

**TRIBAL COUNCIL OF THE NORTHERN CHEYENNE TRIBE
NORTHERN CHEYENNE RESERVATION
LAME DEER, MONTANA**

REGULAR SESSION

MINUTES
January 3, 2023

CALL TO ORDER: President Wetherelt called the meeting to order at 9:15 a.m.

INVOCATION: Ernest Littlemouth, Sr.

ROLL CALL:

	PRESENT	ABSENT	EXCUSED
Melissa Lonebear	X		
Debra Charette	X		
Norma Gourneau	X		
Eva Foote	X		
Torre Davie *arrived @ 9:15 a.m.		X	
Serena Wetherelt, President	X		
Ernest Littlemouth, Sr., Vice President	X		
Silver Little Eagle	X		
Nizhoni Friesz	X		
Donavin Limberhand	X		
Gwen Spottedhorse *arrived @ 9:31 a.m.		X	
Melissa Fisher	X		
Total:	10	2	

Quorum Established

ELDERLY

No updates at this time.

ANNOUNCEMENTS

No announcements

**A MOTION TO APPROVE, WITH CORRECTIONS, THE REGULAR SESSION
MINUTES FROM DECEMBER 20, 2022.**

Motion made by Melissa Fisher. Second by Nizhoni Friesz

ROLL CALL VOTE:

	YES	NO	ABSTAIN	ABSENT
Melissa Lonebear	X			
Debra Charette	X			
Norma Gourneau	X			

Eva Foote	X			
Nizhoni Friesz	X			
Ernest Littlemouth, Sr., Vice President	X			
Torrey Davie *arrived @ 9:15 a.m.	X			
Donavin Limberhand	X			
Silver Little Eagle	X			
Gwen Spottedhorse *arrived @ 9:31 a.m.				X
Melissa Fisher	X			

10 votes Yes	0 votes No	0 Abstentions	Motion Carried
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Councilwoman Lonebear: On page 5, the last roll call.

Councilwoman Fisher: On page five (5), it's the resolution for the Tribal Council approving the participation in the pasture, rangeland & forage program (PRF) insurance program with CKP Insurance.

President Wetherelt: Oh ok.

Councilwoman Fisher: Its look like the rolls count is 9 but she has 8. We'll just ask her to make that correction. Motion to approve with the corrections.

President Wetherelt: Next on the agenda is the BIA Endangered Species Program.

Councilwoman Friesz: He is not here.

Councilwoman Friesz: Damion should be coming soon.

President Wetherelt: We will just take that to the end or until he gets here. The next one is the buffalo herd, Ernest Littlemouth.

Vice-President Littlemouth, Sr.: Was going to make some copies of this, in case you guys want to read it.

President Wetherelt: I'll see if they can make some copies.

MOTION TO TABLE #3 ON THE AGENDA.

Motion made by Melissa Fisher. Second by Melissa Lonebear.

ROLL CALL VOTE:

	YES	NO	ABSTAIN	ABSENT
Melissa Lonebear	X			
Debra Charette	X			
Norma Gourneau	X			
Eva Foote	X			
Nizhoni Friesz	X			
Ernest Littlemouth, Sr., Vice President	X			

Torrey Davie *arrived @ 9:15 a.m.	X			
Donavin Limberhand	X			
Silver Little Eagle	X			
Gwen Spottedhorse *arrived @ 9:31 a.m.				
Melissa Fisher	X			

10 votes Yes	0 votes No	0 Abstentions	
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Discussion:

Vice-President Littlemouth, Sr.: Can you guys read this before I go on? It's not about the herd we have now. Its about the one we are getting from St. Labre. 60-80 buffalo.

Councilwoman Charette: When are we suppose to get them.

Vice-President Littlemouth, Sr.: They gave us 30 days.

Councilwoman Charette: 30 days. You have to have 30 to implement a program? And you want this program to be implemented under you?

Vice-President Littlemouth, Sr.: And THPO. Well not THPO. This is a separate. I want the buffalo to be under the Cultural Commission.

President Wetherelt: So, now we have 2 herds and he wants to take care of the 80 buffalo under the Culture Committee that are coming from St. Labre.

Councilwoman Charette: By reading this, it just says that they are donating them to the Culture Commission.

Vice-President Littlemouth, Sr.: Well, they don't really exactly know yet, 60-80. St. Labre is selling their buffalo cattle ranch for 14 million and they are giving out 60-80 to Cheyenne; 60-80 to Crow; and 60-80 to Ft. Belknap. Every year they want to buy 10 buffalo back from each tribe.

Councilwoman Fisher: Who is going to manage them? Does the Culture Commission have a budget?

Vice-President Littlemouth, Sr.: That is why I wanted Lane to be in here too. He found some money.

Councilwoman Charette: Maybe that's what we should meet on.

Councilwoman Fisher: I think we should have a working session on this.

Councilwoman Charette: So, we all understand who is going to be running it; where that money is going to be coming from. Because by this, it says it is going to the Culture Commission and not the Tribe.

Vice-President Littlemouth, Sr.: Well, the Tribe has its own buffalo. These are wild.

Councilwoman Fisher: You have to understand that the Culture Commission is appointed by the President of the Tribe so they will belong to the Tribe anyway.

Vice-President Littlemouth, Sr.: Yeah. I want them separate.

Councilwoman Fisher: Like the budget and the brand. Who's going to manage them? I think we all need to be on the same page as to how these buffalo are going to be managed and cared for.

Vice-President Littlemouth, Sr.: Right now, what I really want, is for you guys to accept the buffalo because we only have 30 days.

Councilwoman Fisher: What does everyone's schedule look like after this meeting? I know we couldn't have a working session last week because there was only a few of us and it was the holiday. I think we should have a working session to get more familiar with this.

Councilwoman Lonebear: As soon as we are finished with this?

President Wetherelt: She suggested that we have it after every council meeting. We are all together and we are all here.

Vice-President Wetherelt: Alright. That'll be good.

Councilwoman Fisher: We can call a special, to pass it, after we have the working session this afternoon. We have to all come to an understanding.

Councilwoman Charette: It's going to take some planning. We can't just say we will take 60 or 80 buffalo.

Vice-President Littlemouth, Sr.: We have until the end of this month to come up with a plan.

Councilwoman Charette: That means we have to work hard and we got to work fast.

Councilwoman Lonebear: Then we can talk about the herd that we have right now.

Councilwoman Fisher: We also need to talk about the herd that we have now. The poor condition that they are in now.

Vice-President Littlemouth, Sr.: That's why it's a state of emergency. Nobody watching them. Nobody is feeding them. None of the fencing is even done.

Councilwoman Fisher: Can we motion to table it? We will do a working session right after and then have a special and pass it.

Vice-President Littlemouth, Sr.: Yeah

President Wetherelt: Once we do that, maybe we should just have our special tomorrow.

Councilwoman Charette: After we figure out what we are doing.

