

**Karuk Tribe – Council Meeting
December 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
Laura Mayton, Member at Large
Arch Super, Member at Large
Kristen King, Member at Large
Robert Super, Member at Large
Jennifer Goodwin, Member at Large

Absent:

None.

Arch completed a prayer and Chairman read the Mission Statement.

Agenda:

Binx Brink moved and Robert Super seconded to approve the agenda with changes, 7 haa, 0 puuhara, 0 pupitihara.

Consent Calendar:

Arch asked about a consent calendar item. The temporary offices will be located in Orleans near Rosehaven. Arch asked about the modification paperwork for the RV Park. Jeff will need to correct the item.

Arch Super moved and Binx Brink seconded to approve the consent calendar with changes, removing item number 1 and also correcting item number 5 (that should have the documentation on each page), 7 haa, 0 puuhara, 0 pupitihara.

Meeting Minutes of November 20, 2025:

Arch Super moved and Binx Brink seconded to approve the meeting minutes of November 20, 2025, 7 haa, 0 puuhara, 0 pupitihara.

Old Business:

Buster asked about the warming shelter suggestion for Yreka that Arch had brought up. It was noted that this service would need to be supervised and a suggestion was made to assign this task to the newly hired Elders workers. There is also service provided in the area already.

Eric Cutright, CIO:

Eric is present to recognize Penny Eckart. Eric presented Penny with a plaque thanking her for her work and dedication to the broadband project. She has worked tirelessly on the project. She has enjoyed her work that he was able to do with the Tribe. She worked with Misty and Eric on Tribal projects.

Renee Stauffer, Tribal Member:

Renee is present to say ‘yootva’ for the Ferris Ranch Rd. She thanked the Council for putting it on the roads inventory. She also thanked Misty and her crew for the excellent work. She is very thankful for increasing the project as a priority and finishing it.

Deja Malone, Community Member:

Deja is present to seek an update on childcare for Orleans. She lives in Orleans and is present to learn more about childcare and services in the community. Her partner is a school teacher. They, alongside others, are looking for childcare. She asked for an update on childcare for Orleans and what the plans are for providing childcare in Orleans and operating it.

Bobby updated that the Tribe has a contract for a remodel project for the childcare. He believes it is the end of the year 2026 for completion. Bob then updated that there are some issues with credentialed persons in operating the childcare center. The intent is to have community members operate a business from that facility.

Dion reported that the funds to support that project must be liquidated in September 2026. He has the posting of an RFP to operate a facility but there has only been one question. He is there for support and it is very stressful with delays in construction, bonding, etc. There has been discussion on making it a language immersion center. Binx added that there is discussion in offering rent and utilities for free in Happy Camp for someone to start a business. She asked if the RFP was the one posted on August 11th. Michelle commented that it is not on the website at this time. Dion noted that it has been posted for a long time and with the website update it may have been dropped.

Eli commented that the order in which the projects are being completed in a thoughtful order. Because of the Tribes that have to put out bids and limited contractors responding, then the opportunity to complete each project is based on all projects getting completed with the tools and resources that they have.

Directors Reports:

1) Eli Hensher-Aubrey, CEO:

Eli is present to review his report. He did summarize that his main focus is getting to know the staff he supervises, processes, and policies that the Tribe has. He has previous knowledge but its good to get involved in more items.

Robert asked about Dr. Davis and resolutions being submitted. Eli will reinforce the policy and ensure resolutions are submitted to the Self-Governance office.

Binx Brink moved and Jennifer Goodwin seconded to approve Eli's report, 7 haa, 0 puuhara, 0 pupitihara.

2) Eric Cutright, CIO:

Eric is present to review his report. He noted that he has three action items, but one was on the consent calendar.

He needs LOC to support pole attachment agreements. There are two, one for \$75k for pole access with Frontier. The other is \$50k with PG&E for pole access. There are minimal costs for these but they allow for access.

Laura Mayton moved and Scott Quinn seconded to approve two letters of credit with mechanics bank, 7 haa, 0 puuhara, 0 pupitihara.

