



TRUST LAND RESOURCES ● RESOURCE STEWARDSHIP ● RESULTS THAT MATTER

Message from the Deputy Director

The Office of Trust Services held an Indian Energy Resource Summit with over 250 Tribal leaders in Lakewood, CO, June 17-18, 2025. The event featured oil and gas, solid mineral, and renewable energy industry partners, detailing their presence in Indian Country for the benefit of Tribes and Tribal communities. Tribes were also invited to showcase their energy programs and successes. Photos of the event are included under News You Can Use.

We are excited to provide an overview of Tribal grant opportunities starting at page 7. The grants have the potential to enhance Tribal management, organization and technical capabilities needed to maximize the economic impact of energy resource development. By focusing on capacity-building, the program aims to equip Tribal governments and organizations with the necessary legal, regulatory and business infrastructure to manage energy resources effectively.

Our timber team has been actively engaged in timber sale preparation of nearly 740 acres for commercial harvests. Projects at 4 Tribes are ongoing. There are so many additional positive activities occurring in our Trust programs in this issue. Enjoy the read!

Johanna Black Hair



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*"We will be known
forever by the tracks
we leave."*

-Sioux Tribe

TRUST SERVICES OVERVIEW



Draft Fiscal Year 2026 – 2030 Strategic Plan Framework

The U.S. Department of Interior (DOI) is in the process of developing its Fiscal Year (FY) 2026-2030 Strategic Plan and is seeking consultation with Tribal Nations. A series of virtual consultation sessions were held from June 16-26, 2025 to gather input from Tribal leaders on the plan's strategic goals, objectives, and performance measures. The final plan is expected to be released in October 2025.

The consultation period ends July 7, 2025. The final strategic plan will be limited to a 10-page evidence-based narrative. Comment deadline is November 19, 2025, and can be submitted to DOI_Strategic_Plan@ios.doi.gov.

- What performance measures would you like to see the Department track?
- Are there any items you would like to see the Department pursue and learn about to become more efficient and effective?

Strategic Goals	Strategic Objectives
Goal 1: Restore American Prosperity	Objective 1.1: American energy sources help lower costs and increase affordability. Objective 1.2: Americans benefit from strategic use of the country's natural resources. Objective 1.3: The country is positioned to use our natural resource assets for the future.
Goal 2: Ensure National Security Through Infrastructure and Innovation	Objective 2.1: Interior resources protect people and property. Objective 2.2: Infrastructure investments and modernization serve the public. Objective 2.3: The country's water supply is clean and meets our needs.
Goal 3: Enjoy our Natural Resources While Ensuring They Remain Sound and Sustainable	Objective 3.1: Lands and waters provide opportunities for recreation and traditional use. Objective 3.2: Lands, waters, and American heritage are protected and conserved. Objective 3.3: Lands and waters are restored. Objective 3.4: Species and natural resources are protected.
Goal 4: Collaborate and Coordinate for Better Outcomes for the Country, the States, and the People	Objective 4.1: Trust and treaty responsibilities to American Indian Tribes, Alaska Natives, and the Native Hawaiian Community are upheld. Objective 4.2: States, local communities, U.S. territories, and freely associated states work with BIA to accomplish goals. Objective 4.3: Our partners receive reliable, valuable scientific information.
Management Accountability	Key performance indicators measure Presidential priorities for efficiency and effectiveness.

NEWS YOU CAN USE

The BIA Office of Trust Services, Indian Energy Resources Summit in photos



Thank you to all our attendees for the Indian Energy Resource Summit!

Over 250 Tribal leaders and Tribal energy programs recently attended the Indian Energy Resources Summit in Lakewood, CO, June 17-18, 2025. This event featured oil and gas, solid mineral, and renewable energy industry partners, detailing their presence in Indian Country for the benefit of Tribes and Tribal communities. Tribes were also invited to showcase their energy programs and successes.

—Johnn Blackhair
Deputy Director, Trust Services

250+ Tribal Leaders attend Indian Energy Resource Summit

Advancing Tribal Energy Sovereignty & National Energy Goals

The Indian Energy Resource Summit, held in Lakewood, CO, on June 17-18, gathered over 250 Tribal leaders, federal officials, and energy professionals to address the critical role of Tribal lands in meeting the nation's energy needs. Sessions covered DOI's energy goals, expedited permitting for oil, gas, and critical minerals, federal funding opportunities, and BIA's geospatial tools, equipping Tribes with actionable strategies for energy development.

Representatives from key federal participants:

- U.S. Department of the Interior (DOI)
- BIA, Office of Trust Services (OTS) Divisions
- Bureau of Trust Funds Administration (BTFA)

Prominent speakers:



Scott Davis, Acting Assistant Secretary-Indian Affairs, David Conrad, Deputy Director, Department of Energy spoke on federal programs supporting Tribal resource management, Bart Stevens, BIA Deputy Director, Field Operations



Wenona Wilson, Division of Environmental Services and Cultural Resources Management, Winter Jojola-Talbur, Division of Energy and Mineral Development and Kennis Bellmard, Deputy Assistant Secretary for Policy and Economic Development-Indian Affairs, spoke on federal priorities for Tribal energy development

Indian Energy Resources Summit Presentations



Photo 1 - Attendees engage in question-and-answer session, Photo 2 - Vicki Simmons, Secretary of the Moapa Band of Paiutes Tribal Council presentation on their energy successes



Photo 1 - Johnna Spriggs, Director Indian Energy Service Center, Photo 2 - Oil rigs in operation at sunrise on the Fort Berthold Reservation in North Dakota



Photo 1 – Spencer Kimball, Government Relations Manager, FourPoint Energy; Tara Sweeney, Vice President, External Affairs, ConocoPhillips Alaska (former Assistant Secretary-Indian Affairs, and Josh Demorrett, Director of State Government Affairs, ConocoPhillips; Photo 2 - Wenona Wilson, BIA Division Chief, Environmental Services & Cultural Resources Management; and Photo 3 - Mark S. Chalmers, President and CEO, Energy Fuels

Organizations Available to Answer Questions



Photo 1 - Office of Natural Resources and Revenue table; Photo 2 - BIA, Real Estate Services table



Photo 1 - Bureau of Trust Funds Administration; Photo 2 - U.S. Geological Survey; and Photo 3 - NIMIIPUU Energy

Indian Energy Resources Summit venue and opportunity to network

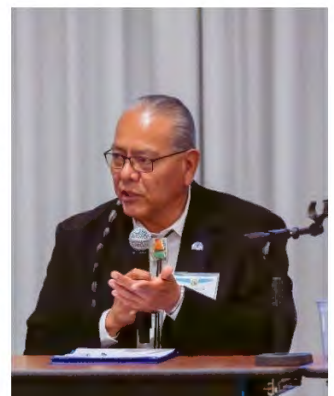


Photo 1 – Networking; Photo 2 – Tribal leaders participating in the Indian Energy Resources Summit

Tribal Engagement is the Key to Success



Tribal Panel (L to R): Chairman Mark Fox (Mandan, Hidatsa and Arikara Nation (MHA) or Three Affiliated Tribes), Governor Harry Antonio (Laguna Pueblo), Chairman Melvin Baker (Southern Ute Tribe), President Buu Nygren (Navajo Nation), Chairman Keena Groesbeck (Northern Arapaho Tribe), Chairman Bobby Gonzales (Caddo Nation), Chairman Frank White Clay (Crow Nation).



Chairman Frank White Clay (Crow Nation), President Buu Nygren (Navajo Nation), and Chairman Bobby Gonzales (Caddo Nation) and Governor Harry Antonio (Laguna Pueblo)



Chairman Mark Fox (MHA or Three Affiliated Tribes), Chairman Keena Groesbeck (Northern Arapaho Tribe) and Chairman Mark Fox with Chairman Melvin Baker (Southern Ute Tribe)

ENERGY & MINERAL DEVELOPMENT



NEW LEADERSHIP



Division of Energy and Mineral Development (DEMD) new leadership pictured above (L to R) Winter Jojola-Talbert, Zane Gordon and Jennifer Reimann

- **Winter Jojola-Talbert** now heads the DEMD as Acting Division Chief while maintaining her leadership in the Branch of Grants Deployment.
- **Zane Gordon** is now leader of both the Branch of Solid Minerals and the National Oil, Gas, Energy and Mineral (NIOGEMS) system.
- **Jennifer Reimann** is now leader of the Branch of Renewable Energy, the Branch of Distributed Energy, and the Branch of Energy and Mineral Capacity Development.

DEMD remains committed to assisting Indian Tribes and Tribal Energy Development Organizations (TEDOs) in the exploration, development, and management of energy and mineral resources to further the goal of Indian self-determination. All programs, including grants and technical assistance, remain available during organizational changes.

Native American Mining and Energy Sovereignty Initiative (NAMES) Conference

The [Native American Mining and Energy Sovereignty Initiative](#) (NAMES) hosted its 2025 conference in Ignacio, CO May 20-21 providing a critical space for Tribal representatives and leaders to collaborate with academia, government officials, and industry experts. The event served as a platform for meaningful dialogue on responsible energy and mineral development grounded in Tribal sovereignty principles, where these diverse stakeholders engaged in substantive discussions about critical issues facing Tribal energy development.





BIA Indian Energy Summit panel: Peter Wakeland, Acting Special Assistant; Bart Stevens, Deputy Director of Field Operations; Johnna Blackhair, Deputy Director of Trust Services; Johnna Spriggs, Director, Indian Energy Service Center; Carla Clark, Division Chief, Real Estate Services, Winter Jojola-Talbert, Division Chief, Energy and Minerals Development, and Trina Locke, Directorate of Environmental and Natural Resources



Tribal Listening Session on the Topic of Energy discussed the following items:

- What are your biggest impediments to being successful with energy development and production on trust lands?
- What would you like to see from Indian Affairs as far as support for energy development and production?
- What are your thoughts and input on the potential of an Indian Energy Service Center one-stop shop concept?
- Do you have recommendations on opportunities for Tribes and industry collaboration?
- Are you interested in receiving training on Tribal Energy Resource Agreements (TERA) and Tribal Energy Development Organizations (TEDO) opportunities?
- Conventional energy sectors such as oil and gas operations and coal production, where several Tribes have achieved long-term economic gains through strategic resource management
- Mining and mineral development, with Tribal enterprises advancing extraction projects that align with cultural values and generate significant revenue
- Emerging opportunities such as critical minerals extraction and geothermal development, particularly in the context of increasing Tribal participation in national supply chains and clean energy markets
- Renewable energy solutions including solar, wind, and other low-carbon technologies, with success stories underscoring how Tribes are leading the way in clean energy deployment and advancing energy sovereignty
- Innovative approaches like carbon capture and storage (CCS)

The summit advanced a shared vision of leveraging Tribal lands and resources to achieve both Tribal self-determination and national energy security by fostering collaboration between Tribes and federal partners. The event marked significant progress in honoring the federal trust responsibility by centering Tribal voices in the critical discussions to advance mutually beneficial energy development.

Tribal Panel Discussion Topics



(L to R) Chairman Mark Fox (Mandan, Hidatsa and Arikara Nation (MHA) or Three Affiliated Tribes), Chairman Melvin Baker (Southern Ute Tribe), Chairman Frank White Clay (Crow Nation), Scott Davis, Acting Assistant Secretary-Indian Affairs, Chairman Keena Groesbeck (Northern Arapaho Tribe), Chairman Bobby Gonzales (Caddo Nation), Governor Harry Antonio (Laguna Pueblo), President Buu Nygren (not pictured)

Tribal Leader Panel

A highlight of the summit was a powerful panel on Tribal sovereignty featuring tribal successes as expressed by the seven Tribal leaders pictured and one not pictured above.

These leaders emphasized the inseparable link between Tribal sovereignty and energy sovereignty, stressing the right of Indigenous nations to control their resources for economic and cultural sustainability. Discussions also addressed environmental stewardship, regulatory efficiencies, and clean energy transitions.

Panel discussions at the conference explored multiple development pathways across a range of energy sectors, while also highlighting shared Tribal success stories that are shaping the future of energy in Indian Country.

Key Considerations Critical to Tribal Success

Throughout the panels, in-depth dialogue focused on key operational considerations critical to Tribal success, such as:

- Energy and mineral security frameworks
- Project financing mechanisms tailored to Tribal priorities

- Workforce development strategies that build capacity within Tribal communities
- Approaches to ensure meaningful Tribal engagement in all aspects of planning, development, and implementation

Participants explored practical approaches to balance economic development with energy sovereignty. Tribal leaders, government representatives, industry professionals, and academic researchers all contributing valuable perspectives. The gathering produced actionable recommendations for advancing Tribal self-sufficiency through responsible resource development.

