

**Karuk Tribe – Council Meeting
May 28, 2026 – Meeting Minutes**

Meeting called to order at 10am by Chairperson Attebery.

Present:

Russell “Buster” Attebery, Chairperson
Kenneth “Binx” Brink, Vice-Chairperson
Scott Quinn, Secretary/Treasurer
Laura Mayton, Member at Large
Kristen King, Member at Large
Arch Super, Member at Large
Robert Super, Member at Large

Absent:

Jennifer Goodwin, Member at Large
Alma Mendoza, Member at Large

Prayer was completed by Arch Super, Council Member. Chairperson read the Mission Statement.

Agenda:

Binx Brink moved and Robert Super seconded to approve the agenda with changes, 6 haa, 0 puuhara, 0 pupitihara.

Consent Calendar:

Arch Super sent out a question regarding Melonie’s resolution for the Senior Nutrition Program. It will be changed to today’s date.

Scott Quinn moved and Binx Brink seconded to approve the consent calendar with change to the resolution date of approval, 6 haa, 0 puuhara, 0 pupitihara.

Meeting Minutes of April 23, 2026:

Arch Super moved and Binx Brink seconded to approve the meeting minutes of April 23, 2026, 5 haa, 0 puuhara, 1 pupitihara (Arch Super).

Old Business:

None.

Language:

Tooweesh (Tunweesh) – Children.

Guests:

1) Kimberlee and Larry Henderson, Happy Camp Community Member:

Larry is present to address the Tribal Council. He noted that he is a veteran and community member. He is hoping to create a safe place for equine assisted therapies.

Laura asked where the are would be located. Larry noted that he has land up about 5-10 miles outside of Happy Camp. Binx noted that bringing horses to the ranch may be a good idea. There are way s and avenues to take this project and is interested in having this. Kimberlee participated previously and believes this is something that is needed. A community Member asked if this is training horses. Larry noted that yes. She then asked if there would be some mental health professionals onsite. Larry would

partner with an individual to provide the services. His request contains a financial request. They are currently seeking donations, before they apply for grants. Arch thanked Larry for the information. He is requesting any type of assistance that the Tribe can provide. Tanya explained that she worked with heal therapy previously and there are a lot of people who want this program returned to the area. Larry has provided his contact information. They have their non-profit 501C3 status. They are working on a website currently.

Buster noted that the Tribe is interested in this avenue. Binx also asked that Tyvin get in touch with Larry to provide some assistance as well. Shirlee commented that the 477 programs would be an option as well. Brionna asked about the local grant opportunities, provided some sample granting agencies, and suggested to apply to those as well.

Scott thanked Larry for his service to the Country and he asked about his governing documents in 501C3 status. Scott asked that the Tribe be provided a board seat or an advisor to this program since it will operate in the Tribes area and serve the Membership. It is a consideration that can be reviewed.

2) Kathy O'Conner, Community Member:

Kathy is present to note that she is from the Forks of Salmon and has lived there her whole life. She commented that it is an area within the Shasta boundary. Before any additional work proceeds in the area they would like to have the Shasta territories discussed. No resource advisory for the Karuk Tribe will speak to the area and no resource advisor from the Karuk Tribe allowed onsite. She is requesting a formal explanation of the Tribes interest in this area. They're struggling to be recognized up there. She has asked for respect, transparency, and communication and are not getting that. From their own resources they have dug and dug and feel like there has been nothing from the Shasta people represented, and they have been in touch with Roy Hall. She noted that they are Shasta economy and are descendants of the area. They noted that they are long time natives. She commented that the Tribe fought to get the dams out and then are putting in a dam in the Salmon. She spoke to the Karuk Tribe fishery and the individual walked out at the first break during conference when she was asking questions. There were questions that needed answers.