President Wetherelt: Yeah.

Councilwoman Fisher: I'll make a motion to table.

Councilwoman Lonebear: I'll second.

THE NORTHERN CHEYENNE TRIBAL COUNCIL APPROVES A RESOLUTION OF SUPPORT FOR APPLICATION TO BUREAU OF INDIAN AFFAIRS ENDANGERED SPECIES PROGRAM "IMPLEMENTING NORTHERN CHEYENNE COMMUNITY-INFORMED BLACK-FOOTED FERRET CONSERVATION PLAN" ON THE NORTHERN CHEYENNE RESERVATION

Motion made by Nizhoni Friesz. Second by Melissa Fisher.

ROLL CALL VOTE:

	YES	NO	ABSTAIN	ABSENT
Melissa Lonebear	X			
Debra Charette	X			
Norma Gourneau	X			
Eva Foote	X			
Nizhoni Friesz	X			
Ernest Littlemouth, Sr., Vice President	X			
Torrey Davie *arrived @ 9:15 a.m.	X			
Donavin Limberhand	X			
Silver Little Eagle	X			
Gwen Spottedhorse *arrived @ 9:31 a.m.	X			
Melissa Fisher	X			

11 votes Yes	0 votes No	0 Abstentions	Motion Carried
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Discussion:

Jason Whiteman: This is a proposal. Actually, a draft resolution. Resolution of support for proposal and this proposal really focuses on the black-footed ferret. It's called a community-based input from the community. Was hoping that I could get the biologist here, she's a tribal member. She has a master's degree in biology, wildlife biology. I believe she is written in here this time, in the proposal, that we'll continue with the black-footed ferret program. We started over 2 years ago, maybe 3 years ago on the black-footed ferret. It's taken time. One of them was, just a short summary of it is, they have sylvatic plaque in the prairie dog towns. It's a deadly disease actually. Fortunately, no one has been exposed to it yet, so far. We started that, then we had some other, I call it conservation conflict, so then that's the other thing. It delayed our project. So, we are still working on one ESA Grant. The current one we have is, we've

hired, again, a tribal member with a master's degree in wildlife biology, that's Adrianna Killsnight. This one here is actually a proposal to continue the project. It's implementing the community based black-footed ferret conservation plan. The goal is to develop a plan that once we achieve a certain level of prairie dog colonies, I think it's like 5 thousand acres or less, then we can actually, and that be the plan. We can re-introduce the black-footed ferret. But the plaque plays a big role in impacting the prairie dogs. The plaque has wiped out, I think I mentioned that last time but just a short summary. One time we had 10 thousand acres of prairie dogs on the reservation and when the sylvatic plaque impacted the prairie dogs, it killed, it went all the way from 10 thousand acre to 5 hundred acres. This was back in 2009. Then ten years later we are hit with the sylvatic plaque again. The plaque has a big impact on that. That's the reason why we implemented the Plaque Suppression Project, which is dusting. We use what is called comminterring delta dust. It's just like flea powder. We just put around and inside the prairie dog holes. We hired NRCS, it's called USDA NRCS Program. It's a wildlife program that focuses on that. Mainly just the Ashland area. It to control the fleas. That's kind of short summary of it. This is just to continue it. This is our third proposal that will go in. We are just implementing the second proposal right now, or plan, it's already been funded. This one here is the third one submitted. We won't really get funded until maybe next year. Or this year, 2023. We will see how that goes. The main thing is, it started out with VISTA Program, that's where Adrianna Killsnight worked under, that program, with another tribal member. We did a lot of interviews first. Then we developed a survey plan. I did not bring that. I should have brought that. It's a survey form. Maybe the next project we will come in and update the council on what they did but everything is based on community input on the black-footed ferret recovery plan. It started out with, again, interviews and some surveys that we did. We are currently working with one of elder tribal members on the black-footed ferret. There isn't too much history but there's some Cheyenne history on prairie dogs, the importance of prairie dogs as well as black-footed ferrets. As far as I can remember, they have been around for about 40 years. Other than re-introducing them a couple times, the sylvatic plaque killed them all. I don't recall the black-footed ferret but there is some Cheyenne history with that. This is what we are working on right now, today, as we are speaking. Adrianna Killsnight, a tribal member, is working on that and needs the information. Back to this one here is to continue that, again, its just that survey and this is just to come up with a final. Antioch University, this is the first year we are currently working on. They are also written in here, Antioch University, to do the actual analytical based on this survey. They will do the survey and Antioch University will compile it into a real professional format. They will continue to work with us on that. Their goal, again, is just to develop a plan. We already have a prairie dog management plan, we just need the black-footed ferret. That really gets us eligible for future black-footed ferrets. We have to work with people, on here we call Tier 1, Tier 2, Tier 3 in working with the community, already identified like stakeholder, permittees. Including Administration all the way to the Council and President's office. On June 7th we had a meeting with the President on that there. Just to update on that, at that time there was Covid. The pandemic had really impacted us going out to the community to like Ashland and Birney. That is kind of our focus, that area there. But we are limited so we just have to do phone calls or surveys that we did. We received some back. We put a poster out and got information. So, the ones who filled it out the forms also got a \$20 gift certificate. It didn't come out of any of the Federal funds. It was under the Vista Program and they got \$20 for filling out the forms or the surveys that is. That's how that worked and that's where we are at right now is to compile it. Antioch University does the analytical. They will do the first analytical and this

will be the second analytical report that they will do for us. In this proposal, as we did in the current one, is to hire Adrianna Killsnight with her graduate degree. She will continue working with our program. It's good to have a tribal member involved with that. We are trying to keep most everyone, with the Tribe, involved with this as well. That's where we are at. There is a cover letter. I do not have with me. I will send it to Edina. There's a draft resolution to get funded. The resolution will state that we can accept the funds. That's the protocol that the BIA as started is we need a resolution with each time we submit a proposal. If it gets funded then the Tribe will accept the funds for the Natural Resource Department.

ORDINANCE EXCLUDING DEAN ALAN SMITH FROM THE EXTERIOR BOUNDARIES OF THE NORTHERN CHEYENNE RESERVATION

Motion made by Melissa Lonebear. Second by Melissa Fisher.