As part of the Payne Institute for Public Policy at Colorado School of Mines, the Native American Mining and Energy Sovereignty Initiative supports Tribal nations through collaborative research and partnership development. The 2025 conference demonstrated the initiative's ongoing role in facilitating knowledge-sharing and capacity-building for Tribal energy projects through these essential cross-sector discussions.

Alaska Sustainable Energy Conference



The [Alaska Sustainable Energy Conference](#), held from June 3-5, 2025 in Anchorage, brought together visionaries, researchers, policymakers, and investors to explore the future of energy in Alaska and globally. Key discussions included:

- Advancements in renewable and advanced nuclear power
- Responsible development of Alaska's vast oil, gas, and mineral resources, and
- The impact of artificial intelligence on energy demand.

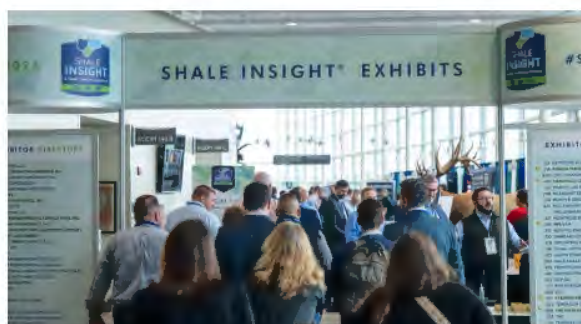
The event provided a platform for sharing innovative solutions and fostering collaborations crucial for sustainable energy development. For DEMD, the conference highlighted significant opportunities for Tribal energy development in Alaska. The focus on renewable energy and microgrid technologies is particularly beneficial for remote Tribal communities, offering solutions for reliable and affordable electricity. By participating in this conference, our division gained valuable insights and forged partnerships that will support the advancement of energy projects on Tribal lands, ultimately enhancing energy independence and economic development for Alaska Native Villages.

The Unconventional Resources Technology Conference (URTeC)

The [Unconventional Resources Technology Conference](#) (URTeC), held in Houston from June 9 - 11, 2025, provided vital insights into the latest advancements in unconventional resource development.

A major focus of the conference was the rapidly evolving geothermal energy sector, where innovation is reshaping the future of clean energy.

Sessions highlighted cutting-edge technologies across various geothermal systems, including conventional geothermal systems, enhanced geothermal systems (EGS), advanced geothermal systems, and hybrid geothermal systems that integrate geothermal with hydrocarbon production. These innovations, especially in completions and drilling, are enabling more efficient and scalable geothermal deployment, opening new frontiers for clean, reliable baseload energy.



In parallel, ongoing developments in shale, tight oil and gas were showcased, with an emphasis on improved hydraulic fracturing techniques, advanced data analytics and more sustainable extraction practices aimed at increasing operational efficiency while reducing environmental impact.

For Indian Country, the advancements presented at URTeC 2025 offer a dual opportunity. Tribal nations with geothermal potential can harness clean energy to support economic development and strengthen energy sovereignty. At the same time, those engaged in unconventional oil and gas development can integrate the best practices for responsible resource management.

The conference served as a valuable forum for cross-disciplinary collaboration, illustrating how the integration of geothermal and hydrocarbon technologies can drive both energy innovation and Indigenous community empowerment. The team also made several meaningful industry connections that may further these goals.

BRANCH OF ENERGY AND MINERAL INTEGRATION AND GRANTS DEPLOYMENT

Tribal Energy Development Capacity ([TEDC](#)) Program

This annual funding opportunity aids Tribes in enhancing their management, organizational and technical capabilities needed to maximize the economic impact of energy resource development.

By focusing on capacity-building, the program aims to equip Tribal governments and organizations with the necessary legal, regulatory and business infrastructure to manage energy resources effectively. Example projects include developing TEDOs or establishing a Tribal electrical utility that manages and/or operates electrical transmission lines and substation infrastructure.

TEDC Award Status

- Notice of funding opportunity (NOFO) closed January 16, 2025
- 41 proposals received requesting ~\$12M
- 13 awards selected, awarded ~\$3.3M, and processed

Energy and Mineral Development Program ([EMDP](#))

The EMD program offers solutions to Tribes for all their energy and mineral needs and respective goals to strengthen economic development. This annual funding opportunity helps Tribes complete energy and mineral assessment projects around pre-construction planning activities and subsequent development project phases.



Energy and Mineral Development Program ([EMDP](#))

Energy and Mineral projects require a multitude of pre-development studies and planning steps. The EMDP grant is a mechanism for completing these tasks and the results of these studies allow Tribes to reduce the risk of the projects and make decisions on how to move forward. Project outcomes benefit the development of final engineering designs and support requirements to obtain financing and other purposes. An example project would include characterizing volume, value and extraction costs of oil and gas reserves on Tribal lands or performing a feasibility study of critical mineral deposits. We know that millions of acres of Tribal lands hold vast natural resources; we support development efforts led by Tribes in accordance with Tribal goals and priorities.



Sand and gravel operations

All energy and mineral resources—such as oil, natural gas, coal, uranium, industrial minerals, precious minerals, base minerals, ferrous metal minerals, biofuel, geothermal, hydropower, solar and wind—are eligible for funding. Activities eligible for funding include resource assessments, exploration/feasibility/market/engineering studies, economic evaluations and defining potential targets for development. See [grant information](#) to learn more.

The notice of funding opportunity (NOFO) is undergoing the final approval process to post.



DEMD TRIBAL GRANT PROGRAMS

Tribal Energy Development Capacity (TEDC) Grant



~\$1.5^{MM}
Awarded Annually

2015-2020

#
Total Projects

#
Total Federally
Recognized Tribes and
Alaska Native Villages
Awarded

Financial assistance for Tribes:

- + Establish business entity structures and/or organizational structures related to energy resource development; and/or
- + Develop or enhance key regulatory activities

Learn More www.bia.gov/tedcp

Energy and Mineral Development Program (EMDP) Grant



~\$6^{MM}
Awarded Annually

2013-2020

#
Total Projects

#
Total Federally
Recognized Tribes and
Alaska Native Villages
Awarded

Financial assistance for Tribes:

- + Performing initial resource exploration;
- + Defining potential targets for development;
- + Performing market analysis to establish production/demand for a given commodity;
- + Perform economic evaluation and analysis of the resources; and
- + Other pre-construction studies necessary to promote the use and development of known energy and mineral resources.

Learn More www.bia.gov/emdp



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NATIONAL INDIAN OIL & GAS, ENERGY, AND MINERALS SYSTEM (NIOGEMS)

The NIOGEMS 5 system development of a “minimum viable product” is currently underway. The goal is to have the system up and running before NIOGEMS 4 is decommissioned. However, further development will occur over the life of the system, and the goal by the end of 2026 is to provide a user experience allowing all the needed energy and mineral data at the click of a button. To accomplish this, DEMD is planning to incorporate multiple sources.

The final dashboard and analysis tool will use data from TAAMS, public oil and gas data, public utility data, public mining data, DEMD’s internal data and, ideally, a financial engine as well as a macroeconomic engine from future acquisitions. By combining these data sources and analysis tools, NIOGEMS 5 will provide to DEMD staff, federal users, and Tribal users a map-based solution for energy and mineral development.

BRANCH OF FLUID MINERALS (BFM)

DEMD Assistance to Tribes

DEMD is assisting **Fort Peck Reservation** in acquiring oil and gas seismic data with an EMDP grant to spur development. DEMD is performing in-house processing to enhance the data purchased to maximize the value.

The **Caddo Nation** requested an overview of oil and gas activity and opportunities on Caddo Tribal trust lands in OK. DEMD created and presented materials to the Tribe.

Jicarilla Apache Nation requested an analysis of oil and gas resources. Helium is a valuable gas with applications in medicine, technology, science, and manufacturing industries. Jicarilla Apache Nation received grant funds to perform a preliminary evaluation of the potential for Helium production on Reservation lands.

The **Alabama Coushatta Tribe of Texas** requested assistance acquiring and interpreting seismic data to evaluate drilling opportunities on reservation lands. The DEMD fluids group identified available datasets and facilitated Tribal licensing through a commercial broker. The in-house geophysicist at DEMD is now beginning interpretation of the seismic data.

Elim Native Village – Core Drilling Project

On June 18, 2025, the Native Village of Elim started its core drilling grant to develop a rock quarry on their lands. A campus was set up near the drill rig to enable a 24/7 operation. The project is expected to be completed in 30 days.



Helicopter transporting supplies and the drill rig



A worker camp

BRANCH OF RENEWABLE AND DISTRIBUTED GENERATION (BRAD)

Grand Opening for the Brookston Biomass District Heating Facility

On June 12, 2025, the Fond du Lac Band of Lake Superior Chippewa Reservation (FDL) held a ribbon-cutting ceremony to celebrate the completion of the Brookston Biomass Heating Project. This initiative was made possible by an EMDP grant awarded by DEMD in 2021. This grant aimed to assess, evaluate, design and engineer a woody biomass-fueled district heat plant for the Brookston Community Center. FDL has also benefited from the Tribal Energy Development Capacity (TEDC) program, expanding energy resource management capabilities through establishment of a Tribal utility.



Brookston Biomass Heating Facility boiler system

The Brookston Biomass project was later funded by the U.S. Department of Energy [Office of Indian Energy Policy and Programs](#) (DOE-IE) deployment funding opportunity. This is a significant success story demonstrating a cooperative framework between DEMD and DOE-IE, where the synergy between two agencies supports federally recognized Tribes in developing beneficial energy projects for their communities. DEMD provides grant awardees with feasibility studies and organizational capacity-building while DOE-IE offers deployment grants to help realize these projects.



The project will lead to cost savings of \$31,075 per year for the facility budget. The new biomass heating system utilizes locally sourced hardwood chips from regional forestry operations as fuel. An automated Messersmith Manufacturing fuel handling system transports the chips into a Burnham boiler, which heats water circulated throughout the Brookston Community Center, ensuring indoor comfort during the long winters.



Locally sourced hardwood chips

Long-term benefits of this project include enhanced energy independence, reduced fuel dependency, and keeping energy dollars within the local community. This marks the Tribe's second biomass heating system; the first was a 1-MBtu-biomass boiler, also supported under an EMDP grant.

BRANCH OF ENERGY & MINERAL CAPACITY DEVELOPMENT (BEMCD)

Data Centers in Indian Country

DEMD is actively working with Tribal nations to develop data center projects that create sustainable economic opportunities while supporting energy sovereignty. Through targeted outreach, DEMD is engaging with Tribes that meet key criteria for data center development, facilitating partnerships with joint venture investors to maximize feasibility and success. These projects offer multiple revenue streams including lease income, power sales, and operational proceeds, creating sustainable financial benefits for Tribal communities.

DEMD is facilitating Tribal data center projects by:

- Identifying Tribes with viable infrastructure, power access and development potential
- Structuring joint ventures to optimize lease, power and operational revenue streams
- Conducting technical assessments of energy/mineral assets (renewables, natural gas, grid capacity) to support data center operations
- Providing feasibility analysis and grant funding pathways for pre-development studies
- Providing capacity-building support to ensure Tribes are prepared for data center projects, offering direct technical assistance and providing grant funding opportunities for feasibility studies and pre-development work. This not only advances critical digital infrastructure but also maximizes the value of Tribal energy and mineral resources.
- Combining data center development with strategic resource optimization to assist Tribal nations in securing their position in the digital economy while creating long-term, diversified revenue streams.



Fond du Lac Band of Lake Superior Chippewa Indians, Brookston Biomass Heating Facility, woodchip storage

ENVIRONMENTAL SERVICES & CULTURAL RESOURCES MANAGEMENT



BRANCH OF TRIBAL COMMUNITY RESILIENCE

Building Wildfire Resilience at the Pueblo De San Ildefonso

As wildfire threats intensify across the Southwest, the Pueblo de San Ildefonso is taking important steps to protect its community and cultural resources. Located at the base of Black Mesa in northern New Mexico, the Pueblo sits on more than 39,000 acres and is home to approximately 750 members who have maintained a deep connection to the land for generations.

In 2022, the Pueblo was awarded \$1.09 million from BIA's Branch of Tribal Community Resilience to implement a two-year wildfire mitigation project. Led by the Wildfire Risk Reduction Team, the Pueblo developed a comprehensive strategy that included vegetation thinning, fuel reduction near homes and cultural sites, emergency access improvements, community outreach and staff training. The project strengthened internal capacity through the purchase of equipment and ongoing training to support long-term wildfire preparedness.

