

Nevada Indian Commission
Special Board Meeting Minutes

Monday, July 1, 2019

Department of Tourism and Cultural Affairs
Laxalt Building, 2nd Floor Commission Chambers
401 N. Carson St., Carson City, NV 89701

Board Member	Seat Filled	Present	Absent
Richard Arnold, Chairman	Native American Representative	X	
Kostan R. Lathouris, Vice-Chair	Native American Representative	X	
Lori Pasqua	Native American Representative		X
Brian Wadsworth	Native American Representative	X	
Kelly Krolicki	General Public Representative	X	

Commissioners Arnold and Lathouris are participating via video and teleconference from Las Vegas, NV. In addition, one interviewee was interviewed via video and teleconference from Las Vegas, NV. Another interviewee was interviewed via teleconference from Florida.

NIC Staff Present: Bobbi Rahder, Museum Director, Stewart Indian School Cultural Center and Museum and Acting Executive Director of the Nevada Indian Commission; Sari Nichols, Program Officer, Nevada Indian Commission; Chris Ann Gibbons, Curator, Stewart Indian School Cultural Center and Museum; and Diane Buckley, Administrative Assistant, Nevada Indian Commission.

Others Present: Lori Pasqua, Nevada Indian Commission Board Member abstaining from the interview process; Greg Ott, Chief Deputy Attorney General, Office of the Attorney General; Marla McDade Williams, Strategies 360; Larry Burton, Photographer, Great Basin Native Artist; Marty Meeden, Educational Director, Washoe Tribe of NV and CA; Chairman Serrell Smokey, Washoe Tribe of Nevada and California; Jack Maul, Reno; Meg McDonald, Washoe Tribe of Nevada and California; Ruth Holbrook, Washoe Tribe of Nevada and California; Alvin Dick; Jenny Hudson, Nevada State Agency Human Resources Officer

I. Convene Meeting, Roll Call of Members and Establish Quorum

The meeting was convened at 8:01 am. Bobbi Rahder, Museum Director, Stewart Indian School Cultural Center and Museum, Acting Executive Director, Nevada Indian Commission took the roll, and determined a quorum of four Commissioners present.

Chairman Arnold noted for the record that Commissioner Pasqua will not be participating in the interviewing process with the other Commissioners.

Greg Ott (Attorney General Office) noted that he had an email from Commissioner Pasqua and would make that disclosure before the first interview.

Commissioner Lathouris made a motion to push back the first interview fifteen minutes to accommodate the beginning part of the agenda. Seconded by Commissioner Krolicki. The motion is carried with a vote of 4 for, 0 against, and 0 abstentions.

II. Invocation

Commissioner Wadsworth provided the invocation.

III. Welcome and Introductions

Commissioner Arnold welcomed everyone and thanked them for attending. He asked those present to introduce themselves.

IV. Initial Public Comments. “Public comment is welcomed by the Commission, but also may be limited to five minutes per person at the discretion of the Chair.”

Commissioner Lathouris commented about the previous Executive Director, Sherry Rupert. She did a great job and he wanted to thank her again for her service. He described to the board the interview process so they can make the best possible decision for this position.

Commissioner Krolicki congratulated Commissioner Wadsworth and Commissioner Pasqua on the success of this year’s Stewart Father’s Day Powwow. She heard that it went very well.

Chairman Arnold thanked everyone involved with making this year’s Powwow a success. He commended Vice-Chairman Lathouris for stepping in for him when he was unavailable and addressing all the questions that the other Commissioners had about the interview process. He thanked Bobbi Rahder, Museum Director, and Acting Executive Director for the Nevada Indian Commission for taking over in the interview process in the absence of an Executive Director. He thanked both Greg Ott, Deputy Attorney General, and Jenny Hudson, Agency H/R Officer for all their guidance throughout the process. Although on the agenda, there are seven interviewees listed, Thomas Taylor dropped out of consideration for this position so there will be six interviews. The individuals listed on the agenda are not in the order they will be interviewed in.

V. Chairman and Commissioner Announcements/Reports

Chairman Arnold asked the Commissioners if they had any preferred order in mind for the questioning.

Commissioner Pasqua entered the chambers and took the mic. She told the Chairman, Commissioners, and those present that she was abstaining from the interviewing process because her son-in-law, Mr. Gerald Hunter, is a candidate. She has known him for fifteen years. Under advisement from Greg Ott, Deputy Attorney General, she abstained from the process.

Chairman Arnold responded that in light of the disclosing of this information, would it be appropriate to have Commissioner Pasqua step down and sit in the audience?

Greg Ott, Deputy Attorney General, said he had spoken with Commissioner Pasqua last week, and it is okay for her to be a member of the public. She shouldn’t be seated with the Commissioners during this process because of the personal connection to an interviewee.

Commissioner Krolicki asked Chairman Arnold about the questions. Commissioner Lathouris explained the questioning process. Diane Buckley passed out the sealed questions to Commissioner Krolicki and Commissioner Wadsworth. The questions had previously been e-mailed to Commissioners Arnold and Lathouris since they are participating via video and teleconference from

Las Vegas. The Commissioners reviewed the questions and Chairman Arnold continued discussing the process for these proceedings.

VI. New Business

A. Interviews with candidates who have applied for the position of Nevada Indian Commission Executive Director

The order of the Commissioners asking the questions are as follows: (1) Chairman Arnold, (2) Vice-Chair Lathouris, (3) Commissioner Krolicki, (4) Commissioner Wadsworth.

1. Rochanne Downs

Rochanne Downs introduced herself to the Commissioners and gave a brief description of her background to the panel. The Commissioners and the Deputy Attorney General introduced themselves to the candidate.

Chairman Arnold asked the first question.

Q: What does Tribal sovereignty and self-determination mean to you?

Ans.: Ms. Downs explained that the Tribes have been sovereign for tens of thousands of years, while providing services to their Tribal members. She spoke about Tribal sovereignty, the different Tribes and their governing process. Tribal elders and spiritual people all have a place in the circle. Tribal sovereignty is the Tribes governing themselves. The federal government provides resources. The Tribes provide services to its members. The Tribes know what they want and what they need. The Tribes are able to make their own decisions.

Q: What does Tribal consultation mean to you? In particular, tell us about a time in which you directed or participated in consultation between Tribes and a government agency and/or a private party?

Commissioner Lathouris asked this question.

Ans.: Ms. Downs said that Tribal consultation is a conversation. Sending a letter is notification. A lot of times an agency will send a letter about a change that will happen concerning the Tribe. This may be an undertaking. This is notification. Consultation is a conversation that may be one or more meetings between a state agency and a Tribe. Consultation is coming to the Tribes and finding methods to resolve the issue.

Commissioner Lathouris asked about a specific situation in this regard.

Ans. Ms. Downs explained when the Navy was working at an expansion and they were looking at expanding the base by eight hundred thousand acres. She met with them about all the valuable cultural resources that would be impacted. These include the gathering areas and sacred sites. There are so many issues for Consultation.

Commissioner Lathouris asked about her current experience with her Tribe.

Ans. Ms. Downs explained that she is the lead spokesperson for her Tribe. However, she is not on the council. She is in charge of the cultural resources. This includes consultation letters. She is the coordinator of the talks. She works with legal counsel on laws that are being applied. She went on to give specifics about the law in the consultation process.

Q. What is your understanding of Indian boarding schools? More specifically, why is the Stewart Indian Boarding School important?

Commissioner Krolicki asked this question.

Ans.: Ms. Downs stated that boarding schools are a double-edged sword. She spoke about her family history at the Stewart Indian School. She explained how the boarding schools resulted in the loss of Tribal languages. She spoke about the experiences of her grandfather who attended the Stewart Indian School. Boarding schools contributed to the loss of the language. When looking at the boarding school, some of the Native skills were lost. The Native people have adapted. She spoke about some specifics relating to the work force, jobs, and sports. She stated that it is important to share the history. The past is what guides us into the future. It makes us who we are today.

Q: Since this is a position that requires frequent interaction with various Tribal governments and their subdivisions, (a) how familiar are you with different types of Tribal governments? And (b) please describe your experience in interacting with Tribal governments and Tribal communities. (Listen for description of relationship between the Tribes and the federal government AND the relationship between the Tribes and the States/Nevada.)

Commissioner Wadsworth asked this question.

Ans.: (A) Ms. Downs stated that every Tribe is unique. She had served on her council for years. She coordinated the Great Basin Inter-Tribal Coalition; Native American Graves Protection and Repatriation Act (NAGPRA). She brought more than thirty Tribes together to talk about NAGPRA. When dealing with smaller Tribes, they have smaller populations. It is necessary to understand the uniqueness of each Tribe. We have to understand their issues. Not every Tribe is able to have a large staff. You need to know them. It is necessary to educate yourself about these things. You don't pick a side. You don't get involved in Tribal politics. Treat them with the same respect as you would the President of the US, members of Congress, or the Governor. Tribal elders are important. They have a lot of knowledge.
(B) She said this is what she does. It is what she loves. She was with the Assessor's office for seven years, but she wanted to do something else. She wanted to go back to the Tribe. She had developed a community learning center. This was also an emergency shelter for the community when it was needed.

Q: Can you please share with us your knowledge of the Nevada Indian Commission, and its role?

Chairman Arnold asked this question.

Ans. Ms. Downs replied that the Nevada Indian Commission is under the Department of Tourism. She has wondered if this is the proper place for it. You are looking at government-to-government relationship between the Tribes and the state. This is the key part of what this organization is. She believes that this is the show-and-tell part of Tourism. As for the Commission, it is government-to-government. She went on to talk briefly about some issues the Indian Commission deals with like the desecration of a burial site and the protection of burial sites on state lands. She addressed the legality of this subject. She believes that the job of the Commission is to provide the state-to-Tribe consultation and the protection of these things on state lands. She stated that Sherry Rupert did a good job and took the Commission and her position to a leadership role. This was not a dignitary position. She believes that the Tribes need to have this government-to-government in place.