ROLL CALL VOTE:

	YES	NO	ABSTAIN	ABSENT
Melissa Lonebear	X			
Debra Charette	X			
Norma Gourneau	X			
Eva Foote	X			
Nizhoni Friesz	X			
Ernest Littlemouth, Sr., Vice President	X			
Torrey Davie *arrived @ 9:15 a.m.	X			
Donavin Limberhand	X			
Silver Little Eagle	X			
Gwen Spottedhorse *arrived @ 9:31 a.m.	X			
Melissa Fisher	X			

11 votes Yes	0 votes No	1 Abstentions	Motion Carried
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Discussion:

Councilwoman Lonebear: Go down to the 5th “WHEREAS”;

WHEREAS, it is a well-recognized principle of law that tribes, such as the Northern Cheyenne Tribe, have a fundamental right to exclude non-members from their lands;

WHEREAS, Dean Alan Smith is not a member of the Tribe who resides on the Northern Cheyenne Reservation and has served as a pastor at Morning Star Baptist Church, which is on the Reservation in Lame Deer, Montana;

WHEREAS, Mr. Smith was recently charged with one count of aggravated sexual abuse, one count of abusive sexual contact and three counts of abusive sexual contact by force and of a child;

WHEREAS, if convicted of the most serious crime, Smith faces a maximum of life in prison, a \$250,000 fine and not less than five years of supervised release;

WHEREAS, since the charges were filed, members of the community have expressed deep concern over the safety and welfare of Reservation residents;

WHEREAS, members of the community have engaged in protests outside the church and home of Mr. Smith and law enforcement has been involved to keep the peace;

WHEREAS, to protect the public and Mr. Smith from harm, the Tribal Council wishes to exercise its inherent authority to exclude Mr. Smith from the Reservation;

WHEREAS, existing Tribal law is not sufficient to quickly and efficiently address this emergency; and

WHEREAS, as the Tribe's trustee, the Bureau of Indian Affairs, Office of Justice Services has fiduciary responsibilities under applicable federal law to provide law enforcement services to the Northern Cheyenne Reservation; now

THEREFORE, BE IT ORDAINED that, effective immediately, the Tribe hereby excludes Mr. Smith from the exterior boundaries of the Northern Cheyenne Reservation;

BE IT FURTHER ORDAINED, the Tribal President shall take all actions to carry out this Ordinance and ensure that a copy of this Ordinance is served on the Church and Mr. Smith as soon as possible with a copy sent to all applicable law enforcement agencies, including the Bureau of Indian Affairs - Office of Justice Services;

BE IT FURTHER ORDAINED, that the Tribe calls on law enforcement agencies, including the Bureau of Indian Affairs - Office of Justice Services, to enforce this Ordinance by escorting Mr. Smith off the Reservation or taking any other appropriate actions; and

BE IT FINALLY ORDAINED, in the event this Ordinance conflicts with any prior Ordinance, Resolution or other Tribal law, this Ordinance shall supersede and govern the exclusion of Mr. Smith.

That's my motion.

Councilwoman Gourneau: So, we are excluding him because he is a non-member or because of the charges against him?

Councilwoman Lonebear: The charges.

Councilwoman Gourneau: Because when we had a meeting a few weeks ago. We have a sexual offender registry. There's 23 people on there and they have been convicted but we are not going to do anything about them. I got asked that question so I am asking the question.

Councilwoman Fisher: He's a non-member.

Councilwoman Lonebear: He's a pastor and historically, I mean, the children that were the victims here have had to watch him perform church services since this happened.

Councilwoman Gourneau: But there is 23 other people that got charged with, they are major crimes. They are walking around on the streets and interacting with children. I am just trying to get a clarification. Are we excluding him because he's a non-Indian and committed this crime or is it because no, because he's non-Indian and committed the crime?

Councilwoman Charette: It's because he's non-Indian and he's a pastor.

Councilwoman Lonebear: And because he's a pastor.

Councilwoman Gourneau: I just need to be able to respond back to the people who asked me that same question. I never even thought about it.

Councilwoman Charette: He is in a position of trust.

President Wetherelt: Let's kind of get this back in order. One person at a time. I just wanted to say something too but I got cut off. Go ahead Debbie.

Councilwoman Charette: To me, he is in a position of trust. Our community trust him. Our community trusts our Tribal leaders. They put it upon us as leaders.

President Wetherelt: I support this too but the thing I just heard this morning is that I was inform by Randy Elliott, from Fire Protection. He was a volunteer for the fire department so he told him that he was going to take him off the volunteer list and that he needed all his gear back. He said that he would give it back. Then apparently, he called Randy and told him that he could pick all the gear up from Jay Frasier and that he was gone Saturday. He's not here no more.

Councilwoman Fisher: But this is a permanent solution because we don't want him here. We do not want him back here because he will attack again.

President Wetherelt: Yeah

Councilwoman Fisher: This is a permanent solution. We want this in place so that he never comes back and that our children we will be safe.

President Wetherelt: Yeah, I understand that but I just wanted you guys to know that is what I was told this morning.

Vice-President Littlemouth, Sr.: How about the Board? The Board knew about this in 2017. Why didn't the Board say anything? Are we going to get rid of the Board too? But they should have said something a long time ago.

Councilwoman Charette: What Board?

Councilwoman Lonebear: What Board?

Councilwoman Fisher: What Board?

Vice-President Littlemouth, Sr.: The Mennonite Board or whatever church is up there.

President Wetherelt: Baptist Church.

Vice-President Littlemouth, Sr.: The Baptist Church Board.

Councilwoman Friesz: He has been removed from the ministerial

Vice-President Littlemouth, Sr.: Hold on. I am talking about the Board. The Baptist Church Board.

Councilman Davie: There's no way to prove that they knew.

President Wetherelt: We don't have any control over that.

Councilwoman Fisher: We don't have any control over that. That Board is established under their congregation so it would be up to the congregation to decide with that.

President Wetherelt: They did ask for his resignation as I sent the letter out to everybody and put it on Facebook. They did accept his resignation. They did their part from stopping him from continuing. As far as I know Ed Joiner and Scott Williams is going to continue with the church.

Councilwoman Friesz: My vote is going to be yes. I also wanted to just speak to like the victims in general. Even if something happened 20 years ago or 20 days ago, I think I would just encourage the victims to step forward. I know this is very triggering for our community and it really does hurt my heart to hear about this and that we are dealing with this today. It really grieves me. I just want to let other victims know, I mean, I am not saying that I am but I'm saying like for victims in our community, continue to speaking out and continue to process what happen to you because you deserve to be heard and you deserve to be healed and cared for. So, I just want to encourage you guys to be bold and find somebody who will respect your story; who you really trust and who will lead you to get help. If you are having trouble finding someone, I would just encourage you; you can come to my office. I can help you find someone or I can speak with someone. I just know this is triggering for our community. I have heard a lot of feedback. I just want you to know that the Council is here for you and we just want to protect our children and those who have suffered this kind of abuse. Just to speak truth; everything that's done in secret will come to light. I'm praying that you know whatever, everyone's circumstance in the community, I'm just praying that for everybody. It's just as true as you reap what you sow. I think those truths will stand in all of this. I just want to encourage everybody to continue to seek help.

