### NATIONAL INDIAN EDUCATION ASSOCIATION
### BOARD OF DIRECTORS MEETING MINUTES

**Sunday, October 14, 2018**
Marriott Hotel; Conference Room 7
200 Columbus Blvd, Hartford, CT 06103

<table>
<thead>
<tr>
<th>Board Members Attendees</th>
<th>Present</th>
<th>Absent Excused</th>
<th>Absent Unexcused</th>
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<tbody>
<tr>
<td>1. Robin Butterfield, President</td>
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<td>2. Fredina Drye-Romero, General Board Member</td>
<td>X</td>
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<td>3. Samantha Eldridge, General Board Member</td>
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<td>(via conference call)</td>
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<td>4. Darrick Franklin, General Board Member</td>
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<td>5. Marita Hinds, General Board Member</td>
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<td>6. Dr. renee holt, General Board Member</td>
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<td>7. Dr. Sylvia Hussey, General Board Member</td>
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<td>8. Brian Jackson, General Board Member</td>
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<td>9. Dr. Lori Quigley, General Board Member</td>
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<td>10. Michael Vendiola, General Board Member</td>
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<td>11. Vacant, Student Board Member</td>
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<td>12. Vacant, Student Board Member</td>
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### Staff/Guest Time Log In

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<thead>
<tr>
<th>Staff/Guest Time Log In</th>
<th>Time In</th>
<th>Time Out</th>
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<tbody>
<tr>
<td>Ahniwake Rose, Executive Director</td>
<td>X</td>
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<td>Diana Cournoyer, Program Director</td>
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I.  Call to Order/Prayer/Roll Call

President Robin Butterfield called the meeting to order at 9:03 a.m. and welcomed the Board. renee holt offered an opening prayer of thanks and gratitude and roll call completed, as noted above.

II.  Approval of Agenda

Action: Moved by Darrick Franklin, seconded by Dina Drye-Romero to approve the agenda as amended; discussion included the addition of a discussion on filling the student board member seats, after the Ombudsman appointment discussion; no further discussion; all approved, no opposition or abstentions; motion carried.

III.  Managing Complex Change

Robin walked the Board members through a series of activities which then lead to a discussion about “What do we know about change?, including the following observations made by meeting participants: requires effort; on-going; uncomfortable; directions need clarity; new people involved; can help each other; sometimes easy – obvious/obscure; became more observant/focused; may need to stop look – reflection; fun; challenging; forced to interact; can be imposed; focus on others; awkward fun – look to each other; try to be innovative; creative.

The following chart was shared and discussed as elements needed when implementing change (e.g., strategic plans, strategies and initiatives):

1.  Vision – when no vision, there is confusion;
2.  Skills – when no skills, there could be frustration;
3.  Resources – when
4.  Incentives – when no incentives, slow progress;
5.  Plan – when no plan, stops and starts;

Board members paired and shared introductions of each other.
### IV. Determining Board Values

Robin continued the discussion regarding: a) learning targets (e.g., goals, intentions of the individual Board members); b) success criteria (e.g., how would we know NIEA/Board was successful in completing learning targets); and c) Board values; and asked all meeting participants to list down (and turn in) their insights and commitments, as summarized below:

<table>
<thead>
<tr>
<th>Learning Targets</th>
<th>Success Criteria</th>
<th>Board Values</th>
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<tbody>
<tr>
<td>• Stand up NCNE(^1)</td>
<td>• NCNE sub-committee operational in 2019</td>
<td>• From Board Policies and Procedures - the Board affirms the following operating values:</td>
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<tr>
<td>• Learn to use DropBox better</td>
<td>• NCNE active strand (e.g., pre-conference and workshops throughout the convention) in 2019</td>
<td>1. We are native, indigenous people united in our understanding and value of our individual and collective heritages, legacies, beliefs, practices and strengths.</td>
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<tr>
<td>• Learn about NIEA programs and support the efforts</td>
<td>• Smooth transition in hiring ED</td>
<td>2. We serve, lead and are accountable to our children, families and communities.</td>
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<td>• Get to know Board members better</td>
<td>• Implement new CBL by engaging more members</td>
<td>3. We value a strong work ethic and expect each Board member to work with integrity and honesty—individually and collectively.</td>
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<tr>
<td>• Get to know much about NIEA in DropBox</td>
<td>• Ensure success in new initiatives (e.g., Hill Day, Convention, NCNE, fiscal sustainability—grants and endowment, leadership on implementation in strategic plan, continual appreciation of talents, weaknesses in a unified board, “together our minds are one”</td>
<td>4. We treat everyone (e.g., each other, staff,</td>
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<tr>
<td>• Roles and responsibilities of the Board</td>
<td>• Fundraising, including Board</td>
<td>staff,</td>
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<td>• Understand the work that NIEA does as program and service delivery</td>
<td>• Increased outreach to membership and visual</td>
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<td>• Help Board understand deeply the work of NIEA</td>
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<td>• Representatives and speakers of NIEA</td>
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<td>• Navigating projects;</td>
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\(^1\) NCNE = Native Control of Native Education (fka Programs, Policy and Research Committee)
### Learning Targets

- Managing committee work (e.g., information distribution of work);
- Not forget self-care;
- Balancing “day job” and NIEA work responsibilities;
- Learn the practice of working with healing (e.g., always assume the best of intentions, not personalize, indigenous futurism);
- Learn more about Constitution & By-Laws (CBL)
- Learn more about
- Learn more about existing Indian acts around
- Be familiar with process and responsibilities
- Strategic plan
- More involved (e.g., fundraising commitment)
- Fiscal and PPR (NCNE) committee responsibilities
- Leading role in Board committees
- Stronger relationship with NIEA staff

### Success Criteria

- presence (e.g., 2019 convention)
- Board member becoming engaged with organization and fundraising
- Get the Ed Systems and Assessment/Research sub-committees off the ground
- 50th anniversary related (e.g., sponsorships, commemorative items, celebrations, pow-wow)
- Completing goals for FY 2018-2019 legislative goals
- Assisting tribes with needs
- Expand and leverage circles of networks throughout the country
- Involve more in NIEA
- Increase membership
- Increase Board fundraising
- Redefine student role(s) on the Board
- Implement more community discussions and tribal communities
- Gaining more sponsorships from native communities
- Engage members through social media

### Board Values

- members, communities, partners, collaborators) with appreciation, respect and professionalism.
- Thoughtful decision making, not abstaining when voting, being present and participating in making motions
- Using humor and having compassion for each other, assuming good intentions
- Responsibilities, respect, gratitude
- Keep mission and vision in foresight, everything we do (Board and staff) for students, tribes and native communities
- Come prepared, be transparent in work and keep focused on long term strategic planning and building infrastructure
- Learning from mentors, good intentions, working from strengths based (e.g., we are not that history told about us by others, we get to re-write our history), value of our ancestors (e.g., by talking with elders, mentors, teacher-
**Learning Targets** | **Success Criteria** | **Board Values**
---|---|---
• Strengthen interest and membership in Northwest AIHEC | • Increasing membership earlier on through the year (vs. near or at convention) | mentor), mentorship, indigenous futurism, #hashtags, ancestral values, prayer
• Build on mentorship relationship | communication and advocacy | Understanding each other, discussing Board issues and not take personal, respecting each other and humor
• Work with NIEA staff to help launch the New Mexico state effort (e.g., tribal community, relationships and other education communities) | | Relationship building, honor each other, go around room and say success
• Learn more about ESSA in depth and tribal schools, tribal presidents and governors and sponsorships | | Remembering why we do this work, importance of keeping NIEA’s integrity and interest vs. our own, personal interest
• Intentional focus on young professionals and students | | Uplift one another (e.g., uniting around a common cause and lifting sky up together), to be a student of Board work
• Learn more about NIEA and 50th anniversary celebration | | Respect (e.g., not perfect, apologize when needed) communication, listening, humor
• More Board members to provide regional | | Support and uplift each other
• Participate more in fiscal committee | |
V. Working Lunch
Meeting participants took a break for lunch and completed the following activities: a) Submitted in signed paperwork (e.g., oath, conflict of interest and records retention policies, contact sheet); b) Reviewed Communication protocols (e.g., navigating Drop Box, calendar invites and email); and c) Reviewed 2018/2019 Board Calendar (e.g., Fiscal Report & Audit 101, held in conjunction with November Board meeting; Constitution & By-Laws review, December 12, 2018; 3:00 pm EST; Advocacy 101, January 22, 2019; 3:00 pm EST; NIEA on the Hill, February 12-15, 2019, Washington, DC; NIEA Annual Convention, October 11-13, 2019; Minneapolis, MN).

