



TRUST LAND RESOURCES • RESOURCE STEWARDSHIP • RESULTS THAT MATTER

Deputy Director Message

The beginning of a new year is a time to reflect on the successes of the past year and plan to meet new challenges. We have big plans for 2023. OTS will continue Tribal/Regional Engagement Sessions with the new Eastern Region Tribes and one additional Region. We value the input of Tribes and BIA Region and Agency employees this forum provides to inform decisions on national initiatives.

The Bipartisan Infrastructure Legislation funding on key Indian country infrastructure projects and Community Driven Relocation projects are gearing up. OTS listened to Tribes and will implement streamlined fee to trust (FTT) business processes to make the process more efficient, simpler, and less expensive to support restoration of Tribal homelands. Final FTT comments will be accepted through March 31, 2023.

Our future success is tied directly to a great Trust Services team, collaboration with Federal partners, and input sought from Tribes and tribal organizations.

Trina Locke
Acting Deputy Director

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June 2, 1924, Congress enacted the Indian Citizenship Act, which granted citizenship to all Native Americans born in the United States. Historical White House photo color added by Royston Leonard.

JOB OPENINGS

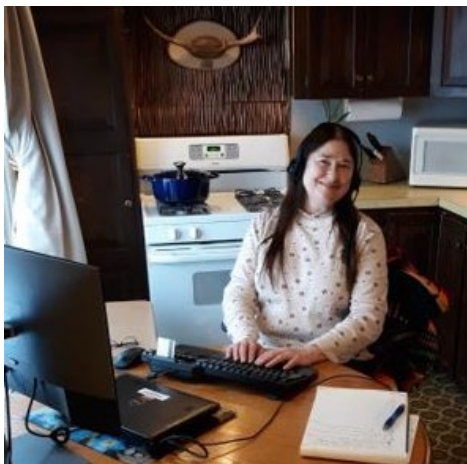


Program	Closed Position Title	Grade	Location
Wildland Fire	11/17/2022 Training Specialist	GS-11	Boise, ID
Water & Power	11/21/2022 Fed Power Compliance	GS-14	REMOTE
Real Estate Services	12/01/2022 Mgmt/Program Analyst	GS 7-11	REMOTE
Climate Resilience	12/06/2022 Regional Coordinator 1	GS-11/12	Alaska
Climate Resilience	12/06/2022 Regional Coordinator	GS-11/12	SD or MN
Climate Resilience	12/06/2022 Regional Coordinator	GS-11/12	Nashville, TN

Program	Closing Position Title	Grade	Location
Climate Resilience	TBD Regional Coordinator 2	GS-11/12	Alaska
Energy Service Center	01/23/2023 Grants Mgmt Specialist	GS-12	REMOTE
Energy Development	01/30/2023 Geologist 1	GS-13	Lakewood, CO
Energy Development	01/30/2023 Geologist 2	GS-12	Lakewood, CO
Land Consolidation	02/16/2023 Tribal Relations Advisor 1	GS-13	REMOTE
Land Consolidation	02/16/2023 Tribal Relations Advisor 2	GS-13	REMOTE

Reimagining our Work: Remote positions

The Office of Trust Services has taken the initiative to offer upcoming vacancies as remote positions when feasible. A remote job in the federal government is one where you are not expected to report to an official agency worksite regularly. Instead, you will work from your home or other alternative worksite either within or outside of the commuting area of your agency's official worksite.



"Working from home is enjoyable because the quiet allows me to concentrate and expedite quality work. My colleagues are a Microsoft Teams call away if I need a consult. Working from home also triggers creative thinking and problem solving on assigned work while cultivating your quality of life. One drawback is unreliable electricity during Alaska winter storms. The office has a back-up generator but if I hold tight at home energy is soon restored."

**Donna Kerrigan, Rights Protection Specialist
Alaska Region**

TRAINING OPPORTUNITIES



Office of Trust Services Tribal and Regional Employee Engagement Session (TREES) 2022

OTS Tribal and Regional Employee Engagement Sessions (TREES)

The objective of TREES is to enhance Tribal and BIA Regional engagement, promote OTS opportunities available to Tribes, showcase work currently begin done, share future objectives and hear from Tribes and front-line Region and Agency leadership firsthand on current priorities and critical needs. Informed decisions can be made on how OTS can best get the job done at the local level. Session dates are followed by topics covered.

Session	Training Topic	2023 Dates	Target Audience
1	New Tribe Engagement	TBD March	New Eastern Region Tribes
2	OTS Overview	TBD June	Little Shell Chippewa Tribe
3	OTS Overview	TBD Fall	Southern Plains Region & Tribes

Bipartisan Infrastructure Law (BIL)	Clean Energy Opportunities
Climate Change Resilience	Decision Support Tools
Ecosystem Restoration	Fee to Trust Proposed Changes
Trust Land Consolidation	Irrigation & Power Projects
Lockbox, Mortgages, HEARTH Act Leasing	Oil & Gas Leases, Orphaned Well Funding
Renewable Energy Incentives & Grants	Sacred Sites
Safety of Dams	Timber Strike Team
Trust Management Improvement Program	Trust Asset & Accounting Mgmt. System
USDA Financing Options	Wildland Fire Management

DOI Talent Course “Consulting with Tribal Nations” now available

Tribal consultation is a formal, two-way, government-to-government dialogue between official representatives of Tribes and Federal agencies to discuss Federal proposals before the Federal agency which makes decisions on these proposals. This interactive course is offered through DOI University and provides participants with an overview of Consulting with Tribal nations through instructor-led lectures, discussions, and case studies. This \$770 course was created to support the Department of the Interior’s Policy on Consultation with Indian Tribes and the directive for training on Tribal consultation.

Session	Training Dates	Location
1	January 31 – February 2, 2023	Virtual NM
2	February 21-23, 2023	Virtual NM
3	March 14-16, 2023	Albuquerque, NM (in-person)
4	May 16-18, 2023	Virtual NM
5	June 20-23, 2023	Virtual, NM

NEWS YOU CAN USE



BIA Trust Quarterly Newsletter

The Trust Quarterly Newsletter is produced collaboratively by the Trust Services Division under the direction of Acting Deputy Director, Trina Locke.

To find out more or to submit your ideas and suggestions for future issues, please contact Dawn Selwyn by email at Dawn.selwyn@bia.gov or BIATrustQuarterly@bia.gov. Your input and photos are appreciated.



Please submit content for the March Issue by February 17, 2023

Newsletters are available for viewing on the BIA Trust Services web page at <https://www.bia.gov/bia/ots>

\$1.655 Billion in High-Speed Internet Grants for Tribal Lands

Bipartisan Infrastructure Law funds awarded to nine Tribal entities in latest round of “[Internet for All](#)” Grants bringing total recipient number to *121 Tribal entities*. The funds administered by the Department of Commerce’s [National Telecommunications & Information Administration](#) (NTIA) will expand high-speed internet service network deployment and digital skills training to improve access to education, jobs, and healthcare on Tribal lands. The funds were awarded under a [June 3, 2021, Notice of Funding](#) with another Notice expected to be released in 2023.

\$135 Million Commitment to Support Relocation of Tribal Communities Affected by Climate Change

DOI launched a new [Voluntary Community-Driven Relocation Program](#), to assist Tribal communities severely impacted by climate-related environmental threats. DOI is committing \$115 million for *11 severely impacted Tribes* to advance relocation efforts and adaptation planning. Additional support for relocation will be provided by the Federal Emergency Management Administration (FEMA) and the Denali Commission.

The investment will support two types of grants

- Relocation grants for severely impacted communities currently ready to implement relocation and managed retreat plans
- Planning grants for communities that need additional planning support in evaluating climate threats and mitigation strategies.

A [2020 BIA study](#) estimated that up to \$5 billion will be needed over the next 50 years to address Tribal relocation infrastructure needs in response to climate change impacts.

NEWS YOU CAN USE

DOI Strengthens Tribal Consultation Policies and Procedures

The DOI announced new policies and procedures to strengthen and fulfill the federal governments' responsibility to ensure regular and meaningful policy for [Tribal Consultation](#) with American Indian and Alaska Native Tribes.

This new policy was issued December 1, 2022.

DOI Tribal Consultation Policy specifically for Alaska ANCSA



A second policy for [Consultation with Alaska Native Claims Settlement Act \(ANCSA\) Corporations](#).

This new policy was issued August 10, 2012.

New DOI Office of Strategic Partnerships

The DOI Office of Strategic Partnerships will assist with building partnerships, leveraging resources, and promoting innovative solutions for Indian Country. It will work to bring awareness of the needs and unique status of Tribal communities as federal-philanthropic initiatives and programs are developed. Housed within the Office of the Assistant Secretary - Indian Affairs and with support from a partnership with [Native Americans in Philanthropy](#), the office will work in close coordination with the [White House Council on Native American Affairs](#) and other federal partners to help Tribes and Tribal organizations develop and build long-term sustainable bonds with philanthropy, non-profit organizations and the business community to further conservation, education and economic development initiatives in Indian Country.

The DOI has announced the signing of three Memorandums of Understanding (MOUs) between the Office of the Assistant Secretary – Indian Affairs and

- [American Sustainable Business Network](#) to support Tribally led community based economic development entrepreneurship
- [Enterprise Community Partners](#) to support affordable housing and homeownership within Tribal communities
- [Native Community Development Financial Institutions \(CDFI\) Network](#) and [Qwesta Corporation](#) to increase access to financial resources and leverage opportunities for Tribal communities and entrepreneurs.

\$50 Million in Grants Available to Clean Up Orphaned Oil and Gas Wells on Tribal Lands

DOI announced [final guidance](#) for Tribes on how to apply for the first \$50 million in grant funding available under President Biden's Bipartisan Infrastructure Law to clean up orphaned oil and gas wells. The BIL provides a total of [\\$4.7 billion](#) to address orphaned wells across the country, including \$150 million for Tribal communities over five years. The final guidance is the result of a 60-day nation-to-nation consultation process.