Councilman Davie: I am going to be voting yes, as well. I'd just like to answer Norma's question about why the people on the sex offenders list have not been excluded. The reason for that, I believe, is because sexual abuse against our children was weaponized by the boarding schools; by the Catholic Church; by the U.S. Government. Ten times out of ten, a person who commits that crime on this reservation that's a tribal member, it is a part of the generational

trauma that our people have been through. Not everybody had someone to tell them that that was wrong. People commit these crimes because in their mind, it was ok. The reason why Pastor Dean; I don't even want to call him Pastor; why this is being consider is because, it's something that was weaponized against our people and we never have really tried to rehabilitate the victims of this. They turn into offenders because of that. This is part of the reconciliation process for our people and this is going to set precedent to other pastors of other denominations that this is unacceptable. That they will be excluded and they will lose every right to try and teach our people anything as far as religion goes. I just kind of let you know that that's my understanding. He's not a victim. Our people have been victims of this for 150 years. So, yes. Absolutely yes.

Councilwoman Gourneau: I just want to say thank you for your comments to the same questions that were asked of me. I hope they are watching and I hope they read the minutes.

President Wetherelt: Ok. #5. Renewable Energy Development Qualifications. Silver Little Eagle.

RESOLUTION AUTHORIZING REQUEST FOR QUALIFICATIONS FOR RENEWABLE ENERGY DEVELOPMENT.

Motion made by Silver Little Eagle. Second by Gwen Spottedhorse.

ROLL CALL VOTE:

	YES	NO	ABSTAIN	ABSENT
Melissa Lonebear	X			
Debra Charette	X			
Norma Gourneau	X			
Eva Foote	X			
Nizhoni Friesz	X			
Ernest Littlemouth, Sr., Vice President	X			
Torrey Davie *arrived @ 9:15 a.m.	X			
Donavin Limberhand	X			
Silver Little Eagle	X			
Gwen Spottedhorse *arrived @ 9:31 a.m.	X			
Melissa Fisher	X			

11 votes Yes	0 votes No	0 Abstentions	Motion Carried
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Councilwoman Little Eagle: My motion is to authorize request for qualifications for renewable energy development. Skip to page 2 at the top.

WHEREAS, the Tribal Council has determined that responsibly developing its sustainable energy resources would strengthen the Tribe's sovereignty, self-determination and energy security and independence, and facilitate the provision of vital governmental services, training, employment and other economic opportunities to its membership;

WHEREAS, on May 26, 2016, by Resolution No. DOI-140 (2016), the Tribal Council confirmed the Tribe's commitment to establish sustainable energy as part of a long-range effort for a sustainable and viable economy;

WHEREAS, on March 22, 2019, by Resolution DOI-084 (2019), the Tribal Council established a Sustainable Energy Committee to facilitate sustainable energy activities;

WHEREAS, on October 20, 2019, by Resolution DOI-004 (2021), the Tribal Council authorized the Tribal Lands Leasing Act, which facilitates Tribal control over renewable energy leasing on the Reservation, which was approved by the United States under the HEARTH ACT (The Helping Expedite and Advance Responsible Tribal Home Ownership Act of 2012);

WHEREAS, over the last five years, the Tribe made substantial progress to implement federal and state grants to assess the feasibility of and develop wind, solar, and other energy projects, created sustainable energy project development opportunities, asserted its rights with regional and local utilities, enhanced the Tribe’s legal and regulatory infrastructure, and taken steps toward developing mapping to facilitate project siting;

WHEREAS, the Tribal Council wishes to continue progressing towards the creation of a sustainable, efficient and affordable clean energy economy for the Tribal community, and has made steps toward energy development that merit a solicitation of proposals from renewable energy developers; now

THEREFORE, BE IT RESOLVED that the Tribal Council hereby authorizes and directs that a request for proposal from renewable energy developers be implemented as soon as possible, and that Tribal Administration and Council work with the Sustainable Energy Committee, Renewable Energy Manager, Tribal attorneys, and consultants to develop and distribute a request for qualifications to identified renewable energy developers;

BE IT FURTHER RESOLVED that the Tribal Council hereby authorizes and directs the Tribal President to take such steps as necessary to further this action, including but not limited to entering into non-disclosure agreements and letters of intent as necessary to share information and develop proposals;

BE IT FURTHER RESOLVED that the Tribal Council will review and may select a renewable energy developer based on the responses to the request for qualifications;

BE IT FINALLY RESOLVED that the request for proposal is not a formal bid solicitation and therefore will not be subject to the Tribe’s normal procurement procedures.

APPROVAL OF AGREEMENT WITH PROTOGEN TO PROVIDE RENEWABLE ENERGY MAPPING SERVICES

Motion made by Silver Little Eagle. Second by Melissa Fisher.

ROLL CALL VOTE:

	YES	NO	ABSTAIN	ABSENT
Melissa Lonebear	X			
Debra Charette	X			
Norma Gourneau	X			
Eva Foote	X			

Nizhoni Friesz	X		
Ernest Littlemouth, Sr., Vice-President	X		
Torrey Davie *arrived @ 9:15 a.m.	X		
Donavin Limberhand	X		
Silver Little Eagle	X		
Gwen Spottedhorse *arrived @ 9:31 a.m.	X		
Melissa Fisher	X		

11 votes Yes	0 votes No	0 Abstentions	Motion Carried
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Discussion:

Councilwoman Little Eagle: in the proposal it states that the pricing ends in February 2022 but we confirmed with Protogen. Skip to the 5th “WHEREAS.”

WHEREAS, the Tribal Council is interested in identifying the areas of the Northern Cheyenne Reservation that are suitable for renewable energy development; and

WHEREAS, at the Tribe’s request, a company that has assisted the Tribe in the past, ProtoGen, has prepared the attached proposal, which provides that, for \$7,740, it will provide the Tribe with mapping and energy-related services to determine the areas on the Reservation suitable for economic development; now

THEREFORE BE IT RESOLVED that The Tribal Council hereby deviates from the regular procurement policies to authorize contracting with ProtoGen for renewable energy mapping services because it determines that it is in the best interest of the Northern Cheyenne Tribe to do so and time is of the essence;

BE IT FURTHER RESOLVED that the Tribal Council hereby accepts the ProtoGen contract attached to this Resolution;

BE IT FINALLY RESOLVED, that the Tribal Council authorizes and instructs the Tribal President to sign the ProtoGen contract on behalf of the Tribe and take all actions necessary to implement this Resolution.

President Wetherelt: The next one is adding Edina Redstar as a signatory. Melissa Fisher.

**A RESOLUTION OF THE NORTHERN CHEYENNE TRIBAL COUNCIL
AUTHORIZING OFFICIAL SIGNATURES FOR THE NORTHERN CHEYENNE
TRIBAL CHECKING ACCOUNTS**

Motion made by Melissa Fisher. Second by Melissa Lonebear.

