

BOARD OF DIRECTORS REGULAR MEETING MINUTES
KEWADIN CASINOS CONVENTION CENTER
SAULT STE. MARIE, MICHIGAN
January 6, 2026

This meeting was opened at 5:08 p.m. by Chairman Austin Lowes.

Present: Lana Causley-Smith, Rob McRorie (not in room for roll call), Michael McKerchie, Larry Barbeau, Shawn Borowicz (family medical emergency required departure at 6:35 p.m. prior to any resolution votes), Kimberly Lee, Bridgett Sorenson, Aaron Payment, Isaac McKechnie, Kimberly Hampton, Kimberle Gravelle, Tyler LaPlaunt, Austin Lowes

Absent: None

Moved by Director LaPlaunt, supported by Director Payment, to approve the agenda as read. Motion carries unanimously.

Without objection, move both constitution amendment-related resolutions to the top of the agenda.

Director Sorenson objected; both items moved to top of the agenda.

Moved by Director McKechnie, supported by Director Barbeau, to approve the minutes from 12/2/25.

Motion carries unanimously.

Moved by Director McKechnie, supported by Director McRorie, to approve the minutes from 12/17/25 Special Meeting.

Without objection, correct attendance to reflect Director Barbeau was in attendance via Zoom.

No objection.

Motion carries unanimously.

Without objection, discussion on both constitution amendment-related resolutions will be limited to two times per board member.

No objection.

Moved by Director Lee, supported by Director Barbeau, to approve a Resolution, Sending 2008 Draft Constitution to BIA for Technical Review.

Moved by Director McRorie, supported by Director Payment, to Table.

Roll Call vote: Motion to Table carries with Directors' Gravelle, Hampton, McRorie, Borowicz, LaPlaunt, Payment supporting; Directors' Causley-Smith, Sorenson, Barbeau, Lee, McKerchie, McKechnie opposing; Tie Vote: Chairman Lowes supporting.

Moved by Director McKechnie, supported by Director Payment, to approve Resolution 2026-01, Establishing Deliverables Deadlines, Transparency Requirements, and a Date-Certain Schedule for Submission of the 3-Branch Government Constitution Amendment for Secretarial Election.

NOW, THEREFORE, BE IT RESOLVED, that the Sault Ste. Marie Tribe of Chippewa Indians Board of Directors (the Board) here approves the following:

1) Deliverables and Absolute Deadlines:

The Board directs the Legal Department, Finance Department, and Administration (or their designees) to complete and deliver the following written deliverables by the deadlines below (calendar days from the date this resolution is adopted on January 6, 2026), with copies circulated to all Board members:

- **Within 30 days:** Clean and redlined comparison package for the 3-Branch draft (including any conforming edits requested in open session), plus a plain-language executive summary.

Due: 2/6/2026

- **Within 30 days:** Fiscal Impact Statement (initial and ongoing costs), including staffing, facilities, IT, elections, judicial operations, and any anticipated savings or offsets; and identification of one-time vs. recurring costs.

Due: 2/6/2026

- **Within 60 days:** Implementation Plan and Timeline, including:

- (a) phased steps
- (b) roles/responsibilities
- (c) draft transition provisions
- (d) identify the policy and code amendments necessary and bring a proposed timeline to implement the needed changes, and
- (e) risk/mitigation plan.

Due: 3/6/2026

3) Distribution, Transparency, and Pre-Vote Notice

The date to transmit the final package for Secretarial Election shall occur once:

- The deliverables listed above have been distributed to the full Board; and
- The deliverables have been made available to the membership as appropriate and accompanied by a summary notice explaining where members can review the materials; and
- At least 10 days have elapsed from the date of distribution to the Board and the date of public posting/availability, to allow meaningful review.

Due: 4/6/2026

4) Date-Certain Scheduling (No Indefinite Stalling)

The Board hereby schedules a date-certain item for action on submission for Secretarial Election:

- The matter shall be placed on the agenda for the Board's regular meeting on **May 6, 2026** (or the next regular or special meeting occurring no later than 120 days from adoption of this resolution), for the purpose of receiving the final deliverables and taking action.
- If deliverables are completed earlier, the Tribal Chair shall place the matter on the next available regular or special meeting agenda consistent with the 10-business-day notice requirement above.