Q: Since this is a Nevada Governor cabinet level position, (a) how familiar are you with the Nevada State Government? And (b) What is your experience in government affairs? (Listen for experience in the budget and legislative process within the State of Nevada.)

Commissioner Lathouris asked this question.

Ans.: (A) Ms. Downs worked a lot with Churchill County and the State Board of Equalization on taxation and taxation cases. She states that she has never presented a bill. She testified before Congress before. She has met with the Senators. When she was on the Tribal council, the Governor would meet quarterly with the Tribes on Tribal land. One issue would be addressed. At that time, they only had one hour to present their case. She felt this was unproductive. With the subject of social services, there is a lack of foster parents and a shortage of funding. She feels that it is important that the Commission picks the serious problems and works to resolve them. She spoke about the consultation Bill that just passed the legislature (AB264). She stated that if the Commission wants to resolve issues with the Tribes, it needs to meet with them more than once a year. (B) She worked with Government affairs with the marijuana issue now that it is legal in Nevada. She has also addressed gaming issues.

Q: What is your leadership style? Give an example of (a) a leader that you emulate and (b) of a time where your leadership style was demonstrated.

Commissioner Krolicki asked this question.

Ans.: Ms. Downs stated that she can work as a team or as an individual. Her leadership style is working in a circle. She understands that one person

cannot do it all. She doesn't micromanage. There are deadlines, so if you don't meet the deadline, there is discipline. She leads by example. She doesn't ask her staff to do something she wouldn't do. She likes to lead, she is encouraging, and she likes to help staff to succeed. She is very resourceful. She has a lot of energy and likes to build programs.

Q: What is your experience with strategic planning, goal setting, and budget planning? If presented with competing demands, yet limited and insufficient resources to address all demands, how do you proceed and what is your goal?

Commissioner Wadsworth asked this question.

Ans.: (A) Ms. Downs replied that if you don't know where you're going, you can't budget. She said that strategic planning is very hard. It is in determining what is more important and prioritizing your goals. This shows how you meet these goals. She gave examples of areas that need to be budgeted for. This identifies the top priority and those that are not. She continued to talk about how she believes budgeting should work.

(B) Ms. Downs said that the goal would be to prioritize. She gave some examples about her Tribe with incarceration. Her top priority would be health and safety. She understands that the Commission or the Governor may have different priorities.

Q: The position requires planning and executing various events. Can you please briefly describe your experience and roles taken in planning and organizing any events?

Commissioner Lathouris asked this question.

Ans.: Ms. Downs had planned all kinds of events: the rodeo, the powwow, the parade, sporting events, and community events.

Chairman Arnold asked this question.

Q: Do you have any questions for us?

Ans.: Ms. Downs asked what the main focus of the Commission is right now?

Chairman Arnold – We are here to act as a conduit between the State of Nevada, the Tribes, and the Tribal communities. The Commission is hoping to enhance this through some of the recent legislation.

Commissioner Lathouris – Always comply with statutory requirements which will now include the consultation policy. Reach the Tribal communities to hear what their priorities are. Prioritize Tribal community meetings.

Commissioner Krolicki – Stewart and getting the Cultural Center open.

Chairman Arnold – The questions that you asked reflect a lot of the direction and focus of the Indian Commission. He said that her responses have been very helpful. He explained the selection process to her.

Ans. Ms. Downs asked when this position was expected to start.

Chairman Arnold replied that the position would start as soon as Human Resources was ready.

Commissioner Lathouris asked Greg Ott (Deputy Attorney General) about this. Mr. Ott explained the process to Ms. Downs.

Commissioners Deliberate:

Commissioner Lathouris explained the amount of time they would allot for each interview to stay on schedule. He asked the other Commissioners if they had any questions about the first candidate or any concerns.

Greg Ott (Deputy Attorney General) stated that the length of the interviews should be forty-five minutes each. Then add ten to fifteen minutes to deliberate. He was asked about the deliberation process. He gave the Commissioners some suggestions on evaluating the candidates.

Chairman Arnold said that Ms. Downs did a good job. There was a focus on cultural activities. He felt that sometimes when a question was asked, the Commissioners didn't get succinct answers. He stated that there were some voids in her answers. She tended to stray on her answers a little bit. He commented on the candidate's leadership. He also commented on her consultations with the Tribes. He was impressed with her need to instigate communication with the Tribes.

Commissioner Lathouris commented about her understanding of state agencies. He commented about the candidate's ability to access resources. The only weakness was her limited experience with the legislative process.

Commissioner Wadsworth was impressed with the way the candidate spoke and presented herself. He was also impressed with her understanding of how the Tribes operate. He understood that the Commissioners might not find a candidate with every trait for an Executive Director. He said that he would be willing to overlook a candidate that didn't know the State of Nevada budgetary process or the legislative process. He felt that it was more important to have a candidate that understood the Tribes.

Commissioner Lathouris agreed with Commissioner Wadsworth.

Commissioner Krolicki liked her energy. She noted that Ms. Downs would be willing to learn. One of Ms. Krolicki's top priorities is Stewart. Rochanne didn't say one way or another if Stewart was a priority.

Chairman Arnold commented that one thing that stood out in his mind was that she was a visionary. He spoke about her involvement in community events. He discussed her answer about strategic planning involving needs and infrastructure. He felt that the Commission is not only looking for someone that will be compatible with the office staff, but also has the ability to integrate with state agencies. The commission is looking to make sure that the needs are being

addressed. Could this person be someone you could envision as a director that can articulate the needs of the Commission to the legislature?

Commissioner Lathouris commented in response to Chairman Arnold, he felt that this gave her some credibility with Tribal governments and government agencies. Regarding the legislative process, we are just coming out of one. There is time to learn and address this concern of the lack of legislative experience.

Chairman Arnold mentioned that the previous Executive Director, Sherry Rupert didn't have legislative experience at first. She had the vision.

Commissioner Krolicki stated that while sitting near the applicant, she was nervous. The Board should give her some consideration for that.

Chairman Arnold stated that the first impression told a lot.

Commissioner Lathouris made a motion to recess till 10:25 am. Seconded by Commissioner Wadsworth, the motion was carried.

The meeting reconvened at 10:25 am

Commissioner Lathouris requested that Human Resources be available by phone at 4:00pm to clarify the matrix that HR provided to commissioners.

Commissioner Wadsworth asked about candidates going over the allotted time for the interview. He asked about the protocol.

Chairman Arnold asked Greg Ott (Deputy Attorney General) for his comments.

Greg Ott (Deputy Attorney General) commented that the time limits were fine. Try to stay within the limits in order to remain fair.

Chairman Arnold commented about the sign-in sheet for anyone coming in that haven't signed in yet. This should include the candidates too.

Commissioner Lathouris asked if during the time for deliberation, if the Commission staff be allowed to participate in the deliberations.

Greg Ott (Deputy Attorney General) stated that it would be up to the Board Chairman if he wanted to allow additional comments. There is no requirement in the law.

Chairman Arnold stated that the Nevada Indian Commission staff is put on notice to be prepared to give their input.

Commissioner Lathouris asked for questions to be given to Bobbi Rahder, Director of the Stewart Indian School Cultural Center and Museum and Acting Executive Director for the Nevada Indian Commission, so she can address the Board. He informed Greg Ott, Deputy Attorney General, that the Board would have a discussion about the number of recommendations at the final deliberation.

Greg Ott (Deputy Attorney General) informed the Board that he would be sending an email to Jenny Hudson, Agency Human Resources Officer, per the Commissioner's request.

2. Melissa Janine Evans (video-conference)

Commissioners Arnold and Commissioner Lathouris welcomed Melissa Evans to the conference room in Las Vegas. Chairman Arnold gave the candidate instructions and asked her to sign in. The Commissioners and Deputy Attorney General introduced themselves. Chairman Arnold asked Melissa to introduce herself.

Q: What does Tribal sovereignty and self-determination mean to you?

Chairman Arnold asked this question.

Ans.: Ms. Evans stated that Tribal sovereignty is an entity unto its own that it is self-governing. It is recognized by the United States territories. It has been in place for a number of years. Self-determination is based on the Tribal council and its customs.

Q: What does Tribal consultation mean to you? In particular, tell us about a time in which you directed or participated in consultation between Tribes and a government agency and/or a private party?

Commissioner Lathouris asked this question.

Ans.: Ms. Evans gave an example of when she worked with the Paiute Tribe in Arizona. She had tried to collaborate on the transit and shuttle system. She explained consultation as it relates to the Tribes. She explained consultation in relation to collaboration with the Tribes.

Q: What is your understanding of Indian boarding schools? More specifically, why is the Stewart Indian Boarding School important?

Commissioner Krolicki asked this question.

Ans.: Ms. Evans understood that Stewart is the oldest boarding school in the state. It is important to understand the culture and why the school is there and what happened. Trying to recognize the time and the boarding school as a historical reminder.

Q: Since this is a position that requires frequent interaction with various Tribal governments and their subdivisions, (a) how familiar are you with different types of Tribal governments? And (b) please describe your experience in interacting with Tribal governments and tribal communities. (Listen for description of relationship between the Tribes and the federal government and the relationship between the Tribes and the States/Nevada.)

Commissioner Wadsworth asked this question.

Ans.: (A) Ms. Evans worked with the Paiute Tribal government. She did work with the Pueblos. She had six counties in central New Mexico in which she communicated with. She also spoke with county officials and businesses in the area. (B) Ms. Evans had collaborated with Tribes as it pertained to her experience in municipal activities.

Q: Can you please share with us your knowledge of the Nevada Indian Commission, and its role?

