

# ANNUAL REPORT

PREPARED BY THE MI'KMAQ NATION

2021





# WELCOME

Greetings Tribal Community,

Welcome to the Mi'kmaq Nation's Annual Report created to summarize the accomplishments of each Tribal Department for the 2021 fiscal year. As we grow and prosper, the Tribe has faced many challenges and obstacles, most recently COVID-19. In the face of diversity, we have arisen to the task and continue to do so by delivering the Mi'kmaq Community even more services than we did one year ago. Our team of Directors have the knowledge and passion for our community required to capacity build with a long term vision at the forefront. As you read through this report, we would like to thank each of you. Our Community is our most valuable and important resource; they are the reason our programs exist. We look forward to and anticipate many great things in 2022.

Wela'lin

Edward Peter Paul, Chief

Nichole Francis, TA



# TABLE OF CONTENTS

Department	Page
Tribal Council Members.....	1
Boys & Girls Clubs of PI.....	2-4
Community Services.....	5
Compliance.....	6
Domestic Violence.....	7
Education.....	8
Elder's Program.....	9
Finance Office.....	10
Grant Writer/Tribal Planner.....	11
Housing.....	12-13
Human Resources.....	14
Indian Child Welfare.....	15
Information Technology.....	16
Little Feathers Head Start.....	17
Mi'kmaq Health Department.....	18-23
Natural Resources.....	24-25
Transportation Realty & Assets Management.....	26-27
Tribal Clerk.....	28-42
Tribal Historic Preservation Officer.....	43
Looking Back at 2021.....	44

Note: the 2021 financial audit has not been finalized and will be available shortly at the administration office for viewing.





## TRIBAL COUNCIL MEMBERS



*Charlie Peter Paul  
Tribal Chief*



*Richard Silliboy  
Vice-Chief*



*Norman Bernard  
Treasurer*



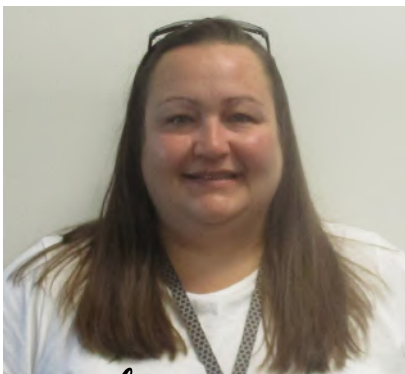
*Christina Donnelly  
Secretary*



*Roldena Sanipass*



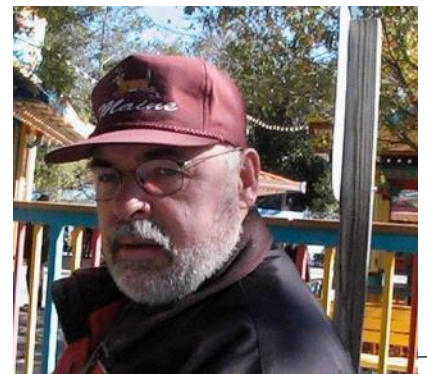
*Fred Getchell*



*Shannon Hill*



*Sheila McCormack*



*Eldon Espling*



## BOYS & GIRLS CLUBS OF PI/YOUTH

*Jen Kiandoli*

- **SMART Moves Program-** The program now introduces a health promotion approach to support healthy decision-making. Many health programs only identify and address risk and protective factors that are most associated with a young person's ability to avoid risky behavior; typically framed as health prevention. This version of SMART Moves utilizes a health promotion approach, which is focused on building youth's attitudes and skills that support healthy decision-making. It is asset based, focused on building foundational social-emotional skills, and address youth's agency in healthy decision-making.
- **Project Venture-** is an outdoor/experiential program that targets at-risk American Indian youth. The program concentrates on American Indian cultural values—such as learning from the natural world, spiritual awareness, family, and respect—to promote healthy, prosocial development. The primary target group is fifth to eighth graders, but it has been adapted and used for older teenagers as well. The program is designed for American Indian communities seeking strategies to prevent alcohol abuse.
- The goals of Project Venture are to help youth develop a positive self-concept, effective social and communication skills, a community service ethic, decision-making and problem-solving skills, and self-efficacy. By increasing these skills, the program hopes to build generalized resilience within youths that increases their resistance to alcohol, tobacco, and other drugs and prevent other problem behaviors.
- **T.R.A.I.L.-** A diabetes prevention program is comprised of a 12-chapter curriculum program that provides youth with a comprehensive understanding of healthy lifestyles in order to prevent type 2 diabetes in Native youth and promote resiliency.
- **21st CCLC -Academic Support Program -**Providing Tutoring Support to 45 youth (6-8th grade) -Implement High Yield Learning Activities on a daily basis -Collaboration with MSAD #1.
- **High Yield Learning Activities-** Activities include leisure reading, writing activities and games like chess or Scrabble® that develop young people's cognitive skills. A high-yield learning activity is one in which youth use skills, information, behavior and values needed for successful homework completion.
- **SAMHSA Native Connections Program -**Implement evidenced based prevention programming to community youth ages 5-18 on a daily basis. -Implements community engagement activities on a monthly basis. -Weekly Cultural Activities -Engages over 95 unduplicated youth on a monthly basis.



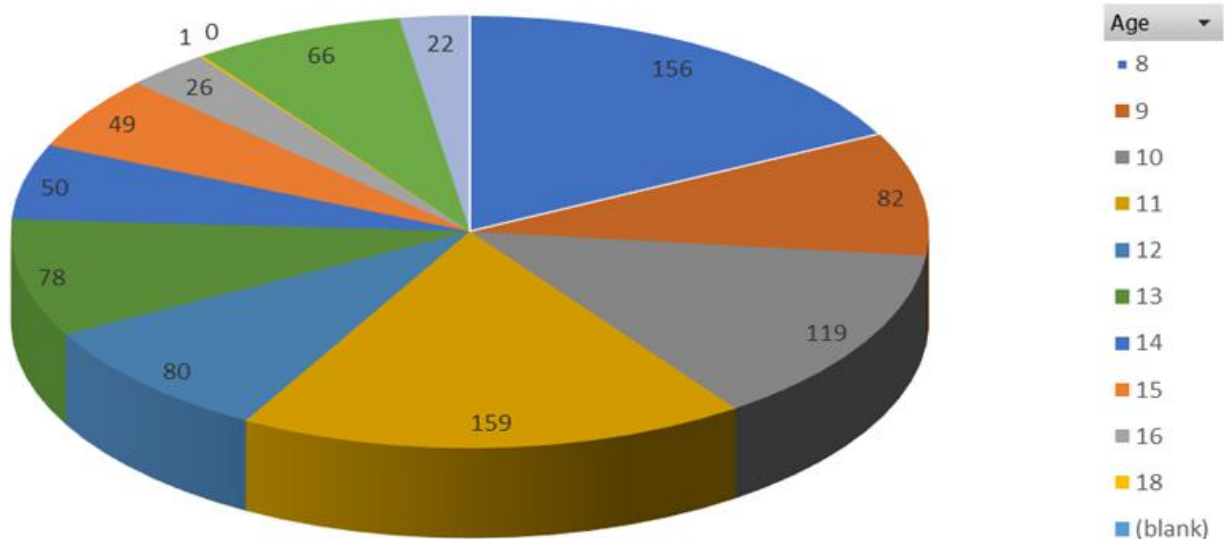
# BOYS & GIRLS CLUBS OF PI/YOUTH

Jen Kiandoli

## CONTINUED:

### Youth Enrollment & Attendance

Enrollment Age



Sum of Total Visits

Organization	Program	Name	Gender		Age Group		(blank)	(blank) Total	Grand Total
			Female	Male	Female Total	Male Total			
(blank)	(blank)	(blank)	(blank)	(blank)	(blank)	(blank)	(blank)	(blank)	(blank)
(blank) Total	(blank) Total	(blank) Total							
Boys and Girls Clubs of Border Towns	General Attendance for FY 2021-2022	Power Hour - Project Learn	46	44	46	44			90
		Healthy Habits	57	38	57	38			95
		Moccasin Trail	32	13	32	13			45
		T.R.A.I.L. 7-11	105	57	105	57			162
		S.T.E.M.	19	10	19	10			29
		Project Venture Gr.6,7,8	6		6				6
		Smart Moves 13-18	3		3				3
		Reading Program	3	2	3	2			5
		Smart Moves 5-9	1	4	1	4			5
		My Future	6	4	6	4			10





## BOYS & GIRLS CLUBS OF PI/YOUTH

**CONTINUED:**

*Jen Kiandoli*

### Financial Summary

Award	Amount	Amount Expended
JJAG	\$46,168.20	\$20,791.36
SAMHSA Native Connections	\$173,771	\$20,244.77
WPHW Youth Engagement	\$100,000	\$0
21st CCLC	\$125,000	\$42,060.10
OJP Mentoring 2020	\$20,000	\$0
OJP Mentoring 2021	\$20,000	\$0
Red Nose My Future	\$7,075	\$0
No Hungry Kid	\$25,000	\$0
Healthy Communities Award	\$15,000	\$8,896.32
Maine Equity Fund	\$6,375.00	\$5,324.53
United Way of Aroostook	\$1,250	\$0
CIC Walmart Food Access	\$10,000	\$7,681.82
First Nation	\$8,000.00	\$8,000.00
BGCA Full Plates	\$5,000	\$0
Good Shepard Food Bank	\$49,570	\$0
Hannaford	\$5,000	\$3,575.62
Start Up Scale Up	\$22,500	\$0
Stephen King Foundation	\$21,250	\$21,250.00
Native Summit	\$1,000	\$250.00
CIC Community Impact Center GSFB	\$7,000.00	\$1,263.22
MCF Expansion of the Arts	\$5,000.00	\$5,000.00
T.R.A.I.L.	\$22,739.55	\$0
MCF 9 Wicked Fund	\$10,000.00	\$0
MCFMaine Community Builders Award	\$1,000	\$0



## COMMUNITY SERVICES

### *Kandi Sock*

- LIHWAP has not yet started. Only Administration funding has been received in the amount of \$14,888.00.
- LIHEAP FY2022 (October 1, 2021 to current) (Award Total = \$158,000.00) has received 133 applications since the beginning of the fiscal year.
- 113 approvals were done in the amount of \$127,920.00 on regular heating assistance
- 47 of the LIHEAP Households received ECIP Assistance (Same Program as LIHEAP).
- \$14,276.33 has been expended on these ECIP requests.
- Emergency Assistance (October 1, 2021 – December 31, 2021) has helped 58 households since the beginning of the 3rd quarter of the year.
- 131 total households for the year.
- \$15,939.56 total expended for year.
- Emergency Fuel assisted 33 households this year.
- \$8,462.91 was spent on fuel, electricity disconnections and water disconnections out of Emergency Fuel in this year.
- Emergency Assistance (EA) has assisted 13 households, and expended \$7,476.65 with a variety of needs including: household cleaning supplies, groceries, fuel, utility payments, burial assistance has helped 4, one additional since last quarter, families in the amount of \$4,550.00 since January 2021.
- CCDF (Total Award \$136,189.00).
- We have 12 families receiving childcare assistance.
- 30 children have gotten service in this fiscal year.
- This program can service several more children during this fiscal year.
- I am holding 2 open slots for emergencies of these open slots.
- The new fiscal year began on October 1, 2020. Projected budget of \$136,189.00.
- 302 Community (both Micmac and surrounding populace) households have been serviced through the Food Pantry from in 2021.
- An increase in food requests continues due to stimulus and other payments decreasing and/or stopping.





# COMPLIANCE

*Lisa Henderson*

- Tracking a Corrective Action Plan (CAP) from Indian Health Services Nashville, RE: Audit for fiscal year ending September 30, 2019. Reconciliations were not completed timely and general ledger account activity and balances were not effectively analyzed. CAP done and submitted to Indian Health Services with an updated timeline of 3/30/22, there has been progress and is still being worked on, will update as necessary as accomplishments have been made.
- Tracking a Corrective Action Plan for the contractor Encompass Healthcare, for coding/billings services. Trying to improve an evidenced deficiency in the timeframe required for coding 4 days from the date of service and billing 6 days from the date of service.
- Implementing and tracking Improvement Measures for Success for various departments as applicable.
- All throughout 2021, Compliance has been attending scheduled meetings with all Directors and the Tribal Administrator. These meetings are to stay in communication with each area and to provide assistance as needed. Also, it serves the purpose of working together to make sure necessary aspects are updated such as are all awards listed, reports completed, and other documented information.
- Attending as many webinars and reading documents so that she can better assist with the American Rescue Plan and other awards as necessary.
- Compliance is a member on several committees such as, Policy & Procedure, By Laws Committee, Health Governing Board, & Housing Committee. Attending as many of these meetings as possible.
- Compliance has assisted to help answer questions throughout the year, such as family medical leave, procurement assistance, reviewed LIHEAP and Child Care applications, reviewed requisitions and vouchers for allowability with award and have helped to draft 3 policies and procedures.