The Pueblo faced challenges with limited internal labor, requiring contracted services for certain work. To sustain momentum, they are exploring partnerships with organizations like the Rocky Mountain Youth Corps and continue to invest in staff capacity. Strong leadership from the Department of Environmental and Cultural Protection, along with cross-departmental collaboration, has been critical to the project's success.

The Pueblo is committed to treating areas and building long-term resilience. By sharing lessons learned, they hope to support other Tribal communities in developing their own wildfire preparedness strategies. To learn more, see the wildfire hazard map, community flyer and project updates at [Wildfire Preparedness – San Ildefonso Pueblo](#).

BRANCH OF ENVIRONMENTAL SERVICES

FAST-41 Project Coordination for the Navajo Nation Gallup McKinley County Schools and Department of Education

On June 4-5, 2025, the Branch of Environmental Services (BES) conducted an in-person FAST-41 NEPA meeting in Farmington, NM. The meeting brought together BIA regional subject matter experts including the Eastern Navajo Agency, the project sponsor and environmental consultant and representatives from the Bureau of Land Management (BLM), the Fish and Wildlife Service (FWS), and Bureau of Reclamation (BOR).

The purpose of the meeting was to coordinate on the Gallup McKinley County School (GMCS) and Navajo Nation Department of Education projects, which will provide reliable broadband internet through over 500 miles of new fiber-optic network line. Discussions revolved around a supplemental Environmental Assessment (EA), identification of concerns in the draft EA, revisions to supporting documents such as Sections 7 and 106, survey plat importance, land status of the project area(s), and aligning with the current Executive Orders (EOs) and Secretarial Orders (SOs). The meeting successfully identified milestones to be completed.



Exhibit space at Flandreau Indian School Museum and Cultural Center, 2025

BRANCH OF CULTURAL RESOURCES MANAGEMENT AND MUSEUM PROGRAM

Museum Program Updates

BIA's Museum Program proudly curates and takes great care of an incredible collection of over three million items. These include archaeological artifacts, ethnographic objects, archives and artworks that beautifully highlight BIA's rich history as well as that of the Bureau of Indian Education (BIE) and the diverse cultures of Native Americans. This collection is a shining example of education and inspiration, connecting current and future generations with our world's vibrant traditions and stories.

Flandreau Indian School Site Visit

In early June, Staff Curator Rechanda Lee and Pathways Intern Clarissa Dixon visited Flandreau Indian School in South Dakota. This BIE off-reservation boarding school features a museum and cultural center that displays BIA's artwork and ethnographic collections, which include 209 objects showcased in 18 exhibit cases. The visit aimed to review collection care, gather cataloging data, photograph the objects and evaluate funding needs for future preservation.

The focus on the visit was collection management, performing cleaning and pest control activities. A serious pest for collections, black carpet beetles, were discovered and the team treated affected items by vacuuming and freezing them. Pests threaten collections by consuming feathers, fur, leather, wool, textiles, and other organic materials.



Black carpet beetle casings

The Museum Pests website

The [museum pest website](#) offers a helpful identification guide. Should pest activity be observed, such as dead insects or their casings, kindly notify BIA Staff Curators Rechanda Lee (Rechanda.lee@bia.gov) or Justin Giles (justin.giles@bia.gov) without delay.

Friendly Reminder of Inventory Deadline June 30, 2025

All repositories holding BIA collections are kindly reminded to submit annual inventories to [museumprogram@bia.gov](#) by June 30 to help maintain a well-organized and up-to-date record.

FORESTRY MANAGEMENT



53 IAM 9 - Silviculture Handbook Completed

The revision of the [53 IAM Chapter 9 Silviculture Handbook](#) has been accepted, signed, and published by the Office of Regulatory Affairs and Collaborative Action (RACA) through the collaborative efforts of the Forest Inventory and Planning (FIP) and several BIA Regional Forestry staff. The updated handbook is accessible at BIA Handbooks. See link above.

This new version of the handbook serves as a crucial resource for implementing silvicultural practices aimed at managing forest stands on lands held in trust or restricted status under BIA jurisdiction. It has been condensed for clarity and reflects the latest advancements in silvicultural research. The handbook outlines essential procedures, protocols, and best practices for developing, implementing, documenting, and evaluating forest management activities in alignment with the goals and objectives set forth in the Forest Management Plan as detailed in 53 IAM Chapter 9.



EO 14308: Empowering Commonsense Wildfire Prevention and Response

On June 12, 2025, President Trump signed this EO aimed at strengthening wildfire prevention and response, addressing the devastating impact of wildfires like the January 2025 Los Angeles fires. The order aims to streamline federal wildfire capabilities, promote technology-driven strategies and improve state and local preparedness. Key actions include consolidating federal wildland fire programs, leveraging artificial intelligence (AI) and innovative mapping, and revising rules that hinder prevention efforts. The order also directs agencies to declassify historical satellite data to enhance wildfire prediction and response, emphasizing commonsense land management to protect communities and reduce fire risks.

Monthly Forestry Call

On June 16, BIA's Division of Forestry held a general session TEAMS meeting open to all BIA and Tribal Forestry staff. This meeting marked the first of what will become monthly sessions featuring a different discussion topic based on the needs and requests of participants, and may include areas such as timber sales, TAAMS, forest development, forest inventory and the timber team. The inaugural topic covered the new Forestry reports released in TAAMS version 9.5 on June 2.

The next TEAMS meeting is scheduled for July 21, 2025. Future topics are still open for suggestions, and input is encouraged.



Forest Inventory and Planning (FIP)

FIP is making significant strides in its ongoing projects and technology initiatives. Currently, it is reviewing several Forest Inventory Analysis (FIA) draft documents while processing additional projects, including two in the cleaning stage and eight in initiation. To enhance efficiency in data collection, FIP has implemented tablet software for three Continuous Forest Inventory (CFI) projects. This new technology minimizes the use of paper tally sheets and reduces the time spent on data cleaning and review, streamlining the overall process for projects advancing through the data entry and FIA stages.

In the realm of software development, FIP has transitioned from working with legacy Formula Translation (FORTRAN) programs to a new C-Sharp application. Testing has commenced using CFI data to ensure the program generates the expected outputs for complex projects.

AI-Driven Innovation

FIP is embracing AI-driven innovations to advance compliance and data management practices. The development of AI-powered solutions aims to streamline Forest Inventory reviews while automation tools will enhance data entry from scanned field sheets, significantly improving workflow efficiency.

Additionally, the integration of Power BI is set to modernize data visualization, aiding teams in tracking CFI progress and optimizing decision making through real-time insights. These advancements hold great promise for enhancing operational efficiency and supporting sustainable resource management in our communities.

A-123 Program Reviews and Site Visits

Foresters completed FY 2025 FMI&P A-123 site visits, gathering valuable observations and recommendations aimed at improving internal control processes across the Pacific, Northwest, and Midwest regions. They are currently compiling certification memos to affirm compliance with internal controls and are preparing updates concerning various regional program assessments.



Intertribal Timber Council presentation

Timber Team

Since travel restrictions were lifted in late spring 2025, the Timber Team has been actively engaged in timber sale preparation projects across various Reservations in the lower 48 and Alaska, assisting in the preparation of nearly 740 acres for commercial harvests. Recent activities included collaborations on projects at the Nisqually Reservation, Crow Reservation, and Hood Bay, AK, as well as the Confederated Salish and Kootenai Tribes. The Timber Team is scheduled to assist with additional projects through December 2025, including timber preparations and surveys in multiple locations, while seeking proposals for assignments for fiscal year 2026.

Rocky Boy's Indian Reservation Firewood Cutting and Delivery Program

The Rocky Boy's Indian Reservation of Montana has been actively engaged in cutting and delivering firewood to Tribal members since 2021.

Here are the key details of this initiative:

Funding Source: The program was financed by BIA's Central Office.

Operational Personnel: Seasonal wildland fire personnel have been trained to operate the firewood processor safely.

Equipment Utilized: The DYNA SC-14 firewood processor was acquired to enhance firewood processing capabilities; the skid steer with grapple attachment is used for handling logs in the woods; a D38 Caterpillar Dozer is equipped with a 100-ft cable and six chokers for safely pulling logs from cull decks.

Delivery to Community: Firewood is delivered primarily to Tribal elders and disabled community members.

Local Collaboration: The Tribe has contracted a local logger from Havre, MT to deliver log truck loads to a local yard, reducing transportation distance. They also use an 8'x16' dual axle trailer for deliveries.

Recent Enhancements: Cleats have been purchased for the skid steer to improve efficiency on frozen ground.

Wood Species: The primary types of wood used in this program are douglas fir and ponderosa Pine.

Progress: To date, approximately 500 loads of firewood have been processed and delivered to community members.

Ongoing Assessment: The Tribe continues to evaluate their operations to determine if additional equipment is needed for improved efficiency in processing and delivering firewood.



Rocky Boy's personnel operating DYNA SC-14 processor



Rocky Boy's Indian Reservation foresters delivering logs

TAAMS Training Updates

Please find the TAAMS Forestry training schedule for the remainder of the fiscal year in the table below. These course sessions are available in [DOI Talent](#).

TAAMS Classes	2025 Dates	Location
Forestry Pre-Sales	July 9	Microsoft TEAMS
Introductory Forestry	July 22-24	Midwest Region, Great Lakes Agency, Ashland, WI
Advanced Forestry	August 5-7	Northwest Region, Portland, OR
Advanced Forestry	August 12-14	Midwest Region, Great Lakes Agency, Ashland, WI

INDIAN ENERGY SERVICE CENTER



Mission

The mission of the Indian Energy Service Center (IESC) is to fulfill DOI's Indian trust responsibility in the energy and mineral development arena. We do this by modernizing business processes to efficiently develop the Indian energy and mineral estate while protecting trust assets by removing barriers to energy (renewable and conventional) and mineral development on Indian lands.

Indian Energy Resource Summit

On June 17-18, 2025, IESC hosted the Indian Energy Resource Summit in Lakewood, CO offering a comprehensive overview of DOI and BIA priorities for implementing permitting procedures that accelerate the development of energy resources and critical minerals on Indian trust lands. These priorities aim to streamline the review and approval processes for projects related to the identification, leasing, siting, management, development, production, transportation, refining, and generation of energy on Indian lands.



Indian Energy Resources Summit attendees

The two-day summit gathered Tribal energy delegations, departmental and federal partners, as well as industry stakeholders. This successful conference facilitated information sharing and ensured coordination with applicable federal and Tribal laws. Key topics included updated and proposed policies and the expanded use of modern technologies in environmental reviews and permitting processes to enhance interagency coordination.

This collaborative event strengthened partnerships, improved government efficiency, and upheld trust and treaty obligations across Indian Country, ensuring that efforts to streamline operations do not compromise the quality of services provided to Tribes.

The summit covered actions related to a wide range of energy sources, including crude oil, natural gas, lease condensates, natural gas liquids, refined petroleum products, uranium, coal, biofuels, geothermal energy, kinetic hydropower, and critical minerals. Discussions addressed relevant authorities under existing regulations such as the National Environmental Policy Act (NEPA), Endangered Species Act (ESA), and the National Historic Preservation Act (NHPA). Additional topics included jurisdictional issues and a Tribal listening session hosted by the Department of the Interior (Department) to highlight Tribal priorities and initiatives for energy development in Indian Country.

Overall, this summit provided a valuable opportunity for Tribes considering energy investments or development on Indian trust lands, offering educational sessions and networking opportunities for all interested in resource development across Indian Country.



Pictured above, IESC Staff. Back row (L to R): Chris Kosteletzky, BLM, Jordan Clark, BLM, Justin Gallegos, ONRR, Cassandra Gould, BIA, Debra Williams, BIA, Jason Padilla, BIA, Jack Savage, BLM, Mayom Achuk, BLM, Mitch Hasbrouck, BLM; Front row, (L to R): Katrina Brown, BTFA, Tonisha Seader, ONRR, Michelle Morrison, BTFA, LaWanda Gibson, BIA, Laura Little Iron, BIA, Shelli Grywusiewicz, BIA, Melinda Huser, BTFA, Johnna Oberly-Spriggs, BIA Division Chief, Indian Energy Service Center

Congratulations on your Retirement!

The IESC would like to recognize and celebrate the retirement of Renita Howlingwolf. Renita served as a Realty Specialist with the Indian Energy Service Center (IESC) in Lakewood, CO, as a Federal Remote Worker with her duty station located in New Town, ND. She is currently in her 28th year of Federal service, with 9 years of Indian Individual Money (IIM) experience and 19 years of Realty experience.