Chairman Arnold asked this question.

Ans.: Ms. Evans stated that the Nevada Indian Commission is an organization set up to represent the 27 Tribes in Nevada, and the historical preservation of the Tribes.

Q: Since this is a Nevada Governor cabinet level position, (a) how familiar are you with the Nevada State Government? And (b) What is your experience in government affairs? (Listen for experience in the budget and legislative process within the State of Nevada.)

Commissioner Lathouris asked this question.

Ans.: (A) Ms. Evans stated that she had been active in providing input for bills that came through the city of Las Vegas. She hasn't worked with legislation in the state of NV but has in Arizona. (B) Ms. Evans is experienced with the city councils and boards concerning city projects.

Q: What is your leadership style? Give an example of (a) a leader that you emulate and (b) of a time where your leadership style was demonstrated.

Commissioner Krolicki asked this question.

Ans.: Ms. Evans explained her leadership style as one that would facilitate her staff. She doesn't micromanage. She felt the importance of knowing what her staff does, but not the details. She wants to be a resource for the staff. She takes her own responsibilities seriously and works to complete them. She told the board about her mentor that taught her about how to have a work ethic. She believes in having a positive morale in the office. She has two practices in the office, one is to be a good steward of your time and to be cognizant of your work.

Q: What is your experience with strategic planning, goal setting, and budget planning? If presented with competing demands, yet limited and insufficient resources to address all demands, how do you proceed and what is your goal?

Commissioner Wadsworth asked this question.

Ans.: Ms. Evans created a strategic plan for the town of Camp Verde. She participated in updating the master plan for the public works department. She talked about coming up with different ways of doing thing. She worked with the city of Las Vegas.

Commissioner Wadsworth asked about competing demands and what her goal was.

Ms. Evans stated that you have to prioritize and asked what the Commissions goals are. She would look to her staff to delegate, and then work on the priority items.

Q: The position requires planning and executing various events. Can you please briefly describe your experience and roles taken in planning and organizing any events?

Chairman Arnold asked this question.

Ans.: Ms. Evan stated that for large events she worked with the city of Glendale, Arizona, to organize events around Super Bowl Forty-Two. This included a festival. She spoke about smaller events. This included staffing, budgets, vendors, and registration. She had talks on astronomy. She organized a classic car show.

Q: Do you have any questions for us?

Commissioner Lathouris asked the question.

Ans. Ms. Evans asked what the Commission's plans are time-wise.

Chairman Arnold asked Greg Ott (Deputy Attorney General) to address this question.

Greg Ott (Deputy Attorney General) explained the selection process. This can be a matter of weeks or months.

Ans. Ms. Evans commented about the job description. She talked about her experience with the city of Las Vegas. She has a lot of grant administration and budget experience.

Commissioners Deliberate:

Chairman Arnold opened the discussion. His thoughts were on her experience with administrative functions and economic development. He was not convinced about her understanding with the Tribes, government sovereignty, and self-determination. Her information was generic. Her leadership style was that she would like to facilitate. She had a lack of understanding with the projects the Commission is involved with.

Commissioner Lathouris felt she is well suited with her understanding of economic development. He had concerns with whether she is fit for certain specialties with Tribal governments. This includes Tribal sovereignty and self-determination.

Commissioner Wadsworth was concerned with the lack of working with Tribal governments. This included understanding how complicated working with Tribal governments can be. The Tribal government structure is different.

Commissioner Krolicki agreed with the other Commissioners and doesn't have any other comments to add.

Chairman Arnold stated that in looking at Tribal communities, both on reservation and off reservation, there is great disparity. When you aren't familiar with Nevada, it is something that should be considered. He asked for any other thoughts or comments anyone would like to share.

Commissioner Lathouris asked for Human Resources to be available in the chambers at 4:00 pm to explain the matrix.

Chairman Arnold commented that he had the sign-in sheet for the Las Vegas location and would forward it to the Indian Commission office. He called for a recess till the next interview.

Commissioner Lathouris made a motion to recess the meeting until 11:25 am. Seconded by Commissioner Krolicki. The motion carried.

The meeting reconvened

Meg McDonald, Washoe Tribal member asked a question: Is it mandatory that the new Executive Director be a Native American or is it up to the Governor?

Chairman Arnold responded that there is nothing that he saw in the NRS in the statute that says the candidate has to be Native American.

Greg Ott (Deputy Attorney General) stated that he didn't see that requirement.

3. Daniel Crawford

Chairman Arnold welcomed Mr. Crawford and explained the process. The Commissioners and Deputy Attorney General introduced themselves.

Q: What does Tribal sovereignty and self-determination mean to you?

Chairman Arnold asked this question.

Ans.: Mr. Crawford replied that Tribal self-determination is the Tribe's ability to determine their own future economically and through their own self-governance. So, they can function on their own through the federal

government or their own business entities. Their own governing system is a sovereign nation. Within a sovereign nation, it can be convoluted sometimes and misunderstood. The Tribes have the ability to govern themselves and provide law enforcement in their territories. There are ordinances. They need to be able to operate and cooperate with the State of Nevada. The Tribal people are saying that they're citizens of the United States but are also Tribal members within their own Tribal colonies.

Q: What does Tribal consultation mean to you? In particular, tell us about a time in which you directed or participated in consultation between Tribes and a government agency and/or a private party?

Commissioner Lathouris asked this question.

Ans.: Mr. Crawford worked with the Tribal council in Alpine County in the State of California to provide social services and different programs which include educational programs. As an education director, he facilitated an education grant. He had to make sure that the education program fit the need or exceeding it. When he stepped in as council member, the education program had about two hundred students at a time. They hired a new director for the education center. They pulled in a million-dollar grant for the library. Through his talents and leadership, he was able to encourage the council to move forward with the grant. During his previous position as manager of the community center he did outreach. They were able to reach out to obtain services. Tribal consultation is giving guidance, not necessarily telling them what to do, but discussing their options.

Q: What is your understanding of Indian boarding schools? More specifically, why is the Stewart Indian Boarding School important?

Commissioner Krolicki asked this question.

Ans.: Mr. Crawford stated that his mother was part of the boarding school system. He believed that intention was to save the man and kill the Indian. He spoke about his education at Haskell where he attended. Stewart is a great program and there has been a lot of progress with it. When he was at the community center, there were people that attended the Stewart Indian School. They talked about the different buildings and the Tribes that were there. He spoke about the diversity in different nations within the Native Tribes. He considered the Washoe his Tribe and his culture.

Q: Since this is a position that requires frequent interaction with various Tribal governments and their subdivisions, (a) how familiar are you with different types of Tribal governments? And (b) please describe your experience in interacting with tribal governments and Tribal communities. (Listen for description of relationship between the Tribes and the federal government AND the relationship between the Tribes and the States/Nevada.)

Commissioner Wadsworth asked this question.

Ans.: (A) Mr. Crawford stated that he has Tribal council experience. He has experience from Haskell. They have different Tribal governments and traditions for what has been done in the past. At Haskell University you had different cultural aspects. He has been open to all Tribal governments. He wants to get the Tribes in a better place with the issues, no matter what perspective they come from.

(B) In his Tribal experience, he interacted with several Tribes by using his website and social media. He reached out to all the Tribes.

Q: Can you please share with us your knowledge of the Nevada Indian Commission, and its role?

Chairman Arnold asked the question.

Ans.: Mr. Crawford stated that he doesn't have knowledge other than what he has read on the Nevada Indian Commission website. He talked about what he had learned from the website about the Indian Commission He spent some time walking through the Stewart campus. He talked about his mentoring of kids in his community. What he has learned, he heard from the Tribes.

Q: Since this is a Nevada Governor cabinet level position, (a) how familiar are you with the Nevada State Government? And (b) What is your experience in government affairs? (Listen for experience in the budget and legislative process within the State of Nevada.)

Commissioner Lathouris asked this question.

Ans.: (A) Mr. Crawford had worked at the legislature as an Information Technology technician. All of his legislative communication has been through serving in that purpose. He spoke about being a Tribal leader and learning to communicate with the state Assembly and Senate.

Commissioner Lathouris asked what capacity he serve in. What was the nature of his previous legislative experience?

Mr. Crawford stated that he could not reveal this information but gave a brief answer for how he interacted while holding his previous position in Information Technology. His experience was in dealing with the governing board in his council. He is looking forward to the opportunity to working with the legislature.

Q: What is your leadership style? Give an example of (a) a leader that you emulate and (b) of a time where your leadership style was demonstrated.

Commissioner Krolicki asked this question.

Ans.: (A) Mr. Crawford said that he likes to lead by example. He stated that he likes to jump in where it is needed and help them understand. (B) In his previous job, he didn't have a driver and he jumped in to complete that task. He also jumped in to cook a meal.

Q: What is your experience with strategic planning, goal setting, and budget planning? If presented with competing demands, yet limited and insufficient resources to address all demands, how do you proceed and what is your goal?

Commissioner Wadsworth asked this question.

Ans.: (A) Mr. Crawford stated that his experience came from his previous job. When he started, there was dysfunction. He had to refocus the department and bring them back into compliance. There were four types of budgets. One was for a grant. These had to be organized. He worked on the strategic plan for the future. Within his first month he visited the Douglas County Senior Center and the Carson City Senior Center to find out what services they provided. Then he looked at the budgets. At the time he had four sets of books. This included three grants. There was a lot of money being spent and he was able to correct that. He made suggestions to the council and asked them for an increase in the wages. He had learned how to project for future budgets. He worked on a budget to obtain new vehicles. This included obtaining funding to pay for the vehicles. (B) The resources were quite limited. It took creativity. He understood that he had limited means.

Q: The position requires planning and executing various events. Can you please briefly describe your experience and roles taken in planning and organizing any events?