5) Submission for Secretarial Election.

Within 30 days after the completion of the Department of the Interior's technical review process, and upon Board action taken on the date-certain agenda item in 4) above, the Board directs that the Three-Branch Government Amended Constitution be submitted for a Secretarial Election, allowing the membership to approve or reject the amendments.

Moved by Director Payment, supported by Director McKechnie, to Amend to add 30 days total on top of timeline.

Moved by Director Payment, supported by Director McKechnie, to Amend section 2 (d) to state: for legal to identify the policy and code amendments necessary and bring a proposed timeline to implement the needed changes.

Without objection, let both Amendments above die.

No objection.

Moved by Director Sorenson to meet once in each unit with the final document such as a public hearing. Motion died due to lack of support.

Moved by Director LaPlaunt, supported by Director Payment, to Amend to increase each deliverable deadline by 30 days, amend #2(d) for legal to identify the policy and code amendments necessary and bring a proposed timeline to implement the needed changes and to revise #5 to allow for 30 days after the completion the Department of Interiors Review for the Tribe to finalize the amendments.

Roll Call Vote: Motion to Amend carries with Director McRorie opposing.

Moved by Director McKerchie, supported by Director Causley-Smith, to strike the 1st Section of the Resolved section.

Roll Call Vote: Motion to Amend carries with Directors' McRorie, Payment, McKechnie, Hampton opposing.

Roll Call Vote: Main motion as amended carries unanimously.

Without objection, waive reading of all remaining resolutions unless requested and conduct consensus votes on all unless roll call requested.

No objection.

Moved by Director McKechnie, supported by Director Payment, to approve Resolution 2026-02, Health Division – BEMAR Projects Establishment of FY 2026 Budget.

BE IT RESOLVED, that the Board of Directors of the Sault Ste. Marie Tribe of Chippewa Indians hereby approves the FY 2026 budget for BEMAR Projects with Federal IHS Revenue of \$1,458,500.00. No effect on Tribal Support.

Motion carries unanimously.

Moved by Director Hampton, supported by Director McKechnie, to approve Resolution 2026-03, Cultural – Administration Establishment of FY 2026 Budget.

BE IT RESOLVED, that the Board of Directors of the Sault Ste. Marie Tribe of Chippewa Indians hereby approves the FY 2026 budget for Cultural Administration with Other Revenue of \$3,000.00 and Third Party Revenue of \$216,140.41.

Motion carries unanimously.

Moved by Director Hampton, supported by Director McKechnie, to approve Resolution 2026-04, Health Division – Elder Outreach Establishment of FY 2026 Budget.

BE IT RESOLVED, that the Board of Directors of the Sault Ste. Marie Tribe of Chippewa Indians hereby approves the FY 2026 budget for Elder Outreach with Third Party Revenue of \$97,830.09.

Motion carries unanimously.

Moved by Director Hampton, supported by Director McKechnie, to approve Resolution 2026-05, Elder Division – Elder Outreach Establishment of FY 2026 Budget.

BE IT RESOLVED, that the Board of Directors of the Sault Ste. Marie Tribe of Chippewa Indians hereby approves the FY 2026 budget for Elder Outreach with Third Party Revenue of \$361,210.40.
Motion carries unanimously.

Moved by Director Hampton, supported by Director McKechnie, to approve Resolution 2026-06, Elder Division – Manistique Elderly Meals Establishment of FY 2026 Budget.

BE IT RESOLVED, that the Board of Directors of the Sault Ste. Marie Tribe of Chippewa Indians hereby approves the FY 2026 budget for Manistique Elderly Meals with Other Revenue of \$5,700.00 and Third Party Revenue of \$192,359.48.

Motion carries unanimously.

Moved by Director Hampton, supported by Director McKechnie, to approve Resolution 2026-07, ACFS Division – 2024 Set Aside Establishment of FY 2026 Budget.

BE IT RESOLVED, that the Board of Directors of the Sault Ste. Marie Tribe of Chippewa Indians hereby approves the FY 2026 budget for 2024 Tribal Set Aside with Federal DOJ Revenue of \$154,634.91. No effect on Tribal Support.