Renita has spent her entire career working at the BIA, Fort Berthold Agency, serving the owners of the Fort Berthold Indian Reservation where she grew up. Renita is a member of the Mandan, Hidatsa, and Arikara Nation (MHA) or Three Affiliated Tribes. Her Arikara Indian name translates to “when you come to a clearing, you will see the scattered Cedar trees.”

She began working in 1973 after school in the Neighborhood Youth Corps (NYC) as part of a janitorial crew that cleaned an office building and went on to hold various jobs on Fort Berthold Reservation (Tribal, temporary Federal, and in the private sector). She returned to the Federal workforce in 1998 and remained until retiring on April 9, 2025.

Renita has 5 children and is the proud grandmother of 17 grandchildren and 5 great-grandchildren.



Renita surrounded by her children and grandchildren



Renita and coworkers

Standard Operating Procedure, Fluid Minerals Training

On April 16-17, the Indian Energy Service Center hosted a virtual Standard Operating Procedures (SOP) Training for Indian Fluid Minerals, which attracted over 50 participants. Attendees gained valuable insights into the interconnected roles and responsibilities of the Department of the Interior (DOI) Bureaus and Offices involved in the development and operation of fluid minerals on Trust Lands across the United States. The training provided a thorough overview of each agency's roles, with a focus on collaborative obligations and transitions between agencies in fluid mineral development (oil and gas) on Trust Lands. The next SOP Training is scheduled to take place virtually on July 22-23, 2025.

Considering budget cuts, we recognize the need to continue training. Virtual breakout rooms are particularly effective for this purpose. According to Katrina Brown, Fiduciary Trust Advisor at BTFA-IESC, breakout rooms enhance engagement by allowing participants to interact more closely with one another, fostering discussion and collaboration. Additionally, smaller groups can create a more comfortable environment for participants, encouraging them to speak up and contribute diverse viewpoints. Overall, these smaller settings promote active participation, making training sessions more dynamic and interactive.

Special Recognition

IESC would like to recognize Katherine Stevens for her remarkable achievement in earning a master's degree in Indigenous People's Law from the University of Oklahoma on May 11, 2025.

Ms. Stevens is the Acting Branch Chief for the BIA at the IESC. She began her career in 2002 with the Realty Department for the Anadarko Agency BIA, where she collaborated with landowners to assist them in leasing their trust properties.

Over the years, she has held various positions with different agencies, including Deputy Manager of the BIA Southern Plains Region Land Titles and Records Office (LTRO), the U.S. Department of Agriculture's Farm Service Agency (FSA), BIA Transportation Specialist, and Deputy Regional Realty Officer Southern Plains Region.



Katherine Stevens, Acting BIA Branch Chief

In addition to her professional accomplishments, Ms. Stevens holds a bachelor's degree in Native American Studies from the University of Oklahoma. She is dedicated to leveraging her career and educational background to serve Indian mineral owners and tribes. As a member of the Kiowa Tribe and a descendant of Choctaw and Apache heritage, she actively participates in Kiowa tribal ceremonies, including the Kiowa Black Leggings Warrior Society. In her free time, Ms. Stevens enjoys attending concerts and sporting events with her husband, Radley, and their two children, Justin and Kenzie.

Thank you for your hard work

The IESC would like to say thank you to those who have greatly contributed to our mission and decided to take the deferred resignation program. Thank you again and best of luck with all future endeavors.

- Katherine Stevens, Acting BIA Branch Chief
- Jordan Wofford, Realty Specialist
- Joy Bercier, Fiduciary Trust Advisor (detail)

NATURAL RESOURCES



Branch of Agriculture and Rangeland Development

The Branch is working with colleagues USDA's Farm Production Agriculture Conservation (FPAC) Office of Tribal Relations (OTR), along with Tribal Partners at the Intertribal Agriculture Council (IAC) to identify priorities and shared interests for agriculture in Indian Country.



Key topics in recent discussions were focused on:

- **Collaboration, Communications and Training:** Building solid relationships between USDA and BIA staff—how to foster long-term relationships at all levels.
- **Record Requests:** How to navigate each other's processes and terms at the local level. Determine how federal agencies can be more fluent.
- **Data Sharing:** How to work together as federal agencies at the national level to promote intergovernmental exchanges of trust land data to improve agency operations and efficiencies. There are opportunities here for coordination with USDA.

The Branch is working with the Division of Realty Estate Services (DRES), DOI Solicitors, and counterparts in USDA Farm Service Agency to streamline the support of Tribal participation in USDA's Conservation Reserve Program (CRP). There was a renewed commitment to support CRP to achieve alignment with current policy for ease and access of highest economic return to Tribes and individual Indians.

2025 NAFWS Annual Conference

The Branch of Agriculture participated in the [Native American Fish and Wildlife Society Annual Conference](#) in May 2025 on the Federal and State Relations Committee. The purpose of the meeting is to continue the efforts to facilitate partnerships and communication with federal and state partners.





Federal and State Relations Committee Duties

- Provide opportunity for discussion, deliberation, and action with respect to fish and wildlife conservation in the context of the three sovereign entities which have various jurisdictional authority over these resources— Tribal governments, the federal government and state fish and wildlife agencies.
- Coordinate effective delivery of stewardship and conservation of fish and wildlife resources.
- Seek the highest standards for conservation activities to ensure that actions and resources are effective and efficient.
- Assure the appropriate jurisdictional relationship between the three sovereign entities in legislative, executive and treaty initiatives.

BIA Range TAAMS Training Updates

Please find the TAAMS Range training schedule for the remainder of the fiscal year in the table below. These course sessions are available in DOI Talent.

Date(s)	Location
August 19-21, 2025	Albuquerque, NM - BIA Building 1, Lab #135
November 18-20, 2025	Dallas, TX - CGI Federal

Endangered Species Program

This program coordinates Indian Affairs (IA) and Tribal responsibilities regarding compliance with the ESA Pub.L. 93-205 and the related protection and preservation of trust lands and resources. Due to IA oversight authority, Tribal projects are subject to Section 7 of the ESA, which causes Tribal activities to have more restrictions than would be required of private landowners, corporations, or states. For many Tribes, trust resources such as timber, water, and fisheries represent their only stable source of income. Funding for the ESA program has enabled IA to defray the costs associated with meeting the mandates of Section 7 of the ESA on Tribal lands while also allowing Tribes to protect, recover and manage important species, whether afforded protections by federal or Tribal listing processes.

Yurok Tribe Condor Restoration Program a Success

In FY 2025, 55 projects were funded across 42 Tribes. An example of successfully funded EAS project was with the Yurok Tribes' condor reintroduction project. The Tribe was able to achieve a historic reintroduction of Prey-go-neesh (California Condor) in Yurok Country.



Adult Condor in flight. Photo credit: Yurok Tribe

PROBATE SERVICES



Branch of Probate Services

DOI is responsible for probating thousands of estates each year for American Indian and Alaska Native individuals who own trust or restricted property. The Branch of Probate Services helps to coordinate BIA's probate program, which has a legal trust and fiduciary obligation and responsibility to protect trust and/or restricted lands, trust assets, resources and treaty rights of Indian trust landowners and the Tribes it serves.

The [American Indian Probate Reform Act](#) (AIPRA), as amended, changed how trust property or Indian lands are distributed and managed by the federal government. AIPRA provides a probate process for trust assets of American Indians. The goal of AIPRA is to create a more standardized and comprehensive probate process that reduces fractionation of trust and restricted land. The goal of AIPRA is to create a more standardized and comprehensive probate process that works toward reduction of fractionation of trust and restricted land.

AIPRA provides that any Indian Tribe may adopt its own Tribal probate code to govern the descent and distribution of trust and restricted land that is located within the Tribe's reservation or otherwise subject to the Tribe's jurisdiction. AIPRA provides that any Indian Tribe may adopt its own Tribal probate code to govern the descent and distribution of trust and restricted land that is located within the Tribe's Reservation or otherwise subject to the Tribe's jurisdiction. Adoption of Tribal probate codes are subject to approval of the Secretary of the Interior.

Both laws have had a major influence over how DOI administers its fiduciary trust obligation in the management of trust lands on behalf of trust beneficiaries.

List of Approved Tribal Probate Codes

- Agua Caliente Band of Cahuilla Indians
- Confederated Tribes of the Umatilla Indian Reservation
- Fond du Lac Band of Lake Superior Chippewa Indians
- Northern Cheyenne Tribe
- Red Cliff Band of Lake Superior Chippewa Indians
- Salt River Pima-Maricopa Indian Community of the Salt River Reservation
- Shoshone Bannock Tribes of the Fort Hall Reservation
- Yurok Tribe of the Yurok Reservation

Creation of 120-Day Probate Strike Team

On June 13, 2025, the Director of BIA established a probate strike team to support DOI's initiative to address probate in Indian Country. The team will consist of a core group of eight (8) probate personnel who are subject matter experts. Team members will work from their current duty stations with some travel required.

Priorities overall will be to determine the best approach for progress, and to reduce the Probate Backlog and reporting on the following items:

- Probate case work preparation
- Backlog of cases
- Current process & solutions to improve probate services
- Analyze report data
- Review all data call responses

REAL ESTATE SERVICES



ACQUISITION & DISPOSALS

DRES is coordinating with the field offices (Regions and Agencies) to focus on and prioritize data integrity of the information in TAAMS. A reporting dashboard will be coming soon. In anticipation of the dashboard, the focus on data integrity will result in data calls that will roll out in phases. Focus will be placed on cases missing information and aged cases.

Fee-to-Trust (FTT)

A FTT Strike Team was established in September 2021, to ensure priority and efficiency in processing fee-to-trust acquisitions, proclamations and the restoration of tribal homelands. Part of the FTT Strike Team duties evolved to ensure the data integrity of the information in TAAMS. Data integrity was verified through the FTT Weekly Reports and Regional meetings to improve efficiency in processing when anomalies were identified. Focus was placed on aged cases and cases that appeared to be stuck in process. Data queries were used to provide technical assistance to the Regional Offices to create efficiency to address areas of focus.

In calendar year 2025, BIA has completed 104 FTT cases which is approximately 10,336 acres into trust for Tribes and individual Indian landowners.

DRES User Groups

The DRES User Groups consists of subject matter experts from DRES and each Region. These groups meet regularly and focus on updating policy and guidance in processing realty conveyances and leases.

BIA DRES oversees various realty User Groups including

- Surface and Business Leasing
- Acquisitions and Disposals
- Lockbox/Special Deposits
- Rights-of-Ways (ROWs)
- Mortgages
- FTT and Proclamations
- Trespass/Compliance
- Broadband/Permitting

The groups recently updated various TAAMS Business Rules which serve as guidance for TAAMS encoding not covered in the CGI TAAMS Training Manual. In addition, the groups identify enhancements for TAAMS for tracking, monitoring and reporting.

Excess Lands

DRES worked to create BIA's Excess Lands Notice of Availability Tracking System (ELNATS), developed through Smartsheet. Our office will host two virtual training sessions for BIA field offices to introduce users to Smartsheets, provide instructions for logging in and accessing ELNATS, and demonstrate how to input information into the tracking system specific to excess federal parcels within each respective Region.

Reporting has progressed by using these integrated software products which improve access, processing time, and reporting capabilities necessary for measuring application and approval timeframes.

HEARTH Act

The Helping Expedite and Advance Responsible Tribal Home Ownership Act of 2012 (HEARTH Act) offers a voluntary, more efficient land-leasing process for Tribes by amending the [Indian Long-Term Leasing Act of 1955, 25 U.S.C. Sec. 415](#). Each week a HEARTH Act report is prepared, analyzed, and distributed to senior levels on the ongoing status of each leasing regulation received by DRES. DRES created a tracking system within Smartsheet to track and monitor all HEARTH Act applications.

From April - June 2025, Central Office DRES received the following leasing regulations for review and approval.

- **Dry Creek Rancheria Band of Pomo Indians**—amended and restated business leasing
- **Buena Vista Rancheria**—agriculture, business, wind solar, and wind energy evaluation leasing
- **Seneca Cayuga Nation**—agriculture, business and residential leasing

FY 2025 Hearth Act Approvals

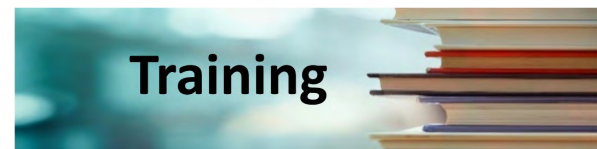
Four HEARTH Act Approvals were granted from April – June 2025 which include Business (1) and Agriculture/Business/Residential/WSR/WEEL (3).