DIVISION OF ENERGY AND MINERAL DEVELOPMENT (DEMD)



Photos of types of fuel: natural gas burner on stove, propane tank and diesel gas pump

2022-2023 Winter Fuel Outlook

The latest [US Energy Information Administration](#) (EIA) report on the fuel market for the upcoming heating season titled the Winter Fuel Outlook¹, includes data on how the EIA predicts fuel prices will change. For the 2022 heating season (October 2022 through March 2023), these predicted fuel changes were compiled together and are shown in the Table below.

DEMD Table 1: Fuel Changes Winter 2023 compared to Winter 2022

Fuel	Base Case	Change from last winter	10% Colder	Change from last winter	10% Warmer	Change from last winter
Natural Gas	\$931	+28%	\$1,096	+51%	\$862	+19%
Hearing Oil	\$2,354	+27%	\$2,543	+37%	\$2,087	+12%
Electricity	\$1,359	+10%	\$1,482	+20%	\$1,337	+8%
Propane	\$1,668	+5%	\$2,157	+36%	\$1,396	-12%

Data on Predicted Fuel Increases

DEMD Table 2: Percent of households using a particular fuel by BIA region, created using U.S. Census Bureau County data near Tribes².

BIA Region	Natural Gas	Bottled tank, or LP gas	Electricity	Fuel Oil	Other
Eastern - North	56%	6%	12%	19%	7%
Eastern - South	7%	1%	88%	0%	3%
Midwest	56%	17%	16%	3%	8%
Great Plains	41%	19%	34%	2%	4%
Southern Plains	50%	6%	42%	0%	2%
Eastern OK	47%	8%	41%	0%	4%
Southwest	70%	6%	17%	0%	6%
Navajo	49%	10%	15%	0%	26%
Western	48%	2%	47%	0%	3%
Pacific	61%	5%	27%	0%	6%
Northwest	37%	3%	52%	2%	6%
Alaska	49%	2%	13%	29%	8%

¹ US Energy Information Administration, Winter Fuels Outlooks October 2022
https://www.eia.gov/outlooks/steo/special/winter/2022_winter_fuels.pdf

² US Census Bureau, <https://www.census.gov/acs/www/data/data-tables-and-tools/data-profiles/2015/>

DIVISION OF ENERGY AND MINERAL DEVELOPMENT (DEMD)



Economic Burden and Increased Energy Prices

Heading into this upcoming winter, the economic burden of heating is to be especially prevalent when compared with past years. Specifically, an estimated 30% higher Residential Energy Bills over last year's pricing. Based on analysis from the [U.S. Energy Information Administration](#) (EIA), and the [National Oceanic and Atmospheric Administration](#) (NOAA), this predicted increase is due to a combination of both higher energy prices and a winter that has potential to be colder than normal for much of the United States.

Two major supply and demand patterns are contributing factors to higher energy prices.

- Lower Fuel Inventories - The lingering impact of the COVID-19 pandemic and Russia's invasion of Ukraine. Wholesale prices of fuels such as crude oil and other petroleum products have risen and continue to rise, as the demand for these fuels has far exceeded the slowdowns in exportation from the Russian conflict. This imbalance of supply and demand has resulted in lower inventories of these fuels, raising their wholesale prices which is eventually passed down as increases in retail prices¹.
- Cost Increase of Natural Gas - The cost increase of natural gas is a combined result of three factors: Colder-than-normal temperatures in the first quarter of 2022 resulting in record gas consumption; increased demand in the electric power sector due to the phasing out of coal plants¹; and growth in economies in Asia and constraints on liquefied natural gas (LNG) exports to Europe from Russia resulting in increased U.S. LNG exports¹.

Recent inventories for Natural Gas, Propane and Distillate Fuel Less than Average

Predicted natural gas inventories showing inventories are slightly less than average

Figure 1: End-of-month Natural Gas in U.S. Storage (2020-2023)

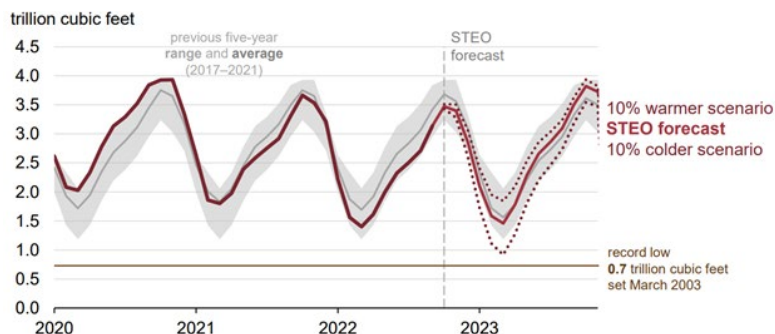


Chart from the EIA 2022 Winter Fuels Outlook. Stove top free image by PublicDomainPictures

DIVISION OF ENERGY AND MINERAL DEVELOPMENT (DEMD)



Predicted propane inventories showing that inventories are low but are not expected to be a problem unless temperatures are 10% lower base case.

Figure 2: End-of-month Propane/Propylene in U.S. storage (2020-2023)

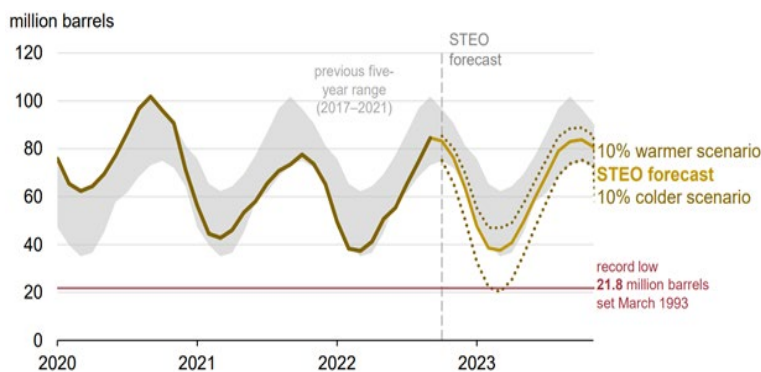


Chart source: EIA 2022 Winter Fuels Outlook. Propane tank a free Image by PublicDomainPictures

Predicted distillate inventories (diesel) for the East Coast show that inventories are at record low. Distillate fuel means diesel fuel and other petroleum fuels with a T90 temperature below 700F that can be used in vehicles or engines designed to operate using diesel fuel. For example, diesel fuel, jet fuel, heating oil. (Natural gas, LPG, and gasoline are not distillate fuel). Only the East Coast region is charted due to heating fuel not being predominantly used in any other region (other than Alaska).

Figure 3: End-of-month Distillate Fuel in East Coast inventories (2020-2023)

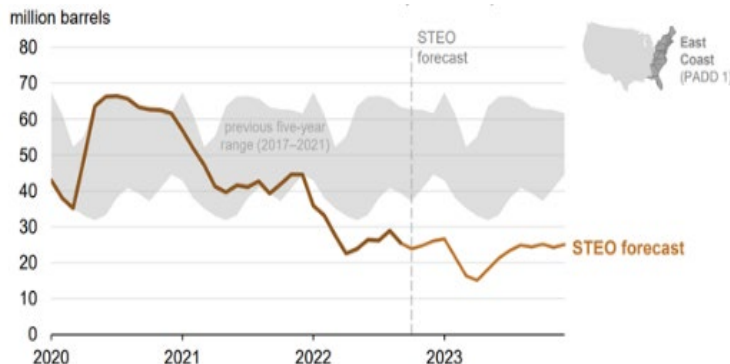


Chart source: EIA 2022 Winter Fuels Outlook. Diesel gas pump, a free Image by PublicDomainPictures

DIVISION OF ENERGY AND MINERAL DEVELOPMENT (DEMD)



BIA Regions most at Risk for the 2022-2023 Winter Season

The six BIA regions most at risk include geographic areas under the jurisdiction of the following BIA Regions

- Alaska
- Northwest
- Rocky Mountain
- Great Plains
- Midwest
- Eastern Region (northern part)

DEMD Recommendation to BIA Leadership

Prepare to receive an increase of requests for assistance from Tribes in helping get through this winter securely. DEMD has summarized some resources and grants that may help during this time as well as a background on why this winter will be more difficult.

Available Federal Partner Resources

Federal resources may provide relief to Tribal communities this upcoming winter. DEMD recommends BIA Regional Offices establish communications with these programs and start any preliminary process to shorten response times when the need arises.

Low-Income Home Energy Assistance Program (LIHEAP)

The U.S. Department of Health & Human Services' (HHS) [LIHEAP](#) is used for emergency energy assistance. The program helps in managing costs associated with energy bills, energy crises, and weatherization. The National Energy Assistance Referral Number is 1-866-674-6327. The contact person varies by state.



Weatherization Assistance Program (WAP)

The U.S. Department of Energy's (DOE) has a weatherization assistance program (WAP) that is administered at the state and local level to reduce energy costs for low-income households by increasing the energy efficiency of their homes. More information is available at <https://www.energy.gov/eere/wap/how-apply-weatherization-assistance>.



Map of U.S. highlights geographic areas of six BIA Regions most at risk

DIVISION OF ENERGY AND MINERAL DEVELOPMENT (DEMD)



Resources for Long-Term Planning

Heating challenges are not new to Indian Country and can be an on-going burden to many Tribal communities. Tribes are encouraged to reach out to DEMD to discuss long-term strategies for reducing impacts of heating costs including additional funding, technical assistance, and on-going research efforts. DEMD Funding and Technical Assistance options:

- Energy and Mineral Development Program (EMDP) Grant - The [EMDP Grant](#) gives financial assistance in evaluating Tribal energy and mineral resource options. This program can be used to identify renewable energy resources, create heating assessments, or other energy related evaluations.
- Tribal Energy Development Capacity (TEDC) Grant - The [TEDC Grant](#) gives financial assistance to establish the legal framework for developing and regulating tribal energy resources.
- Technical and Business Advisory Services (TBAS) for Energy Projects - DEMD's in-house [TBAS](#) capabilities and expert services are available for free to Tribes. Our technical assistance can help Tribes to navigate the many opportunities for implementing best solutions to these challenges.

Helpful Strategies to Decrease the Cost of Heating

DEMD is continuously developing strategies that may be useful in decreasing the cost of heating. Many of these may already be used by Tribes, but they have still been included as reference.