Motion carries unanimously.

Moved by Director Hampton, supported by Director McKechnie, to approve Resolution 2026-08, ACFS Division – General Assistance Establishment of FY 2026 Budget.

BE IT RESOLVED, that the Board of Directors of the Sault Ste. Marie Tribe of Chippewa Indians hereby approves the FY 2026 budget for General Assistance with Federal BIA Revenue of \$373,250.64 and Tribal Support of \$125,706.81.

Motion carries unanimously.

Moved by Director Hampton, supported by Director McKechnie, to approve Resolution 2026-09, ACFS Division – Lodge of Hope Establishment of FY 2026.

BE IT RESOLVED, that the Board of Directors of the Sault Ste. Marie Tribe of Chippewa Indians hereby approves the FY 2026 budget for Lodge of Hope with State of Michigan Revenue of \$285,366.42. No effect on Tribal Support.

Motion carries unanimously.

Moved by Director Hampton, supported by Director McKechnie, to approve Resolution 2026-10, ACFS Division – Staffing Operations Establishment of FY 2026 Budget.

BE IT RESOLVED, that the Board of Directors of the Sault Ste. Marie Tribe of Chippewa Indians hereby approves the FY 2026 budget for Staffing Operations with Federal BIA Revenue of \$137,079.93 and Tribal Support of \$61,549.52.

Motion carries unanimously.

Moved by Director Hampton, supported by Director McKechnie, to approve Resolution 2026-11, ACFS Division – Subpart IV-B Establishment of FY 2026 Budget.

BE IT RESOLVED, that the Board of Directors of the Sault Ste. Marie Tribe of Chippewa Indians hereby approves the FY 2026 budget for Subpart IV-B with Federal HHS Revenue of \$251,171.98. No effect on Tribal Support.

Motion carries unanimously.

Moved by Director Hampton, supported by Director Causley-Smith, to approve Resolution 2026-12, ACFS Division – Adolescent Treatment and Adolescent In-Home Establishment of FY 2026 Budgets.

BE IT RESOLVED, that the Board of Directors of the Sault Ste. Marie Tribe of Chippewa Indians hereby approves the FY 2026 budget for Adolescent Treatment with Federal IHS Revenue of \$180,140.00 and a transfer out to Adolescent In-Home of \$37,957.58. No effect on Tribal Support. BE IT FURTHER RESOLVED, that the Board of Directors of the Sault Ste. Marie Tribe of Chippewa Indians hereby approves the FY 2026 budget for Adolescent In-Home with State of Michigan Revenue of \$89,784.00 and a transfer in from Adolescent Treatment of \$37,957.58. No effect on Tribal Support.

Motion carries unanimously.

Moved by Director McKechnie, supported by Director Hampton, to approve Resolution 2026-13, Interim Appointment Continuation for Housing Director.

NOW, THEREFORE, BE IT RESOLVED, that the Board of Directors hereby extends the Interim Appointment of Mariea Mongene as the Housing Director for a period of six (6) months pursuant to the Interim Appointment Policy.

BE IT FURTHER RESOLVED, that this resolution shall be effective immediately.

Motion carries unanimously.

Moved by Director Sorenson, supported by Director Hampton, to approve Resolution 2026-14, U.S. Department of Housing and Urban Development (HUD) FY2025 Indian Housing Block Grant Program-Competitive Grant (IHBG-C) Application.

NOW, THEREFORE, BE IT RESOLVED, the Sault Ste. Marie Tribe of Chippewa Indians Board of Directors hereby authorizes and directs the Sault Tribe Housing Authority Director or its duly authorized representative, to develop and submit an application requesting up to \$7,500,000 for the FY 2025 Indian Housing Block Grant Competitive (FR-6900-N-48) and the Tribe will not be submitting a separate application.

BE IT FURTHER RESOLVED, that the Sault Tribe of Chippewa Indians Board of Directors hereby authorizes and approves the Tribal Chairman or their designee, to accept the FY 2025 Indian Housing Block Grant Program Competitive Grants (IHBG-C) grant if it is awarded and execute such documents and agreements as may be necessary to further this purpose.