- **Shawnee Tribe**, approved April 11—business Leasing
- **Squaxin Island Tribe**, approved April 17—agriculture, business, residential, wind solar, wind energy evaluation leasing
- **Choctaw Nation of Oklahoma**, approved May 13—agriculture, business, residential, wind solar, wind energy evaluation leasing
- **Jamul Indian Village**, approved May 28—agriculture, business, residential, wind solar, wind energy evaluation leasing

List of Approved Regulations

The Indian Affairs public website for HEARTH Act was updated with four (4) approved Tribal regulations. View the [Approved Regulations](#) here.

The HEARTH Act coordinator worked with the web content editor to update the Indian Affairs website. The new published content on the Division of Real Estate Services webpage added links to the current information for HEARTH Act submissions, approvals, policies and trainings.



HEARTH Act Overview Sessions Conducted

- May 6, 2025 – webinar training for BIA Realty field and contract/compact Tribes (BIA Realty field staff)
- May 7, 2025 – HEARTH Act Training specifically with the Department of Housing and Urban Development (HUD)
- June 25, 2025 – Tribal Outreach HEARTH Act overview session

HEARTH Act Overview Sessions Planned

- Wednesday, September 10, 2025, 9:00 a.m. to 10:30 a.m. MST, Review of the 52 IAM 13 HEARTH Act policy and the process for Tribes to submit leasing regulations for secretarial approval
- Link to upcoming online [HEARTH Act training](#)

ROWs



DRES continues to prioritize and implement IA's highest priorities, which includes energy, permitting and ROWs. Approval of ROWs helps BIA regulate the use and development of American Indian and Alaska Native (AI/AN) lands, to ensure the effective management of resources and to protect those resources and land assets against the illegal misuse of property on behalf of Tribes and Indian landowners.

DRES, in collaboration with DRIS developed two new BIA ROW dashboards to enhance tracking, transparency, and data integrity. DRES conducted two ROW virtual training sessions for field offices. The content introduced staff to the newly developed dashboards, provided direct links to the system, and demonstrated how to navigate and review region-specific ROW data within the dashboards.

These trainings aimed to ensure consistent understanding and usage of the dashboards across all regions—empowering field offices with the tools needed for streamlined tracking and improved data accuracy.

Further development of the BIA ROW dashboards will modernize and streamline reporting processes. The integrated software solutions offer enhanced reporting capabilities to accurately measure application and approval timelines captured in the revised manual.

Mortgages

DRES continues to prioritize and implement Indian Affairs' highest priorities in mortgages. Individual Indian landowners and Tribes who own trust or restricted land or individuals who lease trust or restricted land can apply for a mortgage from a lender to acquire, construct, or improve a home or development for agricultural, residential, business, or wind and solar energy purposes. Mortgages using real estate on trust or restricted land as security for the loan must be approved by the BIA office with jurisdiction over the land to be mortgaged. The BIA approves two types of mortgages in Indian Country: Leasehold and Trust Land Mortgages.

TAAMS Mortgage Module goes live August 2025

In FY 2025, the BIA created a new Mortgage Module within the Trust Asset and Accounting Management System (TAAMS). The new mortgage module will assist BIA in processing, enhancing tracking, monitoring, and reporting capabilities, including data edit checks that require staff to enter all information necessary for measuring mortgage application timeframes. BIA is expected to go to live with the mortgage module in August 2025.

DRES has hosted six TAAMS mortgage module training sessions with four left to complete.



House under construction on Suquamish Tribe lands

RESOURCE INTEGRATION & SERVICES



Mission

This Division of Resource Integration Services was created in 2022 with a mission to enhance the use of geospatial information and data resources throughout the BIA by modernizing data resource communication, fostering prompt collaboration between programs and improving workflows.

Participation in the DOI-BIA Enterprise License Agreement Program

Through the DOI, BIA Enterprise License Agreement (DOI-BIA ELA) program, the Branch of Geospatial Support (BOGS) provides geospatial software, geospatial training, and support to BIA employees and employees of federally recognized Tribal governments. BIA offices and Tribal governments must apply on behalf of their employees to gain access to these geospatial resources; see [how to apply](#).



Onsight Training Events

- *Cartography: Teaching People to Make Better Maps* on Wednesdays August 27 – October 8, 8:30 a.m. – 5:00 p.m. CT
- *Imagery in Action: Explore Cutting-Edge Imagery Applications and Advanced Tools to Extract Information from Imagery and Remotely Sensed Data* on Thursday, September 25 – November 8, 2025, 8:30 a.m. – 5:00 p.m. CT

BRANCH OF RESOURCE SOLUTIONS

The Branch of Resource Solutions (BRS) continues to work on the deployment of the BIA STAT system, built upon the SmartsheetGov platform. We are continuing to make progress with integration between BIA STAT and OneDrive with our Change Request being in the final approval stage. In addition to automating key data backup and archiving in alignment with records retention schedules and enabling programmed functions with other Microsoft components including Sharepoint and MS O365, the secure interoperability is anticipated to deliver solid business benefits.

We are starting our evaluation of the SmartsheetGov Mobile module. Approval of the module will allow controlled access, processing and approval of form-based requests, contributing to workflow continuity even when decision makers are away from their desks. In addition, the capabilities of the mobile device can be utilized, such as taking a photo with the device and uploading it into a sheet or form, scanning a barcode or QR code to update or search for data, and submitting forms when offline.

Excess Federal Properties in Proximity to Tribal Lands

The BRS team has been working with the DRES Restoring Tribal Homelands and Excess Lands team in building the BIA Excess Lands Notice of Availability Tracking System (ELNATS) tool, which has been recently deployed to the Regional Realty Officers.

Upon receiving notification of a property no longer being used by the Federal Government from the GSA Surplus Property program, the parcel is mapped using the BIA Geospatial environment, see screen on the next page.

GSA Excess Federal Properties Currently Available



Map of U.S. with location of available property tagged.

Central Office Dynamic View of Current and Historical Properties

If the property is within a 60-mile proximity of a reservation boundary, the BIA Central Office forwards the GSA Notice of Availability (NOA) to the appropriate regional offices, which can further disseminate to specific Agency offices or any interested Tribes.

The BIA Central Office has visibility to all available properties, as well as the historical disposition of those parcels, see screen shot on the right.

Excess Land Notice of Availability Tracking System

This is a sample of data available through filters in the system.

Region(s)	Region(s) POC	Regional Director	GSA Control No.	Notice of Availability (NoA) Issued
GPRO	Darrell L.	Olivia S.	7-O-SD-0542-AA	10/12/23
GPRO	Darrel L.	Olivia S.	7-I-ND-0501-AB	01/15/25
NWRO	Sherry J.	Daniel G.	10-I-WA-1322-AA	06/04/24
WRO	Carmel S.	Jessie D.	7-AU-T-0548-AB	10/03/24
RMRO	Michelle H.	Leslie S.	7-I-MT-0641-AA	11/18/24

Excess Lands: Leadership Dashboard

If a Tribe formally expresses interest, the Regional Office completes and submits a standard form on their behalf to the GSA, and a Letter of Transfer and Acceptance is shared back to the Region.

This process is governed by statutes and codified in multiple sections within the Indian Affairs Manual, and usage of Excess Land Notice of Availability Tracking System (ELNATS) tool is intended to streamline the notifications which are only valid for 30 days, as well as ensuring timely transfers of ownership.

Leadership can review the status of Notice of Availability (NOA) and transfers through a dashboard.

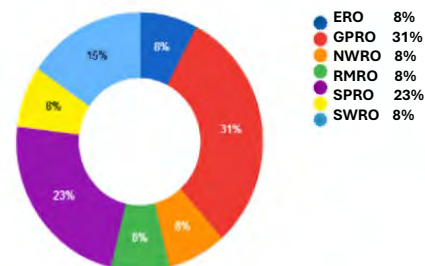
All Excess Lands for Current Selection

This is a sample of data available through the system.

Status	Link to NOA	Status	Count	NO A Issued	Days Until LOI Deadline	City & State	Region
Total			13				
Awaiting Package from Region	Web link	NOA sent	1	-191	11/18/24	Garer MT	RMRO
Central Office Reviewing Package	Web link	Await pkg. from region.	1	-358	06/04/24	Isabel TX	SPRO
NOA Issued	Web link	Region in review	1	29	06/26/25	Lewis AK	ERO
NOA Sent	Web link	Sent to Tribe	1	-64	05/29/25	Hana UT	WRO
Region Reviewing Package	Web link	NOA Issued	5	-42	10/03/24	Albq NM	SWRO
Transferred to Tribe	Web link	CO Review	4	-594	03/25/25	Foss OK	SPRO

Parcels by Region – Current Selection

Sample graphic from system



TRUST LAND CONSOLIDATION



Our Mission

The mission of the Division of Trust Land Consolidation (DTLC) is to facilitate sound land management and administration, support Tribal sovereignty and self-determination, and promote economic opportunity in Indian Country by reducing Indian land fraction.

Who We Serve

The DTLC provides opportunities for individual Indian landowners to voluntarily sell fractional land interests, at fair market value, for consolidation under Tribal ownership. The DTLC supports Tribes by increasing Tribal management control over reservation lands, better enabling Tribes to protect and utilize lands for purposes benefitting the Tribal community.

Services We Provide

- Trust Land Consolidation for Individual Indian Landowners
- Facilitating Tribally Funded Indian Land Consolidation

Land Acquisition Reservations

The DTLC implemented land consolidation efforts at the following reservations in FY 2024 and have continued in FY 2025:

- Oglala Sioux Tribe
- Standing Rock Sioux Tribe of North and South Dakota
- Cheyenne River Sioux Tribe of the Cheyenne River Reservation, South Dakota

Tribally Funded Offers

The DTLC has developed the capability to facilitate Tribally funded acquisition of fractional trust land interests, using its automated valuation and acquisition processes and Tribal funds for payments to willing sellers. Although not all Tribes have their own resources for land consolidation, partnering with those that do – to quickly and efficiently consolidate lands under Tribal ownership – is an especially cost-effective approach for reducing fractionation. The Division successfully partnered with its first Tribe in FY 2025, consolidating the equivalent of 1,137.541 acres to date, and has initiated discussions with a second interested Tribe. The Division fully intends to pursue more such partnering opportunities going forward, and to ensure broad awareness of this opportunity among Tribes.

Trust Land Consolidation Sales Report

As of June 11, 2025, an overall total number of fractional interests acquired is 1,249 for a total of 447 tracts and equivalent acres purchased is 7,304.847 with approved dollar amount of Trust Land Consolidation sales of \$6,642,220.





Projected Locations for Implementation are tentatively scheduled for FY 2025

D-TLC received appraisals from the Standing Rock Sioux Tribe and an executed tribal resolution to initiate tribally funded offers using its Indian Land Consolidation (ILC) Recoup funds. This is the next location for land acquisitions that will begin in December 2024. The tribal resolution was provided to the Bureau of Trust Funds Administration (BTFA) to create a Land Purchase (LP) Account, and the Division is drafting postcards to send to willing sellers soon.

Reservations	LAC	Date Offer Mailed Out	Offer Type *TLC or **TFO
Standing Rock Sioux Tribe of ND & SD)	302	Dec 2024/Jan 2025	TFO – ILC Recoup Funds
Standing Rock Sioux Tribe of ND & SD	302	Jan-Feb 2025	TLC
Cheyenne River Sioux Tribe of the Cheyenne River Reservation, SD	340	March 2025	TFO-ILC Recoup Funds
Confederated Tribes of the Umatilla Indian Reservation	143	March 2025	TLC
Confederated Tribes & Bands of the Yakama Nation	124	June 2025	TLC
Assiniboine and Sioux Tribes of the Fort Peck Indian Reservation, MT	206	August 2025	TLC
Blackfeet Tribe of the Blackfeet Indian Reservation of MT	201	October 2025	TLC
Crow Tribe of Montana	202	December 2025	TLC

**TLC = Trust Land Consolidation; **TFO = Tribally Funded Offers, LAC = Land Area Code Identifier*

FUNDING FOR LAND ACQUISITION – NEW AND LAND-LIMITED TRIBES

Program Information

OTS received \$2 million in FY 2024 and in FY 2025 to be used for land acquisition efforts focused on “new and land limited” Tribes, to assist these Tribes in establishing a Tribal trust land base over which to exercise their sovereign authority. A total of \$4 million is currently available for this purpose.

This funding supports Tribal sovereignty through the restoration and protection of Tribal homelands, and fosters at regional authority levels and within applicable regulatory policies:

- The establishment of a Tribe’s significant historical connection to land
- Tribal self-sufficiency and economic development
- Self-determination on Tribal trust land to enhance Tribal authority
- Sustainable Tribal communities

Program Success

Farewell and best wishes to our colleagues. Vinnett Jefferson, Administrative Assistant retired May 23, 2025 (not pictured).