Commissioner Lathouris asked this question.

Ans.: Mr. Crawford stated that he had his hands in a lot. His first event was a cook-out for Tribal members, he described the details of this event. At the Senior Center, he planned lunch for their elders, and quilts for their Veterans. He hasn't coordinated any major events.

Q: Do you have any questions for us?

Chairman Arnold asked this question.

Ans.: Mr. Crawford asked about the future plans for the Stewart facility.

Chairman Arnold replied that the Stewart facility is a big focus for the Nevada Indian Commission.

Commissioner Lathouris asked Bobbi Rahder, Museum Director for the Stewart Indian School Cultural Center and Museum, and Acting Executive Director to answer this question. Ms. Rahder gave the candidate an overview of the master plan. We want to preserve the entire campus and make it self- sustaining. We also

want to bring the campus back to the Native Cultural focus. Right now, the State of Nevada owns the campus property. In the master plan we evaluated the use of the property and all the buildings to make them self-sustaining. The main part of the program is the Stewart Indian School Cultural Center and Museum. The Commission is in the process of renovating the Stewart Cultural Center and Museum. This should be completed by the end of August. We are installing a new exhibit that details the history of the Stewart Indian School from the prospective of the Stewart alumni. We have a Cultural Advisory Committee made up of Stewart alumni that is advising us and telling us the stories. We are using the alumni stories to tell the history of the school. The Cultural Center will also display what the alumni are doing in this present day. We will be featuring what the Tribes are doing today. There were so many Tribes at Stewart represented over the ninety years of history. This is not just a museum of the past, but the Cultural Center will have many activities for children. There will be art displays, lectures, and special events. Ms. Rahder received funding from the legislature this past session to operate the museum.

Commissioner Lathouris thanked Ms. Rahder for her explanation.

Mr. Crawford liked Ms. Rahder's explanation and said he looked forward to coming aboard and being involved in the Nevada Indian Commission's activities.

Chairman Arnold stated that this is not only the priority of the Nevada Indian Commission, but that of the state legislature. He asked to conclude this interview.

Commissioner Lathouris commented briefly about the role of the Nevada Indian Commission today. It is to make recommendations of who to hire to the Governor. The Governor will ultimately make the selection. This process could take weeks or months.

Chairman Arnold mentioned that he cannot predict how long this process will take.

Mr. Crawford thanked the Commissioners for taking the time for the interview.

Commissioners deliberate:

Chairman Arnold stated that the candidate has experience with Tribal council and an understanding of Tribal Consultation. He has experience with outreach through social media. Moving forward the candidate would need to have knowledge outside his own Tribe. He was surprised with the lack of knowledge about the Indian Commission for someone that has been around the area for a while. However, he understood his nervousness. His leadership skill is fine. When looking at the state government process, he was unsure of the candidate since he just worked the help desk at the legislature.

Commissioner Lathouris stated that the strengths of this candidate were that he is very hopeful and available. This is good because he would be serving as a liaison

with other governing agencies. He brings a calm presence. He has a willingness to learn. He has no preconceived notions as to how things are supposed to work. He would be part of this organization and bring people together. Commissioner Lathouris liked the candidate's Tribal experience. He was able to relate to him on a very personal and individual level. Whether or not this candidate is selected, Commissioner Lathouris believes there is a role for him. The Commissioner's only concern is the candidate's lack of knowledge of state processes.

Commissioner Wadsworth liked the candidate's experience with the Tribes. He has good working knowledge with his own Tribe. The Commissioner is concerned with the candidate's working knowledge of the Tribes. He is also concerned with the candidate's knowledge of what the Nevada Indian Commission's role is with the Tribes and the Governor.

Commissioner Krolicki believed that there is quite a bit of a learning curve. Especially when it comes to the state government and the legislative sessions. He is a very heartfelt and genuine person. She got the impression that the candidate is very approachable. The Commissioner is not sure this candidate is right for the position of Executive Director.

Chairman Arnold stated that the candidate doesn't have the state administrative function experience which raises some questions in his mind. He noted that the Commission is looking for the best qualified person that can do the job.

Chairman Arnold asked the other Commissioners if they had any other remarks about this candidate. He recessed this meeting till 1:00 pm.

4. Bethany Sam

Reconvened

Chairman Arnold welcomed Ms. Sam to the interview and explained the process. The Commissioners and the Deputy Attorney General introduced themselves.

Q: What does Tribal sovereignty and self-determination mean to you?

Chairman Arnold asked this question.

Ms. Sam introduced herself to the Commissioners and those in attendance.

Ans.: Ms. Sam replied that Tribal sovereignty means to become economically self-sufficient. This is so the Tribes don't have to continuously go to the state for services. To be economically self-sufficient would be the best way for the Tribes to self-govern.

Q: What does Tribal consultation mean to you? In particular, tell us about a time in which you directed or participated in consultation between Tribes and a government agency and/or a private party?

Commissioner Lathouris asked this question.

Ans.: (1) Ms. Sam replied that her experience is from that of an innovator and project manager for *First Nations Focus* magazine. This is a Native news magazine for Nevada. This includes the Eastern California Tribes. The reason to have the innovator for *First Nations Focus* is to have a voice in the community so we can communicate better. Communication is key in dealing with the communities. There is work that needs to be done in education. There has to be a mediator. The Executive Director position does this as the bridge between the Tribes and the government. Creating this bridge is key if you are going to help the Tribes. We need to have consultation which means communication.

(2) Ms. Sam replied that as part of *First Nations Focus*, she has been involved with Indian Territory meetings. She has dealt with the Department of Tourism and promoting the Tribe's. The most recent would be the Stewart Father's Day Powwow. She mentioned that Sherry is her Aunt, so she volunteered a lot with the Indian Commission and the American Indian Achievement Awards, and more recently the Stewart Father's Day Powwow.

Q: What is your understanding of Indian boarding schools? More specifically, why is the Stewart Indian Boarding School important?

Commissioner Krolicki asked this question.

Ans.: Ms. Sam replied that her mother went to St. Mary's, an all-girl boarding school in South Dakota. Her Grandfather attended Stewart and graduated in 1947. There have been negative and positive things in boarding schools, but we move on. She remembered her grandfather saying he had good and bad experiences there.

She spoke about being taken away from your families. Going to boarding school helped shape her grandfather. It gave him the ability to go to college and to be an engineer for Caltrans in California. He also served in the military. Without having gone to the Stewart Indian School, he wouldn't have learned the trades that he did from this education. He was a disciplined man.

Q: Since this is a position that requires frequent interaction with various Tribal governments and their subdivisions, (a) how familiar are you with different types of Tribal governments? And (b) please describe your experience in interacting with Tribal governments and Tribal communities. (Listen for description of relationship between the Tribes and the federal government AND the relationship between the Tribes and the States/Nevada.)

Commissioner Wadsworth asked this question.

Ans.: (A) Ms. Sam, replied that her *First Nation's Focus* experience is in dealing with all 27 Tribes. Not every Tribe has economic development or an office. Sometimes the council Chairman or Co-Chairman will make the decisions for the Tribe. There are so many different departments within each

Tribe. The Consultants Strategies 360 keep them informed as to what is going on. With *First Nation's Focus* she has seen this first hand. It takes persistence to get the Tribes to listen and work with you and see why it is important to market themselves. Tribal Governments want to know everything before making any decisions.

(B) She stated that *First Nation's Focus* is another example of this. You get the eastern and western Tribes involved. She says that she has been somewhat of a community leader in getting the Tribes to work together. Her publication gets the news out. She is involved with promoting and deals with Tribal leaders and communities.

Q: Can you please share with us your knowledge of the Nevada Indian Commission, and its role?

Chairman Arnold asked this question.

Ans.: Ms. Sam replied that there is a lot that goes into this. The Nevada Indian Commission is the mediator between the state and the Tribes. Their mission is to make sure that American Indians are heard in Nevada. It is important that we educate the public about what is going on.

Q: Since this is a Nevada Governor cabinet level position, (a) how familiar are you with the Nevada State Government? And (b) What is your experience in government affairs? (Listen for experience in the budget and legislative process within the State of Nevada.)

Commissioner Lathouris asked this question.

Ans.: (1) Ms. Sam stated that she knows enough but will need to do more homework on state government. Being under Sherry's wing, she heard a lot. (2) Her experience is with Tribal governments and not the state. Her basis is only by watching her aunt, Sherry Rupert work.

Q: What is your leadership style? Give an example of (a) a leader that you emulate and (b) of a time where your leadership style was demonstrated.

Commissioner Krolicki asked this question.

Ans.: (1) Ms. Sam replied that she is a delegator, but she likes to hear what her staff has to say. Communication is huge for her. She likes to see that the work gets done. She would make sure everybody is heard and is happy. She is more team focused. Again, she stated that her Aunt Sherry was a great example to her. (2) She referred to Leading the business development meetings at *First Nation's Focus*. She took the reins, stood up and spoke from the heart. She explained why her publication was there for the people. She stated that for so long her culture had been stereotyped. She led her team to create a logo. She helped businesses create their marketing plans.

Q: What is your experience with strategic planning, goal setting, and budget planning? If presented with competing demands, yet limited and insufficient resources to address all demands, how do you proceed and what is your goal?

Commissioner Wadsworth asked this question.

Ans.: (1) Ms. Sam stated that in dealing with her publication, she creates a budget to pay herself, her team, the artists, and the distribution. Everything is about creating the budget and making sure she can publish twenty pages a month plus pay everyone. She has to make sure that Sierra Nevada Media Group is happy with their profits. (2) When she doesn't have all the resources at the time of the deadline, she has to start making calls and ask for assistance. She sometimes has to cut back. She has to plan for mishaps and have a backup plan. Networking is important for her. She feels it is important to plan under budget.