Binx explained that the Karuk Tribe has worked up in that area for 30 years, and before him it was done for decades. Binx asked her if she was a Member of the Karuk Tribe, to which she expressed yes. He reported that the Tribe is working on fish passage issues. The Spring Salmon and Chinook Salmon are two different species. The Department of Fish and Game blew those barriers. The barriers that are being put back the locals didn't want them put back. A staff Fisheries Manager is not providing respect. Right now, there is ongoing issues with KNF Ranger, and Salmon River Restoration Council and wanting to put logs in the river and destroy a pond that has been there since the 1930's. The Salmon River is sick and suckers show you that the stream is not going to support the health of the salmon. There was a fire at South Taylor and dumped tons of DG in the Salmon River and South Fork and they wanted to have ponds to detain this and the barricade to DG. The Yurok Tribe has great ideas and they need to work with them and learn from them. The Karuk Tribe is not going to support the Yurok Tribe coming into Karuk territory, but they can share information. Binx explained logs and cold water for fish, how the projects work, and the benefits to them. There are 100 years of knowledge trying to fix the river. The log project is great for small fish but anytime you slow the water down and make is shallow, the kingfishers and herons are having a hay day. The salmon are not ignorant.

Binx suggested having some outreach in the community. He asked that there be some information and discuss solutions. Where there can be knowledge shared for areas and discuss western science in combination with traditional knowledge is important.

Arch commented that there are two or more factions of Shasta's. There needs to be additional discussions with other factions. There is one commonality which is to work for the fish and the best way is to meet early and often. Her only concerns is to reiterate that the advisors need to meet with them and talk and communicate.

Shirlee commented that there are a lot of trainings coming from the Salmon River and other groups making decisions for the river and they aren't included, which isn't right.

3) Troy Hockaday, Tribal Member:

Troy is present to follow up and discuss the \$11 million for Indian Creek. There has been no work done in the last four years. The Council is waiting for work to get done and he wants to see papers by next Council Meeting on what is planned for that money. There is work that should be done and it has to be done before that work can be done (?). Buster asked that an update be provided by DNR later in the meeting. Tina noted that there is work that can be done and they can do work. There is a green cape initiative.

4) Anthony Ballard:

Anthony is present to discuss a project for cultural events and activities for the Elders. There are 12 elders going to Sacramento CA. He would like to approve paying them per diem for the day.

Laura Mayton moved and Robert Super seconded to approve travel status for 12 elders attending an event in Sacramento, 6 haa, 0 puuhara, 0 pupitihara.

Arch asked about them leaving at 4am. Anthony noted that it was logistics for setting the time. Robert asked that elders are included from all areas. Anthony has another trip in Redding for other area elders. Alice asked how come it isn't fully funded by program dollars as an allowable cost. Anthony reported that it is.

A request was made to see sign in sheets and to ensure signups are offered to elders so that they can plan their attendance. A calendar of upcoming events may help as well.

5) Elsa Goodwin, Tribal Member:

Elsa is present to discuss two or three issues. She asked about a plan for the Happy Camp Community for vegetables. There will be a garden in HC and YR that will service HC. The other two gardens will be supplying Happy Camp.

Elsa noted that her family depends on water which has been supplied and the kiosks are available. She noted that it is a community thing, and she wants to ensure the Tribal Members get water and not just non-Indians getting it.

She then wanted to throw it out there that the HC Community is losing out by not having a dentist in the area.

She also commented that it is a sore topic that there was public meeting that was held with the Sheriff and that was not helpful and there was minimal participation. If the folks are going to have a public meeting then they can be invited to attend and the Tribe doesn't need to have a public meeting. The Tribe can request a meeting for the law enforcement and ask the questions that need to be answered. The last public meeting was not valuable and agencies did not participate. She reminded the Council that they can call these meetings and request updates, and include all agencies not just who the County wants to send down.

6) Jamie Smith/Valisha Armstrong:

Jamie and Valisha are present to discuss some items. Valisha is present to state that she came back here to be a teacher. She read a prepared statement. They are increasingly uneasy about the current Head Start program. There is a lack of communication on the chain of command and how recent activities occurred.