VI. Executive Director Overview
Executive Director Ahniwake Rose provided an orientation and overview regarding a number of topics, including but not limited to: a) NIEA on the Hill activities, meetings, etc.; b) Organization chart with positions; c) Primary communication is e-mail, ensuring that the Executive Director is always copied on communication with staff, all communication should go through the Executive Director.

VII. Ombudsman and Parliamentarian Appointments and Board Officer Elections

Ombudsman Role
Discussion: Discussion held regarding the Ombudsman role, including the rationale by the President Robin Butterfield on her appointment of Dr. Walter Kahumoku, for a period of four years, which needs Board approval. President Robin Butterfield considered other individuals to fill the Ombudsman role. The 2019 budget only includes budget for 12 Board members to travel. Selection of the Ombudsman by the current President (under normal circumstances), does not preclude a change, if desired, by succeeding President(s) and Board(s). Capacity building and continuity for Ombudsman responsibilities can be built via member participation on the Governance Committee. Additional work is needed to align CBL and Board Policies and Procedures documents.

Action: Moved by Fredina Drye-Romero, seconded by renee holt to approve Dr. Walter Kahumoku as Ombudsman in accordance with Constitution Article IV – Board of Directors; no further discussion, all approved, no opposition or abstentions; motion carried.
President-Elect

- President Robin Butterfield opened the floor for Board officer nominations and the following Board member was nominated: Marita Hinds; and no other nominations made.
- Marita Hinds accepted the nomination, thanked the Board for the opportunity and provided some background regarding her experiences and value of working on the Fiscal Committee, role as Treasurer last year and her experiences in fundraising, sponsorship, etc. and looking forward to convention in 2020 in New Mexico.
- Vote results (10 votes): N/A - by acclimation.
- **President-Elect Action:** Moved by Michael Vendiola, seconded by renee holt to accept Marita Hinds as President-Elect by acclimation; no further discussion; all approved, no opposition or abstentions; motion carried.

Vice President

- President Robin Butterfield opened the floor for Board officer nominations after providing an overview of the responsibilities of the Vice President’s responsibilities and the following Board members were nominated: Michael Vendiola, renee holt and Dina Drye-Romero.
- Both renee holt and Dina Drye-Romero thanked nominators and respectfully declined the nomination. Michael Vendiola, accepted the nomination with full support of the Board.
- Vote results (10 votes): N/A - by acclimation.
- **Vice President Election Action:** Moved by Marita Hinds, seconded by Darrick Franklin to accept Michael Vendiola as Vice President by acclimation; no further discussion; all approved, no opposition or abstentions; motion carried.

Treasurer

- President Robin Butterfield opened the floor for Board officer nominations and the following Board member was nominated: Sylvia Hussey; and no other nominations made.
- Sylvia Hussey accepted the nomination and thanked the Board for their confidence.
- Vote results (10 votes): N/A - by acclimation.
Treasurer Election Action: Moved by Darrick Franklin, seconded by Dina Drye-Romero to accept Sylvia Hussey as Treasurer by acclimation; no further discussion; all approved, no opposition or abstentions; motion carried.