## DOMESTIC VIOLENCE

*Krista Stevens*

- The Micmac Domestic Violence & Sexual Violence Advocacy Center has grown a lot since being funded by the Office of Violence Against Women (OVW) in October of 2012. Despite the challenges we have all faced by the COVID-19 pandemic, our program has seen a lot of change, adaptation and growth. While COVID-19 brought many changes, we still provided program services 24/7 for Survivors through the entirety of 2021.
- Every year our Advocacy center offers a variety of educational and community events throughout the year.
- Typically, we hold the following events:
  - Annual Teen Dating Violence Awareness Month event
  - Annual Sexual Assault Awareness Month event
  - Annual Grandmother's Gathering
  - Annual Men's Gathering
  - Annual Domestic Violence Awareness Month Walk
  - Annual Domestic Violence Awareness Month Tree Lighting Ceremony
  - Bi-weekly Women's Support Groups
- Because of the global COVID-19 pandemic continuing into the year 2021, many of these events did not take place or take place in person. Due to the pandemic, we have adapted and changed the way we serve our community. While there will likely be changes to how we host, we are hopeful 2022 will bring more opportunities for us to continue our annual events.
- In February we held a Teen Dating Violence Awareness (TDVAM) event online (Minecraft edition) with the Boys and Girls Club. We were able to hold a Domestic Violence Awareness Drive-Thru (DVAM) in April and in October we held our Sexual Assault Awareness Drive-Thru (SAAM) in October. Events total attendance was 575 due to two virtual events.
- In 2021 we served:
  - 91 people serviced over-all
  - 17 people in shelter/safe housing
  - 7 people in Transitional Housing
  - 3 people still working in Transitional Housing



## EDUCATION

*Jenny Paul*

- This year started and ended with the COVID-19 pandemic, bringing opportunities and challenges for the Education Department. The perseverance and creativity of our dedicated staff, as well as collaboration with the Boys and Girls Club, provided the Department avenues to continue providing educational services and support to Tribal members. **The 638, Title VI, and OJJDP** budgets provided support for Power Hour and evidence-based, culturally relevant programming, including SMART Moves and Community Engagement Events.
- **Johnson O'Malley** funds provided support for both the Summer Reading Program and Backpack Giveaway again this year. The Summer Reading Program provides students the opportunity to earn incentives throughout summer to build and maintain school related skills, while the Backpack Giveaway provides youth grades 6-12 a brand new L.L. Bean backpack to begin their school year. The summer of 2021 resulted in 40 youth participating in the reading program and 62 youth receiving new backpacks.
- Over \$17,000 was provided in unmet needs assistance to 19 Tribal members pursuing **Higher or Vocational Education**. Eligible students received up to \$1000 for spring semester and \$1250 for fall semester. In addition to financial assistance, the program afforded technical assistance to over 60 Tribal members in 2021.

### Education Grants

	Budget	Expended	Actual
Higher Education	\$78,854	\$22,564.72	\$56,289.28
JOM	\$11,996	\$7,969.14	\$4,026.86
Adult Education	\$800	\$155.25	\$644.75
Vocational Education	\$12,621	\$11,460.33	\$1,160.67
Title VII	\$38,145	\$22,564.72	\$15,580.28
OJJDP (5 years)	\$500,000	\$11,988.05	\$488,011.95
IMLS	\$10,000	\$10,000	\$0.00
<b>TOTAL</b>	<b>\$652.416</b>	<b>\$86,702.21</b>	<b>\$565,713.79</b>





## ELDER'S PROGRAM

*Dave Nadeau*

- In April of 2020, COVID stopped social gathering completely for the Elder's Program. In 2022, they finally opened for the elders to come & gather while following masking, social distancing, and safety precautions. They are participating in activities such as bingo, diamond art, cultural activities, the language, and storytelling. The Director continues work on grants and funding.
- In June of 2021, they moved into the new elders building.
- The Elder's program continues to survive COVID and is still standing strong; what a great achievement. They are delivering meals at an alarming rate and are proud of what they “as a team” have achieved with meals and deliveries. In the beginning of 2022, they tripled the amount of food deliveries in a matter of a few months. They had 18 elders not including the admin staff for deliveries and as of January they have a total amount of 41.
- COVID specific funding allowed the program to expand the amount of staff and the hours in which they operated and in addition the number of miles to deliver healthy meals.



## FINANCE OFFICE

*Ron Looman*

- The Tribal Finance Department has gone through a lot of transition and transformation within the past two years. When the new CFO and Assistant CFO started in 2020, the task ahead of them was vast and arduous. The issues of fixing an accounting system that was originally set up with errors has caused a lot of program budgets and reconciliations to become out of balance.
- The Finance staff have worked extremely hard in making sure that the following is up-to-date and does not fall behind:
  - Cash reconciliations,
  - Payroll reconciliations and on-time accurate reporting to the state,
  - General ledger reconciliation,
  - Accounts payable and receivable reconciliations,
  - Loan reconciliations,
  - The monitoring of revenue and expense accounts,
  - The on-time filing of Federal Financial Reports quarterly and annually,
  - On-time audit filings,
  - On-time IDC preparations and submission.
- There are still items that we are tackling each day to ensure confidence in our accounting system and working as a team with Directors to accomplish tasks.
- 2022 and beyond will be much better for our Finance team to accomplish and catch up on the items required for a fully functioning department.
- Thank you for everyone's patience in supporting the Finance Department during this time.



# GRANT WRITER/TRIBAL PLANNER

*Dena Winslow*

- Wrote and submitted grants totaling \$2,608,306.20.
- Completed the 2021 Strategic Plan update. Completed the Mi'kmaq Nation Climate Change Adaptation Plan.
- Saw the development of a solar project through to completion – with many challenges along the way. There are still a few things required by Versant Power that will be completed soon and then the project can be hooked up and start providing clean/green electricity for tribal administration buildings – for the next 25 to 40 years.
- Developed, funded, and oversaw a feasibility study for an economic development project for a commercial campground on tribal property at Loring.
- Wrote a pandemic plan for the Mi'kmaq Nation to include Covid – but also addressing other pandemics that might arise.
- Continued work with the Cultural Committee and the University of Maine at Presque Isle to develop materials pertaining to the Mi'kmaq Nation that will be available on-line for 8th grade teachers – and anyone interested in the world. Curriculum materials will be developed to go with the materials once completed in 2022.
- Participated in the Shifting Seasons conference virtually.
- Arranged for a staff workshop on determining credibility of sources by two experts in the field from Washington State, titled, “Calling Bullshit.”
- Completed a 9-month virtual course on Hazard Mitigation planning through ITEP.
- Assisted with planning the 30th Anniversary event for the Mi'kmaq Nation.
- Began work on a mosquito surveillance project in collaboration with Fred Corey and the Maine Medical Center Research Institute's, Chuck Lubelczk.
- Assisted with developing, planning, and carrying out two youth events, and served as a presenter for both events.
- Continued to assist Directors and staff with grant writing.
- Maintain the Tribal System of Awards Management and Just Grants systems.
- Participated in Boost planning meetings for developing marketing for the Tribe.
- Began the surveillance work on Emerald Ash Borer with the drone which will continue into 2022.
- Was invited to be a presenter at the National Tribal Wildlife Society Annual Conference in Spokane, Washington.
- Participate in regular meetings, and special meetings that are held.





## HOUSING

*Craig Sanborn*

- Units under management. The Housing Department (hereinafter “HD”) currently manages 112 units, 11 units are mutual help home ownership units and the remainder are managed as low income affordable rental units, with all units managed according to NAHASDA and its attendant federal regulations. Additionally, the HD also runs an emergency Home Improvement Program (“HIP”) for private tribal homeowners who also qualify under HUD guidelines as a low-income household.
- Reporting. The HD has to submit a budget and action plan of all its funding and list its various programs to first the Tribal Council for their initial approval and then to HUD for their final approval. These submissions ensure that all programs are being managed according to federal guidelines. The initial budget and programing list is called the “Indian Housing Plan,” and the final budget accounting and program review is called the “Annual Performance Report.” All reports were submitted on time and are available for tribal citizen review at the HD office. Additionally, the HD conducts an environmental review of all of its activities prior to expending any of the grant funds. This report is also available for public review.
- The HD runs four maintenance programs for each of the four types of housing units it owns, low rent units that the HD owned as of 1998 (mainly the Bon Aire units), the old homeownership units also owned or in the construction pipeline in 1998 (old MHOPP units), all other “NAHASDA” assisted low rent units (units located in Littleton, Connor, and Doyle Rd), and finally privately owned homes owned by low-income tribal members. The HD completed 407 maintenance work orders in FY21 on these units and readied 8 units for occupancy (units that become vacant have to be readied for the next occupant). Any tribal citizen seeking housing assistance should call Tasha who will process the call as needed. She can be reached at 764-1972.



# HOUSING

*Craig Sanborn*

## CONTINUED:

- While the above programs are the regular on-going housing programs that the HD oversees on a yearly basis, the HD also competes for supplemental grants with which it uses to create other specialized housing programs. Most people may be familiar with the supplemental mold rehabilitation projects that have been running in the Bon Aire village for the past few years. In those programs, the
  1. HD completed rehabbing all of the exteriors of Bon Aire units;
  2. installed the final 46 Heat Pumps (all 112 units now have a heat pump),
  3. Replaced a burnt-out duplex in Bon Aire,
  4. Constructed an Emergency Unit in Houlton,
  5. Constructed an Elder Program Building,
  6. Constructed a new septic system and Bath house at Spruce Haven;
  7. Partnered with the B&G Club and constructed an outside Basketball Court; and
  8. Installed a paved walking path and a Public Park in Bon Aire.
- For FY22, The HD will also be overseeing the new construction of the ABM's Spruce Haven facility this year. The HD will continue to compete for additional supplemental housing grants in order to rehab the interiors on up to 57 units in Bon Aire, replace all of the roofs in Littleton Village, and install an Emergency Center in Connor, as well as work in partnership with other tribal departments on projects of mutual benefit for the betterment of our communities.



## HUMAN RESOURCES

*Michael Carlos*

- Human Resources has been busy advertising jobs in some cases the same job two or three times to get the positions filled. We are pleased to say there are 12 more Tribal members working for the Tribe this year when compared to last. There has been a steady raise in the number of employees, employed by the Tribe as well. A number of new employee policies have been approved and passed by Tribal Council to strengthen the workforce. We are reminding everyone that all new positions are advertised in the tribal community for two weeks before they go to the general public.
- Each job announcement asks for a complete application; a complete application includes, a completed Mi'kmaq Nation job application, a cover letter and a resume. If you state you have a degree or a certification in your application, please send a copy. If your application packet is incomplete the HR Assistant will call you asking for the missing materials. There is a screening committee if the application is incomplete, your application will be rejected. We want to hire Tribal members, please help the HR Assistant get the needed information so we can interview you. The biggest problem the HR Assistant has is getting in contact with applicants. Make sure your phone number and email address are up to date. If all else fails, we will even use Facebook to message you.
- The interview process can be intimidating, come compared, one-word answers do not tell the interviewers what you know. You cannot talk too much during an interview, they are trying to find what you know and if you are the right person for the job, you have to sell yourself.
- Human Resources is constantly looking for applicants for the job bank if you are interested, please contact the HR Assistant and get your name added to the list. Some of the new employees recently hired started as Temp employees. When in a temp position oftentimes you are given an opportunity to show the Program Director what you are capable of accomplishing. When they interview for an opening and you are interviewee, they know your work history.
- The Workforce Innovation and Opportunity Act (WIOA) is a program for adults and youth under 18, we were the only Tribe running the program last year and have 3 open slots for adults and children, we need applicants to fill those slots.
- We have also been busy completing the setup of the electronic payroll system, all employees use the microix system to clock in and out of work. We have developed a number of internal systems to eliminate problems that have plagued the department in the past.





