



## Special Tribal Council Meeting Minutes

Thursday, June 13th, 2024, at 1pm

'Láa Náay and Zoom

Meeting ID 759 276 6583 & Passcode 685506

### 1) Call to Order:

President Jones called the meeting to order at 1:12pm

### 2) Roll Call:

Mike Jones, Tribal President, present  
Randi Braz, Vice President, present  
Della Coburn, present  
Dorothy Smith, present via Zoom  
Glenn "Stormy" Hamar, present  
George Nix, present  
Elizabeth Taylor, excused

### Staff:

Kris Kain  
Tim Willis  
Beverly Bennett  
LaNeice Congdon  
Erin Blair  
Frank Nix  
Diesel Jones  
Carol Fletcher  
Andy West

Della Coburn motioned to add Drug Policy and Vacation Policy, but Randi Braz stated that nothing can be added to a Special meeting. Motion failed.

Randi Braz say we need to follow Robert's Rules of Order. What does it say? We can't do that according to Robert's ordinances. Robert's Rules on whether we have a question at least once a month. Yes. I'm not I can't say for certain but from our previous discussions that we've had about the agenda and the structure of the agenda since it's listed out in the Constitution. I believe that we have to follow unless we have a special rule for our meetings. I don't believe we do have a formally adopted special rule for meeting procedures. In which case since we don't then we would just follow Robert's rules which according to Robert's Rules, we would not be able to add items to the agenda if it is a special meeting. And it is considered a special meeting. Because it is after its scheduled date. It's considered under the definition of Robert's Rules. And so, if the council wants to continue keeping it as a regular meeting, to designate that, then we would have to just write up in our policy, or ordinates. That's how we want to conduct our meeting. Regardless, we would create something that states that regardless of when the regular meeting date is changed to that it would still be considered a regular meeting. And we would also put in another rule that says for our special meeting, we would be able to add things to the agenda. But if we had that, and we voted on it, and it became our meeting procedures that we established that would be the special rule that we established.

### 3) Accept Agenda:

Action: Accept Agenda as presented

Motion: George Nix

Second Motion: Randi Braz

Roll Call Vote:

Randi Braz, yes

Elizabeth Taylor, excused

Della Coburn, abstain

*Motion:* Passed

Glenn “Stormy” Hamar, yes  
Dorothy Smith, yes  
George Nix, yes

**4) Consideration, Correction & Approval of Previous Minutes:**

a) Action: Approve Regular Tribal Council Meeting Minutes from 5/06/24

Roll Call Vote:

*Motion:* Randi Braz

*Second Motion:* Glenn “Stormy” Hamar

*Motion:* Passed

Randi Braz, yes  
Elizabeth Taylor, excused  
Della Coburn, yes  
Glenn “Stormy” Hamar, yes  
Dorothy Smith, yes  
George Nix, yes

**5) Unfinished Business**

**a. Consent Calendar**

**I. Phone Poll Vote Resolutions**

Action: Motion to Adopt Resolution 24-06-043 to Adopt & Fund OVK BH Program

Roll Call Vote:

*Motion:* Della Coburn

*Second Motion:* Randi Braz

*Resolution:* Passed

Randi Braz, yes  
Della Coburn, yes  
Elizabeth Taylor, excused  
Glenn “Stormy” Hamar, yes  
Dorothy Smith, yes  
George Nix, yes

**II. Motions translated into Resolutions (Motion passed May 6<sup>th</sup>, 2024)**

- a. Resolution 24-06-032 Grant Writing Services D. Smith
- b. Resolution 24-06-033 Grant Writing Services R. Braz
- c. Resolution 24-06-034 Canoe to Celebration 2024
- d. Resolution 24-06-035 Celebration 2024
- e. Resolution 24-06-036 Lot Log Program
- f. Resolution 24-06-037 Heat Pump for Climate Controlled Storage

Action: Motion to Adopt Above Resolutions

Roll Call Vote:

*Motion:* Randi Braz

*Second Motion:* Glenn “Stormy” Hamar

*Resolutions:* Passed

Randi Braz, yes  
Della Coburn, yes  
Elizabeth Taylor, excused  
Glenn “Stormy” Hamar, yes  
Dorothy Smith, yes  
George Nix, yes

**b. Kavlico MOU – tabled May 6<sup>th</sup>, 2024 @ RTCM**

Change expiration date to 2 years. Spelling is Jeanne Breinig

Action: Motion to adopt Kavilco MOU to present to Kavilco President

Roll Call Vote:

*Motion:* Della Coburn  
*Second Motion:* Glenn “Stormy” Hamar  
  
*Motion:* Passed

Randi Braz, yes  
Della Coburn, yes  
Elizabeth Taylor, excused  
Glenn “Stormy” Hamar, yes  
Dorothy Smith, yes  
George Nix, yes

**6) Persons to be heard:**

- a. Beverly Bennett, Tribal Administrator, Tribal Administrator Performance Review  
Thanks for letting me up before the Tribal Administrator review occurs 90 days after the Tribal Administrator is hired and at any time that tribal council decides they want to do it how much we're coming up on my 90 days. According to the Tribal Administrator policy. I do a self-admitted self-evaluation. That self-evaluation is then put into another form that's sent to tribal council so that they can see their evaluation of me and their own. I have my evaluation ready to put it into the other document and send it to you. However, I did not have time to do that this morning. So I will get that to you by tomorrow. It also requires that three management level staff members evaluate me and to non-senior level staff members evaluate me. So Teri Feibel, John Huestis & LaNeice Congdon are the management level staff members that would evaluate me. I have asked Andy and Tim to be my non-senior to evaluate me. What I need from counsel if respectfully, if you could motion to select one of your tribal members or tribal council to be the designated person to receive all of the sealed envelopes that has the administrator review performance review in it because that totally turned into whoever for collection. So if I could have a motion from the floor to designate one person to collect those from people doing surveys, I would greatly appreciate that. Okay. And you could potentially take this time, maybe talk about an executive session and do the motion later if you'd like to now but at some point during this, if we could do that. Also, because it appears that there are no less than 11 people evaluating the performance of their Tribal Administrator and the amount of time that it's going to take for each separate person to do this and the time that it's taken me to kind of set it up I would like to at some point, evaluate this process and maybe shrink it down a little bit. So maybe we have five people you know, it's five employees doing it as opposed to 11 and you can all do it. I don't have a problem with that. It's just managing all of that is, is the challenge so just in the future, something to think about. I do have the I will send you a copy of the evaluation administrative procedure so that you have that as well when you do read the performance review so that you know what procedure looks like it will also have you'll also get a job description, which tells you what I'm supposed to be doing see if you compare it to what the review is asking you for. Do you have any questions about the Tribal Administrator review? Beverly says she needs designated Council member to accept reviews.
- b. Beverly Bennett, Tribal Administrator, New Programs for consideration  
We have several new resolutions on the agenda today. Resolution 24 Dash 06 Dash 046 I'm calling our backpack program not to be confused with the Clinton the height of backpacks but we're getting already though maybe I should change the name because it seems to be confused for a bunch of people. But my intent behind the backpack program was basically it's a package and the package involve us having a traditional Haida dinner to welcome our students back to the new year. It will include a putting in that dinner will be like OVK swag and like door prizes for anybody who attends but for the kids' things like survival gear and stuff that they can use in this community. There is also a budget attached to that backpack program and that's for a logo contest. So that's basically what's in the backpack and is a request for funding to have a dinner to provide swag door prizes. Backpack Program One of those things is for each individual household \$1,000 Plus each household that has a child within the limit would get an extra \$250