ROLL CALL VOTE:

	YES	NO	ABSTAIN	ABSENT
Melissa Lonebear	X			
Debra Charette	X			
Norma Gourneau	X			
Eva Foote	X			
Nizhoni Friesz	X			

Ernest Littlemouth, Sr., Vice-President	X			
Torrey Davie *arrived @ 9:15 a.m.	X			
Donavin Limberhand	X			
Silver Little Eagle	X			
Gwen Spottedhorse *arrived @ 9:31 a.m.	X			
Melissa Fisher	X			

11 votes Yes	0 votes No	0 Abstentions	Motion Carried
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President Wetherelt: Next on the is the language grant by Melissa Lonebear.

MOTION TO TABLE #8, #9 AND #10

Motion made by Melissa Lonebear. Second by Torrey Davie.

ROLL CALL VOTE:

	YES	NO	ABSTAIN	ABSENT
Melissa Lonebear	X			
Debra Charette	X			
Norma Gourneau	X			
Eva Foote	X			
Nizhoni Friesz	X			
Ernest Littlemouth, Sr., Vice-President	X			
Torrey Davie *arrived @ 9:15 a.m.	X			
Donavin Limberhand	X			
Silver Little Eagle	X			
Gwen Spottedhorse *arrived @ 9:31 a.m.	X			
Melissa Fisher	X			

11 votes Yes	0 votes No	0 Abstentions	Motion Carried
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Discussion:

Councilwoman Lonebear: For the last three, I would just like to move them to the working session.

President Wetherelt: Table all 3?

Councilwoman Lonebear: Yes

Councilwoman Friesz: Do you want to have Damion come in.

Councilwoman Fisher: Yeah. After this roll call. I.H.S. is here for an update. It's not on the agenda but he's here to give an update.

President Wetherelt: Ok. Well, there's a motion on the floor. Is there a second?

Councilwoman Fisher: Yeah, there was a motion and a second.

Councilwoman Lonebear: Who second it?

Councilwoman Fisher: Debbie. Real quick before we invite Damion in. Rane just brought in a budget resolution DOI – 052 and it was already passed and sent down but it has some typos and so the typos need to be corrected or the resolution.

President Wetherelt: Yeah, that is one I didn't sign because we passed the wrong one. They wanted to just cross it out and put it on there. I said for the official record it needs to be corrected.

Councilwoman Charette: Does it have the correct numbers on there now Melissa?

Councilwoman Fisher: Yeah. It has the correct numbers written on it.

**A RESOLUTION OF THE NORTHERN CHEYENNE TRIBAL COUNCIL
AUTHORIZING THE MODIFICATION AND OR ADOPTION OF CERTAIN
BUDGETS FOR THE EXPENDITURE OF AVAILABLE FUNDS**

Motion made by Melissa Fisher. Second by Debra Charette.

ROLL CALL VOTE:

	YES	NO	ABSTAIN	ABSENT
Melissa Lonebear	X			
Debra Charette	X			
Norma Gourneau	X			
Eva Foote	X			
Nizhoni Friesz	X			
Ernest Littlemouth, Sr., Vice-President	X			
Torrey Davie *arrived @ 9:15 a.m.	X			
Donavin Limberhand	X			
Silver Little Eagle	X			
Gwen Spottedhorse *arrived @ 9:31 a.m.	X			
Melissa Fisher	X			

11 votes Yes	0 votes No	0 Abstentions	Motion Carried
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Discussion:

Councilwoman Fisher: Do you want me to go thru all of them?

Councilwoman Charette: Just do the ones that are corrected.

Councilwoman Fisher: On the Resolution DOI-052 correction of fund number. On here it was 342-999 LIEAP but it's 345-999. Another LIEAP, all the rest of them are ok. There's one more LIEAP. On the resolution it was 341A but it has since been corrected to 345A. That is my motion to make those corrections.

Councilwoman Gourneau: Do we need a motion to adjourn?

Councilwoman Charette: No, update from I.H.S.

Damion Killsback: Update from Indian Health Service. Happy New Year everybody. Good to see all you guys. It's the first full week of January. Sorry I missed the other meeting. I think it

was a few weeks ago but I was in Billings getting some emergency dental work done. I just wanted to follow up with Tribal Leadership. We had a meeting about a month ago, in Billings, the Annual Meeting with leadership meeting with the I.H.S. Area office. It's good to see a good portion of the leadership there to expressing their priorities that we want to be taken from the Northern Cheyenne tribal community to the Area Office and then to be articulated and communicated to the I.H.S. National Budget Formulation Committee, which will be occurring this early calendar year. The Federal Appropriations were just, are being approved or were approved for continuing resolution for the budget, President's budget. Looks like there's some budget increases for I.H.S. as well, so that's good news for Indian country for I.H.S., specifically. The biggest thing that I see going forward with our continued partnership with I.H.S., between I.H.S. and Tribal Health, Tribal Leadership. We have a meeting that is scheduled, I believe tomorrow, to discuss the dialysis priority that was being communicated thru I.H.S. in how we can strategize in how we can get that accomplished. I think the biggest hurdle, right now, we have for that is going to be looking at how we can find a space, like a facility for dialysis. That's what we are looking at right now. I know you guys have probably met, you guys have met numerous times with Ft. Peck Tribe and their dialysis center, saw what they have done. Also, with the Feasibility Study that came thru here with Indigenous Pact, I think that's what the firm is. The biggest challenge for I.H.S. right now, from my stand point, from I.H.S. stand point, is looking at where we can have this facility. Also, looking at how we can actually have maybe a modified space somewhere on campus. That is something I want to talk with the group tomorrow with and also with our engineering office from I.H.S. Area office, where we can actually do it. The other piece is funding. How are we going to pay for it? That's the piece we are looking at. How can we can we get the funding to pay for that. We do have Medicare dollars; you guys are probably aware of that. We are looking at the feasibility to use some of those dollars to put towards building something or making modifications of our current facility to accommodate space for dialysis. So, these are the discussions we are going to have tomorrow and actually have our engineering office and also some of the finance folks to let us know what can and cannot do in terms of the. All these federal dollars have strings attached to them. If you generate revenue, there's certain things we can and cannot do with those dollars in terms of building or terms of like services. Especially if they're services that the Board of Health has already been covering those dollars through Tribal Health programs. More to come with that. I'm really excited to continue working with tribal leadership and the Board of Health. One of the other things that came out of that meeting from a month ago was setting up a committee to help with the budget formulation process. Representation from our tribe is really important, at a national level, not just at the area level. That is one thing I recommended at the meeting a month ago was to have tribal leaders from our tribal council representing at the national level to advise the I.H.S. and other Government entities. It can be like other agencies; SAMSA, NIH, FDA, CDC. They all get dollars and as tribal leaders, you are all seen as someone to engage in consultation with these federal entities to advise them on where those dollars should go from a national perspective. One of those things is getting a sense of consensus around our peers and colleagues from other tribal leadership and tribal communities throughout the State of Montana; Billings area; and Wyoming. Of course, the newest one is Little shell. They have a lot of influence because they are fairly new. They have a large support. Obviously because they got federal recognition. One of the things I know we have, as Northern Cheyenne people, from a travel perspective, is we have alliances that were forged like before IRA governments were established. Like with the Lakota nations; Arapaho brothers and sisters down there. I do