Motion carries unanimously.

Moved by Director Hampton, supported by Director McKechnie, to approve Resolution 2026-15, Approving Contract Minburn Technologies.

NOW, THEREFORE, BE IT RESOLVED, that the Sault Ste. Marie Tribe of Chippewa Indians Board of Directors hereby approves the contract with Minburn Technologies for \$1,380,949.96 from Cost Center 8520 for Microsoft Enterprise Licenses for three years.

BE IT FINALLY RESOLVED, that the Board of Directors hereby authorizes the Tribal Chairman or his designee to execute any and all documents to carry out the intent of this Resolution.

Motion carries unanimously.

Moved by Director McKechnie, supported by Director Hampton to approve Resolution 2026-16, Approving Sault Tribe NRD Cooperative Agreement with the BIA.

NOW, THEREFORE, BE IT RESOLVED, that the Board of Directors hereby approves the NRD to enter into a cooperative agreement with the BIA to further enhance the Tribe's fuels management and fire activities on its tribal lands.

BE IT FURTHER RESOLVED, that the Board of Directors hereby approves the Natural Resources Division Director to serve as the Tribal Representative point of contact for the agreement and Tribal Chief Financial Officer to serve as the Finance point of contact.

BE IT FINALLY RESOLVED, the Board of Directors hereby authorizes the Tribal Chairman, or his designee, to sign any and all necessary documents to effectuate the intent of this resolution.

Motion carries unanimously.

Moved by Director Hampton, supported by Director McKechnie, to approve Resolution 2026-17, Health Division – Colorectal Screening Collaboration.

NOW, THEREFORE, BE IT RESOLVED, the Sault Tribe Board of Directors authorizes the Health Division's collaboration with Inter-Tribal Council of Michigan to Strengthen Tribal Health Systems with this Project.

BE IT FURTHER RESOLVED, that the Board of Directors hereby authorizes and approves the Health Division CEO, or their designee, to execute any and all documents as may be necessary and appropriate to carry out the terms, conditions, and intent of this resolution.

Motion carries unanimously.

Moved by Director Hampton, supported by Director McKechnie, to approve Resolution 2026-18, Amending Interim Appointment Policy.

NOW, THEREFORE, BE IT RESOLVED, that the Board of Directors of the Tribe hereby adopts the attached amendments to the Interim Appointment Policy.

BE IT FURTHER RESOLVED, that the changes in this Policy take effect immediately.

BE IT FINALLY RESOLVED, that the Governmental CFO and CEO are authorized to perform any administrative budget modifications necessary to get all interim appointments to the appropriate wage under the amended Interim Appointment Policy, effective November 19, 2025.

Motion carries unanimously.

Moved by Director Hampton, supported by Director McKechnie, to approve Resolution 2026-19, Amending Overtime and Compensatory Time Policy.

NOW, THEREFORE, BE IT RESOLVED, that the Board of Directors of the Tribe hereby adopts the attached amendments to the Overtime and Compensatory Time Policy.

BE IT FINALLY RESOLVED, that the changes in this Policy take effect immediately.

Motion carries unanimously.

Moved by Director McKechnie, supported by Director Hampton, to approve Resolution 2026-20, Approval and Adoption of 2026 Schedule of Tribal Prevailing Wage.

NOW, THEREFORE, BE IT RESOLVED, that the Board of Directors of the Sault Ste. Marie Tribe of Chippewa Indians hereby authorizes the Governmental CEO, Governmental CFO, Governmental HR Director, and Housing Director to keep the prevailing wage rates current.

BE IT FINALLY RESOLVED, that the Board of Directors hereby approves and adopts the 2025 Tribal Prevailing Wage Grid pursuant to Chapter 97, Section 97.105(2) of the Prevailing Wage Ordinance, as attached.

Motion carries unanimously.

Moved by Director Hampton, supported by Director McKechnie, to approve Resolution 2026-21, Amending Tribal Code Chapter 21: Special Circumstances Transfer of Permits.

Moved by Director McKechnie, supported by Director McRorie, to amend to reflect the changes recommended by Director McRorie at the workshop ((1)(c) below).

