

**RECONSTRUCTION OF THE MINNESOTA CHIPPEWA TRIBE
ORGANIZATION
First draft 2/13/24**

POSSIBLE NEW DEPARTMENTS	MCT DEPARTMENTS AND FUNCTIONS RECONSTRUCTED INTO THE NEW GOVERNING SYSTEM	PROPOSED NEW SYSTEM AND IMPLEMENTATION AND ENFORCMENT
TRIBAL NAME CHANGE		
DEPARTMENT OF ADMINISTRATION	<p>Operating Administration (Governmental Administration)</p> <p>Executive Director, who is the chief administrator for the MCT. is responsible for the daily:</p> <ul style="list-style-type: none"> ...performance of staff ...achieve of goals by programs administered by the MCT ...assists tribal leadership by identifying and developing policy objectives and then by implementing the policies. ...delegated broad administrative powers and is accountable to the tribal executive committee for the daily operations of all tribal programs and services. ...reports to the president of the Minnesota Chippewa Tribe. <p>Individual Indian Monies</p> <p>(IIM) Accounts</p> <p>Per Capita Roll Preparation</p> <p>Accounting and Computer Service Department</p> <p>Tribal Records Manager</p> <p>...maintaining both Tribal and Federal computerized databases.</p>	<p>How is MCT funded????</p> <p>ARTICLE XVII Grand Council</p> <p>ARTICLE XIX Central Council</p> <p>ARTICLE XX General Assembly</p> <p>ARTICLE XXI Administration and Supervisory Council</p> <p>ARTICLE XV Separation of Power</p> <p>OPERATING BUDGET</p>

	<p>...of total membership for the Minnesota Chippewa Tribe by maintaining both Tribal and Federal computerized databases on an on-going basis. Enrollment actions are coordinated for each quarterly Tribal Executive Committee Meeting and upon official action appropriate data entries are made.</p> <p>Environmental Program</p> <p>Audit</p>	
<p>DEPARTMENT OF ENROLLMENT TBA</p>	<p>Enrollment TBA</p> <p>...technical assistance related to Tribal membership. ...processing enrollment applications ...producing statistical data on enrollment figures ... conducting research for enrollment appeals ... maintaining the Tribal database ... process</p> <ul style="list-style-type: none"> - address changes -Name changes -birth and death records -ID Cards -Certificates of Indian Blood -Indian Preference Forms. <p>Enrollment Appeals</p> <p>If an applicant is denied membership into the Minnesota Chippewa Tribe by official action of the Tribal Executive Committee then that individual may appeal to the Minnesota Chippewa Tribe Enrollment Review Committee, as established per the Enrollment Ordinance. If the Enrollment Review Committee sustains the denial of membership then the applicant may make final appeal to the Bureau of Indian Affairs as described in the Constitution and Enrollment Ordinance.</p>	<p>ARTICLE XI Citizenship TBD</p> <ul style="list-style-type: none"> • Enrollment Definitions • Enrollment at Band level • Lineal Descent • Enrollment Cards • CIB & Green Cards • Handle Non-Indian Enrollee and their descendants • Enrollment Ordinance • Enrollment Records ownership • Why is there a need for enrollment resolutions? • Enrollment Appeals Board • Records management • Disenrollment • Base Rolls • Allotment (1901) • Tracking members • Dual Citizenship • Born to an enrolled member • Born with Chippewa blood from parent • Maternal descent • Paternal descent • Residency/non-residency • Enrolled ancestor