# INDIAN CHILD WELFARE

*Norma Saulis*

- During this fiscal year, we have experienced waves of the COVID-19 the ICWA department has remained committed to ensuring the safety of our children and in supporting the wellness of their parents/caregivers. Throughout this year we have experienced the “New Normal” with considerations around parents and families comfortability about meeting in person.
- We are excited about the great news that we have completed our Tribal Court Assessment through BIA's Office of Justice Services. We are at the point where we read over the assessment and plan how to we want to develop a Tribal Court for our community. The assessment is like a golden ticket to use toward securing funding for the vision we have for the tribal court.
- **End of Fiscal 2021 - Active ICWA Cases with DHHS/OCFS**
  - 22 Cases involving 33 Children the breakdown as follows:
    - In the State of Maine-- 15 cases open; out of the state of Maine-- 7 cases open
    - 3 MA ( 1 Family Resource Home & 2 MA Resource Homes)
    - 8 Family Resource Homes; 1 GA Resource Home
    - 1 Tribal Resource Home; 1 NH Residential
    - 5 Maine Resource Homes; 1 OK Family Resource Home
    - 1 Residential Treatment; 1 VA Resource Home
- **Assessments**--92 were received in FY2021. These occur when a report of safety is received from Maine's DHHS-OCFS then transmitted to a Child Protection Services Caseworker in our area. The CPS caseworker will contact ICWA Coordinator and we will co- case manage the interviews and assessment process. Currently 14 assessment cases remain ongoing.
- **Designated Indian Custodianships**--8 for FY2021. An Indian Custodian is an Indian person who has custody of an Indian child but who is not that child's biological parent. The parent signs our ABM document giving the custodian the right and responsibility to make decisions about a child's day-today care, well-being, and overall best interests. This document provides special rights under the Indian Child Welfare Act (ICWA). This year, in coordination with the Department of Justice we were able to update the document for better clarity and effectiveness for family guardians.
- **Permanency Guardianship**--4 for FY 2021. Permanency Guardianship provides a permanency option to children who might otherwise remain in foster care until the age of majority. Through the provision of a financial subsidy, this program provides relatives and other individuals the opportunity to become the permanency guardians of children in the custody of the State or of Tribal authorities in the State of Maine.



# INFORMATION TECHNOLOGY

*Fred Corey*

- With the assistance of the human resources and payroll programs, configured and implemented electronic timekeeping system for all non-health Tribal staff.
- Installed and configured 16 new desktop computers and 7 new laptop computers for the health department.
- Installed and configured 10 new laptop computers for the Boys & Girls Club.
- Installed and configured 6 new laptop computers for the finance department.
- Installed and configured 5 new desktop and laptop computers for other Tribal programs.
- Created a training guide and implemented information security awareness training for non-health Tribal staff (health staff already participate in the training).
- Deployed and configured four wrist temperature scanners for use at the health department and wellness center.
- Reconfigured power supplies for IHS and natural resources computer servers to utilize new diesel generator backup power supply.
- Reconfigured power supplies and network settings for eight remote access workstations used by health department contractors and remote providers.
- Researched and developed price quotes and recommendations for the purchase of new computers, software, and numerous printers, scanners, monitors, and other peripherals, and installed and configured these devices.
- Troubleshooted and replaced failed hard drive in health department RPMS server.
- At the request of the finance department, developed standard operating procedures for backing up Tribal accounting databases, performing data integrity checks, installing finance server updates, and rebooting the server as necessary.
- Performed routine maintenance of the computer network system including regular operating system updates on 11 Tribal servers, performing daily and offsite backups, reviewing event logs, and monitoring the overall health of the servers.
- Routine support services were also provided to Tribal staff including creation of new user accounts, maintenance of Tribal e-mail addresses and VPN accounts, and troubleshooting and correcting equipment and software problems.
- Served as quality assurance officer for Micmac Environmental Laboratory and assisted with revisions to the lab's quality assurance plan and standard operating procedures.



# LITTLE FEATHERS HEAD START

*Bethann Basso*

- **Mission Statement** --Pi'gunji'jg/Little Feathers Head Start was established to promote the importance of education, as well as the parents' involvement in their families' continued educational and social experience while incorporating the Micmac culture and beliefs.
- **Program Philosophy**--The philosophy of the Pi'gunji'jg/Little Feathers Head Start Program was developed in the beginning years of the project. Our philosophy maintains that children from an economically deprived background need an environment that provides them with the opportunity to develop to their maximum potential.
- The Pi'gunji'jg/Little Feathers Head Start Program is an instrumental component for our Micmac children to learn more about their language, traditions and culture, essential for the continued survival of the Micmac First Nation, while learning the basics of education to prepare them for the public-school environment. As the program provides structure, it enhances growth and development skills for the child and parent.

## FISCAL YEAR 2021

Report Publish Date: September 20, 2021      Public Funds Received: \$405,677.00

Source of Public Funds: US DHHS Administration for Children and Families

CACFP Reimbursements Received: \$8,217.59      CACFP Expenses: \$5,164.13

Source of CACFP Reimbursements: Maine Child and Adult Care Food Program

## Head Start Grant

Categories	Totals
Child Health and Development Personnel	\$148,921.00
Family and Community Partnership Personnel	\$23,467.00
Program Design and Management Personnel	\$51,214.00
Other Personnel	\$56,142.00
Fringe Benefits	\$45,419.00
Supplies	\$13,088.00
Other (Utilities, Insurances, Expenses)	\$44,463.00
Indirect Cost	\$0.00
<b>TOTAL</b>	\$382,714.00
Training and Technical Assistance (T/TA)	\$10,000.00
<b>TOTAL</b>	\$392,714.00

## Eligibility of Families Served

Eligible (0 – 100%)--8 ;Foster Child--0

Over Inc (> 130%) --6; Public Assistance--7

% Micmac or other Native--57.14% (12 Students)





# MI'KMAQ HEALTH DEPT.

Theresa Cochran

## MI'KMAQ FAMILY HEALTH SERVICES ANNUAL SUMMARY 2021



*This report is generated for the community, by the staff of the Mi'kmaq Health Department, and we hope you find this snapshot to be informative. More information can be provided upon request.*

**2021** was the first full year as a 638 Title I Tribal Program and it was also the second year of the COVID-19 Pandemic. There were some changes in the staff in 2021, to include welcoming back a full-time Nurse Practitioner, former registered dietician and hired an additional Nurse Practitioner amongst others. MFHS continues to provide a variety of services to include primary health care, women's health, nutrition, Medication Assisted Treatment (MAT), behavioral health, substance use and affected others counseling Services. All delivered by a great team of providers and technicians to include:

### PRIMARY CARE

- 🚚 Dale Gordon, FNP (Primary Care Provider)- *Returned in Nov.*
- 🚚 Ratchanu "Rae" Everette, FNP (Primary Care)- *New in Apr.*
- 🚚 Shawna Marion, FNP (Primary Care Provider) -*Thru Sept.*
- 🚚 Rebecca Smith, RD (Registered Dietician)- *Returned Nov.*
- 🚚 Dr. Gloria Grim, MD (Supervising Physician)
- 🚚 Clinical Support Team
  - Christie Kilcollins, Clinic RN/Care Manager
  - Cathie Crouse, Medical Lab Technician
  - Rhoda Skeens, RN-COVID (Vaccine/Testing)
  - Samantha Puccio, Medical Support Assistant-Records
  - Charissa Martinelli, Medical Support Assistant-Registration
  - Kristy Brooker, Medical Support Assistant-Referrals

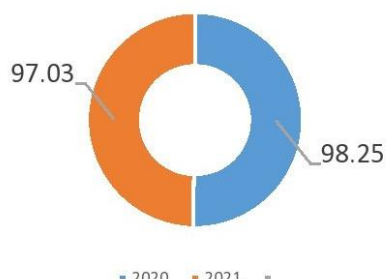
**TOTAL # OF OVERALL APPOINTMENTS FOR ALL SERVICES: 3,331**

Primary Care Visits = 1,054  
 Nursing Visits = 329  
 Lab Visits = 671  
 Nutrition Visits = 4  
 Documented Calls = 1,645  
 Prescriptions Refills = 2,364  
 COVID Vaccines = 1,730  
 COVID Testing = 1,596 (81 positive cases)  
 Referrals to Specialist = 2,555 (+213%)  
 User Population = 462 (5.5% increase)

### OTHER TEAM MEMBERS:

- CRYSTAL MARTINELLI, PRC TECHNICIAN
- ANGELIA JIPSON, PRC TECHNICIAN
- KATIE ESPLING, BUSINESS OFFICE MANAGER
- CHERYL CORBIN, ADMINISTRATIVE ASSISTANT
- DAWN SCHILLINGER, ASSISTANT HEALTH DIRECTOR
- THERESA COCHRAN, HEALTH DIRECTOR

Patient Satisfaction Ratings  
2020-2021



# of Primary Visits = 1,054

# of New Patients = 24

All Ages-Include Breakdown:

0-18 years = 23%

50-64yrs = 19%

19-49 yrs = 49%

64+ yrs = 8%



# MI'KMAQ HEALTH DEPT.

Theresa Cochran

## CONTINUED:

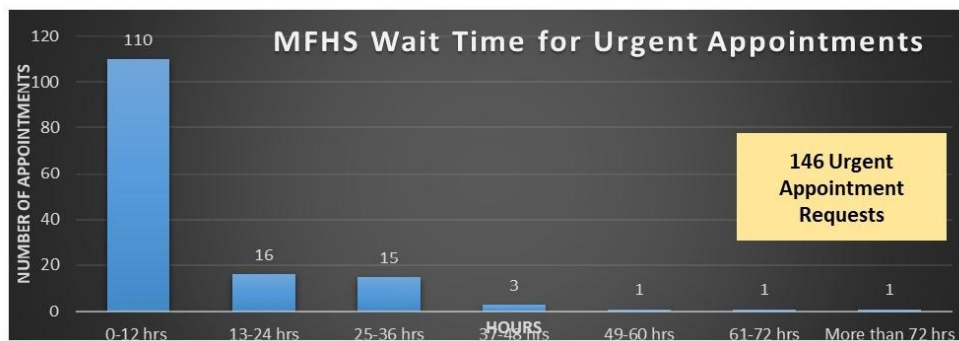
### MI'KMAQ FAMILY HEALTH SERVICES ANNUAL SUMMARY 2021

**Access to Care (Wait Times):** Throughout the year staff conduct audits on patients access to timely care. The MFHS understands how important it is for patients to be seen by their primary care office versus going to a walk-in clinic or Emergency Department.

**Goal for Urgent Appointments within 48 hours.**

**Urgent care** is defined as medical care provided for illnesses or injuries which require prompt attention but are typically not of such seriousness as to require the services of an emergency department

**URGENT Average: 10 hours and 14 minutes (Goal within 48 hours)**

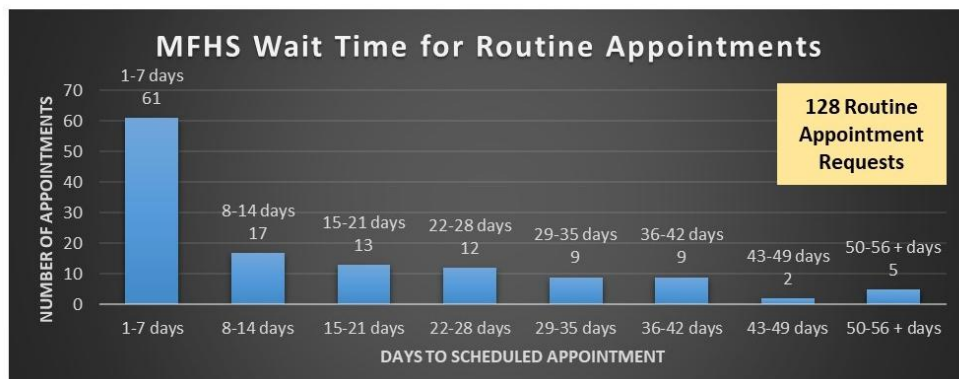


**Goal for Routine Care appointments within 28 days.**

**Routine care** is the regular care you get from your Primary care Provider (PCP). Routine care is also care you get from other doctors that your PCP sends you to. Routine care can be **check ups, physicals, health screenings and care for health problems like diabetes, hypertension and asthma**. If you need routine care, please call the clinic and make an appointment!

**ROUTINE Average: 103 appointments (83%) within 28 days and 25 appointments (19%) beyond 28 days.**

The additional time is typically due to patients request during scheduling.





# MI'KMAQ HEALTH DEPT.

Theresa Cochran

## CONTINUED:

## MI'KMAQ FAMILY HEALTH SERVICES ANNUAL SUMMARY 2021

The **Government Performance and Results Act (GPRA)** requires Federal agencies to demonstrate that they are using their funds effectively toward meeting their missions. GPRA measures for the IHS include clinical care performance measures, such as care for patients with diabetes, cancer screening, immunization, behavioral health screening, and other prevention measures.