Binx asked Eric about training on a background machine. It is slow with the DOJ.

Binx Brink moved and Robert Super seconded to approve Eric's report, 7 haa, 0 puuhara, 0 pupitihara.

3) Tyvin Whittaker, PR:

Tyvin is out of the office and submitted a late report.

Binx Brink moved and Laura Mayton seconded to approve Tyvin's report, 7 haa, 0 puuhara, 0 pupitihara.

4) Brionna Gonzalez, Education Director:

Brionna is present to seek approval of resolution 25-R-209. It is a grant application for funding that she sent to the Council this morning. It is due by 12/31 and could be due at the end of each month as rolling proposals are accepted throughout the year. Tabled for review.

She then provided an update that her SAMSHA grant cannot pay for the Education Director position wages. The Summer Youth employment planning will start in January. They want to get ahead of this project and not do last minute hires.

The elevate youth grant should be known on Tuesday. It will fund larger projects but not a position as previously thought. They are gearing up for a big 2026 year. They hope to plan some cultural activities for each community and through the Youth House in Happy Camp.

Arch Super moved and Binx Brink seconded to approve Brionna's report, 7 haa, 0 puuhara, 0 pupitihara.

5) Jeff Heign, Economic Developer:

Jeff is present in Yreka to review his procurement for laundry services and contract for work. He is seeking more than \$100k. He would like to seek additional funding. Scott asked what the payback of the improvement is going to be. Jeff noted that it is hard to tell what the pay back will be because a lot of equipment doesn't function and lack of advertisement. Chairman asked to report out on the revenue of the businesses of the Tribe in his reports.

Consensus: to continue to do procurement and present it back.

The RFP for a feasibility for a Happy Camp gas station is being posted to the end of the month.

Laura added to include the ROI for the machines.

Binx Brink moved and Kristen King seconded to approve Jeff's report, 7 haa, 0 puuhara, 0 pupitihara.

6) Dion Wood, 477 Director:

Dion is present in Happy Camp to review his report. He noted that there was an appeal to reduce Head Start slots/funds and he should hear within a month on those results.

Dion will be using reserve funds for Christmas meals. For Thanksgiving they provided \$400 for the holiday. There is an issue with receipts that are required. There is a lot of work to do, to help families learn how to stock a pantry. At the end of January there may be along shutdown so pantry staples is important to learn and have on hand.

He asked increase Cheryl's VISA limit to \$5k.

Binx Brink moved and Scott Quinn seconded to approve Cheryl's VISA's to \$5k limit, 7 haa, 0 puuhara, 0 pupitihara.

Jennifer asked about the food voucher program that clients could purchase household items or cleaning items. He noted that this \$400 was for food but anybody can put in for hygiene or cleaning items separately.

Dion appreciated the IT staff for an upgrade at the Happy Camp Computer Center to get that facility up and running.

Arch asked about the food assistance program there was going to be additional funding due to the SNAP benefits being cancelled. The SNAP program was then, not cancelled. They did do the higher amount and did it for Christmas as well. Arch then asked about the adult re-entry program. Dion asked the Council about the adult re-entry program and direction. They need mental health diversion and they can seek record expungement. The program has been successful in the past. Eli is going to work on this project and program. Eli will follow up on this on Monday.

Scott Quinn moved and Jennifer Goodwin seconded to approve Dion's report, 7 haa, 0 puuhara, 0 pupitihara.

7) April Attebury, Judicial Systems:

April is present in Yreka to review her report. She has no action items but updated that the programs are operating smoothly.

Arch asked about a judicial meeting in January. There is a lack of attendance. April noted that attendance is important.

Arch Super moved and Binx Brink seconded to approve April's report, 7 haa, 0 puuhara, 0 pupitihara.

8) Michelle Cook, TERO Director:

Michelle is present to review her report. She noted that she was out of the office for a few weeks and Dion covered for her, which she appreciated very much. During the last month there has been an influx in employee matters, including RRC. She noted that the TERO Strategic Planning Session will be at RRC in February.