		<p>Enrollment Audit</p> <ul style="list-style-type: none"> • Non-Indian enrollment • Members disenrolled
<p>DEPARTMENT OF HUMAN SERVICES</p>	<p>Human Services to elders, families, and children within the tribal community by promoting self-sufficiency through health, wellness, employment, education, cultural identity, advocacy, and training.</p> <p>...policy development, <u>labor law compliance</u>, and <u>employee relations</u>, as well as the administration of the <u>tribal hiring</u>, <u>benefits</u>, <u>evaluation</u>, <u>safety</u>, and <u>compensation programs</u>....</p> <p>....Duties entail work associated with the division of administration, education, human resources, and finance.</p> <p>Elder Services</p> <p>...services to elders 60 years of age and older, caregivers of elders 60+, and grandparents/relatives raising relative children.</p> <p>Minnesota Indian Area Agency on Aging</p> <p>The Minnesota Indian Area Agency on Aging is designated by the Minnesota Board on Aging, providing Title III services to elders 60 years of age and older, caregivers of elders 60+, and grandparents/relatives raising relative children. Services are provided to those within the Minnesota Chippewa Tribe communities of Bois Forte, Grand Portage, Leech Lake and White Earth reservations.</p> <ul style="list-style-type: none"> • Training and technical assistance provided to tribal nutrition providers and health services • Information, Access to resources, Counseling, Advocacy, Education and Training for elders in betterment of their quality of life. • Caregiver Support; advocacy, training, coaching and resource linking to help ease the burden of caring for a loved one. • GrandKin Support; advocacy, training, coaching and resource linking for grandparents and relatives 55 years 	<p>Education and training for health professionals and students need to be offered, including loans, scholarships, and training programs.</p> <p>Public Health and Safety programs. HHS offers resources to help you and your family stay safe by informing you about food, drugs, medical devices, violence prevention, and more.</p> <p>Social services programs such as Temporary Assistance for Needy Families (TANF), Head Start, child care, and child support help individuals, families, and communities.</p> <p>Tribal Child Support 2024 Tribal programs provide services to Native American families consistent with tribal values and cultures. The programs find parents, establish legal fatherhood (paternity), and set and enforce child support orders.</p> <p>Prevention and Wellness resources to help you eat smart, exercise regularly, and get routine health screenings and vaccinations.</p> <p>Providers and Facilities</p>

	<p>and older who are caring for relative children 18 years and under.</p> <ul style="list-style-type: none"> • Falls Prevention Program; information, resources and Matter of Balance Classes to increase knowledge of falls prevention. • Memory Care Program; information, resources and care planning for those concerned with memory loss. • Congregate dining and home delivered meal contracts with Bois Forte, Grand Portage, Leech Lake and White Earth. • Legal services and legal education contract with Anishinabe Legal Services • Senior Community Service Employment Program (SCSEP) The SCSEP program is funded by the MN Dept. of Employment and Economic development. The SCSEP program provides training, job search, self-development and community services training to elders 55 years and older who are economically disadvantaged and seeking employment. • 55 years and older, Unemployed, Meet 125% of Poverty Guidelines and follow the rules and regulations set-forth by the Minnesota Chippewa Tribe and The Department of Labor. • MN Board on Aging: www.mnaging.org 	<p>Locate health care providers and facilities, compare your options, and find resources for caregivers.</p> <p>Family Member Caring for Family Members</p> <p>Health Insurance assistance obtaining health insurance.</p> <p>Emergency Preparedness Response. Keep informed on national efforts to prepare for, respond to, and recover from disasters and public health emergencies.</p> <p>HIPPA and other Health Rights The Health Insurance Portability and Accountability Act (HIPAA) Privacy Rule and federal civil rights laws protect Americans' fundamental health rights.</p> <p>Complaint and Appeals Address complaints or appeal decisions related to health information privacy, civil rights, Medicare, and more.</p> <p>Medical Transportation</p>
<p>DEPARTMENT OF HEALTH SERVICE</p>		<p>ARTICLE XIII Rights of Citizens</p> <ul style="list-style-type: none"> • Health Service that assists and follows up with citizens needing health care. • Navigate the insurance, in-home programs, appointments, and transportation.