Samantha Wilson was a teacher at the Karuk Head Start and she has been a mentor in the program. The uncertainty that is present is concerning. She asked if she has a job in August and she is unsure. She also commented that the Council released blanket statements about child neglect. There have been issues and there is stress amongst the program staff and families. At one-point Eli was going to be a savior but they never saw Eli and he was never onsite. It was not a welcoming dynamic and there are ongoing issues with support for the program. She noted that how recent actions were carried out was a travesty to the community and the lack of communication following that was a lack of respect. There were parents reaching out and the staff was unsure how to respond. Kristy has been so busy filling in for Valisha that there has not been presence from Administration. They then had Jennifer but she was fired too. Yreka has no preschool and it has two classrooms.

Buster commented that there are legal issues that have to be followed and the Council will participate in those investigations.

Emma Mattson then commented that the parents are writing them and have questions that she cannot answer. The Council advised that their first communication was directly to the families, then the second response went to everyone else, including the wider public. Buster commented that before today's meeting there was another meeting with Head Start officials. It is unfair for everyone to speculate. Troy noted that he agrees with what the Council did but it hurts the community in the disrespect that was held.

Laura asked the staff to refer families to call Eli and when the staff have questions to also call Eli. They should not be guessing at answers to families, the communication clearly advised whom to contact. The staff should refer to the direction given. Elsa noted that everyone is in shock but this has to go through a process. Elsa noted that everyone gets laid off and it is done every year.

Arch commented that there is a big process going on right now and for him he wants to go to their boss and they need to go up the line. Tina recommends a statement be made. The Council affirmed that a statement has been made.

Vice-Chairman noted that sometimes things don't work out, and to stay positive and maybe people need to be prepared to step up. People put in for the jobs they have and what they went to school for. Many staff are already working way outside the scope of their jobs. Elsa asked how many students are enrolled in Happy Camp. It was reported that there are 9 students, and 8 staff. Valisha commented that there are additional issues with the lack of support for the program for years.

The Karuk Tribe is trying to save the whole program. For the kids, they want the youth to have services.

Ray Martin commented that the Tribe met with the Office of Head Start this morning. One thing that they said is that they are commending the Tribe for what they did which was to protect the children. They will not shutdown the program and the allegations were substantiated through video. There are other allegations, criminal, and CPS is working on those. The Tribal Council has advised everyone to fully cooperate and the Tribe has no control on how fast they move. There will be another meeting with Head Start and there is a plan to fix the situation and the Tribe has been commended for attempting to fix this.

Kristy noted that there has been no discussions and she noted that it is absolutely known that she was silenced and it is outlandish to say they can't speak to anyone. When there are issues, who do they get to speak to? When issues were brought forward those people weren't held accountable.

Director Reports:

1) Eli Hensher-Aubrey, CEO:

Eli is present to review his report. He highlighted that this passed month has been supporting the directors and his main objective is supporting his staff. He has gone to multiple meetings with the COY, Sheriff's, and police.

He held a Management Team meeting yesterday. The KRBBI project has been working for awhile and now it will be coming to pass. Eric's second project is the fiber optic to the homes and businesses in Orleans.

The IT Department plans to migrate to the Cloud and the current licensing will be secured at the same time. Scott asked if 365 will still allow access to programs when there is no internet. Eli noted that yes, the rest of windows will include the access.

Scott then asked about an ETA for that the Cyber Security policy completion. Eli noted that a consultant is working on that and he will obtain an update. Cyber security is important and there are a lot of attacks going on the world right now and if you're weary of emails to send them to Eric or a member of IT to review them for threats prior to opening.

Eli introduced Chelsea Post. She interned in the PR department and obtained her degree in this field from OSU. She has returned to be the PR Director, and this is a good thing.

Economic Development Director has started and is familiarizing himself with the Tribes entities. He has been working hard on developing policies so when the Council wants to create other businesses there is a guide to follow.

April's report was highlighted. The KJAC is meeting for in-person June 17th. And a bi-annual staff meeting will be held afterward.

Michelle Cook's report was highlighted. Upcoming trainings are happening.

He then highlighted Taylor's report. HR duties included screening interviews, onboarding, orientations, new postings. HR focuses on HHS recruitment as well as monitoring 19 vacant positions.

Jack Lantz continues to work on the RRC project. This will benefit the overall project and maintains the material so that it can be used on other projects. Public Works has been taking this head on and doing a good job. HC Workforce housing is coming along.