She would like to have discussions on in-house training. The goal for TERO is to hold quarterly training. Leadership training is going to be held in late February.

Jennifer asked about the TERO \$7,500 set aside and the Council set amount of \$10k. Michelle wasn't aware of that.

Laura added that Michelle would be present at the GA Meeting to provide information on TERO and Indian Preference, although TERO does not have oversight of RRC employee matters. Understanding and learning is important.

Binx Brink moved and Jennifer Goodwin seconded to approve Michelle's report, 7 haa, 0 puuhara, 0 pupitihara.

9) Ray Martin, General Counsel

Not present.

10) James Davis, Self-Governance:

James is present in Yreka to review his report. He noted that there was an increase in resolutions reviewed this past month. He primarily monitors meetings, letter drafting, and resolution reviews. He had sent earlier this week, the FAA consultation letter. He is hoping to seek Council approval of a letter that included reviews by Tyvin and Alex.

Scott Quinn moved and Binx Brink seconded to approve a letter to FAA for rulemaking, 7 haa, 0 puuhara, 0 pupitihara.

His second item is a consultation opportunity with Humboldt Bay Municipal Water District in naming of a river (Mad River). The Council can review the letter but does not require action.

Consensus: the Karuk Tribe will not accept consultation on this item, but support Wiyot's naming a river in their territory.

Robert Super moved and Binx Brink seconded to approve James' report, 7 haa, 0 puuhara, 0 pupitihara.

11) Jack Lantz, Director of Public Works:

Jack is present in Yreka to review his report. He is very proud of Misty and her crew with their work. The Admin building in Happy Camp is moving along and he is proud of the crew that took that project on right away. The \$50k from Blue Lake Rancheria will be coming in soon. He will need to do a resolution to accept that funding.

They have been working with grant writers for funding Darrell's position as well as funding for site work at Ishkeesh Ranch.

In Denver CO there will be a meeting to review power options. A letter will be drafted by the agency.

Consensus: to proceed with the purchase agreement for Beverly Manor.

Robert Super moved and Kristen King seconded to approve Jack's report, 7 haa, 0 puuhara, 0 pupitihara.

12) Sara Spence, KTHA ED:

Sara is present in Happy Camp to review her report. She commented that they are preparing for the upcoming audits and annual reports.

Samantha and Sara are processing applications for the HAF grant. The exciting news for housing is that the Pines Parcel went into trust status and Humboldt County is refusing to record it. Sara has reached out to them, BIA has reached out to them, and all Tribes seem to be having this issue.

Binx Brink moved and Robert Super seconded to approve Sara's report, 7 haa, 0 puuhara, 0 pupitihara.

13) Buddy Machen, Interim CFO:

Buddy is present to review his report. He stepped into this role last week. His biggest focus is to ensure his staff feels comfortable within their roles. They are knee deep in their audit

preparations. He is working and communicating with Whiply and they will have weekly meetings at a minimum. They are working on getting carryover budgets for grants that straddle fiscal years.

He wants to discuss Euna grants, Harris grants management as well.

Scott Quinn moved and Binx Brink seconded to approve Buddy's report, 7 haa, 0 puuhara, 0 pupitihara.

Eli thanked Buddy for stepping up and noted that he did a good job in communicating and providing his professional opinion.

14) Erin Hillman, Director of Operations:

Erin is present to review her report. She noted that Sara is working with Karuk New Markets to ensure it is closed out successfully.

Binx Brink moved and Jennifer Goodwin seconded to approve Erin's report, 7 haa, 0 puuhara, 0 pupitihara.

15) Analisa Tripp, DNR Deputy Director:

Analisa is present to review her report. She also has a copy of proposed legislation that Toz and Craig will be discussing later in closed session.

Binx Brink moved and Robert Super seconded to approve Analisa's report, 7 haa, 0 puuhara, 0 pupitihara.