Diversifying Heating Sources

Multiple sources of heating can help guard against rapid changes in fuel prices. Diversification is recommended to Tribes in at risk regions, due to large resource potential of woody biomass in these areas. The EMDP grant could be used to help identify these resources.

Alternative Purchasing Plans

Many individual distribution companies offer purchasing plans, such as pre-purchasing deals, and purchase guarantees. Because these plans can provide reassurance to distribution companies; it can result in consistent fuel prices.

Additional Fuel Storage

Purchasing additional storage capabilities, such as additional fuel tanks, can help Tribes take advantage of fuel prices when they are low, such as during the summer.

DIVISION OF ENERGY AND MINERAL DEVELOPMENT (DEMD)



Heating Burden by Region and Increase Fuel Prices

Three criteria were used to identify the BIA Regions of high burden: each region's standard heating burden based on historical data using state heating degree days, state heating fuel usage, and state fuel prices; each region's reliance on fuel oil due to this having the largest predicted increase in cost; and each region's predicted average temperature drops from the La Niña event. After initial regions were identified using these criteria, any region that was identified more than once, was determined to be at especially high risk for this upcoming winter heating season. In summary, especially high risks regions identified are the following: Alaska Region, Great Plains Region, Northwest Region, Rocky Mountain Region, and the northern part of the Eastern Region.

Criteria 1: Calculating the Regional Standard Heating Burden

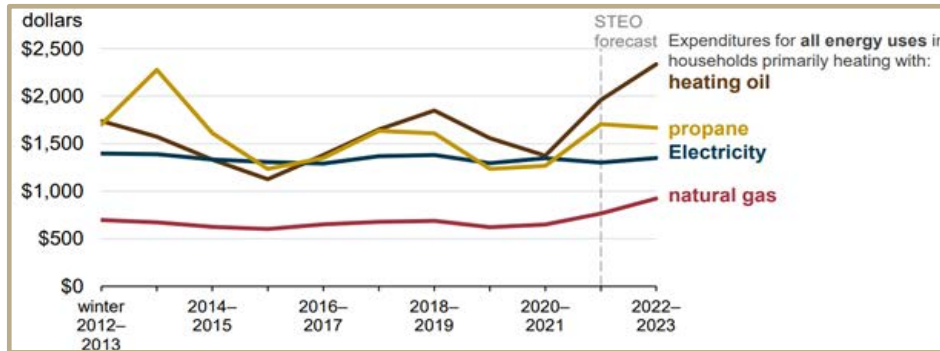
The Regional standard heating burden is based on historical data using state heating degree days, state heating fuel usage, and state fuel prices. The DEMD state-by-state analysis, found the *Alaska, Great Plains, Northwest, Rocky Mountain, and Eastern Region (northern part)* are at a high heating burden risk.

DEMD Table 3: Baseline heating burden by BIA Region.

BIA Region	Annual HDD*\$/BTU	Level of Risk
Alaska	0.268	High
Eastern - (North of North Carolina)	0.124	High
Eastern - (South of Virginia)	0.051	Below Average
Eastern Oklahoma	0.065	Below Average
Great Plains	0.142	High
Midwest	0.105	Average
Navajo	0.084	Average
Northwest	0.141	High
Pacific	0.103	Average
Rocky Mountain	0.142	High
Southern Plains	0.064	Below Average
Southwest	0.093	Average
Western	0.111	Average
U.S. Average	0.116	

DIVISION OF ENERGY AND MINERAL DEVELOPMENT (DEMD)

Figure 4: Average real winter household energy expenditures (Oct 2022 – March 2023)



Source: EIA 2022 Winter Fuels Outlook, "Predicted increase in fuel prices for upcoming 2022 Winter"

Establish Baseline: States experiencing a higher-than-average burden based on historical data.

Determine Heating Requirement: Heating Degree Days (HDD): The average daily temperature data for each state¹ compared to average temperature threshold temperature of 65° Fahrenheit, where there is no need for either heating or cooling to remain comfortable indoors. The daily difference between the average outside temperature and the threshold 65° Fahrenheit is called "Heating Degree Days (HDD)" and is a common industry unit to determine heating requirement¹.

Identify Fuel Usage by State: DEMD found the breakdown of fuel usage by state using the United States Census Data¹. This information was combined with EIA fuel cost data¹, to establish an average cost of heating on a state-by-state basis.

Heating Degree Day Average: The HDD information was multiplied by the average heating cost per state, this new quantity "Heating Degree Day Dollar per BTU" was found for each state. The states that had a much higher "Heating Degree Day Dollar per BTU" than the national average was determined to experience a higher heating burden.

Criteria 2: Calculating Regions with Highest Reliance on Heating Oil

Heating oil was predicted by the EIA to have the greatest increase of price for the upcoming months. Because of this, regions that rely heavily on heating oil (greater than 10% was deemed significant compared to average) will feel an increase in economical strain from heating. From this state-by-state analysis *Alaska Region and Eastern Region (northern Part)* are at highest risk.

Criteria 3: Predicted average temperature drops from the La Niña event

Locations predicted to have the greatest average temperature drop from the La Nina event, would subsequently have an increase in the need for heating. Based on this criterion the *Alaska, Northwest, Great Plains, Midwest, Northwest, and Rocky Mountain Regions* are at highest risk.

DIVISION OF ENERGY AND MINERAL DEVELOPMENT (DEMD)



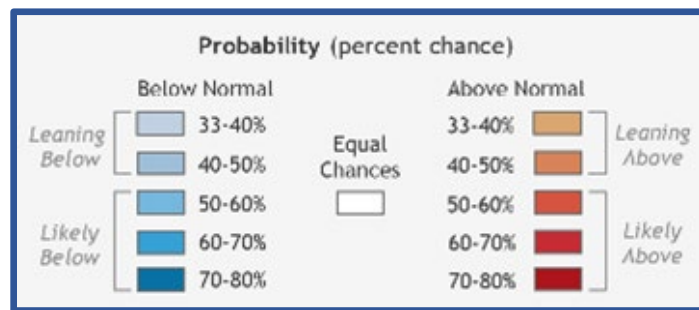
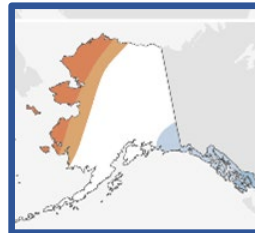
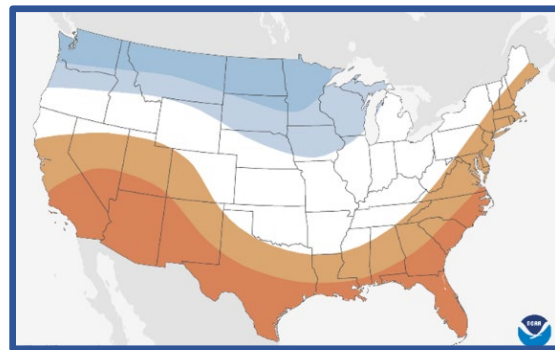
Changes in Weather Patterns from the La Niña Event

In NOAA's 2022 Winter Outlook, wetter than average conditions were predicted across portions of the northern United States, primarily in the Pacific Northwest, northern Rockies, Great Lakes region, and western Alaska. In addition to this, warmer-than-average conditions are likely across the southern part of the U.S. and some of the eastern U.S. below-normal temperatures are favored from the Pacific Northwest eastward to the western Great Lakes and the Alaska Panhandle.

A map identifying how weather patterns are predicted to change in response the La Niña event is shown to the right.

Figure 6: Picture below from NOAA identifying how weather patterns are predicted to change in response to the 2022-2023 La Niña event³.

U.S. Temperature Outlook Winter December 2022 – February 2023



Source: NWS Climate Prediction Center, Map at Climate.gov

³ National Oceanic and Atmospheric Administration, US Winter Outlook October 2022
<https://www.climate.gov/news-features/videos/us-winter-outlook-warmer-drier-south-ongoing-la-ni%C3%B1a>

DEMD, BRANCH OF OIL AND GAS (BOG)



Global NAPE conference to be held in Houston, Texas from February 1-3, 2023, hosting upwards of 1,000 booths and covering 4 million acres of land

Mission

The Division of Energy and Mineral Development (DEMD) provides technical assistance to federally recognized Tribes, including Alaska Native Villages, to identify and implement opportunities to maximize their revenue stream and resource development in a variety of ways:

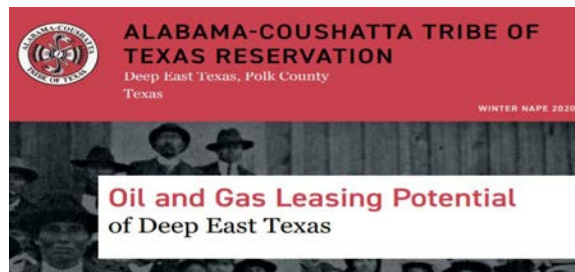
- Providing Tribes dedicated and accessible engineers, geologists, geophysicists, and business-oriented staff to provide technical support for Tribes
- Offering sophisticated economic planning and analysis
- Supplying Tribes with technical information to increase the Tribe's negotiating power as they cultivate lease agreements
- Supporting Tribes in marketing their energy and mineral resources
- Serving as a liaison between Tribes and industry to develop potential partnerships
- Helping Tribes prepare the information needed to gain easier access to capital for project implementation.

Branch of Oil & Gas upcoming event

The annual Global [North American Petroleum Expo](#) (NAPE) is the world's largest energy resource expo where companies can explore opportunities for connecting decision makers and investors regarding oil, gas, helium, and other energy sources.

This event hosts nearly 14,000 attendees, all seeking opportunities for networking and, most importantly, *making deals*. DEMD annually hosts a booth for DEMD employees, Tribal representatives or BIA Agency representatives who are representing allottees. NAPE provides the opportunity to proactively seek developers and find economic growth partners to ensure the best companies are engaged for the maximum benefit of the trustee.

NAPE is expanding their energy resource opportunities by adding in renewable energy opportunities as well as a bitcoin mining pavilion. Many Tribes have expressed interest in alternative energy sources, and NAPE will provide all these opportunities in one place.