Crystal Jacobs will be taking her realtor licensing and this is amazing.

The Regional Meeting went well and there was State, Federal, Tribal Governments together. Darrell Frost updates were provided as well. There was an update from Jack on the equipment use and special project. This is the first step to the Tribe for doing restoration projects. The tribe will move to larger projects.

Scott Quinn moved and Robert Super seconded to approve Eli's report, 6 haa, 0 puuhara, 0 pupitihara.

2) Gerald Machen, CFO:

Buddy is present to announce his new staffing; Tina Mundy and Tina Goodwin. With this staffing he is confident that they can focus on budgets.

Binx commented that with Tina coming on and being new is good and taking on the payroll position is great. They want to thank Tamara because she stayed to ensure payroll was completed and at about 6:30pm she was still working so that the staff still gets paid and ensure folks are working through issues.

Robert asked if there was a notice provided about payroll. The Council thanked Buddy for overseeing the finance department.

Laura Mayton moved and Binx Brink seconded to approve Buddy's report, 6 haa, 0 puuhara, 0 pupitihara.

3) Sara Spence, KTHA ED:

Sara is present to review her report. She noted that she has no action items. The HAF program has been 100% obligated and the remainder of the program will finish out home repairs. There are staff changes at KTHA but they have backfilled positions. Tasha Van Dunk started and Nikki Thompson is the new Executive Assistant. The Council and Board of Commissioners will make the final decision on the Orleans Wellness Center soon.

She will be doing another bulk mailing to ensure there is transparency.

Scott Quinn moved and Robert Super seconded to approve Sara's report, 6 haa, 0 puuhara, 0 pupitihara.

4) Erin Hillman, Director of Operations:

Erin is present to review her report. She has two items for approval today. The first one is using the bids from CNS Designs. Erin went on to discuss the construction plans.

Arch Super moved and Robert Super seconded to approve modification (1) to 26-C-051, 6 haa, 0 puuhara, 0 pupitihara.

Her second action item was late, which was a clarification on the personnel policy revisions. She noted that the items were updated with corrections that need revised.

Laura Mayton moved and Scott Quinn seconded to approve the amended changes to the personnel policies, 6 haa, 0 puuhara, 0 pupitihara.

The TNGF has been closed. The Community Foundation of the North state has been completed. The park model is complete and the tenant moved in yesterday.

An inspection needs to be finished for Orleans and it can be done but it is behind schedule.

Binx Brink moved and Robert Super seconded to approve Erin's report, 6 haa, 0 puuhara, 0 pupitihara.

5) Bill Tripp, DNR Director:

Bill is present in Orleans to review his report. He first addressed a few items from earlier in the meeting from guests. The KNF fuels reduction piece is 3% expended that Troy commented on. The DNR staff has been taking time to get the KNF to work with DNR. It has not been entirely

their fault and the KNF Supervisor is very approachable. The things that took the project out of control was that the Federal agency took over the project and it has been difficult to work through this. There are regular meetings that include road assessments, habitat restoration work, and there is fire mitigation being done in the project as well. He sent an email to folks on other topics that needed to be clarified.

The Food Sovereignty Manager is formulating a plan to have produce delivered to HC in conjunction with YR.

He reviewed the MOU for fire and it does comply with the Forks and Cecilville areas. Tina Bennett's name is on the list for Heritage consulting for fire incidents. He has not heard back from fisheries as of yet, but Tim has been out due to a family emergency. He is going to embark on a couple travels and will be offsite for a few important travels.