recommend, if you are able to, please continue to work with those other tribal leaders from those reservations and other organizations. The thing I did want to bring up too is just mention Rocky Mountain Tribal Leadership Council. It is my understanding that the Tribe, Northern Cheyenne Tribe, does not have a formal partnership or agreement in place with that leadership council. It is a little concerning because, despite what happen in the past, it is very important to have that established relationship or some type of understanding that the Tribe is knowledgeable and kept in the know, sort of speak, of what's going on in Indian country. Indian country is a small space from a Montana stand point but from a National stand point, the Indian country is all the federally recognized tribes; the land-based tribes; Alaska contortions; the Oklahoma tribes; Navajo nations. These are the biggest influences in Indian country. So, getting an understanding and getting a connection with those tribal leaders would be very important and benefits us, as well. Our tribal communities as well so that we can say, ok. Well, these are certain common things that all Tribes kind of experience. Dialysis is a big thing that we kind of pushed a month ago. Of course, the Crow nation understands that need; they need a dialysis center too. Ft. Peck already has one. I think Wind River might have some of those challenges as well. Having that representation in the area at a National level is going to really serve, not just you guys, the tribal leaders but also as a tribal community as well, in addition to that. You have that national voice to be a part of that. If you are able to, if you see solicitation come from Jennifer Lamere, from the Tribal Programs for advisory committees, I recommend that you nominate someone from the council or tribal leader, Tribal President, Vice-President. Every single one of you guys. Of course, the Tribe but also the Area Office, the Billings area in itself, at the national level on these advisory committees that can really prioritize, you know. Have an entire country, all these organizations, whether they are Federal or National Relations Health Board, National Congress of American Indian, recognize and understand the challenges that the Tribe here faces that are similar to all the other Tribes in the western part of the country. That's the biggest thing, I see a lot of potential for that; I have a clear, I can advise and guide in an indirect way but I have a very clear role as a federal entity and as an officer, I can't represent the Tribe. That's why I am really pushing you guys. I can say that all along but people see me as a Fed, you know. When I'm not in uniform, I'm a Cheyenne tribal member. That's why I am really in support of, if you guys need help with or connecting with those entities that be so you can be a part of an advisory committee, I would be willing to help connect those dots and meet those right individuals so you could represent at that level. Other than that, I think Kayla Grinsell is very active in communicating to me because there are certain things that we have to work on as well. From the Tribal Board of Health standpoint and the I.H.S. standpoint, there's certain tribal programs that we both need. For example, our housekeeping and security services are tribally run. Obviously, you guys are probably aware of that. Those are issues we have to work thru and try to help improve those.

Councilwoman Charette: And communicate. On the same level.

Damion Killsback: Yeah. Actually, I did reach out to her before I came in that I am available for a meeting tomorrow to discuss some of these tribal program issues so we can kind of get a handle on them.

Councilwoman Charette: I think issues on both sides is probably what it is.

Damion Killsback: Yeah. Probably not clear expectations.

Councilwoman Charette: We have expectations of our tribal side and we have expectations of your side also.

Damion Killsback: Yeah. Understood it goes both ways. I want to communicate in a bi-directional way, not just me telling what I need from you but also, I want to hear what we can do for you guys. How we can help to improve your services as well. I know that the past couple weeks we had like a big, you know, there was a deep freeze; arctic, really frigid conditions that came thru here and we had to shut down the clinic one day. It was a hard decision for me to make but boilers were not working. People weren't able to even get to the clinic because they shut down 212 and then I think 39, from Colstrip, there was a semi up there so I couldn't even get in. That was one of those things that we had to make a decision on and trying to communicate that with you guys as well. We have a Facebook page and we try to communicate thru Angel Becker, the Emergency Response Coordinator. Hopefully we don't have any more of those. Well, winter basically just started. We're not even a few weeks into winter yet. Hopefully we will be more consistent about how we message those things as they arise. With that, I don't have anything else to report. I will do a follow up with the meeting with Kayla and also the analysis work group.

Councilwoman Charette: Are you still actively recruiting?

Damion Killsback: Always. It's a challenge. Ill be honest with you. It's a challenge. I had to forgo my CEO call with all the other CEO's for the Billings area. Like we had Wind River, Ft. Peck, Ft. Belknap, Crow, Browning, Little Shell. Those are all the CEO's and they are meeting at 10. They asked me what my priorities were. I said my priorities are definitely recruitment. It's hard for us to recruit and retain our health professional, our health providers in this current market how it is. A lot of them are contracting now. Our workforce, like our nurses and our primary providers are really heavily being contracted. It's just costing us a lot of dollars as well. A nursing contract can cost us anywhere between 4 to 5 million dollars just to half a year worth of nursing support, which is insane. That's like 4 to 5 times the amount we would pay an FTE. We just can't compete. That's why we are really strapped with our travel dollars to compete with the staffing issues that we are having. Part of that is, the Area office does have the housing subsidies incentive we offer to new recruits that helps them a little bit. So, there's some incentives that we're trying to get people to come in. But right now, I am trying to keep people too. We have people that are leaving, that want to go do contracting. I've lost a few nurses and I've lost a provider within the past 6 months. It's not because they don't like working here. They want to come back and work here as a contractor so they can make more money. Does that make sense.

Councilwoman Charette: They want to work and they are put in on the emergency side.

Damion Killsback: What's that?

Councilwoman Charette: I said, or else they want to work but they are put in on the clinical side and not the emergency.

Damion Killsback: That's part of it but like part of it is just the dollars because they can make, some people can make 2 to 3 times as much as a contractor as opposed to a full-time federal employee. So that is what they are opting to do. They want to come in and work as a contractor. We just don't have the dollars to pay for everyone to be a contractor. It's not really fair to the people that are already working as FTE's to. We'll try to get some incentives to retain the folks

that we have. That's a challenge. That's part of the recruitment challenge. Of course, there's always going to be issues like our proximity to Billings. It's just, we are more rural than other places. We are really a desirable location. People come here and visit and they like it here. I think I'm more successful at recruiting folks than I am not. The challenge is the pay and also the people that are not from here. We get nervous providers that never grew up in Montana let alone on the reservation. It's just hard for them to live here and work here and not be around people they grew up with. Maybe they are from the East Coast or California or where ever. It's just hard for them to stay here long term. But you know there's people that do. We are still trying. Recruitment has always been an issue. It's always been, especially with I.H.S.

Councilwoman Charette: Next is your boosters. Are they offering the boosters for this next go around of covid?

Damion Killsback: Yes, the trivalent booster was released a little over a month ago. You can get those at the same time as the flu shot. I recommend if you haven't gotten it yet to go get it.

Councilwoman Charette: Just walk in?