Brochures/posters including open acreage maps created on behalf of the Tribes and allottees to showcase at the NAPE Expo

DEMD, BRANCH OF RENEWABLE AND DISTRIBUTED GENERATION (BRAD)



Solar array at Fond du Lac and Jennifer Reimann, Branch Chief of Renewable and Distributed Generation

Mission

The Branch of Renewable and Distributed Generation provides American Indian Tribes and Alaska Villages technical assistance and consultation to develop renewable energy and distributed generation projects on their land. The branch is committed to helping Tribes formulate and implement energy development strategies that best fit with their unique circumstances and long-term visions.

Team Member Spotlight: Kyle Levin

Kyle is a Mechanical Engineer who has been with the Division of Energy and Mineral Development for more than 7 years. His expertise includes project feasibility determination, technological review, resource examination, system siting and economic analyses. He has spent his time with DEMD working with American Indian and Alaska Native Tribes to find economic, sustainable energy solutions that pave the way for tribal economic development.



Prior to working for DEMD, Kyle served 6 years in the United States Air Force as an Airborne Arabic Linguist and Cryptologic Operator on board the RC-135 and MC-12 aircraft. He completed 5 wartime overseas deployments to Qatar and Afghanistan in support of Operation Enduring Freedom (OEF) and accumulated more than 1,000 combat flight hours. In his free time, Kyle enjoys hiking, camping, boating, fishing, watersports, guitar, and karaoke.

Kyle Levin, Mechanical Engineer
Kyle.levin@bia.gov

Working Together: Renewable Energy Accelerated Deployment Initiative (READI)

DEMD's Branch of Renewable and Distributed Energy is now working with Office of Trust Services', Indian Energy Service Center (IESC) for planning and implementation of READI. Involvement with other Federal Partners is expected to expand in the coming month, such as the US Department of Energy and other agencies with shared responsibilities in renewable energy planning and deployment services to the Tribes.

The mission of READI is to develop a proactive process within the Department that supports Tribes and individual Indian owners by significantly increasing the pace of renewable energy development on Indian lands.

DEMD, BRANCH OF RENEWABLE AND DISTRIBUTED GENERATION

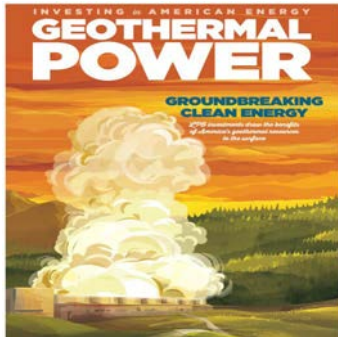


Chuckwalla Valley, CA site of the proposed Chuckwalla Solar Project on the Moapa Band of Paiute Indians lands

What is Geothermal Energy?

Geothermal energy is the heat from the earth that can be utilized with various methods, including geothermal heat pumps, geothermal power plants, and direct use.

Geothermal energy is a reliable and clean renewable energy source that can be used to heat and cool homes and businesses, as well as generate electricity.



U.S. DOE Geothermal Power poster

How does Geothermal Energy Work?

Underground reservoirs of hot water and/or steam are brought to the surface from varying depths. The steam and/or hot fluids are then used to turn turbines to generate electricity or circulate through heating systems to heat or cool homes and businesses.

The geothermal resource can also be used in direct use applications such as greenhouses and aquaculture for plants and animals that thrive in specific temperatures.

Geothermal Interagency Collaboration Taskforce

Division of Energy and Mineral Development (DEMD) staff participated in an interagency taskforce with DOE [Geothermal Technologies Office](#), the [National Renewable Energy Laboratory](#) (NREL), and additional federal and state government agencies to discuss ways agencies could work together. The Taskforce objects are as follows:

- To improve geothermal project development timelines
- Reduce administrative permitting and regulatory compliance time, and
- Decrease these activities as a significant barrier to geothermal deployment

This project provided stakeholder recommendations based on the analysis of taskforce meetings, stakeholder forums, and Tribal listening sessions to improve regulatory coordination and streamline permitting for geothermal energy development.

Recommendations are directed at federal agency regulators, California, and Nevada state agency regulators, and are meant to inform the Bureau of Land Management (BLM's) [National Renewable Energy Coordination Office](#)'s annual report to relevant Congressional committees.

Geothermal energy is a clean and sustainable source of energy that can help reduce our reliance on fossil fuels.

DEMD, BRANCH OF RENEWABLE AND DISTRIBUTED GENERATION



Members from BRAD Touring the 200 MW Mt. Elbert Pumped Hydroelectric Storage Facility in Colorado

Data and Decision Making

- Project Outcomes: The DEMD Branch of Renewable and Distributed Generation (BRAD) has been improving how we track and record our historical grant project data. The goal of this initiative is to better utilize past grant project data for future projects and to improve how we get important data to BIA or DOI leadership when requested. Currently, the project has recorded important indicators for grants from 2015 to present. The next phase will include grants from 2006 to 2014.
- Winter Outlook: DEMD's Branch of Renewable and Distributed Generation (BRAD) has written an outlook summary on the price of heating fuels for the upcoming financial year (FY) 2023 winter. The objective is to notify BIA Leadership of a potential increase in heating burden so that they can prepare to receive requests for assistance from Tribes in helping get through the winter securely. This summary, titled "2022-2023 Winter Fuel Outlook" was provided earlier on page 6 of this newsletter.

Collecting Data

To effectively assist Tribes with energy development, BRAD monitors a wide array of trends across the energy industry. By doing this, the team can summarize and share pertinent data with the DEMD, Tribal Leaders, BIA Representatives, and other authorized individuals, thus facilitating informed energy decisions.

- Census of U.S. Electric Utilities: [U.S. Energy Information Administration](#) (EIA) Forms EIA-860 and EIA-861 collect data from distribution utilities and power marketers of electricity. This survey is a census of all United States electric utilities. DEMD evaluates the detailed data from these forms to identify BIA Regional trends and plans within the power industry. New power capacity additions and electrical interruptions are notable metrics that inform DEMD on regional technology deployment and energy development recommendations.
- Reliability Assessments: DEMD also evaluates Reliability Assessments, published by the [North American Electric Reliability](#) (NERC), to determine how the reliability of the [North American Bulk Power System](#) (BPS) and its subsidiary NERC Regional Entities could impact Indian Country. North American BPS's regional power capacity, peak-summer loads, peak-winter loads, and demand are notable metrics that inform DEMD on regional energy development recommendations and seasonal heating/cooling preparations.

DIVISION OF ENVIRONMENTAL SERVICES & CULTURAL RESOURCES MANAGEMENT (DESCRM)



Carved wooden bears are part of the BIA Museum collection. Woodrow Wilson Crumbo, Creek-Potawatomie Tribe in Oklahoma painted "Wild Horses" mural in the 7th Floor South Penthouse

DESCRM, BIA MUSEUM PROGRAM

The BIA is responsible for a collection of archeological artifacts, ethnographic objects, historic items, archives, and artwork, which are maintained to preserve the history of BIA, Indian schools, and Indian culture for present and future generations.

The program provides for the accountability of management activities associated with museum collections – including but not limited to planning, cataloging, accessioning, loans, housekeeping, preventive conservation, relocation, and rehousing – consistent with Federal and U.S. Department of the Interior (DOI) standards and requirements; and provides for public benefit and enjoyment by placing and interpreting museum objects within a broader context through research, analysis, and documentary records.

BIA Artwork and History Tour

Fred Mosqueda is a U.S. Marine Corp veteran and the Arapaho Tribes' Coordinator of Language and Cultural Programs. Mr. Mosqueda was in Washington, DC, for the commemoration of the National Native American Veterans Memorial and he dropped by the Department of the Interior building for a visit. DOI Museum Curator Tracy Baetz and BIA Museum Curators Justin Giles (Muscogee (Creek) Nation), provided an in-depth tour of the building's artwork and history.



Justin Giles, Museum Curator (Muscogee (Creek) Nation) noted spending time with Fred Mosqueda, Arapaho Coordinator of Language and Culture was a joy and educational. Mr. Mosqueda noticed a relative and former Chief in our collection.

DESCRM, MUSEUM PROGRAM (MP)



Mural Art in Main Interior Building

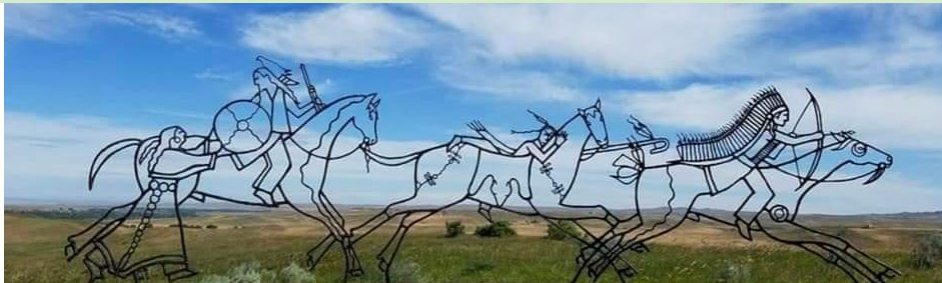
The BIA Museum Program has teamed up with the DOI Museum Program to further accentuate the Native Muralists work in the Main Interior building. Guests visiting Washington, DC can schedule a mural tour by registering at <https://www.doi.gov/interiormuseum/tours>. When visiting the U.S. Department of the Interior building you will see several Indian artist murals commissioned during the 1930s and 1940s to beautify a government building during the same era of the U.S. Termination Policy which greatly affected tribal governments and lands.

One of two large murals painted on the wall of the main cafeteria in the basement of Main Interior is displayed below. This work was the product of Kiowa artist James Auchiah who studied mural painting with Olle Nordmark in Oklahoma before coming to Washington, DC. This mural was funded by the Treasury Section of Fine Arts. The scene includes Indians around a campfire in the center with four dancers and two drummers and singers performing on the left side. On the far right, an Indian woman is seated before jerky drying over another fire.