Phone Votes:

1. Request approval of resolution 25-R-128 authorizing submission of a grant. Passed.
2. Request approval of resolution 25-R-212 authorizing submission of a grant BIA. Passed.
3. Request approval to allow access of employee email accounts JS and DS to GM. Passed.
4. Request approval for the Maintenance Department to use tribal equipment at Happy Camp tree lighting. Passed.
5. Request approval to pay CNIGA membership dues from discretionary. Passed.
6. Request approval of burial assistance for Tribal Member #3207. Passed.
7. Request approval to table the request to meet and confer. Did not pass.
8. Request approval of agreement 26-A-013. Passed.
9. Request approval of burial assistance for Tribal Member #3927. Passed.
10. Request approval of burial assistance for father of Tribal Descendant #3068. Passed.
11. Request approval of the 'temporary' maintenance tech position description (tech I and tech II). Passed, with changes.
12. Request approval of burial assistance for Tribal Member spouse, TM#38. Passed.
13. Request approval of resolution 25-R-171 authorizing submission of OES grant proposal. Passed.
14. Request approval for out of state travel for Chairman and General Counsel to Washington DC. Passed.

Closed Session:

Binx Brink moved and Robert Super seconded to approve resolution 26-R-011, 7 haa, 0 puuhara, 0 pupitihara.

Binx Brink moved and Kristen King seconded to approve resolution 26-R-012, 7 haa, 0 puuhara, 0 pupitihara.

Binx Brink moved and Laura Mayton seconded to approve Michelle Cook becoming a Karuk Tribe adjudicator, 7 haa, 0 puuhara, 0 pupitihara.

Informational: Finance staff shall follow policy and recoup funding from employees. Interim CFO will oversee the process and reinforce policy.

Laura Mayton moved and Binx Brink seconded to approve allowing payroll 12/23 due to holidays, 7 haa, 0 puuhara, 0 pupitihara.

Laura Mayton moved and Binx Brink seconded to approve providing \$2,500 from discretionary and then request \$2,500 from TERO for Tribal Member #LH, 6 haa, 0 puuhara, 1 pupitihara (Arch).

Informational: Tribal Member TM was present to advocate for her cousin who resides outside the service area. The program requirements must be met in order to provide services.

Council Caucus: No minutes recorded.

Binx Brink moved and Arch Super seconded for the Karuk Tribe to sponsor the 106.2 to the water code, 7 haa, 0 puuhara, 0 pupitihara.

Poll Vote: 4 SG, 2 MT, and 2 Abstain. Sherile and Dolores will serve on the ICWA Committee.

Informational: Reporting structure was discussed with the Council.

Binx Brink moved and Scott Quinn seconded to approve paying the remaining design fees after requesting an invoice in compliance with the contract, 7 haa, 0 puuhara, 0 pupitihara.

Binx Brink moved and Kristen King seconded to approve posting for 5 days and provide information, in compliance with the contract (non-disclosure clauses), 7 haa, 0 puuhara, 0 pupitihara.

Binx Brink moved and Scott Quinn seconded to approve flowers for former employee HT services, 7 haa, 0 puuhara, 0 pupitihara.

Binx Brink moved and Kristen King seconded to approve CRIHB dues, 7 haa, 0 puuhara, 0 pupitihara.

Binx Brink moved and Jennifer Goodwin seconded to approve burial assistance for TM #1483, 7 haa, 0 puuhara, 0 pupitihara.

Arch Super moved and Scott Quinn seconded to authorize Land Management Specialist to negotiate for Tribal Member house at \$160-\$180k, if goes through escrow 50/50 %, 7 haa, 0 puuhara, 0 pupitihara.

Binx Brink moved and Kristen King seconded to approve insurance for volleyball dates for annual year with waiver for Orleans Elementary School, 7 haa, 0 puuhara, 0 pupitihara.

Arch Super moved and Kristen King seconded to approve resolution 25-R-209, 7 haa, 0 puuhara, 0 pupitihara.

Adjourned at 5:02pm.

Next Meeting Date: January 22, 2026 at 10am

Respectfully Submitted,

Russell “Buster” Attebery, Chairman

Recording Secretary, Barbara Snider