Damion Killsback: yes. We have an immunization clinic. You can call registration. I tested it myself. I said ok I'm going to go and see how, it was pretty quick. I got both my flu shot and my trivalent vaccine the day after Thanksgiving, that Friday, the 28th or 29th I got it. There's both the Pfizer and Moderna, you can take either one. I took the Pfizer a year ago, or over a year ago, so I stayed with the Pfizer. So, it's fine.

President Wetherelt: So, this is going to be the 3rd booster?

Damion Killsback: Yeah. This will be the. Well, basically. Well. Now. Ok.

President Wetherelt: I got my second one already.

Damion Killsback: When did you get your 2nd one?

President Wetherelt: About a year and months ago,

Councilwoman Charette: It was a long time ago.

Councilwoman Foote: She's ready for her 4th booster.

Councilwoman Charette: Yeah.

Damion Killsback: Yeah.

President Wetherelt: So, it's the 4th booster than?

Damion Killsback: It depends. Yeah, it depends cause like, some people. Umm, it depends on what shot you got. Some people got the Johnson and Johnson so you only got one shot when they released it back in, you know, I don't know, over a year ago. Like 12 or 13 months ago when they got that. Just check with your doctor. Your provider will look at your schedule. If you got the doses over in Lame Deer, they can look at your immunization record and see when you are due for your next one. We are basically in a tridemic they call it right now, nationally because of the flu, RSV and the covid. There's been some spikes in covid across the country. We're still, technically, in a pandemic. They haven't really called it off yet. Still in a public health emergency. So, if you get a chance, please get your booster. Your trivalent and your flu shot, as well. You know, the air is so dry out here.

Councilwoman Charette: Are you back as a Service Unit Director now?

Damion Killsback: Yeah, I have been.

Councilwoman Charette: So, you weren't a pharmacist at Crow?

Damion Killsback: You guys heard about that? Some of the rumors I heard is that I quit Lame Deer and was going to go take over Crow CEO or I was going to go be a pharmacist in Crow. Because I wear the uniform of commission officer and my category is a pharmacist, in order for me to be deployable for any health emergency, I have to maintain my clinical skills. So, every year I have to do 2 weeks of pharmacy work in a pharmacy. Basically, count pills and dispense and do all that pharmacy stuff. I did it at Crow because it's a conflict of interest for me to go do it in my own facility because people will be saying, oh he's not really doing pharmacy work, I just saw him being CEO when he said he's doing pharmacy and he wasn't.

Councilwoman Charette: That's just what we hear out there so we have to ask

Damion Killsback: I understand that. It's funny. It's hilarious. That's one of the things I miss about being back home is, Oh, I heard this and I heard that.

Councilwoman Charette: I said, I'll wait until he gets here and I'll ask him. It's understandable if you are going to keep your stuff up to date.

Damion Killsback: Ok. In the future, to make sure that rumors don't, I will definitely put out an email or contact you all and let you guys know that for these next 2 weeks I'll be in Crow or maybe I'll be in Wind River or maybe where ever for 2 weeks.

Councilwoman Charette: It's time for my 2 weeks. When you are at the helm, you know, everyone is watching you.

Damion Killsback: Yeah. That's why when you see me out and about, I am always, you know, in street clothes. I don't like to call attention to myself because of that. I'm not the boujee Indian. Pendleton jacket like Donavin. In the future I'll definitely give a notice out to the community to let them know I'm out 2 weeks. If you see me at the service unit, no, I am not the CEO, I'm just a pharmacist. I apologize if that caused any confusion or anything.

Councilwoman Charette: Then you know we think, oh man, maybe he got detailed there. We will have to call Bryce and ask him, why are you detailing out our Service Unit Director.

Damion Killsback: Well, I can tell you right now, that from my experience, just from what I've seen, I'm really confident. I really do like working in Lame Deer. I've been to almost 2 dozen service units and I think Lame Deer's the best. I always will say that. You know, 8 of the 12 I.H.S. service areas and I always think that Lame Deer is always been the best.

Councilwoman Charette: Hearing that, you will push to get our dialysis on that end, right? Ok.

Damion Killsback: I'm trying to push. There's a lot of red tape and a lot of things because sometimes, these things take time. I think Crow just now got their; they're getting like a complex built. Like an apartment complex. The CEO has been working on that for about 5-7 years. They are finally getting progress on that. So, it's going to take some time for us to get there. It's not going to happen overnight but I'm gonna to do what I can.

Councilwoman Fisher: Can we start small? Like with Ft. Peck.

Councilwoman Charette: With 3 chairs.

Damion Killsback: I can tell you right now, we are looking at certain things. Like the mobile aspect of things is something that's come up a few times. It's not really clear how with the feasibilities of that. Because, for dialysis, the biggest hurdle I've heard; one of the biggest hurdles I heard is the water quality. The quality of water that needs to be there for dialysis. Also, its so expensive to do that service and have that contracted. There are certain things that we may have to look at from a business model stand point. If we just focus on just tribal members for dialysis, we might not have the revenue generated to support it because we are going to lose money that. So, there's things we have to look at from the business model end of things. We might have to open it up to, potentially, looking at people that live in our tribal community that may not enrolled but need dialysis. If they have Medicaid or Medicare, they can pay for those services so we are not just losing money on it. If we continue to lose money on a project like that we won't be able to sustain it. Those are things we need to look at for long term. If you want to have that, we need to have the ability to sustain it as well beyond a couple years.

Councilwoman Charette: I guess we kind of look at it, because you say we lose money but yet we save a life.

Damion Killsback: Well, in a perfect world, you know, we wouldn't have to have our tribal members get to dialysis. We'd all be healthy. We'd all be non-diabetic.

Councilwoman Charette: That's what we are striving for now.

Damion Killsback: Yeah. That's what we are trying to do. From a medical standpoint, looking how we can prevent that from actually going down that road of chronic conditions. Where we are healthy. Where we are living the ways that we use to live.

Councilwoman Charette: Where we don't have to use that at all.

Damion Killsback: So, that is the ultimate goal for now. Yes, for now, dialysis is a high priority. We communicate that at the annual budget formulation to make sure those dollars are secure into that proposal.

President Wetherelt: So, on the dialysis part, when I went to that meeting, you guys had thought about expanding from the facility and I thought that was a good idea because then we wouldn't have a problem with the water. You know, with it being pure because you guys are able use that to. So, but that changed?