James Auchiah's mural entitled "Harvest Dance" (8' x 50') on the cafeteria west wall

DESCRM, BRANCH OF TRIBAL CLIMATE RESILIENCE (TCR)



2023 Native Youth Climate Adaptation Leadership Congress (NYCALC)

Applications Open: December 1, 2022, through February 28, 2023

Tribal Climate Resilience partners with the U.S. Fish and Wildlife Service and others to provide an annual congress during the summer for students from across the country. This is a time where students come together in person to discuss community adaptation and related environmental issues impacting Native peoples. The mission of the NYCALC is to develop future conservation leaders with the skills, knowledge, and tools to address environmental change and conservation challenges to better serve their schools and home communities.



For more information, see the NYCALC.org website: <https://www.nycalc.org/>. Please help us get the word out to Federally recognized Tribal students.

Our Work and Partnerships

The Branch of Tribal Climate Resilience provides funding, technical assistance, and facilitates program partnerships to support Tribal Nations' and Alaska Native Villages' climate preparedness and resilience.

Tribal Climate Resilience Liaisons

The Tribal climate resilience liaisons are a multi-regional support network to assist Tribes in addressing science-based needs available to them at Department of the Interior's [Climate Adaptation Science Centers](#) (CASC), for improved climate adaptation planning efforts.

Tribal climate resilience liaisons technically assist Tribal Nations and Alaska Native Villages in response to specific, yet diverse challenges faced from increasing environmental hazards and extreme weather events due to a changing climate. Tribal liaisons serve as extension agents, facilitating research, linking Tribal needs to available resources, and coordinating trainings, workshops, forums, and exchanges.

DESCRM, BRANCH OF TRIBAL CLIMATE RESILIENCE (TCR)



Tribal Climate Partnerships linked to Tribal Resources

To establish the regional Tribal climate resilience positions, each liaison has a unique partnership which links them to Tribal resources. Many of these liaisons engage with Tribal Nations through BIA partnerships with the following non-profit Tribal organizations:

- [American Indian Higher Education Consortium](#) – works in partnership with the Southwest CASC.
- [United South & Eastern Tribes](#) – works in partnership with the Northeast and Southeast CASCs.
- [Affiliated Tribes of Northwest Indians](#) – works in partnership with the Northwest CASC.
- [Native American Fish and Wildlife Society](#) – works in partnership with the Alaska CASC.
- [College of Menominee Sustainable Development Institute](#) – works in partnership with the Midwest CASC.
- [Great Plains Tribal Water Alliance](#) – works in partnership with the North Central CASC.

Tribal Climate Resilience (TCR) Vacant Positions

Program	Closing Date	Position Title	Grade	Location
TCR	12/06/2022	Regional Coordinator	GS-11/12	Alaska (first position)
TCR	12/06/2022	Regional Coordinator	GS-11/12	Great Plains & Midwest
TCR	12/06/2022	Regional Coordinator	GS-11/12	Eastern
TCR	TBD	Regional Coordinator	GS-11/12	Alaska (second position)

DIVISION OF FORESTRY (DOF)



Forestry Facts

There are 305 forested Indian reservations which encompass 18 million acres of forestland, with 6 million commercial timberlands, 4 million commercial woodlands, and 8 million non-commercial timberlands and woodlands. Source: Mason, L. (2014, Spring). "Our Land is What Makes Us Who We are". Evergreen Magazine, 8.

National Timber Team well-traveled in 2022

In 2018 the Division of Forestry, through the support of BIA Leadership, stood up the Timber Team. The focus for the team is to help accomplish forestry field work for Tribes. In FY 2022, the Timber Team spent 30 weeks traveling and between driving and flying to locations, they traveled over 32,000 miles and successfully completed forestry work for Tribes throughout the nation.

Sixteen Tribes received support that included:

- 3,500+ acres prepared for timber management with an estimated volume of over 20 million board feet
- Timber cruise data gathered on 778 plots
- 120 stand exams measured
- 169 continuous forest inventory plots remeasured
- Mapped tribal forestlands using GIS on 132,000 acres

These accomplishments don't come easy. The Team works in all types of field conditions including steep terrain, winter conditions, insect infested woods, and poison ivy just to name a few.



Timber Team assisting Umatilla Reservation with tree painting in snowy conditions

DIVISION OF FORESTRY (DOF)

Fire Salvage Opportunities

The Timber Team helped tribes across the country with priority taking place on fire salvage opportunities. Salvage operations took place in Montana, South Dakota, and Washington, where the team assisted local tribal foresters with layout, marking, and cruising.

The team also got to tour several mills that made a priority to process the woody material before insects and disease targeted the integrity of the wood. It was an incredible learning experience for the Timber Team, and it was satisfying to see tribes work on salvage operations from start to finish.



Timber Team touring the Vaagen Mill near the Colville Reservation in Washington



Timber Team touring the Rosebud Sioux Tribal mill in south Dakota

DIVISION OF FORESTRY (DOF)

Work Experience Provided to Two BIA Pathways Interns

The Timber Team provided work experience for two BIA Pathways program interns pictured in the photo below. One intern is a Cherokee Tribal member from Oklahoma and is currently enrolled at Oklahoma State University and pursuing a bachelor's degree in Forest Resource management. A second intern is a member of the Confederated Tribes of Siletz Indians enrolled at Oregon State University and pursuing a bachelor's degree in Natural Resources with a focus in Policy and Management. Both Pathways interns worked hard, gained incredible work experience and will be an asset to any program when they graduate.



Timber Team and BIA Pathways interns assist the Coquille Tribe in cruising Douglas fir trees

2023 Projects Scheduled

The Division of Forestry is currently seeking proposals for calendar year 2023 and federal/tribal staff that would like to work with the Timber Team on any assignment this year. The Timber Team has already scheduled the following projects or trips in 2023.

Tribe or Region	Timber Team Project	Location
Chehalis Reservation	Stand exams	Washington
Yurok Tribe	Sale Prep	Northern California
Alabama Coushatta Tribe	CFI Installation	Southeastern Texas
Southern Plains Region	Large-scale GIS cover type mapping	Oklahoma

New! Project Request Form

The Timber Team has a new web page hosted on BIA.gov, complete with a project request form and information about the Timber Team. Visit <https://www.bia.gov/service/timber-team> to download the form. Requests for assistance must be submitted on this form and approved by the Regional Director and Regional Forester. Information sought on the Request Form includes:

- Project Description - Contacts, activity, crew size, proposed start date, duration of project and number of types of local forestry staff
- Project Status - Tribal approval, archaeological surveys completed, NEPA and GIS status
- Description of Work - Cruising, marking, layout, GPSing, boundary painting, NEPA, TAAMS, Forestry, GIS/Mapping needed, and specialized skills needed to complete the project
- Recommendations for Crew Lodging - Information on local hotels, government, or tribal housing available

INDIAN ENERGY SERVICE CENTER (IESC)



Orphan well in a field and, a well pipe visible on the ground

What is an Orphaned Well?

The IESC serves as the BIA Office that is responsible for coordinating Infrastructure Investment and Jobs Act (IIJA) funding and program activities for Tribal orphaned well plugging and abandonment, provided under section 40601(d) of the IIJA. Signed into law by President Biden on November 15, 2021. The IIJA defines and orphaned well as:

- A well that is not used for an authorized purpose –such as production, injection, or monitoring – and for which no operator can be located, or
- The well owner is unable to plug the well and remediate and reclaim the well site.

Plugging, Remediation & Reclaiming

The IIJA Tribal grant program offers a historic opportunity to mitigate the adverse impacts and risks that orphaned wells pose on Tribal land.

The DOI policy and practice is to ensure that oil and gas wells and sites on federal and Tribal lands are plugged, remediated, and reclaimed at the end of their productive lives, some wells have become orphaned throughout the United States' long history of oil and gas development. These orphaned wells could pose risks to human health and the environment.

Application Period for \$50 Million in Grants to Tribes has been extended with a new deadline of February 21, 2023

The Bipartisan Infrastructure Law provides \$150 million for Tribal well plugging, remediation, and restoration. Tribes may seek funding to undertake the well plugging or may request that the Secretary of Interior administer the well plugging on behalf of ["in lieu of"] the Tribe.

The \$150 million will be distributed over multiple funding opportunities, with an initial \$50 million available in FY 2023. Funding will be distributed and managed by the [Office of Environmental Policy and Compliance](#) (OPEC) in their administration of the Bipartisan Infrastructure Law in cooperation and collaboration with the Indian Energy Service Center.

Three types of grant funding available

Tribal Implementation Grant - Funds are available to plug, remediate, and reclaim orphaned well sites on the Indian Tribe's respective trust or restricted lands.

Program Development Grant - Funds are available to assist Tribes in the development or administration of a Tribal program to carry out any activities associated with plugging, remediating, and/or reclaiming orphaned well sites on the Indian Tribe's respective trust or restricted lands.

"In Lieu Of" Funding - Tribes have the option to request the DOI administer and carry out plugging, remediation, and reclamation activities on the Tribe's behalf.

INDIAN ENERGY SERVICE CENTER (IESC)



"Millions of Americans live within a mile of an orphaned oil or gas well. Now, funding to clean them up is on the way, so that communities no longer must live with these safety hazards and risks to public health in their backyards".

Secretary Deb Haaland
Interview with nmpoliticalreport.com

Tribal Orphaned Well Grants: Technical Assistance Open Office Hours

The Bipartisan Infrastructure Law provides \$150M for Tribal well plugging, remediation, and restoration. Tribes may seek funding to undertake the well plugging or may request that the Secretary administer the well plugging on behalf of the Tribe. Online Training for Orphaned Wells offered:

Course Title	Training Dates	Time
Grants Technical Assistance	January 11, 2023	10:00 a.m. MST
Grants Technical Assistance	January 18, 2023	10:00 a.m. MST

Indian Energy Service Center Role in Grant Program Rollout

The Office of Environmental Policy & Compliance (OPEC) is lead on this BILS activity. IESC will be collaborating with OPEC on these future activities.