Q: The position requires planning and executing various events. Can you please briefly describe your experience and roles taken in planning and organizing any events?

Commissioner Lathouris asked this question.

Ans.: Ms. Sam explained that her background is in marketing, advertising, and promotions. She had coordinated a lot of different events. She has solicited businesses for events. She catered to the advertisers. She stated that she had volunteered with the Nevada Indian Commission. This includes the Nevada's Indian Territory, the American Indian Achievement Awards, and the Stewart Powwow where she worked with the vendors, the MC, payouts, and keeping track of money.

Q: Do you have any questions for us?

Chairman Arnold asked this question.

Ans.: Ms. Sam asked Chairman Arnold about the hiring process.

Commissioner Lathouris read from the job announcement and repeated the process.

Chairman Arnold pointed out more information about working with other entities outside of the appointed position.

Ms. Sam asked Chairman Arnold about hardships he had experienced while being the Chairman of the Nevada Indian Commission Board.

Chairman Arnold spoke about the focus of the Nevada Indian Commission. He updated her on the Stewart Indian School Cultural Center and Museum. He talked about enhancing the Nevada Indian Commission consultation with outreach to Tribal communities and Tribal populations. The Executive Director serves as a conduit in the state government and the Indian populations. The Commission

ensures that the voices of the Tribes are being heard and their needs are being met. The Commission is looking for a fresh prospective. The Commission is looking for new ideas. The Board wants to help carry out the wishes of the Indian Commission. The Board is also responsive to the needs of the State of Nevada.

Ms. Sam asked Chairman Arnold what the Nevada Indian Commission is doing right now to collect information on demographics.

Chairman Arnold said that over the course of history, the Commission has tried to gather information from the Tribes. The Commission is looking at identifying what those needs are. The Commission is working with the Department of Education on collecting data.

Commissioners deliberate:

Chairman Arnold stated that Ms. Sam was very energetic and passionate about the marketing for the publication that she puts out. She was concerned about having to learn the state government process and how that works. The Chairman noted that they probably won't find a candidate with all the requirements necessary to fill this position. He noted that the requirements for the administrative function are necessary for overseeing the function for the Nevada Indian Commission.

Commissioner Lathouris stated that it takes dedication and focus to have gotten *First Nation's Focus* going. He was glad to see this happen, however the magazine was more of a business enterprise. His concern was a lack of government experience. This is a government affairs position. Ms. Sam has part of what we are looking for, like being an advocate for the Tribes.

Commissioner Wadsworth stated that this is a very tough position to fill. He wants someone that will be an advocate for the Tribes. He wants someone that will be the face of the Commission. He also wants someone that will have that government t affairs experience and deal with the Governor. He wants someone that can deal with the personnel issues of the Commission. He appreciated her being a volunteer at the Powwow. She is passionate and has the Tribal relation experience. There is a lack of experience with other requirements for this position.

Commissioner Krolicki stated that she had a similar experience with starting a publication when she was very young. She had to go around and get people to purchase ads. She would have a difficult time getting people to call her back. Ms. Sam is definitely not shy. She has been successful at this publication, this is a huge strength on her part. She agrees with her fellow Commissioners that a good portion of this job is government relations. She has no current experience with this. Maybe this is something that she might strive for in the future. This is a weakness of this applicant.

Chairman Arnold mentioned that Ms. Sam is very different in that she has been able to accomplish the things that she has. We have a lot of applicants with a lot of good skills. Maybe we should think of a way to bring in people with a lot of passion and drive that can benefit the Commission.

The meeting recessed at 1:47 pm

The meeting re-convened 1:59 pm

Commissioner Arnold explained the process to those in attendance. The Commissioners and Deputy Attorney General introduced themselves.

5. Gerald Hunter (phone-conference)

Chairman Arnold asked this question.

Q: What does Tribal sovereignty and self-determination mean to you?

Ans.: Mr. Hunter explained that Tribal sovereignty is by the powers of indigenous people. This helps the Tribes to govern themselves and make laws.

Q: What does Tribal consultation mean to you? In particular, tell us about a time in which you directed or participated in consultation between Tribes and a government agency and/or a private party?

Commissioner Lathouris asked this question.

Ans.: (1) Mr. Hunter explained that Tribal Consultation is where the Tribes meet with an outside agency to get consultation for planning or something that they do. (2) He explained about working on the Ruby Pipeline on a crew and he would have the Tribes meet with the bosses from the Bureau of Land Management (BLM). He would be there as the Tribal Coordinator for any artifacts that were found. He felt that the organizations need certain guidance when it comes to certain aspects that they are dealing with. Tribal consultation would be somebody that can explain the process to them.

Q: What is your understanding of Indian boarding schools? More specifically, why is the Stewart Indian Boarding School important?

Commissioner Krolicki asked this question.

Ans.: Mr. Hunter replied that his understanding of Indian boarding schools is that the schools started in the late 1800s. The Colonel came through and he said that this is what is needed to kill the Indian and save the man. This was formed around the United States. He went to the Sherman Indian School boarding school in Riverside, California. The reason why Stewart is so important is that it was one of the largest boarding schools that housed Indian people. It was mostly Washoe, Paiute, and Shoshone Tribes. The remnant is to what was experienced as a Native people. Stewart is a reminder of what people have gone through. In America a lot of times they have forgotten and want to brush this period under the rug.

Q: Since this is a position that requires frequent interaction with various Tribal governments and their subdivisions, (a) how familiar are you with different types of Tribal governments? And (b) please describe your experience in interacting with Tribal governments and Tribal communities. (Listen for description of relationship between the Tribes and the federal government AND the relationship between the Tribes and the States/Nevada.)

Commissioner Wadsworth asked this question.

Ans.: (A) Mr. Hunter replied that for the last three years he has been on the inter-state law and order team. He learned about Tribal law. The scope of his work has been with Tribal leaders. He talked about the Jumpstart program. He worked with Chairman Melendez from the Reno-Sparks Indian Colony. He worked out in Elko. In his current job, he hopes to work with Chair Laurie Thom (Yerington Paiute Tribe) and Chair Amber Torres (Walker River Paiute Tribe). Each Tribe has different entities and they are all separate, but similar. It depends on what the Tribes want so he can assist them in achieving their goals. (B) He has been working with the Tribal communities for over twenty years. He reiterated the different Tribes he worked with. He stated that the interaction was about Tribal lands, artifacts, and non-Tribal lands. Now he is working with youth programs. This includes the communities and elders. This is to increase culture and understanding so that we can help the people move forward into the future.

Q: Can you please share with us your knowledge of the Nevada Indian Commission, and its role?

Chairman Arnold asked this question.

Ans.: Mr. Hunter stated that the knowledge he has of the Nevada Indian Commission is so they can get more knowledge out there of the people from the different Native groups. He spoke about how he sees the Commission articulating the needs of the different Tribes in Nevada in order to give them a voice. He stated that the Indian Commission is the bridge between the government and the separate Tribal governments.

Q: Since this is a Nevada Governor cabinet level position, (a) how familiar are you with the Nevada State Government? And (b) What is your experience in government affairs? (Listen for experience in the budget and legislative process within the State of Nevada.)

Commissioner Lathouris asked this question.

Ans.: (A) Mr. Hunter stated that he was pretty familiar with the Nevada government and agencies. He discussed the college degrees that he has. He stated that during his education, his course work involved government and Tribal law. (B) He doesn't have any experience with government affairs other than his experience with grants. He has had experience with the Tribes.

- Q: What is your leadership style? Give an example of (a) a leader that you emulate and (b) of a time where your leadership style was demonstrated.

Commissioner Krolicki asked this question.

Ans.: (1) Mr. Hunter stated that the leadership he has experienced are from leaders like Chairman Melendez. Chairman Melendez puts people before himself. Mr. Hunter emulates this as he tries to put people before himself. He likes to ascertain a situation before he moves to solve a problem or give an answer to the inquiry. (2) When he worked with the pipeline, he dealt with the BLM offices in Winnemucca and Elko. The pipeline was moving into the Winnemucca area within the BLM boundaries. He was the contact.

- Q: What is your experience with strategic planning, goal setting, and budget planning? If presented with competing demands, yet limited and insufficient resources to address all demands, how do you proceed and what is your goal?

Commissioner Wadsworth asked this question.

Ans.: (1) Mr. Hunter explained that he looks at the goals that he needs to accomplish, and he likes to plan around that. He has an agenda with the grant that he has. This allows him to know the things he is responsible for so he can accomplish his goals. (2) The goal is the goal he is trying to accomplish. He tries to accomplish the goals as cheaply and as efficiently as possible.

Commissioner Lathouris asked a question about the need for bridges, and there isn't enough money or resources for both bridges. What would you do in this situation?

Mr. Hunter said that he would look for any weaknesses from the bridges and determine which bridge was the most pertinent to complete.

- Q: The position requires planning and executing various events. Can you please briefly describe your experience and roles taken in planning and organizing any events?

Commissioner Lathouris asked this question.

Ans.: Mr. Hunter said that he has been planning events for a long time. He commented about a Powwow that he coordinated. He spoke about other Tribes and activities for their schools. He has six activities that he has to plan out every year. Four of the activities are in other locations.

- Q: Do you have any questions for us?

Chairman Arnold asked this question.

Ans.: Mr. Hunter replied that his only question is about the Indian Commission. He has been reading about the Tribes and the government online and wanted more details.

Commissioner Lathouris spoke about the Stewart Indian School Cultural Center and Museum project. The Commission is focused on building up the relationships with the Tribes.

Mr. Hunter asked about the Stewart Indian School Cultural Center and Museum. How the job relates to being the liaison between the government and the Tribes.