		<ul style="list-style-type: none"> • IHS • Third-Party Health • Tribal Resolution that allows non-indian spouses eligibility to PRC
DEPARTMENT OF EXTERNAL GOVERNMENTAL RELATIONSHIPS		<p>ARTICLE VII External Governmental Relationships</p> <p>ARTICLE IX Admission of Additional Tribal Nations</p> <p>ARTICLE XIII Rights of Citizens</p> <ul style="list-style-type: none"> • FPIC Develop a policy and procedures for handling Free, Prior, and Informed Consent • Contracts • ISDEAA • Change Legislative Dinners
Department OF Employment/Labor	<p><u>Tribal Employment Services</u> ... operates from both Federal and State funding two funding sources are:</p> <p style="text-align: center;">Native Employment Works (NEW)</p> <p>NEW is funded by the U.S. Department of Health and Human Services, Administration for Children and Families. The NEW program provides culturally appropriate services to all Minnesota Chippewa Tribal members who receive MFIP and are not served by the bands. NEW provides the following services:</p> <ul style="list-style-type: none"> • Employment and training to tribal MFIP recipients to increase financial independence and work towards self-sufficiency. • Assessments, counseling, employment plans, job search, short term training and soft skills. 	<ul style="list-style-type: none"> • Labor Laws • Employee Relations • Hiring and Firing • Evaluation • Compensation Programs • Safety • Appeal process <p>Employment, education, advocacy, and job training</p> <p>ARTICLE XIII Rights of Citizens</p> <p>Not only do we need scholarships for high schoolers, but also job training and apprenticeships</p>

- Referrals, transportation, advocacy, job placement and job retention.
- Minnesota Family Investment Program (MFIP)
 - MFIP is funded by the MN Department of Economic Security and the MN Department of Human Services. Our trained staff can assist you with:
 - Assessment and 6 week job search.
 - Career and job counseling.
 - Supportive work opportunities.
 - Employment networks and referrals.
 - Accessing educational funds.
 - Resume writing and interview preparation.
 - Accessing the Internet.

The Tribal Employment

Services program serves MCT members in nineteen counties in northern and central Minnesota. Those counties include: Aitken, Becker, Beltrami, Benton, Carlton, Cass, Clearwater, Cook, Crow Wing, Hubbard, Itasca, Koochiching, Mahnommen, Mille Lacs, Morrison, Norman, Pine, Polk, and St. Louis.

Eligibility for Tribal Employment Services

After your county Financial Worker deems you eligible for MFIP, Diversionary Work Program (DWP), or Family Stabilization Services (FSS), you may be referred to our Tribal Employment Services program. The services provided by Minnesota Chippewa Tribe MFIP are similar to those provided by MN Rural CEP. If you want to make sure you are referred to our Tribal program you will want to access the MN Department of Human Services website, MN DHS edocs. You will use the 'edocs' form: DHS-3048-ENG to verify your tribal enrollment when you apply with the county financial worker. The county also has these tribal enrollment forms.

[Educational services:](#)

[...child welfare](#)

[...elder services](#)

Employee Handbook

COLA Resol. 31-23

Job Preference for Indians

	<p>...tribal employment ...nutrition education ...chemical dependency prevention/ intervention programs.</p>	
DEPARTMENT OF ETHICS		<p>ARTICLE XXIV Recall, Removal, and Vacancies</p> <p>Ethics Committee</p> <p>Code of Conduct, Ethics, and Conflict of Interest</p> <p>How do you deal with Departments that ignore phone calls and written contacts (e-mails, memos, letters, etc.)?</p>
DEPARTMENT OF SELF DETERMINATION		<p>ARTICLE VIII Self-Determination</p> <ul style="list-style-type: none"> • Indian Self-Determination and Education Assistance Act (ISDEAA) of 1975 (Public Law 93-638) <p>Determine what 638 Contracts, grants, and other monies</p> <ul style="list-style-type: none"> • Resol. 26-32 NJOMA • Resol 2023-02 Congressional Legislation • Resol. 27-23 CT6P Tribal Operations Contract • Resol. 28-23 JOM Contracts • Resol 29-23 Contracts tribal operations
DEPARTMENT OF FINANCE	<p>Finance (Corporation) Home Loans Renovation Loans</p>	<p>Financial Services Board people who make sure each person gets \$ per meeting. The board will search for &</p>