- Grant review and ongoing grant technical assistance for program development
- Summarize and review of Tribal comments from the OPEC Consultation Sessions
- Tribal pre-grant information sessions
- Tribal grant application processing
- Tribal Program development (capacity building)
- In lieu of Tribal projects (contract services through BLM Indefinite delivery, indefinite quantity, IDIQ contract)
- Coordination of grants awards to Tribes
- Support reporting requirements of the Bipartisan Infrastructure Legislation

For more information on the Orphan Well Program

Contact Johnna Spriggs, Trust Reform Liaison, Indian Energy Service Center,
Johnna.Spriggs@bia.gov (email), 720-799-5486 (Phone)

INDIAN ENERGY SERVICE CENTER (IESC)

Upcoming TAAMS Mineral Leasing Training

Training will be provided via WebEx to BIA and Tribal Contract/Compact Staff. Training is provided by CGI and a Realty Specialist from the Indian Energy Service Center. IESC will post trainings and overview sessions as they are scheduled.

Course Title	Training Dates	Enrollment Deadline
Mineral Leasing WebEx	February 28–March 3, 2023	February 21, 2023
Mineral Leasing WebEx	July 18-21, 2023	July 11, 2023

FY 2023 Leadership Meetings

Executive Management Group (EMG) Meeting - The EMG will provide the IESC Director with a broader scope of expertise, technical assistance, and advocacy. The EMG may also provide guidance on how to navigate the multi-agency aspects of strategic planning and may assist in prioritizing future projects. The EMG is comprised of the Directors of the BIA, ONRR, BTFA or their delegate and the BLM Assistant Director for Energy, Mineral and Realty Management or their delegate.

Indian Energy and Minerals Steering Committee (IEMSC) Meeting - The IEMSC is comprised of senior level management representatives from bureaus and offices within the DOI with direct responsibility for managing Indian energy and mineral resources and revenue management. They include the BIA, Bureau of Land Management (BLM), the Office of Indian Energy and Economic Development (IEED), the Office of Surface Mining (OSM), the Office of Natural Resources Revenue (ONRR), the Bureau of Trust Funds Administration (BTFA), and the Office of Minerals Evaluation (OME). The IEMSC's goal is to share information and solve issues involving energy and mineral development and revenue management on Indian lands at the lowest level feasible and to raise issues that cannot be resolved or that would require policy changes to the attention of the appropriate Assistant Secretary(s) or the Special Trustee.

Leadership Meetings	Meeting Dates	Scheduled Time (MST)
Executive Management Group	January 10, 2023	8:30 a.m. -1:00 p.m.
Indian Energy & Minerals Steering Committee Mtg	January 11, 2023	8:00 a.m. -4:30 p.m.

FY 2023 Federal Partnership Charter Meetings

The Federal Partnership team serves as a Department of the Interior inter-bureau/office forum for Indian energy and mineral resource development, royalty management coordination, and information exchange at the local office level. The Bureaus/offices represented on the team operate under the Federal trust responsibility to Federally recognized Indian Tribes, Indian allottees, and Alaska Natives.

Federal Partner Charters	Meeting dates	Scheduled Time (MST)
Fort Berthold (Feds only)	January 18, 2023	8:30 a.m. -3:30 p.m.
Fort Berthold with MHA Nation	January 23, 2023	8:30 a.m. -4:30 p.m.
Southwest	January 31, 2023	9:00 a.m. -12:00 p.m.
Oklahoma, Texas, Kansas	February 7, 2023	8:30 a.m. -12:00 p.m.
Rocky Mountain Region	March 9, 2023	8:30 a.m. - 12:00 p.m.

DIVISION OF RESOURCES INTEGRATION AND SERVICES (DRIS)



New Division Holds All Hands Meeting

Division of Resource Integration and Services all hands meeting in Albuquerque, NM in November 2022. Our new Branch is dedicated to processing Fee-to-Trust (FTT) Land Description Examination and Validations (formerly Bureau of Land Management's Legal Description Reviews (LDRs)). We also map Trust Parcels, Review Federal Land Transfers, map Trust Asset and Accounting Management System (TAAMS) Rights of Ways, and coordinate between OTS Central Office and the Regional Geospatial Coordinators, for all Trust geospatial needs.



(Front row kneeling L to R) Chid Murphy, Brandon Larrabee, Anne from Esri, and Trisha Johnson. Standing (L to R) Keisha Birdtail, Marlon Dick, Winters Redstar, James Halbert, Travis Blacketter, Jennifer LaCounte, Nathan Lillie, April Johnston, Betty Pierce, Andrew from Esri

Geo Data Examination & Validation (GDEV) Fee to Trust (FTT) Strike Team

In March 2022, OTS directed the creation of a GIS Strike team to develop, incorporate and train on the National Policy Memorandum, NPM Trus-43, GIS modernization for Land Description Reviews. The Division of Land Titles and Records loaned a GS-12 employee on a detail, to this four-member team which included three GS-5 cartographic technicians. Working in conjunction with the pre-established Fee to Trust Strike Team, this new team immediately began performing in person collaboration sessions with both BIA Regional Realty and BILS staff.

The GDEV FTT GIS Strike team had set a goal for meeting with all BIA Regions to provide onsite technical direction and assistance to staff for Land Description Reviews to facilitate the timely submission of Fee to Trust transactions. This technical direction goal was projected to be fulfilled in 2022 and 2023 taking into consideration Regional Staff availability.

DIVISION OF RESOURCE INTEGRATION AND SERVICES (DRIS)



What is a Land Description Examination and Validation (LDEV)?

An LDEV is performed by the GIS Strike Team to examine the validity of the land description to include an acreage calculation using the industry standard and proprietary GIS mapping software.

The LDEV is intended to verify:

- Legal description is accurate
- Subject property is correctly described
- Legal description is consistent throughout all acquisition documents

LDEV reviews support documents such as commitments for title insurance, [survey] maps, deeds, etc.

GDEV FTT Strike Team Outcomes Sought

- Incorporate the National Policy Memo TRUS-43, [Modernize the Land Description Review Process for Fee-to-Trust Acquisitions](#) into BIA workflows.
- Capture BLM Indian Land Surveyors subject matter expertise in marking, defining, and documenting public land boundaries critical when incorporating regional data into a BIA nationwide Geospatial Information System.
- Meet with Regional Subject Matter Experts (SMEs) to ensure future Land Description Examination & Validations (LDEVs) are completed using GIS best practices. This includes working alongside Regional Geospatial Coordinators (RGCs) on current national mapping efforts, right of way data incorporation and land transfers.
- Continue building positive working relationship with regional staff to aid in fulfilling leadership's intent in restoring tribal homelands.

GDEV FTT Strike Team Key Results

- Held 8 Regional Fee to Trust onsite meetings at Alaska, Eastern, Eastern Oklahoma, Great Plains, Midwest, Northwest, Rocky Mountain, and Southern Plains Regions. (We experienced an operational pause to onsite visits due to rising COVID outbreaks over the 2022 holiday season. Visits were pushed back to 2023 for visits to the Navajo, Pacific, Southwest, and Western Regions).
- Completed 129 LDEVs in 6 different regions in 2022.
- Established working relationships with Cadastral Services Fiduciary Trust Manager on LDEV process.
- Fee-to-Trust Reporting dashboard developed.
- Team mission, strategy, goals, and a roadmap developed to provide clear leadership intent and direction.

Point of Contact

Travis Blacketter, Acting Branch Chief, Geo-Data Examination and Validation (GDEV)
Office of Trust Services, Division of Resource Integration Services
(720) 630-3810 (Cell), Travis.blacketter@bia.gov (Email)

DIVISION OF WILDLAND FIRE MANAGEMENT (DWFM)



Fort Apache Heli tack crew unloading water 2016

National BIA Fire Leadership convenes for first annual NFLT Summit

November 29-December 1, 2022, BIA Wildland Fire Management leadership and support staff attended the first annual 2022 National Fire Leadership Team Summit held over three days in Boise, Idaho. National BIA fire leadership, regional fire management officers, and support staff presented material and initiated conversation about wildland fire management priorities. The approximately 50 attendees participated in the meeting both virtually and in person.



2022 National Fire Leadership Team Summit attendees captured outside the Idaho State Building, where meetings were held November 29 – December 1, 2022

Themes of the meeting days included "Building a stronger workforce, taking care of our people"; "Where we want to be, how we get there"; and "Working towards our common goals." A contractor assisted in facilitating the 3-day meeting with leadership-building exercises and discussions throughout. Meeting presentation and discussion topics included:

- | | |
|-----------------------|---|
| Budget | Agreements |
| Workforce development | Critical incident stress management |
| Preparedness reviews | Future of the National Fire Leadership Team |

A full day of meetings and discussion focused on hiring, budget, and organization, prioritizing carryover limitations and Tribal Resource Management funding. Meeting attendees were introduced the new fire series pay table and the standardization of position descriptions for fire jobs.

DIVISION OF WILDLAND FIRE MANAGEMENT (DWFM)



Southern Plains Regional Fire Management Officer Sheldon Sankey speaks in breakout group session to team members at the summit

At the summit, the NFLT supported the establishment of three sub-committees to focus on Budget, Fuels and Operations priorities for BIA wildland fire management. The newly implemented sub-committees will expand the BIA wildland fire governance structure and allow opportunities for more regional/agency and Tribal involvement in wildland fire management objectives. The next fire leadership summit is expected to take place in the BIA Northwest Region in 2023.

BIA Wildland Fire Management Thanks Two Retiring Central Office Employees for Their Service

BIA Aviation and Safety Director Joel Kerley and BIA Wild Urban Interface/Wildfire Prevention Specialist Patrick McDowell will be retiring from BIA wildland fire management on December 31, 2022.

“Mr. Kerley and Mr. McDowell have both been an integral part of BIA Wildland Fire Management during their time of service to the federal government and the Bureau of Indian Affairs,” said BIA Wildland Fire Management Director Aaron Baldwin. “As our Aviation and Safety Director for the past seven years, Mr. Kerley has made the aviation and safety program one of the best in the country with his head on approach to challenges and continuous strive to excel the program within the interagency community. For the past 17 years, Mr. McDowell has served Indian Country to help prevent the human-caused fires we have experienced at rates far higher than other parts of the country. His work to develop and implement national policy for the wildfire prevention program and use innovative technology to plan response has and will continue to make a lasting impact within our fire prevention program.”

BIA Wildland Fire Management staff and leadership sincerely thanks Mr. Kerley and Mr. McDowell for their respective service to the Bureau of Indian Affairs’ Wildland Fire Management Program.