The MFHS strives to meet or exceed the goals set. Achieving the target goals reflects the patient – provider relationship in prevention (screenings and early detection) and improving our management of chronic diseases such as diabetes, high blood pressure, etc.

Aroostook Band of Micmac

RPMS data as of December 3, 2021, IDCS data as of December 28, 2021  
- Dashboard #'s for Current GPRA Year

Dashboard #3 for Current or RA Year					Comparison to IDCS Rate			
		RPMS Rate	Shared Aroostook IDCS Rate	Goal	Met	Within 5% of Goal	Within 10% of Goal	More than 10% from Goal
National GPRA Measures								
DENTAL	Access to Dental Services	19.9	15.49	26.6				X
	Dental Sealants	1.2	0.19	13.8				X
	Topical Fluoride	20.7	16.47	27.6				X
DIABETES	Controlled BP < 140/90	63.8	65.4	59.1	X			
	Poor Glycemic Control <8 (should be below goal)	24.1	16.87	16.8	X			
	Nephropathy Assessed	62.1	45.74	45.5	X			
	Retinopathy Exam	51.7	30.56	51.4	X			
	Statin Therapy	74.4	60.00	49.0	X			
IMMUNIZATION	Adult Composite Immunization	59.9	48.72	55.1	X			
	Childhood Immunizations	50.0	40.00	42.8	X			
	Influenza Vaccine Rates - 6 mos - 17 yrs	47.2	22.77	26.6	X			
	Influenza Vaccine Rates - 18+	25.9	23.39	24.4	X			
PREVENTION	Pap Smear Rates	58.8	37.02	38.4	X			
	Colorectal Cancer Screening	47.0	30.02	32.6	X			
	Controlling High Blood Pressure - MH	50.7	55.36	42.9	X			
	CVD Statin Therapy	59.8	41.39	33.3	X			
	Childhood Weight Control (should be below goal)	33.3	14.29	22.6	X			
	Depression Screening ages 12-17	62.7	40.00	43.2	X			
	Depression Screening 18+	67.4	60.46	49.4	X			
	Breastfeeding	0.0	N/A	40.0				X
	HIV Screening Ever	65.3	40.07	32.0	X			
	PVD/DV Screening	64.8	58.11	37.5	X			
	Mammogram Rates	75.8	55.36	43.4	X			
	Screening, Brief Intervention and Referral to Treatment (SBIRT)	31.6	N/A	14.3	X			
	Tobacco Cessation	42.5	38.89	34.0	X			
	Universal Alcohol Screening	65.0	58.46	39.0	X			
Total Met or Not Met					22	0	0	4
		RPMS Rate	Goal	Met	Within 5% of Goal	Within 10% of Goal	More than 10% from Goal	
Non-National GPRA Measures								
DIABETES								
	Diabetes Prevalence (should be below goal)	16.2	20.6	X				
PREVENTION								
	Tobacco Use Assessment	66.7	68.7		X			
	Tobacco Use Prevalence (should be below goal)	40.0	25.7				X	
Total Met or Not Met					1	1	0	1





# MI'KMAQ HEALTH DEPT.

Theresa Cochran

## CONTINUED:

### MI'KMAQ FAMILY HEALTH SERVICES ANNUAL SUMMARY 2021

#### Behavioral Health Program

The behavioral health program continues to increase its services and programs to the community. Services are delivered by a great team of providers and support staff:

- ✚ Jacky Poulin, LCPC, ATR (Behavioral Health Counselor)
- ✚ Kelley Johnston, LADC (Substance Use Counselor)
- ✚ Behavioral Health Support Team and Partnership
  - Meagan Malena, MA, Medication Assisted Treatment
  - Sandra Pictou, Tribal Opioid Response Coordinator and Program Assistant
  - Lisa Wright, Case Management-Wabanaki Division of Cornerstone

#### Average MFHS Waitlist vs. Other Local Providers

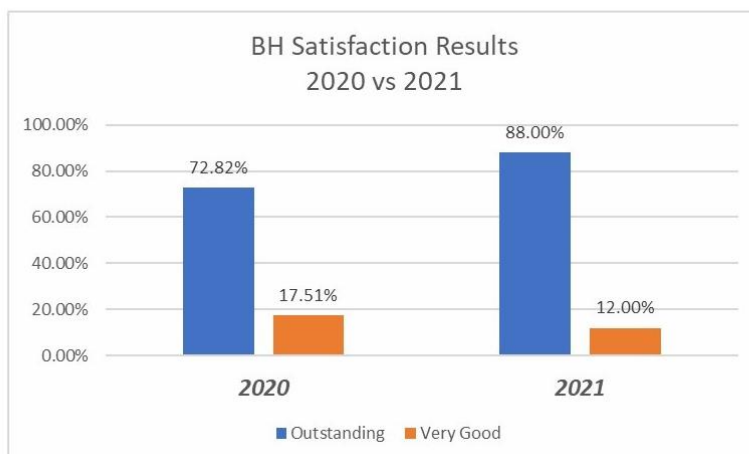
- ✓ Behavioral Health Counselor, 30 days vs. 4-8 months elsewhere
- ✓ Substance Use Counseling, same week appointments vs. within one week elsewhere
- ✓ MAT, same week orientation, vs. approximately 2 weeks elsewhere

#### **Total MFHS counseling referrals/consults:**

- ✓ Behavioral Health: Requested service- 100
- ✓ SUD: Requested service-80

#### **BH Statistics:**

- ❖ Behavioral Health Appts Kept= 656 (+16%)
- ❖ Substance Use Appts Kept = 513 (+35%)
- ❖ MAT Appts Kept= 108
- ❖ Naloxone Administration: 86 trained
- ❖ 298 doses of Narcan distributed







## MI'KMAQ HEALTH DEPT.

Theresa Cochran

### CONTINUED:

## MI'KMAQ FAMILY HEALTH SERVICES ANNUAL SUMMARY 2021

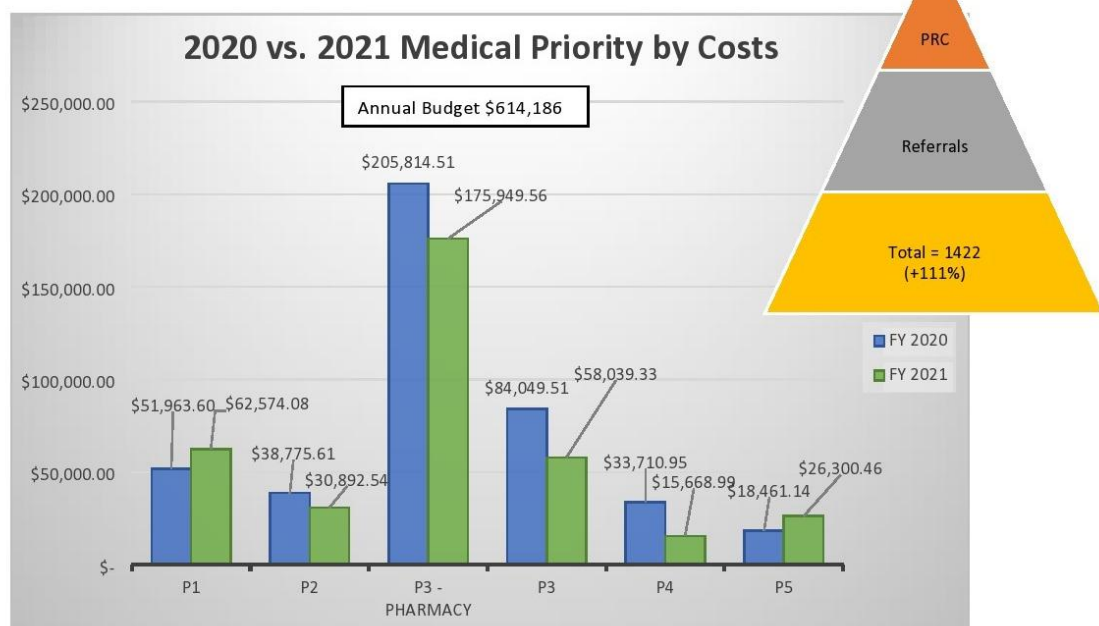
### Purchased Referred Care (PRC)

Medical/dental care provided at an IHS or tribal health care facility is called Direct Care. The PRC Program is for medical/dental care provided away from an IHS or tribal health care facility. PRC is not an entitlement program and an IHS referral does not imply the care will be paid. If IHS is requested to pay, then a patient must meet the residency requirements, notification requirements, medical priority, and use of alternate resources.

All AI/AN should be aware of the following requirements each time he/she is referred or requests IHS to pay for medical care away from an IHS or tribal health care facility.

- Patient responsibility to comply with PRC requirements
- Purchased/Referred Care (PRC) is not an entitlement program
- PRC Eligibility Requirements and Notification Requirements
- Medical/Dental Priority of Care
- Use of Alternate Resource (Medicare, Medicaid, VA, Private Insurance, charity, etc.)
- Appeal Process for Denial of PRC
- Patient Rights & Responsibilities

For more information or to see if you are eligible, please contact one of the PRC team members.





## MI'KMAQ HEALTH DEPT.

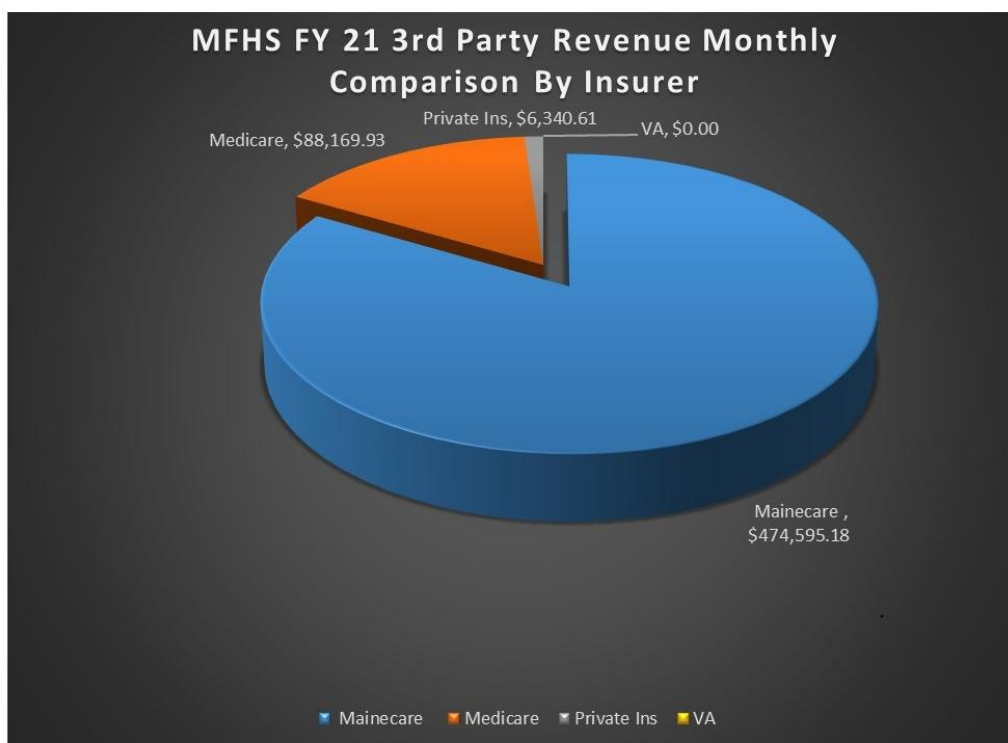
*Theresa Cochran*

### CONTINUED:

## MI'KMAQ FAMILY HEALTH SERVICES ANNUAL SUMMARY 2021

### *Revenue Generated by Billing Insurances*

The MFHS bills patients' insurances for the services rendered by providers, clinicians, nutritionists and nursing staff. These funds contribute to the overall operational budget during the year.