Lorna Babby, Division Chief of Trust Land Consolidation retired March 21, 2025; she is pictured here hiking at Zion National Park.



Lorna Babby, Division Chief



Event Spotted Wolf, Realty Specialist and Evaline Old Elk, Realty Clerk retired May 23, 2025

Trust Land Consolidation Reports going Live

The DTLC reporting application was finalized and received permission to go “Live” on June 23, 2025. The reporting application provides a sales report for trust land consolidation and tribally funded offers. Both offer types include a sales report, equivalent acres, whereabouts unknown lists, and map. The application also includes the outcome and successes from the Land Buy-Back Program.

Each week, a report will be provided by the Division of Resource Integration Services (DRIS), who developed the reporting tool for DTLC. DTLC runs reports from SQL Server Reporting Services. Click her to view the [Trust Land Consolidation Reports](#).

WATER & POWER



Navajo Trail Dam, a recently added high-hazard potential dam located near Tuba City, AZ in the Navajo Nation

SAFETY OF DAMS (SOD) PROGRAM

Inventory of 2,000+ Dams

Each year, in accordance with the [Water Infrastructure Improvements for the Nation Act](#) of 2016 (25 U.S.C. § 3805(e)), the nation's Tribes provide reports detailing the inventory of dams located on their lands to the SOD Program (Program). These reports have presented over 2,000 additional dams on Tribal lands, and the list is still growing. Given that SOD currently administers about 190 dams, jurisdictional evaluation of the 2,000+ inventory dams is expected to significantly increase the number of Program dams in the coming years—all while program budgets are expected to shrink.

Inventory of Dams is Expected to Grow

The addition of these dams represents a 10% increase in the number of dams administered by the Program versus the previous year.



With these conditions, it's clear that an increased emphasis on creativity and collaboration will be needed to maintain the high standards of dam safety the citizens of the Nation's Tribes expect and deserve.

2024 Results of Dam Inventory Evaluation

These dams have recently been included in the Program's jurisdiction and appropriate activities have been initiated.

Dams	Classification
2	Non-Dam Impoundments not included in SOD program jurisdiction.
6	Low-Hazard Potential Dams with minimal expected consequences due to hypothetical failure – included in SOD jurisdiction.
2	Significant-Hazard Potential Dams indicate failure is expected to result in economic damage, but no loss of life.
10	High-Hazard Potential Dams where life loss is expected due to dam failure.

Low hazard potential dams typically receive very limited Program activities due to the low potential for negative consequences if they were to fail.

Many of these newly added dams are in poor condition despite being located upstream of homes, businesses, and vital economic and environmental resources. As the Program continues to grow, the resources needed to monitor, operate, maintain, and eventually rehabilitate the growing list of jurisdictional dams become stretched thin. Despite these challenges, the Program is working to strategically address dam safety concerns throughout the inventory.

Dam Inventory Application

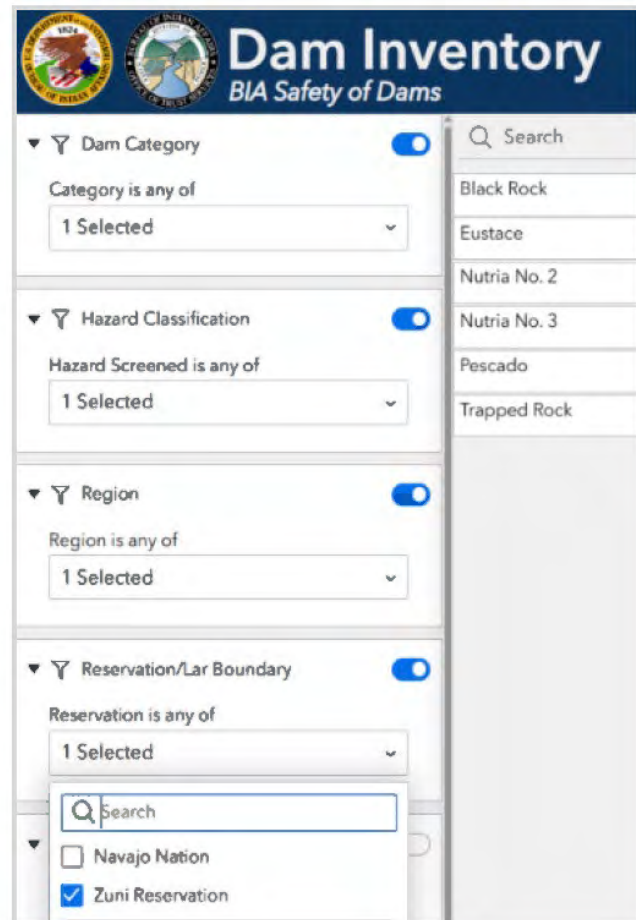
The Dam Inventory Application, developed using [Esri's Experience Builder](#), has proven to be a valuable tool for our SOD Program. Before its implementation, the Program lacked a centralized, accessible web application to explore dam-related GIS data. This limitation often resulted in inefficient data retrieval, relying on spreadsheets and static reports. The application addressed these challenges head-on by offering a dynamic and user-friendly interface that empowers internal staff with on-demand access to key dam information.

Application Filters

One of the most impactful features of the application is a robust filtering system. Users can narrow down dam records based on a wide range of attributes:

- Dam category
- Hazard classification
- Dam safety priority rating (DSPR)
- Annualized life loss (ALL)

These filters can be toggled individually or in combination, allowing users to construct highly specific queries with just a few clicks. For instance, a user can quickly isolate all high-hazard dams with a specific DSPR or identify dams above a certain height within a Reservation.



The screenshot displays the 'Dam Inventory' application interface. At the top, there are two circular logos and the title 'Dam Inventory BIA Safety of Dams'. Below the title, there are four filter sections, each with a dropdown menu and a toggle switch. The filters are: 'Dam Category' (Category is any of 1 Selected), 'Hazard Classification' (Hazard Screened is any of 1 Selected), 'Region' (Region is any of 1 Selected), and 'Reservation/Lar Boundary' (Reservation is any of 1 Selected). To the right of these filters is a search bar with a magnifying glass icon and the text 'Search'. Below the search bar is a list of dam names: Black Rock, Eustace, Nutria No. 2, Nutria No. 3, Pescado, and Trapped Rock. The 'Reservation/Lar Boundary' filter is expanded, showing a search bar and two checkboxes: 'Navajo Nation' (unchecked) and 'Zuni Reservation' (checked).

Dam Inventory Application filters included Dam Category, Hazard Classification, Region, Reservation/Lar Boundary and Search by list of Dams for the Area



Example of filtered dams in the map view included the Trapped Rock, Eustace, Black Rock and Pescado Dams



Black Rock Dam

Ability to Generate Targeted Reports and Analysis

Equally powerful is the built-in export functionality with this application. After employing any combination of filters, users can export the resulting dataset and obtain complete dam records directly from our database. This makes it easy to generate targeted reports or perform deeper analysis.

The ability to extract high-quality, detailed information in real time has streamlined internal workflows. In short, the Dam Inventory Application represents a significant leap for the Program, blending visual clarity with technical depth in one seamless platform.

Dam Inventory Screening Automation

The SOD Program maintains a geodatabase of over 2,000 dam structures to support the identification and classification of Program dams. To improve data quality and streamline the screening process, the GIS team has developed a suite of Python-based automation tools.

These tools perform custom field calculations across many attributes such as structure type, hazard potential, and location details. One key example is a logic routine that determines whether a structure meets the federal definition of a dam, ensuring consistent application of screening criteria across the dataset.

Definition of a Dam

The Program's categorization follows the definition outlined in [33 U.S.C. §467\(3\)](#), which defines a dam as any artificial barrier that has the ability to impound water, wastewater, or liquid-borne material for storage or control, and that is either:

- 25 feet or more in height – measured from the natural bed of the stream channel to the downstream toe, or from the lowest outside elevation if not spanning a watercourse – OR
- has a storage capacity of 50 acre-feet or greater at the maximum water surface elevation.

These criteria are encoded directly into the screening tools, which automatically evaluate height and storage attributes to determine if a structure qualifies as a dam under federal guidelines.



Pescado Dam

Custom Field Automation: Location-Based Tools

An example of the custom field automation developed by the GIS team is the suite of location-based tools that enhance spatial accuracy and streamline dam classification.

One tool calculates the nearest city to each dam and the distance in miles, helping to contextualize dam locations for screening and reporting purposes.

A separate tool performs spatial intersections with authoritative boundary layers to automatically populate key location fields such as state, county, reservation, and BIA region.

This automation improves data consistency and supports compliance with the [Indian Dam Safety Act of 1994](#) by identifying whether a structure is located on Indian lands, a critical criterion for Program inclusion.

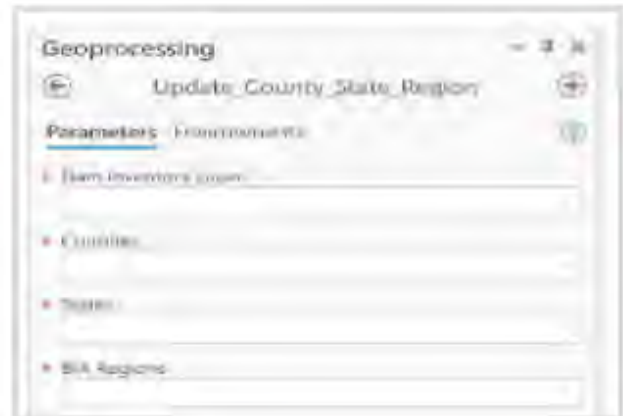
Updated Dam Inventory Published Nightly

The updated dam inventory is published nightly through an automated process, ensuring the Dam Inventory Application always reflects the most current data available. This data feed supports timely decision-making and enhances situational awareness in the event of dam-related incidents.

The published data can be exported in multiple formats for use in external systems and analysis workflows:

- CSV
- Shapefile
- file geodatabase
- KMZ

The inventory feeds into the National Inventory of Dams database, helping to maintain consistency across federal datasets. Keeping the information current is essential not only for internal program operations but also for external stakeholders who rely on accurate and up-to-date dam information for risk assessments, infrastructure planning and regulatory compliance.

A screenshot of a web application titled "Geoprocessing". It features a header with a back arrow, a "Update County State Region" button, and a search icon. Below the header, there is a "Parameters" section with a "Parameters" tab and a "Parameters" button. The main area contains a "Dam Inventory Layer" section with a dropdown menu. Below this, there are three input fields labeled "County", "State", and "BIA Region", each with a red asterisk and a dropdown arrow.

Geoprocessing parameters identify search options such as Dam Inventory Layer, Counties, States, BIA Regions



Tufa Stone Dam, San Carlos Reservation, Gila County, AZ

WILDLAND FIRE MANAGEMENT



Golden Eagle Interagency Hotshot Crew 2025

BIA Interagency Hotshot Crew Program

DWFM has completed a comprehensive national review process for the BIA Interagency Hotshot Crew (IHC) program—an essential component of wildland fire response and leadership nationwide. These elite Type 1 crews are trained and equipped to tackle the most complex and high-risk wildfire incidents, providing vital operational strength to national and international suppression efforts along with all-risk recovery efforts. We are proud to report that four of the seven BIA IHC crews were rated as either meeting or exceeding Type 1 IHC requirements. This recognition underscores the crews' dedication, preparedness, and operational excellence in protecting lives, property, and the environment.



Half the Geronimo Interagency Hotshot Crew 2025



Navajo Interagency Hotshot Crew 2025 carrying a crew member in field day exercise, mock medical incident/injury scenario



The other half of the Geronimo Interagency Hotshot Crew 2025

New Wildland Fire Therapy Mental Health Service



We are excited to launch the new [Wildland Fire Therapy Service](#) tailored specifically for wildland fire personnel. The Wildland Fire Therapy program offers confidential, trauma-informed support from licensed professionals who understand the unique challenges of the fire community. It is a step toward breaking the stigma and promoting long-term mental wellness for those who serve on the front lines.

This service connects our people with a nationwide network of licensed mental health professionals who understand the unique challenges faced by emergency responders. The service is available to help with conditions such as acute stress reactions, anxiety, grief, depression, post-traumatic stress disorder, or substance use related to traumatic events or cumulative stress from work in wildland fire. This service is available to federal and tribal fire personnel. This is another major step forward to take care of our own!



