernice G. to cover</li> <li>● South East -</li> <li>● NAIEA - Sedelta working to partner with group to present</li> </ul>	
1:45 – 2:00 p.m.	<b>Break and Stretch - Skip</b>	
2:00 – 3:30 p.m.	<p><b>Committee Transition Document</b></p> <ul style="list-style-type: none"> <li>● Template available</li> </ul>	Co-Chairs, Tesia Zientek

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	<ul style="list-style-type: none"> <li>Chairs complete and turn in before the end of September</li> </ul>	
3:30-4:00 p.m.	<b>Board Contribution Tracking Sheet</b>	
4:00 – 5:00 p.m.	<b>Convention 2024 Overview</b> <ul style="list-style-type: none"> <li>All Board Nominated Awards will be chosen – Lifetime and William Demmert – <b>Document 14</b> <ul style="list-style-type: none"> <li><b>Lifetime Award Nominations</b> <ul style="list-style-type: none"> <li>Dr. Joseph Martin nomination</li> <li>Gill Vigil nomination</li> <li>Moved by Patsy W. seconded by Jason D. to nominate Dr. Joseph Martin as winner of Lifetime Award.</li> </ul> </li> </ul> </li> </ul> <p><i>11 approve, 0 oppose, 0 abstentions, motion carries.</i></p> <ul style="list-style-type: none"> <li><b>William Demmert Award Nominations</b> <ul style="list-style-type: none"> <li>Seneca Language Program</li> <li>Cherokee Nation</li> <li>Menominee Language Program</li> <li>MOved by Lori Q., Seconded Patsy W., to nominate Seneca Language Program as winner of William Demmert Award.</li> </ul> </li> </ul> <p><i>11 approve, 0 oppose, 0 abstentions, motion carries.</i></p> <ul style="list-style-type: none"> <li>Community Award Nominations close August 14</li> <li>Board Nominations close August 18</li> <li>Board dates are October 14-23<sup>rd</sup>. Those who are leaving the board can leave on the 21<sup>st</sup> or 22<sup>nd</sup>.</li> <li>NIEA staff will book all travel covered by NIEA onsite at the retreat.</li> <li>Board will be staying at the Clyde Hotel.</li> <li>NIEA will provide the Draft Convention Agenda and Workshop Agenda</li> <li>NIEA will provide sponsorship update.</li> <li>Board travel to Convention. <ul style="list-style-type: none"> <li>If NIEA booking please let Caitlyn know by August 25</li> <li>Exec committee report October 13</li> </ul> </li> </ul>	
5:00 PM	<b>Blessing/Adjournment</b> <b>Action: motion to adjourn Jolene B. seconded by Sedelta O.,</b> <i>11 approve, 0 oppose, 0 abstentions, motion carries.</i>	Tesia Zientek

TIME	AGENDA TOPICS	RESPONSIBLE PARTY