And that would go to help for school supplies or clothes, equipment to get yourself prepared back to school, whatever the kids probably need. Which is a lot and that is the backpack program. So again, this is something that you can discuss during your executive session if you would like and obviously, vote on it at a different time or later after you've done that. The President did have a few questions about the money piece of it and so I just want Council to take a look at that. Regarding the Regalia Resolution, the purpose behind this is to help the tribal citizens get regalia including a button like get robe. We will buy kits. We have asked, there's money in there to incentivize volunteers, meaning that we will provide food for the volunteers that come to help us put these kits together to create the ropes and also bringing in a facilitator who will help us make felt hats that I think Eric said are similar to the cedar hats that I wear. And so that what this is this resolution is for is basically to support that program I'm trying to hire to do live initiative and though obviously that because it's money, you're probably wondering about that session, but I just wanted to let you know what was included in that and answer any, any questions you might have. Each of these are attached to a budget. And the budget will tell you what the intentions are for the particular items how it will be spent. And then the third program, which is the lunch and learn. We have already started the Lunch and Learn. Part of that is feeding our children every day during the week, five days a week that we're providing lunches for them and also there's money in there for diversion programs and swag for lunch and learn participants and also which is not included in this. Originally, we were going to ask the OVK to provide the funding for the food and we still are asking for okay to get us the funding for the food. But we probably won't need it because they're not going to make us giving us lunches for the s. However, that is not going to happen until probably the end of this month because of transportation issues. So until then I'm doing what I can to make sure that they get lunches once we do get paid and OVK won't be spending that particular money on it. And I wanted to ask counsel about doing a logo program for the kids along with the Lunch and Learn and the purpose behind that logo would be for the children to be able to create a logo that represents all children matters similar to the big movement they have with the residential schools and the residential boarding schools. And so our kids would make their own logo we would give the person who had the winning logo, a stipend of some kind. And then our community members would wear those shirts which are going to be orange on September 30, which is the day of remembering those who were in residential and boarding schools and the whole purpose behind the All Children Matter. That is going to do two things for us. One is going to get our little kids thinking about doing logos and art and getting involved in their community and those processes. And two will be able to educate ourselves in the community about the tragedies that happened at the residential boarding schools that we can keep that in the forefront of our mind and ensure that we don't allow those kinds of things to happen to our people anymore. So those are my three program requests. They're all written in resolutions versus when I will probably have to amend to include the logo. Contest. If counsel agrees that I can do that. And of course, I will let you take your time to look at those in executive session.

- c. Erin Blair, OVK Advocate, The ñ'áa ts'aláangaa Greenhouse Flower Cultivation Program  
We would like to build a greenhouse on the corner of the pad back here, outside my office window, so that I can bring elders in. Mostly to provide flowers for them to plant at their house, but I would also like to see us produce some bigger hanging baskets that we can hang down at the café, cabins or maybe over at the other office and counter porches here. So, kind of growing some flowers to beautify Kasaan. Potentially maybe if all goes well with it, sell to the community or just hand it out to the community however we decide if we want it to try to earn its money back for yearly upkeep, on getting new seeds. But yeah, I want to see the elders be able to have a place to come to put their hands in the dirt. One of my other pieces of it was I would like to create a in a corner of the greenhouse to create a healing garden that has some

plants that we can use that have healing abilities and all plants but have some plants that we could then maybe do some classes on creating some healing salves or bombs with those plants and they would be plants that I would try to keep going year round in the greenhouse, plants that would survive here because we don't want to heat the greenhouse in the winter, because I think that would be too much of a cost. But the greenhouse should retain hopefully some heat throughout the winter that those plants would be able to survive the winter.