	<p>Construction Loans Modification Loans</p> <p>Personnel</p> <ul style="list-style-type: none"> • Finance Director • Executive Assistant • Finance Administrator • Construction Specialist • Construction Specialist II • Loan Officer/Hole buyer Ed. • Homeowner Advocate • Finance Servicing Coordinator • Accountant • Maintenance Worker (was originally MN housing/funding) 	<p>provide grant money to pay for all transportation costs. The board will write grants to purchase a fleet of vehicles as an example.</p> <p>Fiscal Responsibility Committee An example is the monies filtering in from the Federal Government \$ to put in Wellsa.</p> <p>Tribal Development</p> <p>Budgets</p> <p>Taxation</p> <p>The Resolution that says RBC/TEC Doesn't have to tell how they spend the money.</p>
<p>DEPARTMENT OF ACCOUNTING</p>	<p>Accounting and Computer Service Department</p> <ul style="list-style-type: none"> ...Payroll processing ...Payment of travel reimbursements ...Monitoring for compliance with tribal travel and purchasing policies. ...Internal billing of insurance and other services, i.e. phone, copies, fax, etc. ...Tracking of income and expenditures by contract, grant or other funding source; financial reporting of funding agencies and the appropriate tribal subcommittee; ...Annual preparation for audit by independent firm. ...Assist staff with budget preparation, evaluation and monitoring of expenses. ...Coordination and administration of computer network systems including the purchase, 	<p>Enterprise Accounting</p> <p>Gaming</p>

	<p>Installation and maintenance of hardware and software. ...Administration of employee funded loan programs and activity accounts. ...Administer tribal liquor license.</p> <p>Audit</p>	
<p>DEPARTMENT OF LAND/ALLOTMENT/TRUST ASSETS</p>	<p>IIM Accounts</p>	<p>ARTICLE X Territory and Jurisdiction</p> <p>LAND</p> <ul style="list-style-type: none"> • Fee simple • Scripts • allotment <p>Land Commission</p> <p>Allotment Records Indian and Non-Indian list</p> <p>MCT Owed land</p> <p>7/11/2022 TEC meeting minutes-Topic raised for discussion by Dawn Goodwin: MCT Land Transfer Bill Resolution passed by the TEC 2019.</p> <p>4/30/21 Phil Brodeen added that the federal BIA Fee-to-Trust process has changed from the previous administrations' analysis, which halted many Fee-to-Trust applications, to the older analysis anticipated to allow fee-to-trust applications to move forward.</p> <p>Who negotiates Estate matters?</p> <p>Land Acquisitions</p>

<p>DEPARTMENT OF EDUCATION</p>	<p style="text-align: center;">Education</p> <p>[Scholarship Information-Each enrolled member of the Minnesota Chippewa Tribe should contact the band where they are enrolled for application and information.] Scholarship administration under the Johnson O'Malley Program. The projects primarily serve Indian students in urban areas who do not have access to reservation-based Johnson O'Malley Programs.</p> <p style="text-align: center;"><u>Educational services.</u></p> <p>...child welfare ...elder services ...tribal employment ...nutrition education ...chemical dependency prevention/ intervention programs.</p>	<p>Land Cession Treaties</p> <p>ARTICLE XIII Rights of Citizens</p> <p>Not only need scholarships for high schoolers but also job training and apprenticeships.</p>
<p>DEPARTMENT OF NATURAL RESOURCES/ ENVIRONMENTS</p>	<p>Environmental Program</p> <ul style="list-style-type: none"> • Maintains an EPA Indian General Assistance Program (GAP) grant to facilitate environmental program capacity. • MCT Environmental Program You Tube Channel • Tribal Waste Management • A Science-Based Approach to Understanding and Managing Environmental Risk from PFAS • Regional Tribal CWD Surveillance Program • Chemicals of emerging concern in waters, sediments, and subsistence fish used by the Grand Portage Band of Chippewa • Moose Health Research to serve Minnesota Tribal Communities • Tribal Cumulative Impact Assessment (Anishinaabeg Cumulative Impact Assessment) • MCT Trust Lands and Resources Map • MCT Land Ordinance #3 • MCT Land Ordinance #8 	<p>ARTICLE III Rights of Nature</p> <p>Act that authorizes the EPA to provide General Assistance Program (GAP) grants to federally recognized tribes and intertribal consortia for planning, developing, and establishing environmental protection programs and developing and implementing solid and hazardous waste programs on tribal lands.</p> <ul style="list-style-type: none"> • W.E Manoomin Resolution • Environment/ EPA/ DNR • 1854 Treaty Authority • Mining Act/Law of 1872 <ul style="list-style-type: none"> • Agriculture