## NATURAL RESOURCES

*Cara O'Donnell*

- **EPA Programs**--General Assistance Program (GAP) Micmac Environmental Drinking Water program: In 2021, activities focused on preparing the drinking water laboratory to for certification, including virtual meetings with the state and EPA to ensure all quality control and standard operating procedures were up-to-date, finalizing data integrity training, and a virtual lab audit. Certification is expected in April 2022. The lab remained in operation throughout the pandemic and had a 33% increase in sales in 2022; with approximately \$20,000 of profit. The 2013 Clean Air grant was completed, with the final accomplishment of gaining Treatment as State for the program. And last, the radon and home environmental health survey engaged over 90 households.
- **Clean Air Act Program (CAA)**--Program activities in 2020 focused on operating and maintaining real-time air quality instrumentation in Presque Isle (particulate matter, ozone, nitrogen oxides, sulfur dioxide, carbon monoxide, carbon dioxide, atmospheric mercury monitoring, meteorological measurements, and scene monitoring). Particulate matter instrumentation for the IMPROVE (Interagency Monitoring of Protected Visual Environments) program was operated and maintained weekly. The State of Maine performed a quarterly audit of our air monitoring program and determined that our equipment is operating according to standards and specifications established by EPA and the State of Maine.
- **BIA--Forestry** - In 2021, the third and final Loring timber harvest was completed, bringing in \$58,839.87. This was a product of the successful transition into the BIA Enterprise system for managing harvests, which expedites the entire process. Planning is on-going for site selection for the sawmill project, and the mill itself is on back-order due to supply chain issues until summer of 2022. The commercial thinner has been purchased and delivered and will be utilized by the forester to complete projects with NRCS for pre-commercial thinning operations and ideally for-hire projects outside the tribe. The lynx project is on hold until the Winterville parcel can be brought into Trust status. The Sunrise Christmas Tree Farm has hired a dedicated staff of 2, sold wreaths for the first time, and will be assisting the forester with other endeavors. Staff treated a stand of 30 black ash for resistance to emerald ash borer.
- **Water Quality monitoring** --Staff completed the summer surface water monitoring program for the Loring, Caribou, and Garfield properties.



## NATURAL RESOURCES

*Cara O'Donnell*

### CONTINUED:

- **Fish Hatchery**--In 2021 the fish hatchery supported two part-time tribal interns who care for and process fish, perform facility maintenance tasks, as well as cashier and clerking duties for the farm store. The hatchery is rearing 45,000 fry currently. The BIA NABDI, (Business Development) grant funded a feasibility study of fish waste as a value-added product, that shows a small profit can be made (~10K per year). BIA Hatchery Maintenance proposal was submitted for general safety, interns, and building maintenance needs, plus \$39K to extend three phase power to the farm. The Farm Team met monthly during the year. In 2021, ANA grant that supported development of the hatchery as a business concluded, having successfully provided direction for our marketing effort and growth into the pond-stocking component of our business. We sold over 12,000 fish through the SWCD sales, bringing in revenue over \$60K.
- **Tribal Farm**--In 2021, the farm established a mutually beneficial relationship with Good Shepherd Food Bank, in which GSFB purchased fresh produce and fish from the tribe to be distributed to local pantries and emergency food banks. This is fantastic for the tribe because 1) it allows our small rural farm to remain viable 2) for our produce to be sold fresh to those in our community who are most food insecure. We began hosting Winter Farm Festivals again, and successfully catered the local PRIDE event, the tribes annual Mawiomi event and the 30th Community Cultural Celebration. The farm was also chosen to be on the Greenlight Maine Public TV show that showcases culturally diverse businesses (to air in May 2022).
- **IHS--Septic and Well Program** - In 2021, the IHS program provide one drinking water well and one sanitary septic systems. The Natural Resources department assisted 7 tribal homes with new wells (4) and septic systems (5) at this time. Total Project Costs 2021: \$134,692.47.
- **Other projects**--The NRD was able to provide opportunities for our youth, including the 4 day pollinator science camp at the farm, and the four week Eagle and Loon internship that involved kayaking and learning our local waters and biological techniques.





## TRANSPORTATION REALTY & ASSETS MGMT

*Andrea Michaud*

- **Plowing & Mowing** – TRAM department currently has a contract with IHS and ABM Housing department for plowing & mowing. These funds allow for 4-5 temporary seasonal positions yearly for Tribal members. We have four individuals who shovel.
- **Realty & Assets** – 2021 budgeted amount was \$98,884.00. This program ended at 70% and under budget. Carryover funds will be used to replace the HVAC system at the Administration Building. **Program goals:** Continue to provide adequate insurance on all buildings, vehicles, equipment, and approved drivers. Currently plow Administration building, Spruce Haven, Farm, Wellness Building, new gym, Grim Property, and Medicine Wheel Road in Littleton.
- **Roads Maintenance** – 2021 budgeted amount was \$214,799.51. This program ended at 87% and under budget. Carryover funds will be used to purchase a new plow truck for Littleton property. **Program Goals:** Preventative and regular maintenance on all parking lots and Tribal roads. Improve the safety and the quality of the roads serving our community members. Keep roads safe by ice/snow control. Keep equipment/vehicles maintained. Repair/cleaning of ditches and culverts.
- **Planning** – 2021 budgeted amount was \$52,633.60. This program ended at 72% and under budget. **Program Goals:** Concentrate on all modes of transportation, prepare and maintain Tribal Priority list in addition to developing short- and long-term transportation plans. Allocate funds to necessary programs providing the best strategies for roads maintenance, construction and identification and safety to the public and the tribe being consistent with BIA, DOT, and MPO planning activities. Identification and inventory of transportation facilities; the classification of roads; the measurement of traffic volume, and transportation needs based on analysis of current and proposed land use.
- **Projects**
  - Tribal Transit Services – Tribe received a grant through Federal Transit Administration to start a Tribal transit program.



## TRANSPORTATION REALTY & ASSETS MGMT

*Andrea Michaud*

### CONTINUED:

- IHS Parking Lot Project – Budgeted amount \$467,000.00. Update HVAC system, elevator design,
- Move dental building, fix parking lot, lightning protection, and update building signage.
- New Gym Parking Lot – Completed late summer 2021.
  
- Admin Extension Parking lot – Construction started early fall of 2021. Grading and striping will be completed in early Spring of 2022.
- Bonaire Improvements- TRAM Department still in the planning phases for project. Roads and sidewalks on base will be fixed. New lightning will be installed.
- **Long Range Transportation Plan** – Plan was updated in Marc of 2020. Revisions are ongoing.
- Combined the TRAM staff participated in 67 trainings in 2021.
- Program has three full-time staff members and hired 6 temporary workers throughout 2021.
- Committees the Tram Staff are involved in:
  - Cultural Celebration, JOM, ABM Task Force, Hazmat, ABM Safety Committee and Powwow Committee.



# TRIBAL CLERK

*Teresitia Hamel*

AROOSTOOK BAND OF MICMACS  
NOMINATION MEETING  
AGENDA

April 4, 2021 1:00 P.M.

WELLNESS BUILDING

A.Meeting called to order

B.Opening Prayer

C.Approval of Agenda

D.Community Concerns

E.Amendments to the By-laws

F.Nominations (Chief, Vice-Chief & 3 Tribal Council Seats)

G.Election Dispute Committee

H.Adjourn



# TRIBAL CLERK

*Teresitia Hamel*

## CONTINUED:

### COMMUNITY MEMBERS PRESENT

1. Lorraine Blaney	2. Elizabeth Hanning
3. Marilyn Carlton	4. Deborah Vicario
5. Patricia Cronkhite	6. Peggy Brewer
7. Bonnie Brewer	8. Blanche (Gidget) Cullins
9. Beth Diamond	10. John Dennis
11. Sheila McCormack	12. Richard Dyer
13. Christina Donnelly	14. David Donnelly
15. Rosella Silliboy	16. Adam Murphy
17. Frederick Getchell	18. Richard Silliboy
19. Rose Beschler	20. Lisa Henderson
21. Mary Pinette	22. Ayana Green
23. Cherish Cole	24. Clarence Sock
25. Benjamin Small	26. Summer Small
27. Barbara Branscombe	28. Vanninnia Sock
29. Micheal Estabrook	30. Norman Bernard
31. Wesley Miller	32. Rose Ann Davis
33. Dorothy Kawalanski	34. Renee Leach
35. Marcella Walton	36. Roldena Sanipass
37. Justin Wimbush	38. Jennifer Kiandoli
39. Elsa Collins	40. Kooper Kinney
41. Keagan Kinney	42. Margaret Johnson
43. Debora Johnson	44. Nichole Francis
45. Edward Peter-Paul	46. Shannon Hill
47. Dawn Schillinger	48. Samantha Puccio
49. Tom Sock	50. Tasha Stetson
51. Andrea Michaud	52. Naomi Paul
53. Roberta LaBobe	54. Kristy Brooker
55. Brittany Lynds	56. Dena Joseph
57. Tristyn Case	58. Betty Phillips
59. Ronald Silliboy Sr	60. Roberta Silliboy
61. Teresitia Hamel	62. Brandon Getchell
63. Theresa Cochran	64. Jessie Pinette
65. Crystal Martinelli	66. Roger Pictou
67. Sandra McDonald	68. Sandra Pictou
69. Natanya Pictou	70. Benjamin Brigman
71. Ashley Sock	72. Tammy Muir





# TRIBAL CLERK

*Teresitia Hamel*

## CONTINUED:

### COMMUNITY/NOMINATION MEETING MINUTES

#### **MEETING CALLED TO ORDER:**

*Edward Peter-Paul* (Tribal Chief) calls meeting to order at 1:18 p.m.

#### **OPENING PRAYER**

*Richard Silliboy* says the opening prayer

*Edward Peter-Paul* – I would like to acknowledge all the past members we have lost over this last year and ask for a moment of silence please.

#### **COMMUNITY CONCERNS**

*Richard Silliboy* – Explains why his family member is having difficulties becoming a member. Asks for a show of hands to approve her

*Ronald Silliboy Sr.* – Discusses why he is against this idea

#### **MOTION     Rescinded**

*Richard Dyer* – I motion to accept Tasha Moreau

*Marcella Walton* – 2<sup>nd</sup>

*Marilyn Carlton* – We need to discuss this if we are going to discuss membership. Gives background information on how things were done and happened in the past.

*Ronald Silliboy Sr.* – what's the point of having laws if we don't follow them? I think this is illegal to bring it to us

*Richard Silliboy Sr.* – you, the community have all the authority

*Richard Dyer* – Victoria Higgins was not naturalized

*Marilyn Carlton* – We are not breaking any laws, there is not any court in this land, in this country throughout the United States that will dictate to any tribe who they can or cannot have on their membership. There is not a lawyer that will touch it. Because we are our own governance, we determine who our membership is.

*Teresitia Hamel* – I just want to make 2 points. Number 1, there is a motion on the floor and number 2 we will be moving into our by-laws next and if there is a section in there that someone wants to change, amend or address, that is the place to do it and this is the only place to make it happen. So, I would like to ask for a show of hands in favor of the motion unless Richard is going to rescind his motion.

*Roger Pictou* – I motion to table this

*Teresitia Hamel* – you can't have a motion in a motion. We need to follow through with this one before we can move on to yours unless they rescind theirs

*Ronald Silliboy Sr.* – what will stop the next council from removing her, we have removed them in the past. This will just create more problems.

*Richard Silliboy* – I have asked Richard to rescind his motion

*Richard Dyer* – I rescind my motion

*Marcella Walton* – I rescind

*Teresitia Hamel* – Roger, would you like to move on with your motion

*Roger Pictou* – I rescind my motion

*Teresitia Hamel* – OK everyone rescinded, just one response for Ronnie, the membership committee does all their due diligence and follows all the laws when they go through the membership process

*Marilyn Carlton* – I saw on Facebook a post regarding sexual harassment. My concern is it was not just 1 person and their non-native staff. We had 2 Micmac staff terminated with no options in place. We have no safety net in place for our people. We should offer counseling. When we have a tribal government and administration staff protecting non-native staff... what actions have you taken and our native staff – where they offered a safety net?

*Richard Silliboy* – Council has taken action and we have some more work to do at the next council meeting.



# TRIBAL CLERK

*Teresitia Hamel*

## CONTINUED:

*Dawn Schillinger* – will that be in executive session?

*Richard Silliboy* – Yes, it will be in executive session per our personnel policies

4

*Andrea Michaud* – you were talking about policies that would protect the employee with drug problems

*Marilyn Carlton* – when I was on council, our former TA and HR they came back before this government, with all these changes that was a benefit to the staff who brought the changes and when I brought this up I was threatened by Charlie

*Andrea Michaud* – as a director, there is nothing to protect the staff that has a drug addiction

*Marilyn Carlton* – I was also questioning financials of the organization, I was asking the TA to bring our financials so council could review them, after 6 months we had every excuse why they were not prepared. When they finally showed up they were 18 inches high, I have 33 yrs. of experience in accounting and I have never seen financials that thick, I have produced financial statements for corporations and the CEO insulted tribal government with my experience. I resigned because I was being threatened to be put out of tribal council chambers because I made a request for documentation and they have that responsibility as tribal council to know that we have certain policies in place and this government signs those documentation.