- d. Beverly Bennett, Tribal Administrator, New Policies for consideration.  
Resolution 26-06-040 is the Children at Work Policy, which I asked HR to draft for us are many reasons, but mostly just to ensure that that we have a fair and equitable workspace so that everybody understand that we are trying to work with the barriers or any challenges that our employees have. But also, in working with those challenges. We want to ensure that everyone has a safe and comfortable workspace to work in this is the children at work policy that I would like to take a look at. When you have an opportunity, we either table it now and think about it until next time I'm totally okay with whatever man it is that you would like to say this policy is going to impact our staff so I want to make sure that we make one that works for everyone. Tim Willis would like to revisit this policy to ensure he has a way to take care of his daughter if necessary and we need to create something where children are welcomed to our work headquarters and interact with staff. Erin Blair says she doesn't have a problem with this policy. Just need to work with my co-workers to make sure they are ok with my child at work. The resolution 24-06-041 is the Hybrid Work Policy. This policy will allow several employees and ones that qualified under the particular rules to work remotely when necessary and needed. And it will be a clearly established policy for anyone who met the criteria. It is not a guarantee or a right of anyone to work at a hybrid under a hybrid work policy, however, there are some people in our employee that could easily do some of the work that they do in the office at home it became necessary. I brought this because I want to make sure to protect our employees and make sure that they have the things that they need but that we also protect OVK and ensure that there's a fair and equitable division of protection protecting each other. Regarding Resolution number 26-06-051 which in the agenda says Service Dog policy that actually should say service animal. I do apologize for that miswording. It should say service animal. And again, for a fair and equitable workspace. I wanted to ensure that people have the things that they need, but also that we have balance. Though I've requested HR to write that policy and Council for consideration. I believe that the policy clearly states that a service animal would be either a dog or a mini horse. Those are the only service animals that are recognized by the ADEA my understanding

## 7) New Business:

### a. Resolutions:

- i. Action: Motion to Adopt Resolution 24-06-038 Enrollment for N. Nix

#### Roll Call Vote:

*Motion:* Randi Braz

*Second Motion:* Glenn "Stormy" Hamar

*Resolution:* Passed

Randi Braz, yes

Della Coburn, yes

Elizabeth Taylor, excused

Glenn "Stormy" Hamar, yes

Dorothy Smith, yes

George Nix, abstain

- ii. Action: Motion to Adopt Resolution 26-06-039 Enrollment L. Nix

#### Roll Call Vote:

<i>Motion:</i> Randi Braz	Randi Braz, yes
<i>Second Motion:</i> Glenn “Stormy” Hamar	Della Coburn, yes
	Elizabeth Taylor, excused
<i>Resolution:</i> Passed	Glenn “Stormy” Hamar, yes
	Dorothy Smith, yes
	George Nix, abstain

iii. Action: Motion to Adopt Resolution 26-06-040 Children at Work Policy - TABLED

iv. Action: Motion to Adopt Resolution 24-06-041 Hybrid Work Policy – TABLED

v. Action: Motion to Adopt Resolution 24-06-042 Updating BOA corporate account

Roll Call Vote:

<i>Motion:</i> Della Coburn	Randi Braz, yes
<i>Second Motion:</i> George Nix	Della Coburn, yes
	Elizabeth Taylor, excused
<i>Resolution:</i> Passed	Glenn “Stormy” Hamar, yes
	Dorothy Smith, yes
	George Nix, yes

vi. Action: Motion to Adopt Resolution 24-06-044 Support CTA’s Nomination of Federal Board Representative

Roll Call Vote:

<i>Motion:</i> Glenn “Stormy” Hamar	Randi Braz, yes
<i>Second Motion:</i> Randi Braz	Della Coburn, yes
	Elizabeth Taylor, excused
<i>Resolution:</i> Passed	Glenn “Stormy” Hamar, yes
	Dorothy Smith, yes
	George Nix, yes

vii. Action: Motion to Adopt Resolution 24-06-045 Updated-Oppose KIC Rural Status

Roll Call Vote:

<i>Motion:</i> Randi Braz	Randi Braz, yes
<i>Second Motion:</i> Glenn “Stormy” Hamar	Della Coburn, yes
	Elizabeth Taylor, excused
<i>Resolution:</i> Passed	Glenn “Stormy” Hamar, yes
	Dorothy Smith, yes
	George Nix, yes

viii. Action: Motion to Adopt Resolution 24-06-046 “BackPack” Program

Roll Call Vote:

<i>Motion:</i> Randi Braz	Randi Braz, yes
<i>Second Motion:</i> George Nix	Della Coburn, yes
	Elizabeth Taylor, excused
<i>Resolution:</i> Passed	Glenn “Stormy” Hamar, yes
	Dorothy Smith, yes
	George Nix, yes

ix. Action: Motion to Adopt Resolution 24-06-047 Adopting Forest Steward Position – TABLED

x. Action: Motion to Adopt Resolution 24-06-048 Haida Regalia Initiative

Roll Call Vote:

Motion: Randi Braz

Randi Braz, yes

Second Motion: Glenn “Stormy” Hamar

Della Coburn, yes

Elizabeth Taylor, excused

Resolution: Passed

Glenn “Stormy” Hamar, yes

Dorothy Smith, yes

George Nix, yes

xi. Action: Motion to Adopt Resolution 24-06-049 Lunch and Learn Program

Roll Call Vote:

Motion: Randi Braz

Randi Braz, yes

Second Motion: Della Coburn

Della Coburn, yes

Elizabeth Taylor, excused

Resolution: Passed

Glenn “Stormy” Hamar, yes

Dorothy Smith, yes

George Nix, yes

xii. Action: Motion to Adopt Resolution 24-06-050 The ñ'áa ts'áláangaa Greenhouse Flower Cultivation Program

Roll Call Vote:

Motion: Randi Braz

Randi Braz, yes

Second Motion: George Nix

Della Coburn, yes

Elizabeth Taylor, excused

Resolution: Passed

Glenn “Stormy” Hamar, yes

Dorothy Smith, yes

George Nix, yes

xiii. Action: Motion to Adopt Resolution 24-06-051 Service Dog Policy

Roll Call Vote:

Motion: Randi Braz

Randi Braz, yes

Second Motion: Della Coburn

Della Coburn, yes

Elizabeth Taylor, excused

Resolution: Passed

Glenn “Stormy” Hamar, yes

Dorothy Smith, no

George Nix, yes

**8) Council Comments:**

**9) Audience Participation:** Glenn “Stormy” Hamar appreciates the support from OVK for the Canoe Journey. President Jones asks Stormy if he can present the slide show from Celebration and Stormy says yes.

**10) Announcements:** Welcome Home from Canoe Journey Potluck on Sunday, June 16<sup>th</sup> 6pm  
The Summer Lunch Program for kids will be 11-12 Monday thru Friday every week.

**11) Executive Session:** Emergency Assistance Requests, Behavioral Health Consultant Position and Community Safety concern

Action: Motion to Enter Executive Session at 3:45pm:

*Motion:* Randi Braz

*Second Motion:* Glenn “Stormy” Hamar

*Motion:* Passed

Roll Call Vote:

Randi Braz, yes

Della Coburn, yes

Elizabeth Taylor, excused

Glenn “Stormy” Hamar, yes

Dorothy Smith, yes

George Nix, yes

Action: Motion to Exit Executive Session at 5:13pm:

*Motion:* Della Coburn

*Second Motion:* Glenn “Stormy” Hamar

*Motion:* Passed

Roll Call Vote:

Randi Braz, yes

Della Coburn, yes

Elizabeth Taylor, excused

Glenn “Stormy” Hamar, yes

Dorothy Smith, yes

George Nix, yes

Tribal Council designates Elizabeth Taylor to accept review packets

**12) Adjournment:**

Action: Motion to Adjourn at 5:17pm:

*Motion:* Glenn “Stormy” Hamar

*Second Motion:* George Nix

*Motion:* Passed – Meeting Adjourned

Randi Braz, yes

Della Coburn, yes

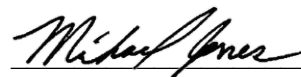
Elizabeth Taylor, excused

Glenn “Stormy” Hamar, yes

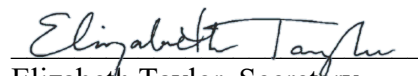
Dorothy Smith, yes

George Nix, yes

Attested:



Michael Jones, Tribal President



Elizabeth Taylor, Secretary