Troy thanked Bill for getting back to him on the status of the funding and Indian Creek project. It has been a long time coming and he knows it takes a long process. He knows it takes a long time but the communication is lacking and there needs to understand that money is spent the right way. He commented that in HC, the Tribe is the largest employer. They have cut staffing in the USFS and right now if there are fires it would be detrimental. Is there anyway to work with the USFS and to have a fire engine based in Happy Camp. Bill noted that the way to do that is to have a severity request for Happy Camp. Bill added that all current agreements stand for the next three years and there is a process and folks need to not chase overtime and to staff the home front. There is a way but discussing these concerns is an issue and developing patience is key. Troy asked that Lantow and Ware communicate with Bill Tripp. Bill noted that the Tribe can hire staff but they have to have the funding passed through to the Tribe to pay them. There are five specific positions that KNF is wanting the Tribe to fill. One thing they didn't have before is a District Ranger or a Deputy District Ranger position then the Tribe can support that. This would be the way to get others qualified. There needs to be some staffing and sort out how to hire and move them over and successfully transfer the position to the forest.

Binx Brink moved and Laura Mayton seconded to approve Bill's report, 6 haa, 0 puuhara, 0 pupitihara.

Closed Session:

Arch Super moved and Binx Brink seconded to approve resolution 26-R-083, 6 haa, 0 puuhara, 0 pupitihara.

26-R-084 Binx Brink moved and Robert Super seconded to approve resolution 26-R-084, 6 haa, 0 puuhara, 0 pupitihara.

Informational: A MOU regarding Real ID's was presented but the program needs more information before the Council can approve it. She would like to know how much the grant will be, equipment costs, background checks for Tribal Members, etc.

Informational: Legal update provided regarding Black Wolf.

Informational: Former employee 3424 is present to appeal a recent decision.

Informational: Former employee 3501 is present to appeal a recent decision or negotiate terms.

Informational: Former employee 0062 is present to appeal a recent decision.

Informational: Former employee JM is present to appeal a recent decision.

Informational: A request was made to identify a repair to an elders trailer, after transfer was completed. Secretary/Treasurer asked that all elders trailers be reviewed in the RV Park. This will be referred to the Elders Program staff to assess.

Informational: A request has been made to support the local ambulance service. An actual request should be in writing to the Tribe for consideration.

Informational: A few vehicles have been in the river for months and the CHP is aware of this. It will eventually cause harm and needs pressure to have them removed.

Binx Brink moved and Robert Super seconded to move the Summer Youth Program back to TERO/HR, 6 haa, 0 puuhara, 0 pupitihara.

Binx Brink moved and Scott Quinn seconded to approve porta potties for Ihuuk Ceremony June 27-18, 2026, 6 haa, 0 puuhara, 0 pupitihara.

Consensus: to allow Jacob Lantz to use a tribal vehicle over the weekend for work related purposes.

Council Caucus: no minutes

Arch Super moved and Binx Brink seconded to deny appeals and approve two appeals (0062,JM), 3 haa, 2 puuhara (Laura/Kristen), 1 pupitihara (Scott).

Informational: Secretary/Treasurer asked for a notation previously in the General Counsel report to include outside attorney's work, invoices, and synopsis.

Informational: General Counsel shall follow the travel policies of the Tribe.

Laura Mayton moved and Binx Brink seconded to approve the \$28.75 parking meter ticket from Chairman's parking while at Cache Creek, 5 haa, 0 puuhara, 1 pupitihara (Robert).

Informational: A contract has been secured to provide training for ethics, sexual harassment and professionalism as well as individual coaching.

Arch Super moved and Binx Brink seconded to approve the Salmon Donation to CTCA, \$2,500, 6 haa, 0 puuhara, 0 pupitihara.

Binx Brink moved and Robert Super seconded to approve the counter offer of Social Worker Assistant, 6 haa, 0 puuhara, 0 pupitihara.

Consensus: to have General Counsel to send a letter to US Attorney's Office regarding an investigation.

Scott Quinn moved and Laura Mayton seconded to accept the Counter for Self-Governance, 4 haa, 1 puuhara (Robert), 0 pupitihara. Binx absent for vote.

Binx Brink moved and Laura Mayton seconded to approve a donation to Chairman Ruby not to exceed \$300 from the People's Center, 6 haa, 0 puuhara, 0 pupitihara.

Next Meeting Date: July 23, 2026 at 10am in Orleans.

Binx Brink moved and Robert Super seconded to adjourn at 7:24pm.

Respectfully Submitted,

Russell “Buster” Attebery, Chairman

Recording Secretary, Barbara Snider