

**Karuk Tribe – Council Meeting
September 18, 2025 – Meeting Minutes**

Meeting called to order at 10am by Chairman Attebery.

Present:

Russell “Buster” Attebery, Chairman
Kenneth “Binx” Brink, Vice-Chairman
Scott Quinn, Secretary/Treasurer
Robert Super, Member at Large
Arch Super, Member at Large
Kristen King, Member at Large
Jennifer Goodwin, Member at Large
Eli Hensher-Aubrey, Member at Large
Laura Mayton, Member at Large

Absent:

None.

Arch Super provided a prayer for the audience and Chairman Attebery read the Mission Statement.

Agenda:

Jennifer Goodwin moved and Binx Brink seconded to approve the agenda with changes, 7 haa, 0 puuhara, 1 pupitihara (Eli).

Consent Calendar:

Arch asked about the modification that was put on the consent calendar and with it being backdated, inquired if there was work done during that time. Misty noted that that was an oversight and this paperwork brings it into compliance.

Scott Quinn moved and Robert Super seconded to approve the consent calendar, 8 haa, 0 puuhara, 0 pupitihara.

Meeting Minutes of August 28, 2025:

Arch Super moved and Robert Super seconded to approve the meeting minutes of August 28, 2025, 8 haa, 0 puuhara, 0 pupitihara.

Old Business:

Puufat.

Language:

Puufat (Nothing).

Director Reports:

1) Brionna Gonzalez, Education Director:

Brionna is present to review her report. She reported that the MOU’s in the schools were submitted for internal review. Arch asked about them being done for a period of four years and that is pretty standard.

She would like to seek approval of a grant application under resolution 25-R-161.

Arch Super moved and Binx Brink seconded to approve resolution 25-R-161, 8 haa, 0 puuhara, 0 pupitihara.

She then noted that she has some higher education grant applications that need to be signed.

Jennifer asked how the Youth Center is coming along. There was a grand opening set but it is being postponed for a couple weeks. They anticipate this being finished by 9/24. Scott has been doing a ton of work on that project to finish it.

Binx Brink moved and Arch Super seconded to approve Brionna's report, 8 haa, 0 puuhara, 0 pupitihara.

2) Jeff Heign, Economic Developer:

Jeff is present to review his report. He has met with Bill Tripp and Josh Saxon. He also met with the Economic Developer of Redding Rancheria. It was eye opening on what they have done. He explained the concept of starting an economic development corporation. He toured businesses and also noted to attend conferences was suggested so that he can become familiar with other tribal organizations and abilities. He sent the CEDS to the Management Team and received zero feedback. He will update it and then resubmit it.

Arch asked if there is any way to get the Management Team to engage. Analisa commented that there can be an open economic committee meeting. Scott commented that there is a way to get buy-in is to find what portions are related to economic development, to that specific Director and send it to them for feedback. Not the entire document.

Laura commented that KCDC still exists but it is not functioning. When the time is right, they can reopen it. Jeff noted that Redding Rancheria set it up as a Section 17 entity. Erin then commented that a management team meeting could have a presentation on the CEDS or set up a WebEx call to participate in reminding the Managers about CEDS.

James noted that if there are topics then those can be specific to certain Directors and then feedback can be pulled one by one.

Laura commented that that there is \$100k for machines and there is some debate on the laundry facility being rehabbed but now there is funding to replace old and broken machines. This is something tangible that can be accomplished. Also, training is training, there is work to be accomplished onsite and provides training in documents and budgets while completing them.

Arch Super moved and Binx Brink seconded to approve Jeff's report, 8 haa, 0 puuhara, 0 pupitihara.

3) Evan Mills, HR Director:

Evan is present to introduce himself and highlight his activities over the last two weeks. They will streamline position descriptions into the new template. He went through LinkedIn for an Executive Director, and will work toward recruitment and referrals from west coast tribes. He thanked the Council for the Fred Pryor opportunities.

Exit interviews are provided and will update that report to better provide information. He would like to move to check in reviews instead of exit interviews. He will present that back.

He will evaluate an electronic system in FY26. The HR postings did not cross over 100% under the new website, so they will update that and monitor it moving forward.

Laura noted that that was an excellent report. The overall growth, concepts, and projects are important. Each position being posted, is not needed each month. Robert asked what his thoughts on hybrid working in OR. He noted that in OR they need daycare providers and he is looking forward to additional services to ensure hybrid works or is not sure. This concept needs further review.