Damion Killsback: No, that is definitely something. We are looking at all the options right now. We have to look at, because the space is the biggest issue right now. Where are we going to put a dialysis center if we have it. What was communicated to me from the engineering stand point, it cost a lot more money to, kind of like, remodel the interior of that tribal wing of the clinic as opposed to making an addition. It's a lot easier; more cost effective; a little bit cheaper to actually just do an addition to the clinic somewhere but where are we going to put that. So, that's the thing. We need to strategize. How big is going to look and we also need input from, you know, some of that information from Indigenous Pact and also our engineering folks to look at what's needed to actually have a dialysis center. That's one of the things we are looking at right now in our discussions and we will have more of those tomorrow. We have the dollar issue as well. Like, who's going to pay for it; how can we get it paid for. Also, like sustainability is the next thing. We want to have dialysis but we want to maintain it with services so we might have to open it up to people that, maybe even Crow Nation. They don't have a dialysis center either. Maybe if our brothers and sisters from Crow reservation come over and use our dialysis

as opposed to going to Billings, as well. No one want to be on dialysis. For most people in the community, and also Crow, they live to go on dialysis and that's not a good way to live. It's not something I want our tribal citizens to have to just be on dialysis and that's all they do to live. That's not a good quality of life. They need to be able to enjoy their grandkids; being parts in the community. Those are things I'm thinking about long term; sustainability so they don't have to go to Billings. That's all they think; go to dialysis and come back; and then what. Who wants to live like that?

President Wetherelt: Part of their new life, it seems like.

Councilwoman Friesz: I have a question.

Damion Killsback: What's that?

Councilwoman Friesz: I have a question about staffing. Not to change the subject but I just saw something yesterday that you had hired some, are they nurse's assistance? At a training recently.

Councilwoman Fisher: It was a CNA class that the Tribal Education did.

Councilwoman Friesz: Oh, ok.

Councilwoman Fisher: CAN classes through Tribal Ed for our tribal members, interested tribal members.

Councilwoman Friesz: Have they started yet or are they still training?

Damion Killsback: I don't know, that's umm, who do I talk to about that? That was a while ago. I think that was back in July. I think I talked to Darlene Hamilton about it. She actually called me and I said well. She was looking for space to actually have that training. I said we don't have any space. We have that conference room but I don't know if that's going to be something we can dedicate for, I don't know how many days it is, like a full week isn't it, like 5 days or something like that.

Councilwoman Fisher: I think it's longer than that.

Councilwoman Gourneau: It's 2 weeks. A week of classroom then a week of actual hands on at the Hardin hospital.

Damion Killsback: Yeah, I remember the conversation way back in July, I think with Darlene, about that. Hopefully that makes them eligible to be able to work for positions that we have. Probably not nursing positions but like medical support assistance, the MSA's. I think they have some of those advertised. One of the things we are working on with the Area Office to is to have them expedite these advertisements for jobs that are being posted. I still have nurses; I have a pharmacist now; I'm down to just 2 pharmacists now. I use to have 5 full time pharmacists and now I'm down to 2 and then we have 1 contractor and that's it. So, I'm trying to get more folks in there, in the clinic, to work as an FTE. So that's the challenge is getting those jobs advertised and getting a good pool of folks. Sometimes we get a good roster of folks that apply. They look good on paper but they've never been to a reservation and they don't know what's it like to live in Lame Deer or to live in Montana. They think it's like Yellowstone all over the place. They want it to be on the Dutton ranch and doing all that kind of stuff like Donavin does. I'm just picking on Donavin. That's the thing. It's a challenge. We have people that fill up the roster and they look good clinically but are they able to, you know. It doesn't benefit us, to hire

someone who doesn't know anything about what it's like to live on our reservation or to work and serve Indian people. Ok, that's the challenge to get that cultural piece in there. It's definitely a different lifestyle then what they are probably accustomed to. We have people that apply from New Jersey; from Florida. I'm like, ok, they look good on paper but have them come over. Have them come check out our rez; check out Lane Deer and see if they can see themselves living and working here for not just a year or two but hopefully long term. Those are the things I think about when I see openings for positions that are needed here at the Northern Cheyenne Service Unit. I don't want them here for a just a year or two, I want them here for long term. I want a 5- or 10-year person, at least, if we can get them. We did have someone from, I think they are from White Mountain Apache, come and apply, or not apply but. They are a physical therapist. They will graduate in May. They are native. They are currently going to school in Phoenix. Hopefully we can get a physical therapist within the next 6-9 months on board here because we lost one. We lost a physical therapist. He took a job with the B.I.A. so we are down to one physical therapist right now. So, that's the challenge. Trying to back fill on top of our recruiting for vacancies that we already have.

President Wetherelt: One thing that I would like to ask also is that umm, I've gotten phone calls on people complaining about the waiting time on getting into the clinic. What's a solution for that? What can we tell people?

Damion Killsback: Yeah. A big part of that is just the staffing. We don't have, like the MSA's. On top of our clinical providers, our support staff is, really, we don't have a lot of support staff either. We are trying to get more people to come in and be support staff. Like our clinic for patient registration, our outpatient. I think even our dental is short staffed for signing people up. We had optometry contracted. We had to terminate. Our optometry services are going to Crow now to. We are just really short staffed and I apologize for that but we are doing the best we can with what we have. I'm trying to make sure that we always have our urgent care facilities open. That is one thing that I cannot do is totally close the clinic doors to urgent care. Urgent care, for sure, has to stay open 24/7. That's one of the things. Unless there's a fire situation, like what occurred about a year and a half ago and it's a danger to people and everybody has to evacuate, I can't close those doors. I assure you, we are doing everything that we can to try to accommodate the people that sign up. We try to do more appointments than walk ins. To me, if we have an appointment with a patient, it's a contract with that patient that we don't break. If we have to close, we call all of those appointments and try to reschedule them because I don't like breaking those appointments. Those are contacts. In my opinion, I'm making a promise to the patient that we are going to see you for whatever you need in terms of health and do the service treatment. We are obligated to do that. If you make an appointment, it's a contract that we're signing with that patient.

Councilwoman Spottedhorse: I have a question about your transportation for dialysis. There was an individual that got kicked off for a whole year and I don't think it's right because that their only means of surviving and living. Is there a way you guys can help them with fuel because they been having trouble?

MOTION TO ADJOURN MEETING

Motion made by Melissa Fisher. Second by Debra Charette.

ROLL CALL VOTE:

	YES	NO	ABSTAIN	ABSENT
Melissa Lonebear	X			

Debra Charette	X			
Norma Gourneau	X			
Eva Foote	X			
Nizhoni Friesz	X			
Ernest Littlemouth, Sr., Vice-President	X			
Torrey Davie *arrived @ 9:15 a.m.	X			
Donavin Limberhand	X			
Silver Little Eagle	X			
Gwen Spottedhorse *arrived @ 9:31 a.m.	X			
Melissa Fisher	X			

11 votes Yes	0 votes No	0 Abstentions	Motion Carried
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MEETING ADJOURNED @ 10:04 A.M.

PASSED, ADOPTED, AND APPROVED by the Northern Cheyenne Tribal Council with 8 votes for passage and adoption, 0 votes against passage and adoption, and 0 abstentions on this 3rd day of January 2023.

Edina Redstar, Secretary
Northern Cheyenne Tribe