Joel Kerley, Aviation & Safety Director



Patrick (Pat) McDowell, Wild Urban Interface & Wildfire Prevention Specialist

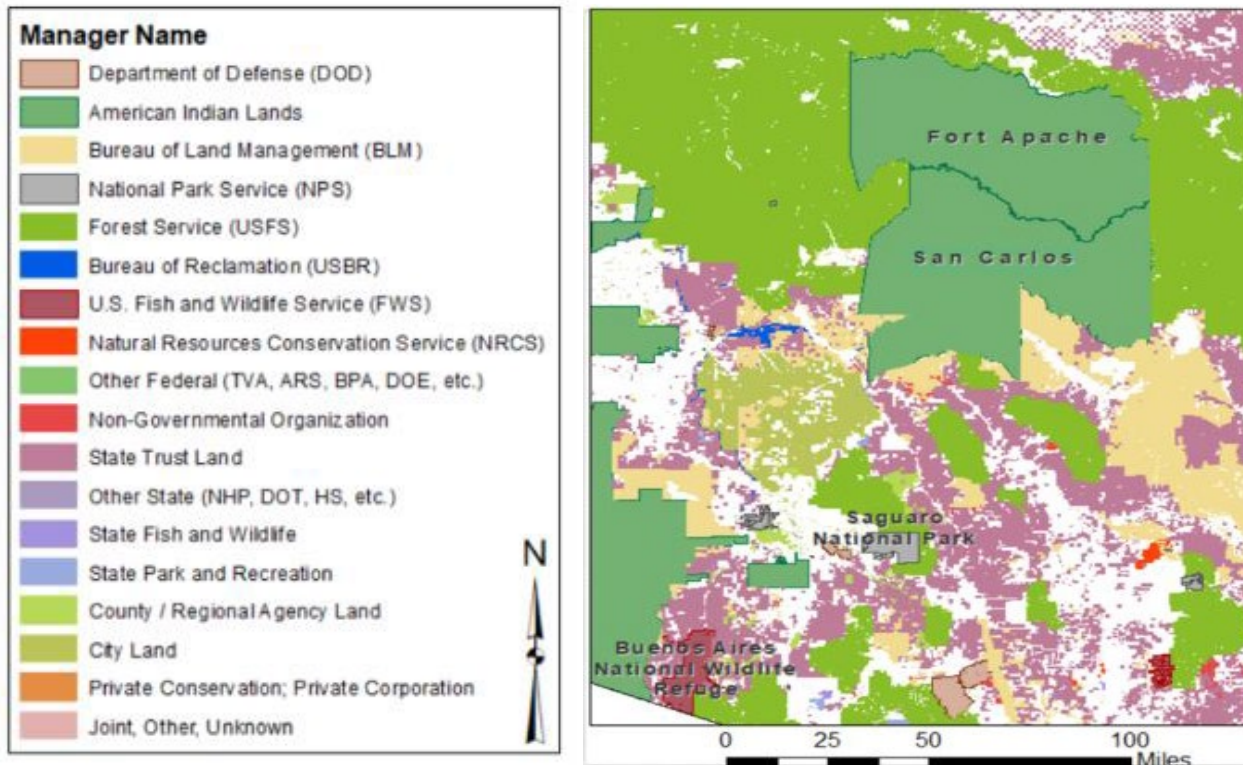
DIVISION OF WILDLAND FIRE MANAGEMENT (DWFM)



Innovation Landscape Network: New Approaches for Fuels Treatment Planning and Wildland Fire Management

As public lands continue to experience rapid change brought on by fire, invasive species, and climate change, there is a growing need for science-management partnerships to apply innovative research, technology, and adaptation strategies at an accelerated pace. The Bipartisan Infrastructure Law (BIL) provides funds to dramatically increase fuels treatments and post-wildfire recovery efforts. This funding represents an opportunity to

- Dramatically improve the tools and modeling to plan individual fuels treatments
- Monitor fuel treatment effectiveness
- Account for landscape scale risk reduction and
- Replace reliance on older fire behavior models and time-consuming monitoring methods with new tools and technologies



DIVISION OF WILDLAND FIRE MANAGEMENT (DWFM)



Five pronghorns in a grassland on the San Carlos Apache Reservation

Leadership for Innovation

BIA, U.S. Fish and Wildlife Service (USFWS), and the USGS Fuels programs have worked closely together to test technology and expand new modeling as the foundation of the Innovation Landscape Network (ILN) concept. Within the southeast Arizona demonstration project (the first “node” in the ILN), the San Carlos Apache Tribe volunteered to host our first “Innovation Landscape Workshop.” There were 25 researchers and managers who discussed fire and fuels challenges, trained on new terrestrial laser-based monitoring technology, evaluated next generation fire behavior modules, and created a plan for expanding the partnership. This effort will extend to other key DOI landscapes with NPS, BLM, and other Tribal lands.



Prescribed Burn by Miami Agency Firefighters

Pursuing a Career in Wildland Fire Management

Serving as an entry-level firefighter is just the beginning of a rewarding career in wildland fire management. In addition to hiring temporary (seasonal) employees, BIA hires full time employees to run and support a unit’s fire management program. These positions include fire management officers, fire operations specialists, fire ecologists, prevention specialists and technicians, natural resource specialist, GIS specialist, dispatchers, budget analysis, business support staff, contracting specialist and human resource specialist all working to protect and preserve the precious lands held in trust for the tribes we serve.

Learn more about fire jobs with the DOI at <https://www.firejobs.doi.gov>. The BIA is currently recruiting for summer 2023. To speak with a staff member about becoming a wildland firefighter with the BIA, email fire.management@bia.gov.

DIVISION OF WORKFORCE AND YOUTH DEVELOPMENT (DWYD)



Pathways Intern Success Story

Former Pathways Intern now occupies BIA/USGS Bridge Position on a 4-Year Contract

Coral Avery (pronouns they/them; Shawnee Tribe) grew up in a multi-generational household in San Diego County attending Palomar College and Portland Community College before transferring in 2017 to Oregon State University (OSU). Coral graduated from OSU with a double Bachelor of Science degree in Human Dimensions of Natural Resources and Sustainability and studied abroad at the Universität Tübingen to add an international perspective and earned a minor in German. Coral has worked for the Branch of Tribal Climate Resilience since graduating the Pathways Program.

Coral began as a BIA Pathways intern in 2019 in Tribal Forestry with the Confederated Tribe of Siletz Indians conducting stand surveys, species inventories, marking/surveying timber roads/culverts on tribal forested lands. A project focus was on ways in which the Tribes' timber industry supports the availability of First Foods and improves the health and wellbeing of Tribal members.



Coral Avery former Pathways Intern summer 2019 – spring 2022, currently occupies a Bridge Position through an Interagency Agreement between BIA Tribal Climate Resilience and the USGS NW Climate Adaptation Science Center (CASC)

Remote work during the COVID-19 pandemic was with the Affiliated Tribes of Northwest Indians (ATNI) Climate Change Program and continued until graduation in Winter 2020. At ATNI, projects included climate communication through digital marketing, organized an Indigenous youth video contest and a youth track of ATNI's National Tribal Leadership Climate Summit and contributions to the publication of both the [Status of Tribes and Climate Change](#) (STACC) report and Tribal Cultural Resources chapter of the [Fifth Oregon Climate Assessment Report](#) (OCAR5).

Prospective Pathways Students

For more information on How to Apply, Program Benefits, Eligibility and more visit <https://www.bia.gov/bia/ots/workforce-planning-coordination> or Email Pathways@bia.gov

DIVISION OF WORKFORCE AND YOUTH DEVELOPMENT (DWYD)



Coral Avery is an avid photographer and shared this beautiful photo of the Siletz Forest

Coral Avery Q&A about Pathways

What do you like about the program as a student?

I enjoyed the flexibility to switch my assignment each summer until I found a position that really fit my career interests. It was also great to interact with folks who have years of experience as Tribal, federal, and Tribal organization staff so that I can better learn which would be the best fit for me.

What would you say to someone thinking about Pathways as an option?

It's a unique opportunity that can be confusing at times. I think the program is best used to explore the various opportunities that exist for young Native professionals, even if it may be outside your immediate area of interest.

List three words that describe your current position.

Climate, storytelling, forestry



Coral uses an increment borer to extract a wood core sample and measures to determine tree growth, age, and general health on Confederated Tribe of Siletz Indians forested land

What were some of the benefits you received from Pathways?

The mentorship from my assigned organization was invaluable. I had the opportunity to lead communications projects and collaborate on writing that led to my first publications. Everything I did at ATNI during my Pathways internship has continued in my current work at the BIA and has led to new opportunities within my branch and with partner organizations. Even my brief forestry assignment has led to collaborations with the Oregon Department of Forestry and other agencies within my new role.

What are your hobbies and what do you like to do in your free time?

I enjoy beading, photography, various outdoor activities, and working on my family's ranch when I visit home.

HONORING OUR TRUST VETERANS



"These veterans are some of the most dedicated, loyal, and tenacious employees I know, demonstrating true grit in their service to Indian Country. I encourage all employees to take a moment to speak with their fellow vets. Take note of their leadership styles and consider the ways we all grow as leaders to better serve our teams and Tribes."