Binx Brink moved and Robert Super seconded to approve Evan's report, 8 haa, 0 puuhara, 0 pupitihara.

4) James Davis, Self-Governance:

James is present to review his report. He circulates draft support letters and needs feedback from the Tribal Council in order them to present them accordingly. James asked about consultations and outstanding requests. Binx noted that it depends on what the consultation is, and suggests attending the ones that are a priority. Feedback is important to James Davis and prioritizing them. Arch noted that there is a consultation policy that should be followed and tracking it. James noted that he needs feedback from the Tribal Council.

Scott noted that the appropriate Directors should be contacted for review. Laura noted that not every single consultation request needs a response, but the ones relevant to the Tribe do need a response.

Jennifer Goodwin moved and Scott Quinn seconded to approve James' report, 8 haa, 0 puuhara, 0 pupitihara.

5) Tyvin Whitaker, PR:

Tyvin is present to seek approval of the Website Management Policy.

Binx Brink moved and Laura Mayton seconded to approve the Website Management Policy for the Karuk Tribe, 8 haa, 0 puuhara, 0 pupitihara.

Binx asked who can access. It was noted that it will be outlined and be order. Tyvin does not agree with the Executive Secretary regarding the newsletter having a notation on who submitted the article. Robert noted that if they are going to be labeled then it should be referenced to who submitted the information. Tyvin reported that he fixes several reports for errors and grammar, so technically it is not the person submitting it, so it should be omitted.

Misty commented that it helps to identify who is in what department. Often times, the Membership is unaware of Department Directors or who to contact if they have a follow up question. Analisa asked that when there are sign offs to the articles then it will help with consistency and allow for questions to appropriate staff. Analisa commented that it would be good to have set guidance. Tyvin asked, that this Newsletter be printed and mailed. The next one can include some suggested changes.

Tyvin would like to have head shots for Council and Department Directors. He will work on this.

Robert Super moved and Laura Mayton seconded to approve the Newsletter with changes, 8 haa, 0 puuhara, 0 pupitihara.

Robert Super moved and Arch Super seconded to approve Tyvin's report, 8 haa, 0 puuhara, 0 pupitihara.

6) April Attebury, Judicial Systems:

April is present in Yreka and has no action items. Laura asked April if there is a list of types of cases that are heard in Tribal Court. April noted that most of the cases are Child Welfare, Custody Cases, Violence, and Youth Wellness Court, and Adult Wellness Court. All of them go under the Child and Family Relations Code.

Tribal Court, civil cases is 44. Buster asked if this is standard and normal operations. April commented that this happens and will be reported ongoing and the case load isn't bad, as long as the staff managing is able to oversee it.

Binx Brink moved and Scott Quinn seconded to approve April's report, 8 haa, 0 puuhara, 0 pupitihara.

7) Jack Lantz, Director of Public Works:

Not present, on travel. Crystal needs to have a home for the sign making machine. Robert commented that having a fence has been discussed for the Yreka area. Specialized training isn't required but one company comes with training and is computerized and IT will assist. Scott recommends for a handful of designated operators to receive training.

Sara will follow up on Shautz with HC microgrid.

Arch Super moved and Binx Brink seconded to approve Jack's report, 8 haa, 0 puuhara, 0 pupitihara.

25-C-116 is Robert Perez's contract attached to his report. Emma Lee noted that it is a modification to contract 25-C-116. It is a routine item. It's a time extension.

Kristen King moved and Scott Quinn seconded to approve modification (1) to contract 25-C-116, 7 haa, 0 puuhara, 1 pupitihara (Arch Super).

8) Dion Wood, TERO 477:

Dion is present in Happy Camp to present resolutions. There are two resolutions that have been outstanding; 25-R-101 and 25-R-153. Everything has been signed off by James Davis. Arch asked for Michelle to brief the Council on the resolutions because they just got the information this morning.

Eli asked about the TANF plan and switching to 477. He asked if the TANF plan will be adjusted. Michelle commented that the 477 Plan now becomes the plan in place of Childcare, NEW, TANF, etc. Eli asked about the TANF plan for Federal, or leave it under State. Dion noted that the 477 plan was asked to be sent through the State and they have looked at it and approved it and now the 477 plan is the State plan.

Scott Quinn moved and Kristen King seconded to approve resolution 25-R-101, 6 haa, 0 puuhara, 0 pupitihara (Binx Chairing).