*Edward Peter-Paul* – when I first came in, we were 2 years behind on our audits, which means we won't qualify for certain funding, and we worked hard to get this caught up and they should have them monthly. Are audits up to date, they are not the best, we have 7-8 findings.

*Nichole Francis* – there are a lot of repeat findings

*Edward Peter-Paul* – so we continue to qualify for all our grants. We have come along ways. It's unfortunate that we did not have the same data base now that we had when Marilyn was in

*Marilyn Carlton* – so the tribal government is receiving financial statement now

*Frederick Getchell* – no

*Andrea Michaud* – Fred, that is not true, it is mandatory to send you our documents every three months, I work my butt off to get those statements in. Pay attention a councilor telling you they are not getting them.

*Frederick Getchell* – you are right, but back at that time, as the treasurer, Norman is now, we were requesting those and apparently, they could not access that information and when Elsa was on she was going to look into it. And we did make it mandatory as a director if you are going to come to our table, you need to have a budget and we need to see where you are, but there are some programs that we don't get that and I think that is what Marylin is talking about and we have come along way, our grants and our audits are doing good because we've had a lot of messes like that we are not going to except look at the Rama money 1,000,000 we had to give back to the government and that could have been used somewhere else but the CEO at the time was not paying the taxes on wages. The IRS told us we are going to pay that we've come a long way and audits are looking better some of the repeat findings like processes not being done on time and that is still an issue so when I say we don't get accurate finances I can get something on one paper and what is actual is something else, we will get there, we are growing. As professionals we have some departments that really know their stuff and we have some that's lacking

*Ronald Silliboy Sr.* – Does Charlie have a CPA, does the CFO

*Andrea Michaud* – yes, they are

*Ronald Silliboy Sr.* – are you currently getting quarterly reports from finance

*Nichole Francis* – a lot of the concerns had when she was on council were very valid concerns at that point in time and everything was a mess, and when I came on as TA, we have quarterly meetings with finance and the directors and we drill things down so they are not overspending. The concerns you had were very valid and I wanted to note that

*Marilyn Carlton* – it was no particular program and as a board of directors you need to know what you have and what needs to be paid. And what I wanted had to do with the overall budget, and I think the TA at the time wanted to pay 30% over on the mortgages. I just wanted an overall view of what we had on hand





# TRIBAL CLERK

*Teresitia Hamel*

## CONTINUED:

*Sheila McCormack* – we do receive the budgets from the directors in a really nice packet, so Andrea we do receive your budgets, we are talking about finance their part and them two needs to sister

*Teresitia Hamel* – I believe we have addressed that issue and I do believe the consensus is we are asking tribal council to look at our policies and put safety nets in place for our tribal Mi'kmaq employees in our policies and drug policies and I do actually know they are working on those

*Richard Silliboy* – I can say that CFO at the time was a very difficult person to work with and she is gone.

*Teresitia Hamel* – if we can I would like to move into the by-laws, the tribal council and the committee brought changes. These power points line up with the changes in the packet I sent out. 1<sup>st</sup> power point Name Change from the Aroostook Band of Micmacs to the Mi'kmaq Nation

*Ronald Silliboy Sr* – I am just concerned that there was a meeting that went on where by-laws were changed and Charlie Peter-Paul wasn't there and the chair person can't vote, the chair person does not have a right to vote if you read the by-laws

*Teresitia Hamel* – I just know that the current by-laws that we have been living under since 2017

*Andrea Michaud* – discussed a council meeting the previous year

*Teresitia Hamel* – that was the meeting the year before, at this meeting we had all nine councilors at the meeting that these ones were passed at and Charlie did not vote

*Edward Peter-Paul* – so I was the one that recommended the name change and only because in our settlement document it says that we are the sole successors to the Micmac Nation that once was here, one problem that the Maliseet's is having right now is they are trying to get another Maliseet tribe banded in western Maine, so they are saying this is just another band of that so if we can make it the Nation no one else can say that.

*Patricia Cronkite* – I'm ok with the name change but what I want to know is how is that going to affect us with our grants?

*Edward Peter-Paul* – right now all our grants are under the Aroostook Micmac Council so it does not affect it just what we call ourselves and the way it is spelt here is the Mi'kmaq spelling and what all the other tribes in Canada are going to.

*Vanninnia Sock* – so this won't cause anything legal for us

*Edward Peter-Paul* – no, not for us, we can call ourselves whatever we want, this is more for us, we'll still be underneath the Aroostook Micmac Council

*Vanninnia Sock* – you said the Maliseet's are having their problem with somebody in western Maine, trying to set up a new tribe, we've already experienced that when and are still experiencing that there is a group up in Fort Kent who were on our membership here or removed from our roles and will this help enumerate this problem

*Edward Peter-Paul* – it wouldn't hurt I do know they have some state recognition and it's a mixed tribe

*Richard Silliboy* – they cannot become a tribe because the four tribes in the state of Maine and shot that down. And the Maliseet tribe in western Maine was also shot down. Like Charlie was saying we can't control anybody up in Fort Kent, they can do what they want, we don't have a say until they try to get federal recognition and then we would have to work with the other tribes to stop that, and we are now in a position in the legislation where the tribes have a voice.

### MOTION

*Richard Dyer* – I make a motion to make the name change from the Aroostook Band of Micmacs to the Mi'kmaq Nation

*Andrea Michaud* – 2<sup>nd</sup>

53 – in Favor 8 – against

Motion Carried

*Ronald Silliboy* – You wouldn't let me talk, why do we want to stand in their way

*Teresitia Hamel* – I sincerely apologize

*Ronald Silliboy* – There are tribes in this country with less than 1/10% Indian blood, why should we stand in their way if they want to go to congress and become federally recognized



# TRIBAL CLERK

*Teresitia Hamel*

## CONTINUED:

*Richard Dyer* – back in the day, the Passamaquoddy's were squabbling amongst themselves so they took it to congress and congress told them to split into two groups.

*Edward Peter-Paul* – they have always been two groups since the beginning

*Wesley Miller* – I have a question about the Elder's, we had a perfectly good cook, she had to go to Boston and they fired her. We had good meals and they told her she can't work for 2yrs. Our Chief got fired and voted in a year after.

*Elsa Collins* – can we try to stick to the By-Laws

*Kristy Brooker* – I don't think Wesley had a chance, this may be his only chance to be heard and we should hear our Elders.

*Roger Pictou* – I have been hearing a lot about policies in place and been in place, our council had drug regulations, if we have policies that are already in place then there is no need to change our laws until our policies are in place. There contradictory to go back further than what Marilyn's brought up, when we first recognized our own by-laws all it took was a member stating that this person was a Micmac member whether they had policies or the paperwork to approve the policies or not

*Richard Silliboy* – I remember that our membership went from 382 to well over 800 while you were chief

*Roger Pictou* – yes, and we had the policies in place to do that

*Richard Silliboy* – we had a membership committee that was putting anyone on, we had a member who said my mother is living with a Micmac Indian and wrote it on a piece of paper and put 2 pictures of him in the file, and the committee looked at that and approved him. So our membership committee has improved a lot

*Roger Pictou* – my statement is, we are having policies that are not being enacted. We need that before we go changing this

*Richard Silliboy* – every Chief elected in the last 25 years has tried to make changes to the policies

*Roger Pictou* – it's not the chief that makes the policy, it's the council

*Richard Silliboy* – so the council usually follows through, it's the recommendations that the council will take a look at and move on if they see fit, but today this council here is making good decisions on good changes, and I will tell you I don't think there is a one of us that would deny taking a drug test on this council

*Roger Pictou* – let's set it up for two

*Rosella Silliboy* – why do we have to take that step, what's the purpose for it

*Roger Pictou* – we have an established policy that we are not enforcing but we insist we enforce every other policy

### Indistinguishable

*Teresitia Hamel* – the membership meetings are generally chaired by the Tribal Clerk

*Richard Silliboy* – let's try and get some order in here

*Nichole Francis* – we actually do not have a current drug testing policy, it is something we are working on with our lawyers to make sure we don't get sued, we do have an active alcohol policy however

*Teresitia Hamel* – is there anyone else before I try to move on to the rest of the by-laws, ok it was requested by tribal council to stop any confusion between the by-laws and the election ordinance and membership ordinance to imbed them into our by-laws, and just one quick comment to Roger Tribal policies within the office are for our tribal staff, these are what governs our tribe as a whole so this is the first time we have made any real changes as a whole since I think 2017 of any kind but, 13? Was it 13 I know it has been quite a while

*Roger Pictou* – well this is based on 2003

*Teresitia Hamel* – because this one is being amended, I put in red where the 2013 was written because if you look under it, it is scratched out, I put a line through it because it would have to be retitled with the correct date. So, council asked that the membership ordinance becomes part of that one document which would be on pages 1 through 6, so do you want to make the membership ordinance part of the by-laws and is there any discussion on it





# TRIBAL CLERK

*Teresitia Hamel*

## CONTINUED:

### MOTION

Rosella Silliboy – I make a motion to make the membership ordinance part of the by-laws

Beth Diamond – 2<sup>nd</sup>

45 in favor     0 against

Motion Carried

*Teresitia Hamel* – there was an error that was pointed out to me, not by council but a community member that on page 5, and you should not have to flip back and forth because this power point is right in tune with the recommended changes, you go to page 5 it says the eleven-member council and it should say 9 because that is all we have is a nine-member council

*Richard Silliboy* – and that stems from the last time we changed the by-laws, they had 11 council people we changed it back to nine but we didn't change the quorum which will change the quorum down to 5

*Teresitia Hamel* – no this won't not this one, that's a separate motion this was just an error pointed out by a community member

*Roger Pictou* - can you explain that, isn't there 9 members plus chief and vice-chief

*Teresitia Hamel* – no nine total

*Roger Pictou* – last time I heard

*Teresitia Hamel* – you have Chief, Vice-Chief and 7 council members

*Roger Pictou* – are they at large?

*Teresitia Hamel* – at large? At the council table you will be looking at a nine-man governing body

*Roger Pictou* – I know we did away with the districts but

*Richard Silliboy* – we did away with the districts but we didn't do away with 3 from each district

*Wesley Miller* – those people that went outside, did they just shut down the meeting

*Ronald Silliboy* – he just challenged the quorum; business has to stop and you have to count the people

*Beth Diamond* – Ayanna, are they all just having a cigarette

*Ronald Silliboy* – they have to be in the same room

*Teresitia Hamel* – so you want all those people in the back room to come stand out here, they are part of the meeting and they are counted

*Ronald Silliboy* – they have to be in the same room when you are counting for a quorum

*Teresitia Hamel* – Ronnie has requested, so Mary, Wesley has basically challenged our quorum so we need everyone who is a member to come into this room so everyone can be counted please.

*Naomi Paul* – With Covid now you want us all in the same room, why

*Rosella Silliboy* – because Ronnie said so

*Naomi Paul* – well my life matters

*Teresitia Hamel* – quorum was challenged and we still have a quorum present (66 present), we need to make the change on page 5 regarding the quorum

### MOTION

Rosella Silliboy – I motion to change the number 11 to nine on page 5

Marilyn Carlton – 2<sup>nd</sup>

58 in favor -

Motion Carried

*Teresitia Hamel* – the motion was made to remove the word spouse from the definition of immediate family member in the membership ordinance. The reasoning is that with the way it reads right now is your spouse could be classified as a member

*Rosella Silliboy* – Micmac or not

*Teresitia Hamel* – exactly, which is why we need to remove the word spouse

### MOTION

Patricia Cronkite – I motion to remove the word spouse

Naomi Paul – 2<sup>nd</sup>

All in Favor -

Motion Carried



# TRIBAL CLERK

*Teresitia Hamel*

## CONTINUED:

*Vanninnia sock* – reads from the by-laws under special meeting, quorum – it does not say we all have to be in one room

*Ronald Silliboy* – what happened to the words that read whichever is greater after the 10% or 60

*Teresitia Hamel* – whoever was the tribal clerk at that time did those, I had nothing to do with that. But, if you would like to change that you can do that right now

*Ronald Silliboy* – I would like it to be researched

*Teresitia Hamel* – so basically you would like me to research the past changes and see if they were correctly entered in regards to the quorum

*Ronald Silliboy* – yes

*Teresitia Hamel* – on page 7 they wanted to change the word from resign to relinquish just for a more definitive reading is the way I understood it

### MOTION

*Rosella Silliboy* – I make a motion to change the word resigns to relinquishes

*Beth Diamond* – 2<sup>nd</sup>

*All in Favor -*

Motion Carried

*Ronald Silliboy* – what is the differences in those words resigns and relinquishes

*Teresitia Hamel* – it was a recommendation and I have to follow through on all the recommendations that Tribal Council approved but for me relinquishes is more clarifying that you chose to give it up and the word resign in my mind is not always a choice as in “you resign or you’re going to get fired” relinquished is something you chose to give up, but that is only my opinion

*Wesley Miller* – the Aroostook Band of Micmacs was given because that was the people we serviced so are we now going to service the entire state of Maine

*Edward Peter-Paul* – the service area stays the same regardless of the name

*Teresitia Hamel* – today is Easter and we are all cramped into a room instead of at home with our families and this meeting should be able to take place next Sunday and that is what we are asking to change. To add the words “if the first Sunday falls on a holiday the meeting will be held the second Sunday.”