Secretary

President Robin Butterfield opened the floor for Board officer nominations and the following Board member was nominated: Lori Quigley; no other nominations made.

Lori Quigley accepted the nomination with the full support of the Board.

Vote results (10 votes): N/A - by acclimation.

Secretary Election Action: Moved by Sylvia Hussey, seconded by Dina Drye-Romero to accept Lori Quigley by acclimation; no further discussion; all approved, no opposition or abstentions; motion carried.

Parliamentarian

Robin Butterfield asked Darrick Franklin to fill the appointed role of Parliamentarian. Darrick accepted the role with the full support of the Board.

Action: Moved by Michael Vendiola, seconded by renee holt to accept the results of officer elections and appointments for 2018-2019:

Officers for 2018-2019
Robin Butterfield, President
Marita Hinds, President-Elect
Michael Vendiola, Vice President
Lori Quigley, Secretary
Sylvia Hussey, Treasurer

Appointments
Darrick Franklin, Parliamentarian
Walter Kahumoku, Ombudsman

no further discussion; all approved, no opposition or abstentions; motion carried.
VIII. Student Board Member Seat Vacancies

**Discussion:** Discussion held regarding the process to fill vacant student Board member seats, including the reference to the process in the Board Policies and Procedures document (e.g., pages 20, 21, 22) regarding filling of vacancies from previous conventions and then a broad call out for recruitment. The Board noted that there will be openings for: 1-one year term (formerly held by Margaret Landin) and 1-two year term. Board members are encouraged to aggressively send out to their networks, including partner organizations (e.g., AIHEC).

**Action:** Moved by Dina Drye-Romero, seconded by Darrick Franklin to launch the call out and recruitment procedures for the student board member seats, including the following key dates: 10/24 broadcast message to membership and networks with a deadline of 11/19 and preparation for decision making by the Board at the November Board meeting (11/27); no further discussion; all approved, no abstentions or oppositions; motion carried.

IX. That’s Me Activities

The Board engaged in a mid-afternoon activity to get the Board up and moving around.

X. Board Meetings, Committee Review, Assignments, Selections & Scheduling

The Board engaged in Committee discussion, organizing, reviewing and selecting, assignments, selections, scheduling noting the following *preliminary actions*:

1. **Board**
   a. **Board Leader:** President Robin Butterfield
   b. **Meeting frequency (generally):** Quarterly
   c. **Meeting scheduled:** 4th Tuesday @ 3:00 p.m. EST
   d. **Date(s):** 11/27/2018 (1st meeting), future meeting dates to be finalized
   e. **Membership:** 10 General Board members, 2 Student Board members
   f. **Staff Liaison:** Executive Director

2. **Governance (formerly known as Organization Policy Committee):**
   a. **Board Leader/Co-Chair:** Walter Kahumoku, Ombudsman
   b. **Member Leader/Co-Chair:** TBD
   c. **Meeting frequency (prior year, subject to change):** Monthly
   d. **Meeting scheduled (tentatively, prior year):** 1st Tuesday @ 1:30 p.m. EST
   e. **Date(s):** TBD
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f. Membership: Board: Robin Butterfield, Sylvia Hussey, Darrick Franklin;
Member (from prior year): Heather Shotton (to be asked)
g. Staff Liaison: Executive Director
h. Note: HR-Subcommittee will be transferred to Governance from the Fiscal Committee

3. Executive Committee:
   a. Leader: President Robin Butterfield
   b. Meeting frequency (generally): Monthly
   c. Meeting scheduled (tentatively, prior year): 1st Tuesday @ 3:00 p.m. EST
d. Date(s): TBD
e. Membership: Robin Butterfield, Michael Vendiola, Sylvia Hussey, Lori Quigley,
   Darrick Franklin, Walter Kahumoku (ex-officio) and Executive Director (ex-
   officio);