Motion to Amend carries unanimously.

NOW, THEREFORE, BE IT RESOLVED, that the Board of Directors of the Sault Ste. Marie Tribe of Chippewa Indians hereby amends Tribal Code Chapter 21: Hunting and Inland Fishing to add the following:

21.707 Special Circumstance Transfer of Elk or Bear Permits

(1) An Elk or Bear Permit may be transferred to an eligible immediate family member in the case of the death of the permit holder.

a. Proof of death must be provided to Sault Tribe Law Enforcement to proceed with a transfer of the license.

b. Sault Tribe Law Enforcement will issue a transfer Permit to the eligible immediate family member.

c. If there is no immediate family member to transfer the permit to, the permit may be transferred to a member with an advanced illness under (2) of this Section, if there are no members with an advanced illness to transfer to the permit will be issued to someone on the alternative list.

(2) A person who receives an Elk or Bear Permit may transfer that permit to any eligible member who has been diagnosed with an advanced illness. Advanced illness is defined by the Public Health Code and requires a Physician Certification of Advanced Illness (PDF).

a. A member with an advanced illness wishing to receive a transferred permit must fill out a transfer form at Sault Tribe Law Enforcement and provide a completed (PDF).

b. Sault Tribe Law Enforcement will issue a transfer Permit to the eligible member who has been diagnosed with an advanced illness.

(3) All Permit transfers under this section must be started no less than five (5) days before the start of Elk or Bear season.

Motion carries unanimously.

Moved by Director Hampton, supported by Director McKechnie, to approve Resolution 2026-22, Amending Election Commission Bylaws.

NOW, THEREFORE, BE IT RESOLVED, that the Board of Directors of the Sault Ste. Marie Tribe of Chippewa Indians hereby approves the attached amended Election Commission Bylaws.

Motion carries with Director Sorenson opposing.

Moved by Director Hampton, supported by Director McKechnie, to approve Resolution 2026-23, Authorizing Advocacy Opposing Prediction Markets Infringement on Tribal Casino Gaming Operations.

NOW THEREFORE, BE IT RESOLVED, that the Board of Directors hereby officially opposes the continued operation of “prediction markets” in the State of Michigan, within the tribe’s jurisdiction, and throughout the county.

BE IT FURTHER RESOLVED, that the Board of Directors hereby approves advocacy efforts to obtain the final goal of ensuring that prediction markets are not conducting class III gaming on tribal lands in violation of federal law and existing tribal-state gaming compacts, are not accepting sports wagers from within the state of Michigan and on tribal lands in violation of the Lawful

Sports Betting Act of 2019, and are not infringing on the lawful operation of the tribe's casino and sports betting operations.

BE IT FINALLY RESOLVED, the Board of Directors hereby authorizes the tribal Chairman, or his designee in full consultation with the tribe's General Counsel, or his designee, to sign any and all necessary documents to advocate for the Tribe in line with the intent of this resolution.

Motion carries unanimously.

Moved by Director Gravelle, supported by Director McRorie, to approve the following appointment:

- 1. Harold W. Hilborn II, appointment filling Alternate Seat vacated by Cheryl Flowers, term expiring in November 2027.**

Motion carries unanimously.

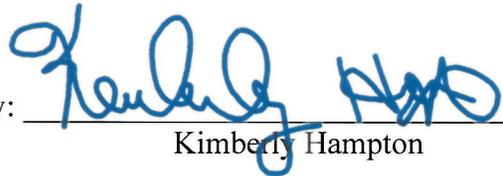
Moved by Director McKechnie, supported by Director Barbeau, to adjourn the meeting.

Motion carries unanimously.

Adjourned at 8:05 p.m.

Date: February 3, 2026

Secretary: _____


Kimberly Hampton

Others Present: Lona Stewart, Ryan Mills, Jessica Dumback, Holly Haapala, Bill Connolly, Josh Elliot, Michelle Moore, Bob Marchand, Clarence Hudak, Ashley Samuelson, Joel Lumsden, Dani Fegan, Bill Travitz, Mariea Mongene, Melissa VanLuven, Megan Miller, Jami Moran, Katie Peabody, Cody Jodoin