Eli Hensher-Aubrey moved and Kristen King seconded to approve resolution 25-R-153, 6 haa, 0 puuhara, 0 pupitihara (Binx chairing).

She then presented resolution 25-R-165. Eli has heard that LIHEAP is not going to be funded, but it is not final as of yet.

Kristen King moved and Eli Hensher-Aubrey seconded to approve resolution 25-R-165, 8 haa, 0 puuhara, 0 pupitihara.

Dion then went on to review his report. He is serving 58 families with cash assistance. They have a 477 Committee meeting 9/23. October will be the six-month mark of implementation of 477. They have a trainer and the week of 10/27 to hold two trainings. One in Yreka and One in Happy Camp. They will bring that back and have already reserved the wellness centers that week.

Head Start is going to have an appeal hearing on October 10th to appeal slots being cut and funding reduction. There is new staff in Happy Camp and Yreka Head Starts.

Binx Brink moved and Jennifer Goodwin seconded to approve VISA cards for Debbie Rasmussen and Mary Koons for \$2,500, 7 haa, 0 puuhara, 0 pupitihara.

The Computer Center continues to serve the Happy Camp Community. The KTHA ROSS coordinator is holding classes there which is nice to see the collaboration.

Arch asked about the 477 not attending the meeting. Dion commented that logistics and timing means the staff cannot attend. He also asked the staff to provide documents earlier and ahead of time. Arch asked for the trainer's information and share that once it is available.

Scott Quinn moved and Binx Brink seconded to approve Dion's report, 8 haa, 0 puuhara, 0 pupitihara.

Jennifer commented that the work participation rates look good, but asked how close they are to get case files to their plan to get the work participation up. Dion noted that it is a slow process but 65 is good when they negotiated 40.

9) Emma Lee Perez, Contract Compliance:

Emma Lee is present to review her report. She has no action items. She has been working on a step by step procedural document which will help guide new staff and current staff on policies of the Tribe. She provided an update on Head Start, the EA is complete, so the construction team will now work on bid documents. She has been overseeing the contractor of the OR Senior Center. Scott noted that he is interested in her AI comment in her report. Emma Lee noted that it is so prevalent in the Tribes work and she noted this about 2 years ago when this was coming out. DNR engaged a virtual assistant. She noted that finding out the Council's stance is important, when using AI. She doesn't see it as negative but believes the Council needs to evaluate this. Binx noted that DNR has been heading this up and has been doing some data sovereignty issues. HHS will have to have a special one as well. Analisa noted that this is very important and it should be noted. Tyvin added that creating a philosophy on concepts and providing training is important. AI is just going to keep being used and providing training is important. Analisa commented that there will be additional questions and comments on this as well. Eli noted that it may not be a philosophy but in policy on what the employees can and/or cannot do. He is not opposed to have a tribal AI specific system that is used across the board and use one specific one instead of multiple forms or platforms.

Binx Brink moved and Laura Mayton seconded to approve Emma Lee's report, 7 haa, 0 puuhara, 0 pupitihara (Arch absent for vote).

Buster commented that there was additional funding available in USDA, so perhaps that will fit. Analisa noted that identified if this funding can fill some gaps.

10) Sara Spence, KTHA ED:

Sara is present in Happy Camp to review her report. KTHA has been focusing on the home owner program and providing services to the people.

Binx Brink moved and Scott Quinn seconded to approve Sara's report, 9 haa, 0 puuhara, 0 pupitihara.

11) Ray Martin, General Counsel:

No report.

12) Erin Hillman, Director of Operations:

Erin is present to review her report. She has two action items. One action item is the management of the Happy Camp Hotel.

If there are large community events there was discussion on having more storage for items. Ice was stored in a freezer during the reunion which didn't work well. A mobile refrigeration unit can be used in the future, possibly. It will be looked into.

Kenneth motions Kristen seconds to approve 25-C-193 passes 8 haa 0 puuhara 0 pupitihara

Kenneth motions Kristen seconds to approve 24-A-133 modification 2 passes 8 haa 0 puuhara 0 pupitihara.

PCAC had a meeting and they are purchasing baskets.

Binx Brink moved and Jennifer Goodwin seconded to approve Erin's report, 8 haa, 0 puuhara, 0 pupitihara.