4. Advocacy:
   a. Board Leader/Co-Chair: Michael Vendiola, Vice President
   b. Member Leader/Co-Chair: Sonja Skans (prior year, to be asked)
   c. Meeting frequency (generally, subject to change): Monthly until NIEA on the
      Hill, then quarterly till July and monthly until convention (resolutions)
d. Meeting scheduled (tentatively, prior year): 2nd Tuesday @ 3:00 p.m. EST
e. Date(s): 11/13/23018, 1/8/2019, 5/14/2019 and 8/13/2019
f. Membership: Board: Michael Vendiola, Samantha Eldridge, Robin Butterfield;
   Member: Bernadine Atchinson, Sonja Skans, Jolene Bowman, Yatibaey Evans (to
   be asked);
g. Staff Liaison: Legislative Director (or contractor)
5. Native Control of Native Education Committee and sub-committees:
   a. **Board Leader/Co-Chair:** renee holt
   b. **Member Leader/Co-Chair:** Walter Kahumoku (prior year, to be asked)
   c. **Meeting frequency (generally, subject to change):** TBD
   d. **Meeting scheduled (tentatively, prior year):** TBD
   e. **Date(s):** TBD
   f. **Membership:** Dina Drye-Romero, Lori Quigley, Brian Jackson, renee holt
   g. **Teacher Education & Educator Development Sub-Committee:** Dina Drye-Romero, renee holt
   h. **Education Systems Sub-Committee:** Brian Jackson, Robin Butterfield
   i. **Assessment/Research Sub-Committee:** Brian Jackson
   j. **Staff Liaison:** Program Director

6. Membership Committee:
   a. **Board Leader/Co-Chair:** Lori Quigley, Secretary
   b. **Member Leader/Co-Chair:** TBD
   c. **Meeting frequency (generally, subject to change):** Bi-monthly
   d. **Meeting scheduled (tentatively, prior year):** 2nd Wednesday @ 4:00 p.m. EST
   f. **Membership:** Board: Michael Vendiola, Dina Drye-Romero, Marita Hinds and Samantha Eldridge; Member: TBD
   g. **Staff Liaison:** Judy Urquhart, Development Director

7. Fiscal Committee:
   a. **Board Leader/Co-Chair:** Sylvia Hussey, Treasurer
   b. **Member Leader/Co-Chair:** TBD
   c. **Meeting frequency (generally, subject to change):** Monthly
   d. **Meeting scheduled (tentatively, prior year):** 3rd Thursday @ 12:00 noon EST
   e. **Date(s):** per calendar
   f. **Membership:** Board: Robin Butterfield, Michael Vendiola, Lori Quigley, Darrick Franklin, Marita Hinds; Member: Jolene Bowman, Patsy Whitefoot (to be asked)
   g. **Sub-Committee**
      - Audit Sub-Committee – same as Fiscal Committee, with external member Lucas Blanchard (to be asked) during Q1 meeting;

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2 Formerly known as “Programs, Projects and Research” (PPR) Committee and Education Committee
HR Sub-Committee – transferred to Governance Committee;
50th Anniversary/Conventions & Events Sub-Committee
  • **Board Leader/Co-Chair:** Marita Hinds, Convention & Events
  • **Member Leader/Co-Chair:** TBD
  • **Membership:** Marita Hinds, Brian Jackson, Lori Quigley, renee holt, Darrick Franklin, Robin Butterfield, Past Presidents
  • **Staff Liaison:** Ahniwake Rose, Executive Director

XI. **NIEA Annual Budget**

Executive Director Ahniwake Rose reviewed the 2019 annual budget, noting the 2019 budget was approved by the Board on Monday, October 8, 2019.

XII. **Closing & Adjournment**

*Action: Moved by Darrick Franklin, seconded by Marita Hinds to adjourn the meeting; no further discussion; all approved, no abstentions or opposition; motion carried.*

Meeting adjourned at 4:13 p.m. EST