*Ronald Silliboy* – this wasn’t necessary all Tribal Council had to do was postpone this meeting till next Sunday, postponing is a legal procedure you can do, if there was no one here to make up the quorum, Charlie would have had to reschedule the meeting

*Teresitia Hamel* – we would have had to, but if you look at the wording it’s “must be”

*Ronald Silliboy* – council could have postponed this meeting due to the holidays

### MOTION

*Patricia Cronkite* – I make a motion to add if the first Sunday falls on a holiday the meeting will be held the second Sunday

*Edward Peter-Paul* – first of all their sworn to uphold the by-laws so if the by-laws say must then that is the strongest word you can use

*Ronald Silliboy* – postponing is a procedure to get around that

*Rosella Silliboy* – if council chose to postpone this then everyone in this room would have had a fit

*Roger Pictou* – does postponing this to the second Sunday in April interfere with the time frame requirement to coincide with the election coming up the following month

*Richard Silliboy* – it shouldn’t

*Teresitia Hamel* – it could simply read, if the person making the motion agrees, “if the first Sunday falls on a holiday the meeting will be held the previous Sunday” how do you want your motion to read

*Roger Pictou* – the Sunday before the holiday

*Teresitia Hamel* – how would you like your motion to read





# TRIBAL CLERK

*Teresitia Hamel*

## CONTINUED:

*Patricia Cronkite* – the Sunday before the Holiday

*Teresitia Hamel* – the motion now reads if the first Sunday fall on a Holiday the meeting will be held the Sunday before the Holiday

*Ronald Silliboy* – this wording is the amendment that Tribal Council voted on and approved and

*Teresitia Hamel* – this community is the ultimate governing body of the Mi'kmaq Nation

Debate on whether or not the wording can be changed

*Teresitia Hamel* – according to Ronnie it has to stay exactly like this

*Edward Peter-Paul* – we can change it to whatever we want to

*Teresitia Hamel* – they can I agree

### MOTION

*Patricia Cronkite* – I make a motion as it is read (if the first Sunday falls on a holiday the meeting will be held the second Sunday)

*Naomi Paul* – 2nd

All in Favor

Motion Carried

*Roger Pictou* – once again how does this effect the time frame for the election

*Edward Peter-Paul* – that's in a different section

*Teresitia Hamel* – yes there are specific time frames that need to be met

*Roger Pictou* – are we going to address that

*Teresitia Hamel* – well, you're going to get a debate if we do that

*Christina Donnelly* – I do believe the election ordinance section will take care of that

*Teresitia Hamel* – the next one is on page 8 and the motion reads “I would like to make a motion to amend Article 5 Vote subsection 2 to read as follows: referendum vote will be method used, for matters such as laws, ordinances and special circumstances as recommended by tribal council as stated in Section 3 of the election ordinance and Article 17 of the by-laws during an election year” does everyone understand what a referendum vote is. *Defines what a referendum vote is.*

*Rosella Silliboy* – so it would be like do we want to use 15,000 for the school

*Teresitia Hamel* – yes, so the question would be part of the ballot with a box to approve or decline

*Ronald Silliboy* – that would need to be further defined

*Teresitia Hamel* – so can we table this until further review

*Edward Peter-Paul* – cause I was reading that and I think we need to look at that one a little more

### MOTION

*Ronald Silliboy* – I make a motion to table this to a future date

*Marcella Walton* – 2<sup>nd</sup>

All in Favor -

Tabled

*Teresitia Hamel* – I was asked to put this here, our by-laws say that you cannot participate by zoom meetings, teleconference, any of those things I was asked to put it in here to open the discussion especially in situations of a pandemic to allow Tribal Council to conduct their meetings via zoom, teleconference, I open the floor for discussion

*Rosella Silliboy* – I think this is a good idea, we have a lot of elders and when one person in a family has covid and our elders have to go to that meeting I have to worry when they are there. I think during this pandemic it should but I don't think it should be always

*Marcella Walton* – I am an elder, I think that's a great idea especially in the winter

*Andrea Michaud* – so on that section there, I do think it's important that councilors do attend meetings because in my opinion it may become abused where they can just sit home and do the council meeting in my opinion



# TRIBAL CLERK

*Teresitia Hamel*

## CONTINUED:

*Dawn Schillinger* – if this actually passes today would there be some form of protocol like with an actual yay or nay

*Teresitia Hamel* – I still have to sit somewhere and take all the minutes, verify the vote counts and those kinds of things so that would still have to happen

*Roldena Sanipass* – I was thinking we could add wording like due to unforeseen circumstances like the Covid which is a very good example

*Beth Diamon* – I agree they need to be accountable for being there but remember when Peggy was ill and she was more susceptible and elders are more susceptible so I feel we should have this and not just because I don't feel good I want to stay home

*Frederick Getchell* – one of the things we will have to take into consideration, I can see some good points and I can see some bad points but you will have to factor in the executive session component, who's going to be on the other side of that video, how are you going to maintain that level of privacy for confidentiality for the people

*Beth Diamond* – can we add no executive session

*Richard Dyer* – does this mean that the zoom would be from council chambers or each individual home

*Richard Silliboy* – if I was going to participate by zoom, I would stay home and I would be the only one on zoom

*Richard Dyer* – so there would be the rest of the council in the council chambers on zoom

*Teresitia Hamel* – it could be

*Frederick Getchell* – it could be if they were all asked to be quarantined

*Ronald Silliboy* – I don't think they should do this, it would alienate the community and as far as the covid goes I don't think this should be permanent if we do use it this should be on a temporary basis. It shouldn't be an amendment to the by-laws it should be a waiver of the by-laws for a specific amount of days. It shouldn't be a permanent part can the community log on and watch this meeting

*Teresitia Hamel* – we are actually working on making that happen for our community members

*Roldena Sanipass* – It's just that sometimes you can't make it to council either a death in the family or even covid which is why I suggested a little more verbiage like circumstances beyond our control

*Beth Diamond* – I would like to motion that Tribal Council can participate via zoom, phone etc. under circumstances beyond our control to exclude executive sessions.

*Sheila McCormack* – I just feel that we need to take this to a vote but I also wanted to say that not being there, I plan on being there and I understand about the weather and stuff but we have nothing in place to say what's excusable and why you have to be on zoom at this point until we can get something in place, the next meeting I could just say I'm sick can we do zoom so let's take it to a vote

*Beth Diamon* – I rescind my motion

### MOTION

*Naomi Paul* – I make a motion to table this till later

*Andrea Michaud* – 2<sup>nd</sup>

*All in favor -*

*Tabled*

*Teresitia Hamel* – this is the quorum for Tribal Council, when they reduced the number of councilors from 11 to 9 the overlooked to correct what a quorum of Tribal Council would actually be which is 5 now, so council made a motion to correct the word/number from 6 to 5. A quorum is half plus 1.

### MOTION

*Richard Dyer* – I make a motion to accept the change as written (I make a motion to amend article 6 section F to read 5 council members instead of 6 for a quorum)

*Naomi Paul* – 2<sup>nd</sup>

*50 in favor 2 opposed -*

*Motion Carried*

*Teresitia Hamel* – council motion to amend article 6 tribal council section I subsection c sub – sub section ii to include spouse/partner





# TRIBAL CLERK

*Teresitia Hamel*

## CONTINUED:

### MOTION

*Roger Pictou* – I make a motion to take a 5-minute break

*Everyone* – 2nd

Break

*Teresitia Hamel* – re-reads as stated above

### MOTION

*Patricia Cronkite* – I motion to add spouse/partner into subsection c ii

*Naomi Paul* – 2<sup>nd</sup>

*Teresitia Hamel* – I don't want anyone confused by the spouse/partner issue. The first motion was under the membership ordinance and this one has to do with conflict of interest

*All in favor* - Motion Carried

*Teresitia Hamel* – we are now on page 11, reads from slide 12, basically what it is saying is to run for any seat on council you must reside in Aroostook County for at least one (1) year and have Micmac ancestry

*Andrea Michaud* – it just doesn't make sense to add "and be of Micmac ancestry" right there because you are basically saying that someone is not in the sentence just before that, Individuals who are running for Tribal Chief or Vice-Chief may not run for a seat on the Tribal Council. Individuals who are running for Tribal Chief may not also run for Vice-Chief

*Christina Donnelly* – so there needs to be a semi-colon in there

*Andrea Michaud* – we can just add the word must, and "must" be of Micmac ancestry

*Ronald Silliboy* – I don't want a known non-native on our tribal rolls however once they are on our tribal rolls we have to recognize them and if you exclude them from sitting on our tribal government you are setting ourselves up for a loss I mean you are interfering with their civil rights and if we have people on our tribal rolls that are not Micmac then tribal council has to go through the procedures to remove them because once they are on that roll they have every right that we have whether it is programs or our government and that's a dangerous road, we can't stop them but we can choose to not vote for them, we cannot deny them the right to run for public office if they are on the band roll

*Naomi Paul* – so can we change that to be a class A member

*Ronald Silliboy* – does it say citizen or class A member because it used to say class A member

*Roger Pictou* – the only ones allowed to vote are class A members

*Ronald Silliboy* – then that is the only ones that can run for tribal council what does our by-laws say, does it state class A members

*Patricia Cronkite* – it says class A members

*Richard Dyer* – so what happens if someone moves away for a couple years and comes back, do they have to fulfill the one-year requirement again

*Teresitia Hamel* – yes

*Ronald Silliboy* – getting back to proving Micmac ancestry, any court will say that they are Micmac that is asking for a fight tribal council should make a vote that they can run for chief they can run for tribal council and we can't stop them, the only way to stop them is to remove them from our tribal rolls and it should say Class A members of the Aroostook Band of Micmacs

*Sheila McCormack* – so you're saying it's up to council to boot them off

*Ronald Silliboy* – you would have to check our membership and see if they meet our ordinance, it will be a little harder for the people on our federally recognized roll because it says an act of congress which is a signature from the secretary of the interior and if they sign off on it and that individual if they decide to sue somebody then they would have to sue the United States of America not this tribe

*Sheila McCormack* – there was an elder that left because she didn't feel good so she had to leave and she left this with me and she asked if I could add this into this section (reads from document) and must



# TRIBAL CLERK

*Teresitia Hamel*

## CONTINUED:

complete membership criteria pursuant to ABM/Mi'kmaq Nation membership ordinance which was adopted 9-5-2000 ratified by BIA 11-7-2000

*Ronald Silliboy* – we are not talking about the ordinance right now, we are talking about this specific clause

*Sheila McCormack* – yes right but this can be added on to it

*Ronald Silliboy* – I wouldn't add nothing to it, I would vote down that amendment if our by-laws already say Class A members of the Aroostook Band of Micmacs, that's all we need

*Sheila McCormack* – yes and your opinion counts as does everybody here so what we need to do is take it to a vote

*Ronald Silliboy* – we have always started this procedure on those words only as I stated earlier if you want something brought to us bring it to council don't throw it to us at a community meeting

*Sheila McCormack* – I am just speaking on behalf of an elder, Marilyn Carlton asked me to read this because she was not feeling well and had to leave

*Ronald Silliboy* – that's fine but this might not have been the appropriate time to read it because we are discussing that Micmac ancestry is what we are discussing

*Sheila McCormack* – right and this is part of that to add to it

*Ronald Silliboy* – it should say class A members and then we are not violating anyone's civil rights Indian civil rights even if they are non-native and on our rolls we must consider them Micmac until tribal council takes action to

*Sheila McCormack* – I just want to respond to that, you as a community member can change any one of these and it will be law if you want a change bring it to a motion and let the people vote on it