Commissioner Lathouris stated that the Commission is headquartered at the Stewart Indian School campus. The Stewart Indian School has been a priority. It is being restored. The Commission has received support from the State of Nevada. This is a project that has been ongoing. Over the past year and a half there has been an initiative with the Commission to make sure that we are doing more outreach with Tribal communities. The existing Commissioners have had more face-to-face interaction with Tribal leaders, to hear what their issues and concerns are and make sure they are addressed. The Commission has knowledge that the Stewart Indian School isn't a priority for all Tribes. This is why the Commission wants to interact with the Tribes, to build up the relationships directly. To make sure that the Tribes know that the Commission is a resource.

Mr. Hunter replied that this was what he was wondering. He likes to do face-to-face interaction. Over the phone you can't read the body language. He talked about authentic interaction.

Chairman Arnold commented about what Mr. Hunter would learn online about the Stewart Indian School Cultural Center and Museum and the Nevada Indian Commission. The Chairman explained that the Commission serves as the conduit between the State of Nevada and the Indian population of Nevada. The Commission works to educate people on the issues and addresses any areas of concern. The Commission looks for ways to expand and enhance those opportunities. It is important that both the governor and legislature know the issues out there that the Tribes face. The Commission is there to serve many different functions beyond the restoration of the Stewart Indian School Cultural Center and Museum.

Commissioner Lathouris stated that as the Commission, we have been the coordinating agency with the state regarding activities at and for the use of the Stewart buildings.

Mr. Hunter stated that this was why he wanted the job because it is similar to what he is doing now. This is what he does on a daily basis.

Chairman Arnold commented that there is a big story to tell. One of the things that the Commission wants to do is to share the story, the negative but focus on the positive. He would like people to know where we have been but more

importantly, where we are going. The Chairman explained the hiring process from here on in.

Greg Ott (Deputy Attorney General): explained that any decisions by the Board will be given to the Governor's office.

Commissioners deliberate:

Chairman Arnold stated that Mr. Hunter had a lot of understanding with respect to the Tribes and their uniqueness. He understands a lot of the dynamics with respect to the Tribes. He was familiar with Tribal governments, their structure, and the law. He has worked with the elders in the Tribal communities. He was comfortable with answering the questions, he remembered the questions and they didn't have to be repeated. The Chairman liked his thoughts on forecasting and doing advanced planning. He likes that the candidate had administrative knowledge. He was a critical thinker.

Commissioner Lathouris stated that he felt Mr. Hunter was a good candidate. He appreciated the succinct depth in the answers to questions. He demonstrated his knowledge of the areas being covered. There was an acknowledgement that he didn't have the experience in government affairs. The Commissioner felt the candidate may have been modest. He does have a lot of experience in government affairs at the Tribal level. He just doesn't have experience with State of Nevada affairs. He felt that this was a very strong candidate.

Commissioner Wadsworth stated that Mr. Hunter met the educational requirement. He had the experience with Tribal relations. He felt that what was missing is the planning and the ability to serve as a liaison for the Tribes between the Commission and the Governor's office.

Commissioner Krolicki stated that she liked the last question about the job description and what the job had to do with Stewart. Mr. Hunter wanted to know what the day-to-day would be. The Commissioner felt that the candidate was pointing out one of his strengths. One of his strengths is that he knows a lot of the leadership for the Tribes. No applicant has the state government experience. She felt he was a strong candidate.

Recessed at 2:37 pm.

Reconvened at 3:15 pm.

Chairman Arnold explained the process. The Commissioners and the Deputy Attorney General introduced themselves to the candidate.

6. Stacey Montooth

Chairman Arnold asked this question.

Q: What does Tribal sovereignty and self-determination mean to you?

Ms. Montooth introduced herself and thanked the Commission for their time. She thanked family and friends. She acknowledged the work done by retired Executive Director Sherry Rupert.

Ans.: Ms. Montooth explained that Tribal sovereignty is the Tribe's God given right to govern themselves. It was endowed to the Tribes by their creator. It allows their communities to decide what they want to do. It is important to her because there has never been a better time to exercise their sovereignty. After this legislative session, law makers put systems in place that will not only allow them to protect their sovereignty but to exercise it. From her perspective, the best way to protect their sovereignty is to exercise it. Coupled with Tribal sovereignty is self-determination. This is their ability to self-govern themselves without any interference from the outside governments. The Tribes have to work with state agencies.

Q: What does Tribal consultation mean to you? In particular, tell us about a time in which you directed or participated in consultation between Tribes and a government agency and/or a private party?

Commissioner Lathouris asked this question.

Ans.: (1) Ms. Montooth replied that her consultation is a big word with all kinds of meanings. This is contingent on their working relationship with outside agencies. To Ms. Montooth, consultation means effective communication. This is the primary role of the Executive Director for the Nevada Indian Commission. After this legislature, we now have AB264 (the consultation bill) in place which provides the mechanism. The Tribes are now in a situation where we have state agencies that are equipped to do a very good job with consultation. For the Tribes to fully exercise their sovereignty, we have to have that effective communication, which is consultation. (2) She stated that as the public information officer for the Reno-Sparks Indian Colony (RSIC), she is responsible for communicating effectively, in an informal manner. She is the person responsible for shaping the message of the Reno-Sparks Indian Colony. She does consulting work every single day. Prior to joining the Reno-Sparks Indian Colony, she worked in education for Churchill County. She was the one who tried to meet the definition of consultation and made sure all the parents and students would know what actions the school district would take that would impact the students.

Q: What is your understanding of Indian boarding schools? More specifically, why is the Stewart Indian Boarding School important?

Commissioner Krolicki asked this question.

Ans.: (1) Ms. Montooth stated that her understanding of boarding schools is when the federal government implemented a policy toward Native people. This was the third attempt to try to deal with the Indian problem after other attempts of assimilation didn't work. This included the reservation period. There was the idea of putting the ancestors in remote areas. The government

came up with the idea of boarding schools. The boarding school attempt was to indoctrinate their relatives and destroy their culture. This was done through what they considered to be Christian means and education. What she understands about boarding schools is that they are still in practice today. Many of the students that are going to public schools in the Great Basin have parents or grandparents that were raised in boarding schools. You can see the results today.

(2) Stewart is significant because she and other Native Americans in the area have connections here. Her grandmother was kidnapped by federal agents and was taken to Stewart when she was 4 years old. She was raised in this institution. Ms. Montooth stated that neither she nor her mother speak Paiute. It was because her grandmother was raised in a boarding school. In 2019 she believes that Stewart will be significant because there isn't a better platform for Natives to use to educate non-natives on the black mark on the federal government and to some extent, the State of Nevada. This gives an opportunity for a one of a kind, unique and authentic experience for non-natives to learn about the history and how it impacts our everyday decisions. In her opinion, there is a fine line between exploiting their culture and ensuring that their story is heard. There is no other platform like Stewart. The plans for the Stewart Indian School Cultural Center and the Museum are a dream come true. However, the stories that are told there, have to be told by the native people. It has to be authentic and accurate. They are the only ones that have that right.

Q: Since this is a position that requires frequent interaction with various Tribal governments and their subdivisions, (a) how familiar are you with different types of Tribal governments? And (b) please describe your experience in interacting with Tribal governments and Tribal communities. (Listen for description of relationship between the Tribes and the federal government AND the relationship between the Tribes and the States/Nevada.)

Commissioner Wadsworth asked this question.

Ans.: (1) Ms. Montooth replied that she deals with the leaders of the 27 Tribes on a fairly regular basis. There are about ten that she is on a first name basis with. There are urban and rural Tribes in the Great Basin. The Tribes all have different economic development bases. There are Tribes that are connected to their historical use of tobacco. Many Tribes own their own smoke shops. There are Tribes in rural areas that are more dependent on agriculture and farming. There is a new game in town called cannabis. A lot of Tribes are getting involved in that. She spoke about the Las Vegas Tribe and their enterprises with cannabis. As a Walker River Paiute, she has lived on two different reservations. She has worked for two different Tribes. She is confident that she has personal and professional experience. She has a good handle on the basic profile of the 27 Tribes.

(2) In her current position, she is the government relations person. She has worked with the Inter-Tribal Council of Nevada (ITCN). In her position with the Reno-Sparks Indian Colony (RSIC), she organizes and operates meetings. She is on the front line as the spokesperson for the Tribe. She is responsive to her Tribal elders. She works with their youth. She authors a

monthly newsletter which is a true reflection of what is happening at the Reno-Sparks Indian Colony.

Q: Can you please share with us your knowledge of the Nevada Indian Commission, and its role?

Chairman Arnold asked this question.

Ans.: Ms. Montooth stated that the Nevada Indian Commission came into being by statute in 1965. The primary purpose is to serve as the liaison between the 27 Tribes and the governor's office.

Q: Since this is a Nevada Governor cabinet level position, (a) how familiar are you with the Nevada State Government? And (b) What is your experience in government affairs? (Listen for experience in the budget and legislative process within the State of Nevada.)

Commissioner Lathouris asked this question.

Ans.: (A) Ms. Montooth stated that in her capacity, she has worked with all levels of government. She is involved with the emergency services division. She has been involved with informal consultations. Prior to joining the Reno-Sparks Indian Colony (RSIC), she was part of the Nevada Indian Commission's, Indian Education Advisory Committee. There is a coalition she is involved with for Public Information Officers. This includes the Nevada Highway Patrol. The office that she is most connected to is the Nevada Department of Education.

(B) She knows that in the State of Nevada, the government services approximately three million people. One percent are Native American people. One of the primary tasks with her current employer is that she is responsible for the process and delivery of political contributions. Because of this, she is familiar with a lot of Nevada's elected officials. She just hosted a cultural night where she introduced Assemblywoman Sarah Peters. Senator Julia Ratti has been the front of the Reno Women's March the last two years. She did a commercial to recognize Assemblyman Howard Watts for his involvement this last legislative session with Tribal voting.