Fire crew on active fire

DWFM Staff Assisting in Canada

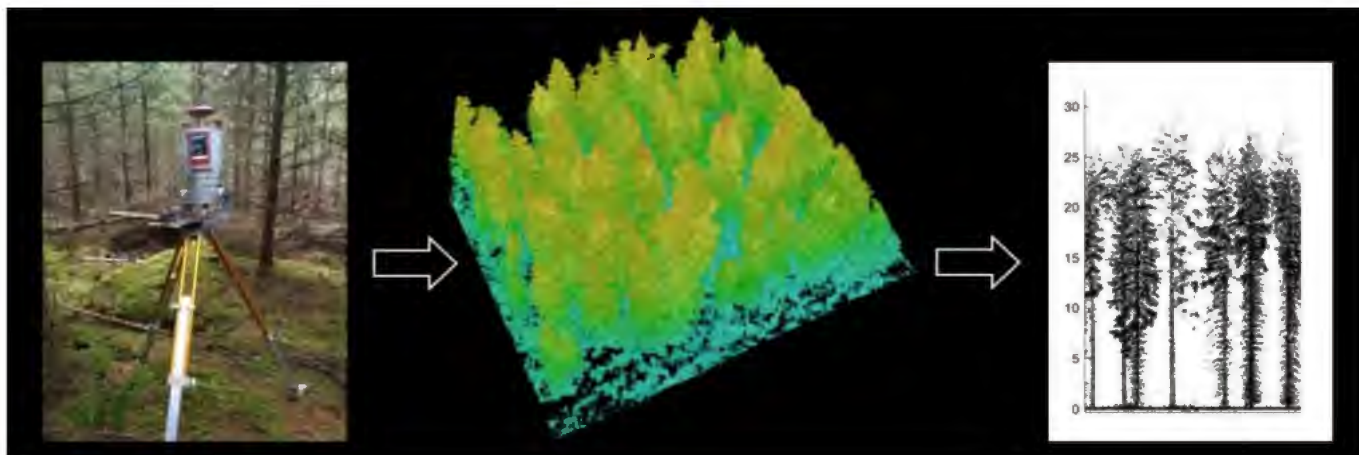
The DWFM as deployed one of our own as an Interagency Resource Representative to provide support to ongoing critical fire suppression efforts in Canada!



Sousa Creek Fire incident in Northern Alberta required evacuation of 25,000 residents

A DWFM staff member is currently assisting with both the Sousa Creek and Tulip Lake incidents in Northern Alberta and is one of few overhead personnel coordinating the United States interagency response. Even more exciting is our Representative is closely coordinating with the Dene Tha' First Nation, Salt River First Nation, Smith's Landing First Nation, and Fort Smith Metis First Nations who are contributing both local knowledge and personnel.

These Indigenous First Nations communities are playing a critical role in coordination, suppression, and community protection activities. The DWFM strongly encourages our BIA responders to join the international efforts to gain an exciting new experience and make strong positive impacts among our international partners and communities!



Terrestrial laser scanning produces point clouds that can be used in detailed analysis of forest structure. Photo by Iris Aalto

Advancing Tribal Fuels Monitoring with Terrestrial Laser Scanning Technology

From April 29 to May 2, 2025, the DWFM Fuels Management hosted a transformative Terrestrial Laser Scanning (TLS) training at the San Carlos Agency in Arizona, aimed at enhancing tribal capabilities in fire and fuels management through advanced technology.



LiDAR Forest Survey

This hands-on training equipped participants with the techniques for high-resolution 3D data collection, fostering more accurate fire risk assessments and management strategies while addressing the underrepresentation of tribal lands in national inventories. Collaborations with organizations like the U.S. Geological Survey enriched the program by integrating classroom instruction with practical fieldwork, all framed within tribal perspectives to ensure culturally relevant approaches.

The success of this initiative not only demonstrates the power of innovation in ecological monitoring but also emphasizes the importance of tribal leadership in shaping sustainable land management practices, thereby strengthening long-term landscape resilience and enabling communities to harness technology for ecological and cultural stewardship.

Farewells and Best Wishes

DWFM would like to extend heartfelt congratulations and wishes for continued success for several team members who have either recently retired or transitioned from BIA service. Sam Scranton, Assistant Branch Chief Fuels Management, Mike Black, Training Specialist, and Brenda Racehorse, Budget Analyst not pictured.



Pictured L to R: Steve Smith, Fuels Planning Specialist, Mildred (Millie) Garcia, Budget Analyst and Lessa Peter, Public Affairs Specialist

We wish each of them the best as they embark on an exciting new chapter! Here's to new adventures!

WORKFORCE & YOUTH DEVELOPMENT



Indian Youth Corps participants on their way to Training Site

Pathways – Program Update

This quarter, the Pathways Program has undergone key staffing transitions and is entering an exciting new phase of development. We have focused our efforts on rebuilding the program with a return to its original intent—supporting careers in Forestry and Natural Resources.

A full program redesign is currently underway and will launch later this year. As part of this effort, the Pathways team is developing a strategic outreach and recruitment plan to engage students with a strong interest in forestry and natural resources. We look forward to strengthening partnerships that align with the mission of the Office of Trust Services and investing in the next generation of professionals in these critical fields.

Three Pathways Student Conversions



Gabrielle Jones and, James Curtin, Division of Resource Integration Services and James Curtin, Geographic Information System Specialist

In June, the Pathways Program celebrated the successful conversion of two interns into permanent positions. Gabrielle Jones and James Curtin both joined the OTS Division of Resource Integration Services within the Branch of Geospatial Support.

Congratulations to Gabrielle and James on this exciting next step in their careers!

Indian Youth Service Corps (IYSC)

The IYSC team is actively working to strengthen the program's structure and long-term strategy. We are working to realign the program to better coordinate with the Administration's A250 initiative—a national effort to commemorate America's Semi quincennial through programs that educate, engage, and unite the nation.

With a current allocation of \$2 million, a formal Notice of Funding Opportunity (NOFO) is in development and will be released soon to ensure transparency and accessibility for Tribal nations. Stay tuned for more updates, including the release of a Dear Tribal Leader letter, as we continue to advance this important work.

Workforce Development

This quarter, the Workforce Development team focused on drafting an operational plan for the OTS. This plan builds upon the strategic initiatives outlined in the OTS Strategic Workforce Plan developed in collaboration with the Office of Personnel Management.

Once finalized, the team looks forward to sharing the plan more broadly across OTS to support alignment and implementation.

RECOGNITION OF LENGTH OF SERVICE



Celebrated Employees

Trust Team Members, congratulations on achieving your 5, 10, 15, 20, 205, 30 and 35-year anniversary with us! We know you have worked diligently throughout your career, and we truly appreciate your dedication. You are an important member of our team, and your abilities and on-going contributions are vital to the success of our mission and a benefit to the Indian tribes, Indian people and the Alaska Natives we serve. Thank you for all that you do and please accept our good wishes on your accomplishment.

5 Years

Riley Berry, *Civil Engineer*

Water & Power
Wetumka, Oklahoma

Keenen Blackbird, *Natural Resource Specialist*

Environmental Services & Cultural Resources
Helena, Montana

Orvie Danzuka, *Timber Sales Forester*

Forestry
Prineville, Oregon

Marlon Dick, *Geographic Information System Specialist*

Resource Integration & Services
Muskogee, Oklahoma

Justin Giles, *Staff Curator*

BIA Museum Program
Washington, DC

Zane Gordon, *Branch Chief, Fluid Minerals*

Energy & Mineral Development
Lakewood, Colorado

Saben McKinnon, *Forester*

Forestry
Billings, Montana

Wesley Staats, *Forester*

Forestry
Billings, Montana

10 Years

Randall Hothouse, *Realty Specialist*

Real Estate Services
Okmulgee, Oklahoma

Myles Lytle, *Environmental Protection Specialist*

Environmental Services & Cultural Resources
Gallup, New Mexico

Chid Murphy, *Division Chief*

Resource Integration Services
Gallup, New Mexico

Michael Nutter, *Branch Chief, Budget*

Wildland Fire Management
Boise, Idaho

Lamarita Vicenti, *Administrative Assistant*

Wildland Fire Management
Albuquerque, New Mexico

David Vogt, *Branch Chief, Geospatial Support*

Resource Integration Services
Lakewood, Colorado

Lionel Whitehair, *Fire Ecologist*

Wildland Fire Management
Boise, Idaho

15 Years

Blake Abbott, *Training Specialist*

Wildland Fire Management
Boise, Idaho

Warren Armijo, *Administrative Officer*

Forestry
Albuquerque, New Mexico

Brian Askan, *Engineering Tech Specialist*

Wildland Fire Management
Missoula, Montana

Anne-Marie-Auld, *Budget Analyst*

Program Management & Coordination
Washington, DC

Gregory Burleson, *Fire Prevention/WUI Specialist*

Wildland Fire Management
Miami, Oklahoma



Kyle Levin, Mechanical Engineer
Indian Energy & Mineral Development
Lakewood, Colorado

Bernadette Sanchez, Management Analyst
Workforce & Youth Development
Albuquerque, New Mexico

Christina Varela, Realty Specialist
Real Estate Services
St. George, Utah

20 Years

Karen Austin, Realty Specialist
Indian Energy Service Center
Lakewood, Colorado

Elizabeth Berndt, Realty Specialist
Real Estate Services
Aberdeen, SD

Jennifer Hickman, Natural Resource Specialist
Wildland Fire Management
Las Cruces, NM

John Mosley, Chief, Tribal Community Resilience
Environmental Services & Cultural Resources
Rancho Cordova, CA

Dawn Patterson, Supervisory Forester
Forestry
Lakewood, CO

William Shuter, Civil Engineer/Acting Chief
Water & Power
Lakewood, CO

John Trebesch, Civil Engineer
Water & Power
Billings, MT

25 Years

Aaron Baldwin, Division Chief
Wildland Fire Management
Boise, ID

Carla Clark, Division Chief
Real Estate Services
Lakewood, CO

Colton Herrera, Aviation Operations Specialist
Wildland Fire Management
Boise, ID

Leroy Nez, Forestry Technician
Wildland Fire Management
Dulce, CO

Johnna Spriggs, Division Chief
Indian Energy Service Center
Lakewood, CO

Debra A. Williams, Realty Specialist
Indian Energy Service Center
Anadarko, OK

Danae Wilson, Director
Indigenous Connectivity & Technology
Lapwai, ID

Wenona Wilson, Division Chief
Environmental Services & Cultural Resources
Everett, WA

30 Years

Michelle Cruz-Salem, Contract Specialist
Wildland Fire Management
Boise, ID

Darla Evankovich, Land Buy Back Specialist
Trust Land Consolidation
Billings, MT

Kenneth Jaramillo, Reserve Treaty Rights Lands Programs
Wildland Fire Management
Albuquerque, NM

Troy Phelps, Safety Program Manager
Wildland Fire Management
Billings, MT

35 Years

Douglas Havlina, National Fire Ecologist
Wildland Fire Management
Boise, ID

Luree Livermont, Realty Specialist
Real Estate Services
Albuquerque, NM

Recognition of Length of Service

5 Years of Federal Service



Zane Gordon, Chief, Branch of Fluid Minerals
Division of Energy & Mineral Development
Lakewood, CO



Zane Gordon, visiting a Famous Stack of Rocks, Observing Operations of an Oil Pumpjack, Helping Showcase Tribal Oil and Gas Drilling Opportunities at the 2023 National Alliance for Partnerships in Equity (NAPE) Summit

Zane Gordon has led the Fluid Minerals Branch at the DEMD since November of 2020, and currently Zane is lending his skills to lead the Solid Mineral and the NIOGEMS Branches as their Acting Branch Chief. Performing technical advisement and assistance to Tribes is something little known, but it has been the most rewarding aspect to his career. Prior to joining the DEMD in 2018 as an individual contributing Petroleum Engineer, Zane worked in industry for Anadarko Petroleum (Now Oxy) and Jonah Energy LLC for over 15 years. He earned a Master of Engineering (ME) in Petroleum Engineering from Colorado School of Mines (Golden, CO) and a Bachelor of Science (BS) in Computer Science from Mesa State College (Now Colorado Mesa University, Grand Junction, CO).

Along with leadership talents, Zane brings to DEMD strong economic evaluation, reservoir analysis, and business development skills. The DEMD has provided to Zane a fantastic opportunity to bring his oil and gas development skills to Indian Country, and with the alignment of the DEMD's mission to assist Tribes in development with Zane's drive to create value and create economic development, all projects bring a sense of purpose and significance.