13) Bill Tripp, DNR Director:

Bill is not present. Analisa is present for Bill. She noted that the written report was submitted. Bill is on travel. They had fire wood distribution events. They were able to empty the Happy Camp storage. Binx asked about the \$300k in fire reimbursement. It seems to be a deposit or a means to shut the Tribe up from complaining about the fire reimbursement total that is needed. NIFC has put in a request for fire reimbursement. There are capacity issues at BIA and there is nothing else that the Karuk Tribe can do.

Moving into the Fall, Slater Fire rehab will start. Due to NEPA constraints they cannot do some rehabilitation but they can do some roads work. They are getting trained on how to do sediment source inventory and with this, they can do an assessment and do some work in that area. They can do road maintenance under the CE. There is one for the tree planting as well. Binx noted that they can set government to government consultation to ensure burning can be done. NEPA is changing week to week, which is confusing. Scott asked about the natural diversity that is coming back looks good, but if they come through and plant fir trees then that is not conducive to the area. There have been no new updates on Slater in a few years. Laura asked about which roads. Dirt roads, not Grayback, and not Indian Creek. Scott asked about the hazard trees near those roads. Buster noted that that is a part of that funding that was recently released. Robert asked if DNR has been able to connect with LIHEAP for delivery of wood.

Analisa then noted that another Deputy Director will be starting soon.

Scott noted that the Tribe is wanting to expand natural resources into the upper basin. Bill and Analisa hope to go to Yreka and look at that YR facility to ensure it's use and expansion into the upper basin.

Binx Brink moved and Kristen King seconded to approve Analisa's report, 8 haa, 0 puuhara, 0 pupitihara.

16) Jake Suppah, Gerald:

Jake is present to introduce himself as the Tribes CFO. He is honored to be present. He thanked the staff for assisting him in onboarding. Buddy and Jake have been collaborating and becoming familiarized with the Tribes systems. It has been nice hearing about other projects of the directors and finding ways that finance can assist with their ongoing needs.

Buddy is present to introduce himself as the Tribes Deputy CFO. He is a Karuk Tribal Member and has picked up knowledge along the way and now he is excited to be here. Jake has a lot of knowledge in Indian Country and he believes that they can both do a lot in serving the mission of the Tribe.

Arch left at 12:53pm

Closed Session:

Jennifer Goodwin moved and Kristen King seconded to approve agreement 25-A-149, 7 haa, 0 puuhara, 0 pupitihara.

Eli Hensher-Aubrey moved and Jennifer Goodwin seconded to approve agreement 25-A-148, 7 haa 0 puuhara, 0 pupitihara.

Informational: Land Specialist provided updates on the Benter Allotment, HC Airport, and other projects.

Informational: Agreement for RRC Travel Plaza was tabled for attorney review.

Laura Mayton moved and Binx Brink seconded to approve FY26 RRC budget, 7 haa, 0 puuhara, 0 pupitihara.

Informational: Grant Writer positions screened out.

Council Caucus: no minutes.

Binx Brink moved and Scott Quinn seconded to approve modification (1) to contract 25-C-077, 6 haa, 0 puuhara, 0 pupitihara (Robert absent for vote).

Informational: Contract Compliance, KTHA ED, Director of HHS and HHS CEO shall meet to prioritize project and identify location of prop funding project.

Informational: Contract Compliance identified projects but lack of sufficient funding and potential forgo of project funding this round. Council Member Mayton requests evaluation of supplement funding for OR childcare or OR Senior Center.

Jennifer Goodwin moved and Scott Quinn seconded to approve a VISA for Economic Developer, \$5k, 7 haa, 0 puuhara, 0 pupitihara.

Consensus: To support not having a Parcel B Meeting on any Tribe land.

Informational: Council Member R. Super reported that Elders have identified fire wood, blankets, etc for heating during the upcoming cold months. Council Member Hensher-Aubrey reported on a potential Elders donation group and others can contribute for this good cause. He will find contact information and forward it to YR Reps.

Informational: General Counsel drafted the HHS Bylaws. The Council has them for review.

Scott Quinn moved and Robert Super seconded to approve change fee for General Counsel travel to Portland, 7 haa, 0 puuhara, 0 pupitihara.

Council Caucus: Consensus: to deny reimbursement request from General Counsel for vehicle expenses.

Next Meeting Date: October 23, 2025 in Yreka CA.

Respectfully Submitted,

Russell “Buster” Attebery, Chairman

Recording Secretary, Barbara Snider