	GAP The Indian Environmental General Assistance Program Act	
DEPARTMENT OF CITIZENS' RIGHTS	Legal	ARTICLE IV Treaty and Reserve Rights <ul style="list-style-type: none"> • Treaty Research ARTICLE V Sovereign Rights ARTICLE VI Doodems (Clans) ARTICLE XII Civil Right ARTICLE XIII Rights of Citizens ARTICLE XIV Rights of Children
DEPARTMENT OF TRADITION AND CUSTOM DISPUTE RESOLUTION		ARTICLE XIII Rights of Citizens ARTICLE XXII Tradition and Custom Dispute Resolution <ul style="list-style-type: none"> • Peacemaking mediation, consensus-building, and reconciliation • Talking circles or conferences • Mentors • A face-to-face encounter with the offender and the victim • Elders panel circle sentencing • Peacemaker ceremony • Sweat lodge ceremony, • Fasting • (Helping with an upcoming tribal event • Participating in Manoomin harvest, Maple Syrup gathering

		<ul style="list-style-type: none"> • Participating in a naming ceremony • (Shake tent ceremony to find out what their Clan is • Classes on drum beaters and drum-making • Take a class on moccasin making • Offer tobacco and say a prayer daily • Ask for forgiveness through a letter or in person • Pow Wow • Alcohol or mental health treatment, if needed • Stone Medicine Wheel • Community service
<p>DEPARTMENT OF LEGAL SERVICE</p>		<p>ARTICLE XXIII Judiciary</p> <ul style="list-style-type: none"> • Public Law 280 • Major Crimes Act • P.L. 280 <ul style="list-style-type: none"> ○ Pro & Cons ○ How it relates to the Judiciary <p>Bois Forte no under PL 280</p> <ul style="list-style-type: none"> • Retocede PL 280 • Due Process • Child Protection • Gaming Regulation • Protection of Natural Resources • Treaty Rights Harvesting Regulations • Race Laws • Contract Development • Ordinance Development and amendments.

		<ul style="list-style-type: none"> • Policy Development* • Assisting with Solicitors Opinions Referendum Ordinances Resolutions Statute of Limitations Binding Non-binding Waivers 25 CFR Part 1 Sec. 1.2
DEPARTMENT OF ELECTIONS	Elections	ARTICLE XXVII Elections <ul style="list-style-type: none"> • Ordinance • In-person voting • Write-in • Hand counting Should members with no Indian blood be allowed to run for office? What about employment preference?
DEPARTMENT OF APPEALS		Administrative Hearing Board vs. IBIA Enrollment Appeals?
DEPARTMENT OF ENFORCEMENT		<ul style="list-style-type: none"> • Lack of Remedies • Violation of Rights • Warrior Society • Sagent of Arm • Honor Guard • Women Diplomat • Ombudsman Safety <ul style="list-style-type: none"> • Law enforcement • Security officers • Crime prevention • Anti-violence • Probation Officers, School officers • Drug prevention

FREEDOM OF SPEECH & MEDIA		<ul style="list-style-type: none"> • Gag Orders • Meeting announcements • Posting of Minutes
DEPARTMENT OF CULTURE AND LANGUAGE		ARTICLE VI DOODEMS (CLANS) <ul style="list-style-type: none"> • Develop a system for citizens to learn their Clan • Museum • Cultural Programs • Preservation of cultural resources • Language Programs
DEPARTMENT OF GRANT WRITING		
Benefits		Benefits for citizens (some are Band Specific) <ul style="list-style-type: none"> • Education • Health Care • Funeral Expenses • Per Capita • Treaty Rights • Access to food
MISC		FUNDING, FUNDING, FUNDING?? Salaries Meetings <ul style="list-style-type: none"> • speech from the floor and Zoom • recordings • minutes • never discuss what they are doing • Need to explain why all votes are 11-0. • Roberts Rules • Decisions made before hearings

		<p>Border crossings</p> <p>ARTICLE XXV AMENDMENTS Procedure for amending Alliance</p> <p>ARTICLE IX ADMISSION OF ADDITIONAL TRIBAL NATIONS</p> <ul style="list-style-type: none"> • Partnership and advocates on Indian Issues <p>System of Evaluation of Programs</p>
UNITED NATIONS RESPONSIBILITIES		ARTICLE XIII Rights of Citizens
UNITED STATES RESPONSIBILITIES		ARTICLE XIII Rights of Citizens