Q: What is your leadership style? Give an example of (a) a leader that you emulate and (b) of a time where your leadership style was demonstrated.

Commissioner Krolicki asked this question.

Ans. :(A) Ms. Montooth stated that her skills in her position are her greatest assets. She is very diplomatic. She is a positive person. She will see the glass as half full. She likes to surround herself with like-minded individuals. She feeds off that energy. She is a hard worker and she is very loyal. She believes that you will find all of these qualities in her leadership style.

(B) She emulates Chairman Melendez. He told her one time that to work in Tribal government you have to have a thick skin and a soft heart. If she can emulate any leader, that is exactly what she wants to do.

(C) She spoke of a time when her leadership had been demonstrated. She shared a story with the panel. She was able to mentor an intern in her office that she felt was going to change the world. She said it was heartwarming; the young woman had a similar demeanor as herself.

Q: What is your experience with strategic planning, goal setting, and budget planning? If presented with competing demands, yet limited and insufficient resources to address all demands, how do you proceed and what is your goal?

Commissioner Wadsworth asked this question.

Ans. :(1) Ms. Montooth stated that for the last six years in her position, she has been in charge of setting budgetary goals that are part of the strategic plan for her community. All the planning that she does is on a weekly and annual basis. This includes a five-year plan. She is required to use a S.M.A.R.T. tool, which is strategic, manageable, attainable, realistic, and timely. These need to correlate with the mission and core values of the community that she works for. She is familiar with the importance of the reports she is required to do every month. Everything on her to-do-list has to connect with those core values.

(2) She has to think outside the box. She is the only Public Information Officer in the Great Basin that works for Tribal government. It is important for the Commission to know that the reason her current position was created was that her current leadership was tired of being marginalized and not being included in the conversation, specifically in the media. The Reno-Sparks Indian Colony didn't have a mechanism in place to reinforce or correct information that came out about their community. It was important that they have a spokesperson. Every day she has competing goals in her office. The ultimate resource is her elders. She has enlisted the assistance of the elders.

Q: The position requires planning and executing various events. Can you please briefly describe your experience and roles taken in planning and organizing any events?

Commissioner Lathouris asked this question.

Ans.: Ms. Montooth stated that in her current capacity she has been responsible for several press conferences. She has helped with the grand opening of some economic development offices. She has helped to christen buildings. She has been involved with cultural events. She is heading into her seventh year with the Numaga Powwow. She has other experience outside of Tribal government. She has worked in college athletics. She has been the media coordinator for the men's and women's Final Four. She has been the sub-center director at the United States Olympic soft ball venue in Atlanta. The event she said that she is most proud of was in November 2018, the Reno-Sparks Indian Colony had an Election Day polling on Tribal land. She was the driving force for filling out paper work for the state to review their

application for Washoe County. She organized the volunteer poll workers. The leadership felt they would have a better turn out and it would make for a better experience for their community members if the poll workers were Native people. On Election Day, there were other events with food and activities for young people. The elders sang. It was a successful day. Nearly two hundred people cast their votes that day.

Q: Do you have any questions for us?

Chairman Arnold asked this question.

Ans.: Ms. Montooth was interested to know how important it is to the Commission that the Executive Director be a Native American.

Greg Ott (Deputy Attorney General) responded. He commented that earlier on there had been a question about whether this was a problem.

Commissioner Lathouris commented that it is not so much ethnicity or national origin, but political affiliations or membership in a Tribe.

Jenny Hudson, Agency Human Resources Officer came in and addressed this question. She agreed that ethnicity are not things that the panel should be taking into consideration when selecting a candidate for any position.

Chairman Arnold commented that the Commission wants the most qualified person for this position.

Ms. Montooth said that her Indianness is just as valuable in being a liaison to the Governor's office as her time working in Tribal government. She said, I can't imagine that the State of Nevada would not have a veteran running Veteran's Affairs. This is something that we can leave up to the powers that be to discuss.

Commissioner Lathouris commented about community Tribal affairs. He believes that this may not have been addressed with other state hiring practices. This is why there is no clear answer to this question. It is not something that we consider based on the statutory language. The questions do help the Commission determine whether or not somebody has experience with Tribal communities. It would be appropriate for the person to be the liaison between the state and the Tribes.

Ms. Montooth commented that it looked like we have some work to do.

Chairman Arnold commented that the way the statute is written, we have to abide by it. The Commission is an office that falls under the Governor. The Governor has to make recommendations and the Governor will be the one that makes the final decision.

Commissioner Lathouris commented that he appreciated this question. This is something that the Commission could consider in the future and bring this to the attention of the Governor and the state.

Ms. Montooth asked the Commissioners what their priority is for the next Executive Director.

Chairman Arnold stated that one of the Commission's primary goals is success. We want to be able to address the needs and concerns of Tribes and Indian people in the state of Nevada. We want to look at ways to enhance what we currently do.

Commissioner Lathouris stated that he became involved with the Commission because the Nevada Indian Commission serves as a great model for other states as they serve as a conduit for the Tribes. His grandmother went to the Stewart Indian School. He wants people to be aware of the history of the boarding schools. He said the history of the boarding school era helped shape our communities today. Knowing the history of Stewart can really help the state understand the Tribal needs today. He believes that the Tribes are sovereign and have the ability to articulate their own needs. He wants to make sure that moving forward, the new Executive Director will be assisting the Tribes to be the voice of their own people.

Commissioner Wadsworth commented that he has two priorities in mind for the Indian Commission. The preservation of the Stewart Indian School Cultural Center and Museum, and all the things that go on including the Father's Day Powwow, and the preservation of the Stewart buildings themselves. He wants the Tribes to remain self-sufficient while the Commission serves as a liaison for them. He said we should listen to the Tribes and facilitate the conversation with the state governments.

Commissioner Krolicki commented that AB264 is her priority. She stated that this is going to make a huge difference for the Tribes. One of the things that she has become aware of is the way different state agencies approach the Tribes. She sees this as an opportunity to start some type of conversation about what consultation is and how best to approach the Tribes. She said the Commission should help the relationship with each state agency as they address and work with the Tribes. The legislation will be part of the job of the Nevada Indian Commission.

Ms. Montooth stated that the consultation bill is crucial. It is effective communication. She looks forward to the state being a model. From her time in Tribal government, she noted that other nations refer to Nevada as the tax model. This is the ultimate goal for every other Tribe in the country that has to work with the state. We can be a consultation model as well. We need to remember the 27 very diverse Tribes. In the past, the Tribal Chairs and council members were only in office for two years. That is where the Executive Director comes in. We need to make those relationships permanent. Ms. Montooth thanked everyone here and the staff of the Nevada Indian Commission.

Chairman Arnold commented about the Nevada Indian Commission being very diverse and complex. It deals with a variety of issues. As the Commission, one of the things a person has to recognize is that we are a little bit different in our capacity when working with the Tribes. Sometimes someone higher up may have conflicting views. He said we are all here to fix the problem. It's important for

everyone to recognize where we need to improve. This enforces the need for enhanced communication. This is one of the consistencies in state government with how they communicate and act with Tribes. He said, we understand that it is not the Commission's role to impose themselves on the Tribes. There is a clear distinction on how that works.

Commissioner Lathouris explained what comes next through the Governor's office regarding the hiring process.

Commissioners Deliberate:

Chairman Arnold stated that Ms. Montooth was very articulate. As a Public Information Officer, she definitely fits her responsibilities. She has the professional and personal experience that she indicated. She has knowledge of the Indian Commission. Based on the interview, she has good organizational skills, and she is focused. It was commendable to hear about the voting initiative that happened at the Reno-Sparks Indian Colony.

Commissioner Lathouris stated that Ms. Montooth did a fantastic job and was very professional in answering the questions. She had a good understanding of Tribal affairs and sensitivity to Tribal culture. She did a good job in highlighting her qualities while remaining humble.

Commissioner Wadsworth stated that Ms. Montooth is very poised and speaks very eloquently. She was calm under pressure, even when she was flustered. She was able to speak clearly. What he appreciated about the interview was that she was able to say what she wanted to say and say it in a way that was easy to follow. Her interaction with the state legislature, knowing officials, and understanding the process was very impressive.

Commissioner Krolicki stated that Ms. Montooth definitely answered all of the questions. She is an excellent candidate.

Chairman Arnold noticed the dynamic while the candidates were speaking with the Commissioners via video-conferencing and speaking with the Commissioners present in the chambers at the same time while facing the audience. Given these circumstances, Ms. Montooth did quite well.

Commissioner Lathouris asked about the matrix from Human Resources and discussed the process.

Jenny Hudson, Agency Human Resources Officer commented on the matrix provided. She isn't the one that makes the final decisions for whether or not the candidates meet the minimum qualifications. She said, in this case, you are looking for experience that can be very selective. She is giving a broad perspective on what she did see. She said, hopefully you took the time to look at the resumes in terms of what you put into the qualifications within the job announcement; this is what you're really looking for.

Commissioner Lathouris stated that from a Human Resources perspective, only two candidates met the minimum qualifications under statute. He asked the other Commissioners if based upon the qualifications required, is there anyone that doesn't meet these qualifications?

Jenny Hudson, Agency Human Resources Officer asked the Board to consider the experience that the applicants identified. This may be more relevant than what they saw.

Commissioner Lathouris stated that based on the candidates, while reviewing their resumes and cover letters, does any Commissioner feel that there were any candidates that don't meet the minimum qualification under the NAC233A.0555, which says "the Governor upon recommendation from the Nevada Indian Commission shall appoint an Executive Director of the Commission who has had successful experience in the administration and promotion program comparable to that of this chapter?" He asked is there somebody that has worked in a Commission or in a capacity similar to that of the Indian Commission?