Zane is happily married to his wife for 21 years and has two children, grammar school and middle school aged. Most of his time these days is playing baseball/softball dad and carting the kids to practice and games. In his off time, Zane enjoys road cycling, CrossFit, hiking, all things Celtic, and investing.

Career Advice: Oil and Gas will be around for generations to come, and we will continue to need it. There is no industry like it both in the technical challenges and the fun. I also recommend a side hustle or investing and start this when you are young before kids. You never know when the secure job you have now is gone. The question as to my employment security (Mergers, general layoffs/downsizing) have occurred no less than five times in my 23 working years in both the private industry AND the government. Have a Plan B, C and D. Enjoy the ride of life and take in the sights; You never know where you will be and when.

Recognition of Length of Service

5 Years of Federal Service



Justin Giles, Staff Curator
BIA Museum Management Program
Washington, DC



Justin Giles, beaded vest for display, stickball tournament, wearing the Fish & Wildlife Service blue goose mascot head

Justin Giles is an enrolled citizen of the Muscogee (Creek) Nation from the Rekackv (Broken Arrow) tribal town, of the Katcv (Big Cat/Tiger) Clan, and is of Cherokee, Welsh, and Scottish descent. He grew up outside Washington, DC, in Northern Virginia, receiving his bachelor's degree in anthropology from the University of Virginia. During his early college years, he was a member of the University of Virginia Lacrosse program and World Lacrosse member of the Haudenosaunee (Iroquois) Nationals lacrosse team as an Attackman.

Mr. Giles has a multitude of professional experiences garnered from the National Association of Tribal Historic Preservation Officers, Bureau of Indian Affairs, Central Intelligence Agency, Smithsonian Center for Folklife and Cultural Heritage, the Smithsonian National Museum of the American Indian (NMAI), the Muscogee (Creek) Nation Cultural Center and Archives, and Seminole Tribe of Florida as the Oral History Coordinator.

He resides in Washington, DC with his wife. He continues his service to Indian Country by seeking to instill cultural pride and health to indigenous communities by telling our cultural history through contemporary issues and sports.

Recognition of Length of Service

10 Years of Federal Service



Randall Hothouse, Realty Specialist

Division of Real Estate Services

Okmulgee, OK



Randall (Jamey) Hothouse, Jamey at work , successful fishing trip, and cooking hog meat traditionally in cast iron pot over wood fire.

Randall (“Jamey”) Hothouse, Realty Specialist, Division of Real Estate Services is a proud member of the Cherokee Nation and grew up in the small community of Greasy, Oklahoma, with a strong love for family, tradition and culture. Jamey is married to Sonya, a strong Muscogee (Creek) woman, and they have four children, Clarissa, Teesha, Peyton, and Keegan, and four grandsons. Jamey and Sonya instilled strong values and love for both the Cherokee Nation and Muscogee (Creek) Nation in their family. Their children, each of whom has graduated with honors and served their tribes in various capacities, continue to carry forward that legacy, with one serving his country as a Marine.

Jamey began his career with the State of Oklahoma, District Attorney’s Office. After several years he felt called to serve his Tribe, as a Realty Specialist for the Cherokee Nation. Jamey credits his time at Cherokee Nation as building the foundation for his love of serving landowners. For thirteen years he worked with both restricted and trust landowners, navigating through tribal leasing, compliance, trespass litigation, jurisdictional issues, and code writing. After ending his tenure with the Cherokee Nation, Jamey worked briefly with the Office of the Special Trustee, Appraisal Services, before joining the BIA, Eastern Oklahoma Region, Okmulgee Agency. Jamey worked in this position for over eight years and became one of the Region’s Realty subject matter experts, routinely representing Eastern Oklahoma in training, conference presentations, and reviewing other Realty programs. He credits his strong working relationship with the Muscogee (Creek) Nation Realty program as one of the reasons for his success. Jamey joined the Division of Real Estate Services in September 2024 where he serves the Tribal and Indian landowners at a broader level.

When not navigating the Realty waters, Jamey enjoys homelife with Sonya and spoiling their grandsons, Yona, Tsisdu, Sonny, and Maverick. Jamey has a small farm, enjoys cooking and eating traditional food, is an avid fisherman and hunter. He was a member of the Youth Sports Board, serving as treasurer for over 20 years, and coached Little League baseball, basketball and football. He and his dad, Blue Hothouse, owned and operated a Martial Arts Academy for over 25 years. Jamey appreciates the simple life and hopes to teach his grandchildren traditions of both the Cherokee and Muscogee (Creek) people and the beauty of possessing a Servant’s Heart.

Jamey believes that working for the BIA is not just a job – it is a calling. He encourages anyone interested in serving tribal and Indian landowners as a Realty Specialist, to have a desire to help our Indian Tribes and Landowners. Jamey looks at each case as if it was his grandparents’ allotments or for his children who have inherited. Developing a personal connection with each case gives the needed perspective for success. For him, true success is knowing that he has done everything in his power to treat each case not as a job but a trust responsibility. If you love what you do, you will never work a day of your life.

Recognition of Length of Service

15 Years of Federal Service



Kyle Levin, Mechanical Engineer

Division of Indian Energy & Mineral Development
Lakewood, CO



Kyle Levin is a mechanical engineer at the Division of Energy and Mineral Development (headshot); Visit to Mount Elbert Pumped Storage Plant (picture with the hardhat); Deboarding RC-135 After Mission to Support OEF; Family visit to Rifle Falls State Park, CO.

Kyle Levin currently serves as a Project Monitor and Engineer with the Division of Energy and Mineral Development (DEMD), BIA, Office of Trust Services. Since 2015, he has worked directly with Tribal Nations across the country to assess, plan, and advance energy projects that promote long-term economic and energy self-determination. He focuses on evaluating the technical and economic feasibility of a broad range of technologies, including solar PV, wind, geothermal, energy storage, conventional generation, and microgrid systems.

With a background in mechanical engineering and a passion for applied problem-solving, Kyle's projects have ranged from single-facility distributed energy systems to utility-scale infrastructure planning. He specializes in using tools like System Advisor Model (SAM), HOMER, and ArcGIS to develop energy and financial models, size systems, and create custom energy maps for Tribal communities. He also helps Tribes navigate interconnection challenges by facilitating conversations with utilities and helping ensure project designs align with technical and regulatory requirements.

Before joining DEMD, Kyle served in the U. S. Air Force as an Airborne Cryptologic Language Analyst (Arabic), flying over 1,000 combat hours aboard RC-135 and MC-12 aircraft in support of Operation Enduring Freedom. His military service shaped his methodical approach to project planning and gave him a strong appreciation for working in high-stakes, cross-functional teams. He is currently pursuing an MBA while continuing his full-time work at DEMD.

Kyle is passionate about supporting tribal sovereignty and self-determination through energy development. He takes pride in being part of a division where technical knowledge is used to build real-world capacity in Native communities. He believes DEMD's mission is unique in federal service: "We get to partner directly with Tribes to support long-term goals, not just short-term fixes. That's meaningful work."

Outside of work, Kyle enjoys staying active and spending time outdoors. He exercises in the evenings and enjoys cooking to unwind – he enjoys the creativity, the routine, and the satisfaction of making something from scratch. During the spring and summer months, he spends as much time outside as possible, especially hiking, camping, and boating when the weather is at its best. He also values time with his wife and kids, whether it's a weekend getaway, a quiet evening at home, or simply enjoying their company after a busy day. -

He offered the following advice to anyone interested in his career path: "Never lose interest in learning – whether you're building on what you know or picking up something completely new – growth comes from staying curious. You don't need to be the smartest person in the room; just be the one who keeps showing up ready to grow."

Recognition of Length of Service

20 Years of Federal Service



William Shuter, *Civil Engineer/Acting Chief*
Division of Water & Power
Lakewood, CO



Will Shuter at Coolidge Dam during the Low-Level Outlet Works Replacement Project, on the lookout for elk in September.

Will Shuter is a dam safety engineer working for the Division of Water and Power. Originally from Northern New Mexico, Will graduated with a B.S. in Civil Engineering from the New Mexico Institute of Mining and Technology. After college he began work for the U.S. Army Corps of Engineers, working with various Military, Dam and Levee Safety, and other civil works projects.

As a dam safety engineer for BIA, Will leads design and construction of dam safety rehabilitation projects. He enjoys his job and particularly likes the positive impact that dam safety construction projects can bring to Indian Country.

When he isn't at work, Will spends as much time as he can in the woods. You'll find him chasing deer and elk, as well as the occasional trout.

Recognition of Length of Service

25 Years of Federal Service



Debra A. Williams, Realty Specialist

Indian Energy Service Center

Anadarko, OK



Debra Williams, enjoying family time with my husband watching my son play football, enjoyed watching the OKC Thunder win a National Championship

My current position is with the Indian Energy Service Center as a Realty Specialist where I started in December 2024. I am a member of the Kiowa Tribe of Oklahoma. I received my Associate of Arts in Liberal Arts from Haskell Indian Nations University. I received my Bachelor of Arts in Organizational Leadership from the University of Oklahoma. I have been married for 21 years and have 5 children and 1 grandchild, who is our pride and joy.

My work history included beginning my BIA career in July, 2000, as a Realty Clerk in the Oil and Gas Section of the Branch of Realty at the Anadarko Agency in Oklahoma. It was there I was promoted to a Realty Specialist. To expand my experiences, I did a brief stint in Land Titles and Records at the Southern Plains Regional Office in 2002. I was drawn back to Oil and Gas at the Anadarko Agency, where I worked for 16 years. In 2018, I returned to the Southern Plains Regional Office as a Realty Specialist gaining experience working at a higher operations level within the organization.

On a personal note, in my spare time I enjoy taking care of my grandbaby, going on trips with my close friends from college, being with my family, watching my children's sports functions, and watching the OKC Thunder win National Championships!

I would give the following advice to others interested in going into the Real Estate services field with the BIA. Don't be afraid to try new things in any career field. I spent too much time holding back because I was afraid to try something new.

Recognition of Length of Service

35 Years of Federal Service



Doug Havlina, National Fire Ecologist
National Interagency Fire Center (NIFC)
Boise, ID



Doug Havlina demonstrating fuels sampling transects at San Carlos TLS training; Backpacking in Alaska's Brooks Range; and Classroom training at BIA's Terrestrial Laser Scanning Course, 2025.

"As an Ecologist, I am humbled by the historic land stewardship carried out by Indigenous Peoples across North America.", said Doug Havlina, BIA National Fire Ecologist. He continued, "I marvel at the condition of America's wildlands when European settlement began. As I think about the natural places and things that I have grown to love – fire-maintained oak and pine savannahs, cottonwood gallery forests, and other benefits of fire on the land - I grow more appreciative of the traditional wisdom which tended them for millennia. Understanding today's fire regimes and landscapes requires an appreciation of this legacy of stewardship."

Doug works as one of two BIA National Fire Ecologists in the Division of Wildland Fire Management within the Office of Trust Services. His work centers on providing guidance to agencies and tribes related to monitoring, fuels treatment effectiveness, and the role of fire in achieving Tribal and resource objectives. Prior to working for BIA, Doug worked for other Federal agencies in several positions including Fire Ecologist (Bureau of Land Management), Fuels Specialist and Prescribed Fire Planner (Payette National Forest), and Hotshot Crewmember (Winema National Forest, Winema IHC). While Doug does not have direct tribal affiliations, he considers it a privilege to have started his wildland fire career on the Ancestral Homelands of the Modoc and Klamath peoples, a connection that continues to shape his professional journey.

As National Fire Ecologist, Doug works closely with a skilled group of BIA Regional Fire Ecologists who manage the monitoring, fuels effectiveness, and fire ecology outreach across Indian Country. In the past year, the Fire Ecology working group has edited manuals and handbooks, completed fuels treatment effectiveness analysis, taught fuels monitoring to Tribal and Agency staff, and led regional efforts of fuels monitoring using Terrestrial Laser Scanning. These accomplishments reflect the Working Group's goal of assisting Tribes and Agencies in fire ecology applications.

He holds a Master of Science in Rangeland Resources (Fire Ecology), and a Bachelor of Science (Forest Management), both from Oregon University. He enjoys spending time with his wife, hunting, and summer fire assignments.

What advice would you give someone interested in the field of fire ecology? First, bring together experience from the field (both fire operations and fuels work) with academics. Fire Ecology courses are available at many Universities. Gain skills in technical applications of fire ecology: GIS, fire behavior modeling, laser scanning. Finally, be flexible in where you will work. Having a range of experiences spanning fire operations, fuels, monitoring, and other disciplines will improve your options going forward. In the end, Fire Ecology is a rewarding career for people who appreciate the complex relationships between landscapes, plant communities, and the many personalities of fire.