*Ronald Silliboy* – there's a process for changing by-laws, tribal council through a vote and then here

*Sheila McCormack* – we've already done our part, now it's up to the community and you can recommend anything to be put in our by-laws

*Andrea Michaud* – but we are voting on our changes today

*Ronald Silliboy* – we should vote that reside in Aroostook County at least one year unfortunately because of Micmac ancestry we have to vote that entire thing down we can't pick and chose we have to take that amendment as written

*Sheila McCormack* – then make a motion if that's the way you want it to read without the Micmac ancestry

*Ronald Silliboy* – no, that is what you guys brought here and that is what we have to vote on as whole

*Teresitia Hamel* – I said the Micmac ancestry is a later motion, if you read the motion that was made at the tribal council table it says at least 18 years of age and must reside in Aroostook County at least one year prior to election, do you see the words Micmac Ancestry in the motion that was made at the tribal council table, it's right up at the top, I put all the motions that were made at the top, that's my fault for not putting the other motion in here as well but this motion reads must reside in Aroostook County at least one year prior to elections

*Ronald Silliboy* – so there are two different parts to this amendment

*Teresitia Hamel* – yes, this is the motion that tribal council made at least one year prior to residence, that's the only thing I can, according to you, which I do disagree with by the way, this is the only motion we can make is to support the motion council made

*Andrea Michaud* – just the one year

*Teresitia Hamel* – that's all we are talking about is just one year to run for any seat on council you must reside in Aroostook County for one year prior to elections

*Ronald Silliboy* – so we are not including

*Teresitia Hamel* – no, not yet

*Richard Dyer* – is there a motion

*Teresitia Hamel* – no there is not a motion on the floor yet, Richard. Richard Dyer would like to make a motion





# TRIBAL CLERK

*Teresitia Hamel*

## CONTINUED:

### MOTION

*Richard Dyer* – I make a motion to approve the amendment as written “the one-year residency”

*Marcella Walton* – 2<sup>nd</sup>

49 in Favor 8 opposed -

Motion Carried

### MOTION

*Rosella Silliboy* – I make a motion to make the correction under article 8

*Beth Diamon* – 2<sup>nd</sup>

All in Favor-

Motion Carried

*Vanninnia Sock* – employment and tribal council, a member wants to challenge that but bringing it up here, maybe council can revisit that. This tribal member believes that they should be able to work for the tribe and run for a seat on tribal council

*Dawn Schillinger* – they would just have to recuse themselves if the motion impacts their department

*Edward Peter-Paul* – it is being done across the country

### MOTION

*Betty Phillips* – I would like to make a motion to table the by-laws for another time this is Easter Sunday the holiest day of the year and we are here at a meeting instead of being home with our families and do it at a time when we have more time and we should just jump on to nominations

*Ronald Silliboy* – 2<sup>nd</sup>

### Discussion on the motion

*Richard Silliboy* – I am just curious about how many more items we got

*Teresitia Hamel* – quickly goes through and explains the rest of the amendments

*Edward Peter-Paul* – you know the one thing I would like you guys to consider in all these changes is the day of elections, we have run into problems with our government during our process, there was one year we had elections and we lost out on Oxford casino money because we did not have the representation in Augusta because we were going through an election there were 2 other tribes that got a million each from Oxford Casino and then another year we ran into a problem with our elver fishing's so our quota is not very good, it's 50 lbs and one tribe has 1600 pounds and another tribe with 300 pounds so we've ran into problems with the timing of our election and that is why I would like to see it changed we are campaigning when congress is in session

*Richard Dyer* – could we change it to a week end Charlie

*Edward Peter-Paul* – yeah, I am just saying when we have it in the spring every government is in session if we want to be paying attention to the federal government the state government, we can't be the elected officials can't be campaigning and that is just one thing I've seen

*Richard Silliboy* – and also in 2013 Rick Getchell and I argued for moose permits and we just about had that and Rick was voted out and Charlie was voted in and that bill died

*Richard Dyer* – was that sustenance on our own land

*Richard Silliboy* – yes, and we almost had it passed and the other thing is our funding comes in in October and then the year is half over and the new Chief comes in with no idea what the budget is or what's happened the last 6 months and then they take the next 6 months to try and learn what's going on

*Roger Pictou* – that's why city council gives them 6 months to get up to speed before the election

*Sheila McCormack* – I just want to say that the subject before this there was a debate on whether or not we change something or add something, right now as it stands if you want to add something to any of these lines, then I am going back to what I wanted to add and bring it to a vote because that is what you were saying just a few minutes ago Ronnie

*Ronald Silliboy* – I am not trying to add anything

*Sheila McCormack* – right that's why I'm saying for anyone that wants to change or add

*Ronald Silliboy* – that was two different votes according to what Terri said, it wasn't just one



# TRIBAL CLERK

*Teresitia Hamel*

## CONTINUED:

amendment it was two amendments

*Sheila McCormack* – but they were recommended by council and that's the only ones you want to see right now

*Jennifer Kiandoli* – so is the problem with changing the election to November but it sounds like to me that there should be a proper succession process so when the new Chief is coming in the old Chief should be debriefing the new chief as well as your officers on council and if that is not happening that's where the friction is happening like when you were talking about the moose permit you were close to getting them had the old chief properly debriefed the new chief then that fight would continue

*Roger Pictou* – there used to be a 30-day transition requirement

*Teresitia Hamel* – no it's not

*Frederick Getchell* – we always aloud the council who had been elected to come and sit in for that month before taking over, it gave them a little idea to get their feet wet and to understand what's going on you can't take someone winning the votes and merge them in there and expect them to come up and run, yes there should always be something there in place that allows that person a 30-day debriefing period so they are always well versed

*Edward Peter-Paul* – I got voted in and went in the next day and didn't see Rick.

*Jennifer Kiandoli* – Isn't that the idea behind the staggered terms

*Teresitia Hamel* – so I do apologize but we do have a motion on the floor to table all of this on the floor right now. So if you are in favor of tabling everything else then raise your hand.

33 in favor 18 opposed -                      tabled

*Teresitia Hamel* – I am going to open the floor up for nominations for Tribal Council:

Nominations for Tribal Council;

*Roger Pictou* – I nominate Ronnie Silliboy Sr for tribal council

*Betty Phillips* – 2<sup>nd</sup>

*Sandra Pictou* – I nominate Natanya Pictou

*Dawn Schillinger* – 2<sup>nd</sup>

*Wesley Miller* – I would like to nominate Roseanne Davis

*Lorraine Caparotta* – 2<sup>nd</sup>

*Dena Joseph* – I would like to nominate Roldena Sanipass

*Ayanna Green* – 2<sup>nd</sup>

*Patricia Cronkhite* – I would like to nominate Blanche Cullins

*Frederick Getchell* – 2<sup>nd</sup>

*Beth Diamond* – Marcella Walton

*Roger Pictou* – 2<sup>nd</sup>

*Rosella Silliboy* – I'd like to nominate Christina Donnelly

*Dawn Schillinger* – 2<sup>nd</sup>

*Frederick Getchell* – I nominate Shannon Hill

*Richard Silliboy* – 2<sup>nd</sup>

*Benjamin Brigman* – I nominate Sandra McDonald

*Roldena Sanipass* – 2<sup>nd</sup>

*Christina Donnelly* – I nominate Brandon Getchell

*Sheila McCormack* – 2<sup>nd</sup>

*Cherish Cole* – I nominate Naomi Paul

*Sheila McCormack* – 2<sup>nd</sup>

*Elizabeth Hanning* – I nominate Cherish Cole

*Cherish Cole* – I decline

*Richard Silliboy* – I nominate Richard Dyer

*Frederick Getchell* – 2<sup>nd</sup>

*Vanninnia Sock* – I nominate Roberta LaBobe

*Naomi Paul* – 2<sup>nd</sup>





# TRIBAL CLERK

*Teresitia Hamel*

## CONTINUED:

*Bonnie Brewer* – I nominate Betty Phillips  
*Patricia Cronkhite* – 2<sup>nd</sup>  
*Kristy Brooker* – 2<sup>nd</sup>  
*Kristy Brook* – I nominate Justin Wimbush  
*Debbie Vicario* – 2<sup>nd</sup>

*Richard Silliboy* – I make a motion to cease nominations for the Tribal Council  
*Rosella Silliboy* – 2<sup>nd</sup>  
*All in Favor* - Motion Carried

*Teresitia Hamel* – I am now opening the floor for nominations for the Vice-Chief  
*Patricia Cronkhite* – Chief and Vice- Chief  
*Teresitia Hamel* – just the Vice-Chief since the Chief and Vice-Chief run separately

### Nominations for Vice-Chief;

*Rose Beschler* – I nominate Sandra McDonald  
*Debbie Vicario* – 2<sup>nd</sup>  
*Christina Donnelly* – I nominate Richard Silliboy  
*Beth Diamond* – 2<sup>nd</sup>  
*Roger Pictou* – I nominate Frank Hanning  
*Patricia Cronkhite* – 2<sup>nd</sup>  
*Rosella Silliboy* – I motion to close nominations for Vice-Chief  
*Sheila McCormack* – 2<sup>nd</sup>  
*Teresitia Hamel* – asked Rosella and Sheila if they were willing to rescind their motions to allow Wesley Miller to make a motion and they both declined  
*All in favor* - Motion Carried

### Nominations for Tribal Chief;

*Lorraine Caparotta* – I vote for Charlie (Edward Peter-Paul)  
*Natanya Pictou* – 2<sup>nd</sup>  
*Debbie Vicario* – I nominate Jennifer Kiandoli  
*Ayanna Green* – 2<sup>nd</sup>  
*Wesley Miller* – I nominate Jennifer Pictou  
*Marcella Walton* – 2<sup>nd</sup>  
*Beth Diamond* – I would like to nominate Teresitia Hamel  
*Vanninnia Sock* – 2<sup>nd</sup>  
*Richard Dyer* – I nominate Frederick Getchell  
*Bonnie Brewer* – 2<sup>nd</sup>  
*Blanche Cullins* – I nominate Renee Leach  
*Peggy Brewer* – 2<sup>nd</sup>  
*Betty Phillips* – I nominate Billy Phillips  
*Wesley Miller* – 2<sup>nd</sup>  
*Shannon Hill* – I make a motion to close nominations for the Chief  
*Christina Donnelly* – 2<sup>nd</sup>  
*All in favor* - Motion Carried  
*Richard Silliboy* – I make a motion to adjourn  
*Beth Diamond* – 2<sup>nd</sup>  
*All in Favor* - Motion Carried 4:13 p.m.



## TRIBAL HISTORIC PRES. OFFICER

*Kendyl Reis*

- The Cultural Department has been a cultural resource to the diverse departments housed within the Aroostook Band of Micmacs. The Cultural Coordinator is responsible for assisting the Departments in addressing concerns in relation with the Mi'kmaq culture/language/spiritual resources. The Cultural Coordinator is responsible for and engages in activities that involve the preservation and promotion of the Mi'kmaq culture and history within the Mi'kmaq tribal community and beyond.
- The Tribal Historic Preservation Officer (THPO) was hired and started in July 2021. The THPO handles Section 106 Reviews as part of the National Historic Preservation Act as well as works to preserve the artifacts in the museum and strengthen the archives. The THPO also created and is working with the University of Maine Presque Isle on a Memorandum of Understanding (an action agreement between two parties) that focuses on including more visual Mi'kmaq representation around campus - such as working to get signs in the language.
- The Cultural and Historical Department has secured a grant that will allow for the department to strengthen the language program by purchasing materials, and pay for a language knowledge keeper, as well as fund some new labels for the museum. On top of this, the department has also secured funding through the ANA (Administration for Native Americans) to support the creation of video and audio recording of the community members who speak Mi'kmaq fluently. This will allow Tribal members for generations to have access to hearing the spoken language from their own community members.



## LOOKING BACK AT 2021...

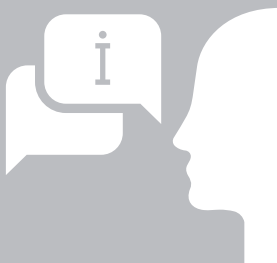
### Outreach



23,000  
EMAILS



15,000  
CONVERSATIONS



5  
SPEECHES

### Dedication



30%  
GROWTH



100,000  
HOURS



STAFF  
APPRECIATION

### Direct Service



\$5,000,000  
TO COMMUNITY



\$7,000,000 IN  
COMMUNITY  
IMPROVEMENT



100%  
COMMITMENT