Commissioner Wadsworth stated that there are some things that when we make the recommendation, we can be lenient on. There are certain things for example; with Ms. Evans, he didn't hear from her an example or see in her resume any sort of experience in working with Tribes. He didn't see or hear anything in her interview that discussed her knowledge in working with Tribal governments. She had a very superficial knowledge of Tribes. In this Commissioner's opinion, Ms. Evans doesn't meet the minimum qualifications for the Executive Director position.

Chairman Arnold commented what he recalled in Ms. Evans interview, she did mention a few Tribes in Arizona she worked with.

Commissioner Lathouris stated that in the Commission's posting for this position, it was mentioned that the applicant should have knowledge of the social, economic, and legal status of American Indians. Candidates should also have knowledge of matters and problems relating to federal and state control and responsibility, policy, and operations affecting Indians.

Commissioner Lathouris made a motion that at this time he would like to remove Melissa Evans from consideration for their recommendation based on not meeting this part of the qualifications. Seconded by Commissioner Krolicki and Chairman Arnold. The motion carried with a vote of 4 for, 0 against, and 0 abstentions.

Commissioner Lathouris asked the Commissioners if there were any other parts of the job description and qualifications that the Commissioners felt the applicants failed to meet. With this said, he wanted to note that the position that they are hiring for is not an entry level position. This is an Executive Director position over a state agency. It does require some technical knowledge that is hard to learn based upon the relationships and responsibility for the 27 Tribes and colonies. This is something that the Commissioners have discussed earlier in this session. There is a learning curve for certain things. The questions did reflect some of the

things that will be required. The questions are different from most positions. These are questions that will be asked by Tribal officials or state officials. The candidate will need to be able to articulate answers to these questions. The Board was able to see these answers today. He asked the other Commissioners how many recommendations they wanted to make. In speaking with the Attorney General's office, it seemed that the Board is not obligated to give three recommendations. The Board can give less or more. It is not exactly clear in the state statute.

Commissioner Wadsworth stated that in reviewing the resumes, cover letters and in the interviews, he sees two very strong candidates he felt comfortable in recommending to the Governor's office for selection.

Commissioner Lathouris stated that he saw a potential of three candidates. He is recommending the following candidates, the first being Rochanne Downs. The Commissioner called for a vote on recommending the candidates to the Governor.

Commissioner Lathouris asked the commissioners if they were comfortable recommending Rochanne Downs as a candidate to move forward to the Governor for consideration. The vote was 4 for, 0 against, and 0 abstentions.

Commissioner Lathouris asked the commissioners if they were comfortable recommending Melissa Evans as a candidate to move forward to the Governor for consideration. The vote was 0 for, 4 against, and 0 abstentions.

Commissioner Lathouris asked the commissioners if they were comfortable recommending Daniel Crawford as a candidate to move forward to the Governor for consideration. The vote was 0 for, 4 against, and 0 abstentions.

Commissioner Lathouris asked the commissioners if they were comfortable recommending Bethany Sam as a candidate to move forward to the Governor for consideration. The vote was 0 for, 4 against, and 0 abstentions.

Commissioner Lathouris asked the commissioners if they were comfortable recommending Gerald Hunter as a candidate to move to the Governor for consideration. The vote was 1 for, 3 against, and 0 abstentions.

Commissioner Lathouris asked if the commissioners were comfortable recommending Stacy Montooth as a candidate to move to the Governor for consideration. The vote was 4 for, 0 against, and 0 abstentions.

Commissioner Lathouris commented that it was not to say that the other candidates weren't good candidates, but based on the resumes, the interview questions, and the answers these two were the strongest candidates.

Chairman Arnold asked about the process of selecting a primary candidate and an alternate candidate out of the two selected for the Governor.

Greg Ott, Deputy Attorney General responded that it is within the Commission's discretion to rank the candidates and indicate a preference for one. The

Commission could make the other candidate the second preference. This may be of assistance to the Governor.

Commissioner Wadsworth asked Chairman Arnold if the Commissioners were still going to ask the staff of the Nevada Indian Commission for their recommendation.

Chairman Arnold stated that yes, the staff would be able to make a recommendation from the final candidates selected by the Board.

Commissioner Lathouris asked if the staff was available to provide any comments.

Bobbi Rahder, Museum Director for the Stewart Indian School Cultural Center and Museum and the Acting Executive Director for the Nevada Indian Commission asked the Commissioners for a couple of minutes to speak with the staff.

Chairman Arnold and Commissioner Lathouris asked for a five-minute recess while Ms. Rahder conferred with the staff of the Nevada Indian Commission.

Ms. Rahder thanked the Commissioners for considering the staff and their feelings about their new leader. It means a great deal that the Board has asked the staff to have input on this selection of the candidates. She stated that three of the staff feel Stacey Montooth would be the best candidate and rank her as the first selection. The other staff person was not happy with any of the candidates and wanted to start over and readvertise.

Chairman Arnold mentioned that he appreciated the comments from the staff about the final candidates.

Commissioner Lathouris asked Ms. Rahder what the concerns were, if any. Ms. Rahder commented that the staff person that didn't feel that any of the candidates had the Tribal government level experience or the state level experience that we are looking for.

Commissioner Lathouris asked Ms. Rahder, why the other staff members preferred Ms. Montooth.

Ms. Rahder said that the other staff members felt that Ms. Montooth was very articulate. Ms. Montooth had great answers to all the questions. The candidate had experience with Tribal government and state government. The candidate had an understanding of Stewart. This included the meaning of Stewart and why that is important. The candidate understands consultation, Tribal sovereignty, and self-determination. The staff felt that this candidate was best prepared with the answers. The candidate had very good answers about leadership and how she would want to run an organization. The candidate had what we were looking for on every level.

Chairman Arnold asked the other Commissioners what they wanted to do in an event of a tie in approving one candidate over the other.

Chairman Arnold and Commissioner Lathouris decided that the Board would deal with this if it came up.

Commissioner Lathouris made a motion to recommend Stacey Montooth to the Governor with the second preference for the recommendation given to Rochanne Downs based on the resumes, the interviews, the answers, and the deliberation amongst the Commissioners and based on the recommendation of the staff who will be working with the new Executive Director. Seconded by Commissioner Krolicki. The motion carried with a vote of 4 for, 0 against, and 0 abstentions.

Chairman Arnold verified with the other Commissioners that Stacey Montooth would be the preferred candidate followed by Rochanne Downs as the alternate.

Commissioner Lathouris asked if a letter needed to be sent to the Governor with these recommendations.

Greg Ott, Deputy Attorney General, he stated that he believed Human Resource provided a draft copy that the Chairman of the Board of Commissioners would be signing.

Commissioner Lathouris asked the Deputy Attorney General if Chairman Arnold could assign another Commissioner in Carson City to sign this letter so Human Resources would have the letter the same day.

Greg Ott, Deputy Attorney General replied that he felt Chairman Arnold could assign another Commissioner to this task.

Ms. Rahder requested to approach the Commissioners. She mentioned that she had e-mailed the necessary document to Chairman Arnold on Friday, June 28th.

Commissioner Lathouris stated that to get this process going, could this letter be printed out in Carson City.

Chairman Arnold asked if it would be possible for him to sign the letter there in Las Vegas and have someone take it to the Governor's office in Las Vegas.

Jenny Hudson, Agency Human Resources Officer, stated that she could have someone locate the letter and have one of the Commissioners sign it this afternoon here in Carson City.

Chairman Arnold thanked Ms. Hudson for getting this done for him.

Commissioner Lathouris asked if one of the Commissioners up in Carson City would like to volunteer.

Commissioner Wadsworth said that he would sign for Chairman Arnold and deliver the letter to the Governor's office.

Commissioner Lathouris made a motion to authorize Commissioner Wadsworth to sign the authorization letter to the Governor. Seconded by Commissioner Krolicki. Chairman Arnold stated that he approves Commissioner Wadsworth to sign the authorization letter on behalf of the Commission with a preference given to Stacey Montooth and the alternate Rochanne Downs for Executive Director. All the Commissioners agreed to these terms. The motion carried with a vote of 4 for, 0 against, and 0 abstentions.

Commissioner Lathouris asked how the Board should contact all of the candidates about the Commission's recommendations. He asked Ms. Rahder, how the Commission had been staying in contact with the candidates up to this point.

Ms. Rahder commented that she on behalf of the Commission had sent an e-mail letter to the candidates about their appointment today. If you would like the Commission to contact the candidates through e-mail or formal letter, the staff can do that. She wasn't sure if that was the job of Human Resources or the Commission staff.

Jenny Hudson, Agency Human Resources Officer replied that she could do that. She had a template for that purpose.

Chairman Arnold asked Jenny Hudson to send the letters to the other candidates.

VII. Final Public Comment

No one from the public made a comment. Commissioner Wadsworth thanked all the candidates that came to apply today and acknowledged each of the candidates even though the Commission only recommended two of them to the Governor. He stated that each candidate did have very strong qualities.

Commissioner Lathouris thanked the Commission staff for stepping up and assisted the Board in moving through the process. He thanked the Attorney General's office and Human Resources for helping the Commission through the process.

Chairman Arnold commented that he felt the Commission had accomplished a lot through the collective efforts of a lot of people that were involved in this process. He stated that he hopes some of the other candidates that applied will come back and be involved because there are a lot of good skills out there that the Commission can benefit from. He stated that as the Commission went through this process, it was a learning experience for everyone. He went on to thank everyone involved in this process.

VIII. Adjournment

Commissioner Krolicki made a motion to adjourn the meeting. Seconded by Commissioner Wadsworth. The motion carried and the meeting was adjourned at 4:36 pm.

Respectfully Submitted
by
Diane Buckley, Administrative Assistant
Nevada Indian Commission