- Darryl LaCounte, Director, Bureau of Indian Affairs

Edwin ALONZO

Forestry Technician
Boise, Idaho

Robert C. ANDERSON

Supervisory Physical Scientist
Lakewood, Colorado

Darin BEGAY

Inventory Management Specialist
Albuquerque, New Mexico

Travis BLACKETTER

Program Analyst
Lakewood, Colorado

Albert (Dale) BOND

Realty Officer
Lakewood, Colorado

Michelle CRUZ-SALEM

Contract Specialist
Boise, Idaho

Anthony Charles DAVIS

Electronics Technician
Boise, Idaho

Darla EVANKOVICH

Realty Specialist
Billings, Montana

Eric Michael GONZALEZ

Cartographic Technician
Sacramento, California

John HOLDER

Audiovisual Production Specialist
Boise, Idaho

Daniel James KAIM

Supervisory Petroleum Engineer
Lakewood, Colorado

Steven D. LARRABEE

Fire Management Specialist
Boise, Idaho

Bradford LECOMPTE

Supervisory Equipment Specialist
Eagle Butte, South Dakota

Kyle Albert LEVIN

Mechanical Engineer
Lakewood, Colorado

Olivia LUCERO-NELSON

Administrative Assistant
Dulce, New Mexico

Paul MAHON

Cartographic Technician
Dulce, New Mexico

Michelle Lynn MORRISON

Fiduciary Trust Officer
Lakewood, Colorado

Steven Donald MESA

Program Analyst
Lakewood, Colorado

Ira NEW BREAST

Water & Land Resources Officer
Albuquerque, New Mexico

Delores A. REAVES

Supervisory Budget Analyst
Boise, Idaho

Owen RICHARDSON

Asst. National Fire Cache Manager
Billings, Montana

Samuel K. SCRANTON

Forester
Boise, Idaho

Christopher T. TALBOT

Cartographic Technician
Albuquerque, New Mexico

Robert T. WEBER

NIOGEMS Trainer (Coordinator)
Lakewood, Colorado

Information for employee bios is provided on a strictly voluntary basis

HONORING OUR TRUST VETERANS

Darin Begay, Staff Sergeant (E-5)

United States Air Force Veteran

BIA Position: Inventory Management Specialist with Program Management & Coordination, Albuquerque, New Mexico



Photos: Darin Begay in military collage and standing with 505 Thunder basketball team he coaches, 505 Thunder logo

Darin Begay has been working with the Office of Trust Services for two years. He is an Inventory Management Specialist, with Program Management and Coordination. He is a member of the Navajo Tribe.

He earned the rank of E-5 in the United States Air Force and while serving from 1987-1991. While in the military his primary duties as a Tactical Aircraft Maintenance Specialist, tasked with taking care of the F-16 tactical aircraft systems, when the pilots aren't flying them, ensuring they are repaired and maintained to be ready at any time.

Aircraft maintenance specialists perform end of runway, post-flight and preflight, thru-flight and phase inspections. Perform integrated combat turns and hot pit refuels, advise on maintaining, servicing, and inspecting aircraft and related aerospace equipment, and troubleshoot and maintain aircraft structures, systems, components, and related equipment. These airmen remove and install aircraft components, conduct functional tests of repaired components and systems, and adjust, align, and rig aircraft systems. Inspections include structures, systems, components, and related systems and interprets inspection finding to determine what corrective actions might need to be taken.

For fun and in his free time he enjoys playing video games with his boys and serving as head coach for all Native American Youth Girls' basketball team, 505 Thunder, at local and out of state basketball tournaments. Volunteers time on basketball tournament committee for Native American boys and girls. Striking Eagle Native American Invitational (SENAI) is held annually at the University of New Mexico Johnson gym on the main campus.

HONORING OUR TRUST VETERANS

Travis Blacketter, Corporal (E-4) United States Marines Veteran

BIA Position: Program Analyst, Division of Land Titles and Records, Lakewood, Colorado



Photos: Travis Blacketter delivering ordnance to an expeditionary airfield and Travis atop 14,000-foot peak in Colorado

Travis Blacketter has been working with the Office of Trust Services, Division of Land Titles and Records as a Program Analyst working on Geospatial Information Systems (GIS) in Lakewood, Colorado for ten years. He is a member of the Fond du Lac Band of Lake Superior Chippewa Tribe. Travis was tasked with creating a new GIS Branch under OTS called Branch of Geodata Examination and Validation for the purpose of supporting OTS GIS needs and support for the BIA Regions. He is currently the acting Branch Chief for this new GIS modernization effort.

He earned the rank of Corporal in the United States Marines and served for 4.5 years in Iraq, Kuwait, Japan, Thailand, and Gaum. He built, delivered, and deployed air launched rockets, missiles, and bombs, in support of ground forces during active combat missions.

He describes one of his most memorable experiences working with the BIA to be working with multiple BIA Regions to support the parcel creation process. For fun and in his free time he enjoys climbing 14,000 feet plus peaks in the lower 48 states.

HONORING OUR TRUST VETERANS

Kyle A. Levin, Senior Airman (E-4/HM1)

United States Air Force Veteran

BIA Position: Audiovisual Production Specialist, Division of Wildland Fire Management, National Interagency Fire Center, Boise, Idaho



Photos: Kyle Levin exiting a plane, Airmen posing for photo in front of plane

Kyle A. Levin has been working with the Office of Trust Services, Division of Energy and Minerals Development (DEMD) as a mechanical engineer focused on renewable energy in Lakewood, Colorado for 6.5 years.

He earned the rank of Senior Airman in the United States Airforce where he served for 6 years. As a Senior airman he was responsible for Airborne Cryptologic Language Analysis. He preplanned and organized airborne operations and was responsible for translating foreign intelligence communications and locating ground threats. He also provided airborne oversight for U.S. troops and allies during combat, personnel recovery, and special operations missions. He flew aboard RC-135 and MC-12 aircraft for a total of more than 1,000 combat flight hours overseas. Kyle was deployed five times to Qatar (Al Udeid Air Base and Afghanistan Bagram Air Base).

He describes one of his most memorable experiences working with the BIA as follows. "One of my best memories at DEMD was watching one of my first projects evolve from a feasibility study grant application to completion and implementation (1.2 MW Solar PV Array at Picris Pueblo). It really showed me that what we do here at DEMD really does make a difference".

For fun and in his free time he enjoys hiking, camping, boating, fishing, guitar, and karaoke.

HONORING OUR TRUST VETERANS

Paul Mahon, Captain

United States Air Force Veteran

BIA Position: Cartographic Technician with the Land Titles and Records Office (LTRO) in Bloomington, Minnesota



Photos: 1) My son Andrew "best wingman I ever had." He'd grow up to earn a master's degree in Aerospace Engineering, studying with NASA Goddard, Edwards AFB Flight Test Center, and the Naval Postgraduate School, 2) Members of the 12th Tactical Fighter Squadron "Dirty Dozen" Kadena Air Base, Japan 1990, and 3) Pilot training graduation, T-38 airplane.

Paul Mahon has been working as a Cartographic Technician in the Midwest Region, Land Titles, and Records Office (LTRO) and greatly enjoys assisting the Branch of Geospatial Support (BOGS) and the LTRO in mapping Reservation Trust land. Paul Mahon served as a Pilot, Instructor and War Planner from 1986 – 1997. After graduation from Pilot Training at Vance Air Force Base Oklahoma, he completed F-15 training courses at Luke AFB, Arizona. He completed two peacetime tours in the F-15 being assigned to the 12th Tactical Fighter Squadron, Okinawa, Japan, and the 54th Fighter Squadron Elmendorf AFB Alaska. He was also assigned to the 89th Flying Training Squadron and was a member of the European-NATO Joint Jet Pilot Training program (ENJJPT) as an instructor Pilot. As a member of the ENJJPT program he trained pilots from Germany, Netherlands, Italy, Norway, and Belgium.

HONORING OUR TRUST VETERANS

Michelle Morrison, Lieutenant, Direct Commissioned Officer (O-3)

United States Navy Veteran

BIA Position: Beneficiary Services Branch Chief and Fiduciary Trust Officer, Indian Energy Service Center, Lakewood, Colorado



Photos: Michelle Morrison at Ronald McDonald House Charities in 2017, talking with visitors at "Stewards of the Sea: Defending Freedom, Protecting the Environment" exhibit during Mount Trashmore's Earth Day celebration, Virginia Beach, VA 2016, and with fellow shipmates at Navy Operational Support Center, Tulsa, OK.

Michelle Morrison has been working with the Office of Trust Services, Indian Energy Service Center for two years. She is a member of the Cherokee Nation. Mrs. Morrison enlisted in 2003 in the Navy Reserve and served as an E-5 Yeoman, 2nd class Petty Officer, (Administrative Assistant). She provided operations, logistics, joint planning, communications, public affairs, and exercise support to joint combatant commands at US Pacific Command and US Southern Command. Selected in 2008 as a direct commissioned officer in Human Resources she provided support to the Navy Personnel Command & Navy Recruiting Command. She was mobilized to the US Fleet Forces Command in Norfolk, VA in support of Operation Enduring Freedom. There she worked as the Operational Energy Action Officer in the Fleet Installations, Environmental and Energy Readiness Office on the Great Green Fleet Campaign of 2016. This initiative helped transform the Navy and Marine Corps energy use in accordance with the energy and efficiency goals outlined by the Secretary of the Navy to diversify fuel sources, strengthen operational flexibility and improve combat capability.

She enjoys spending time with family and friends and walking her cattle dogs. She lives on a small farm with cows and horses and tries to lead a healthy lifestyle by staying physically active. She and her oldest granddaughter participate in 5K walk/runs through the year with the Cherokee Nation Wings group. She completed the Route 66 half-marathon, a Tough Mudder and the Native American Pathstar Alcatraz swim.

HONORING OUR TRUST VETERANS

Robert T. Weber, Air Radar Tech/Gunnery Sergeant (E-7 Retired) United States Marine Corps Veteran

BIA Position: NIOGEMS Trainer, Division of Energy and Mineral Development, Lakewood, Colorado



Photos: Staff Sergeant and Mrs. Weber at the Marine Corps Birthday Ball ~1993. (L-R) Robert's son Stephen, Robert, and Rob Halford, lead singer of Judas Priest 2018

Robert T. Weber has been working with the Office of Trust Services, Division of Energy and Mineral Development as a contractor for over five years. Robert Weber served in the United States Marine Corps from 1982 - 2004. After graduating recruit training in San Diego, California he served as a Dragon Weapons Gunner (0352) in the Marine Reserves in his hometown, Toledo, Ohio. He then transitioned to active duty and reported to Marine Corps Base 29 Palms, California for training as an Air Radar Repairer (5942). Robert then served at Marine Corps Air Station Yuma, Arizona and Futenma, Okinawa before returning to 29 Palms for training as an Air Radar Technician (5948). Upon graduation, Robert was selected to stay on as an instructor at the Radar Maintenance Training Section. Robert then served as Radar Crew Chief and Radar Shop Chief at Marine Air Control Squadron 23 (MACS-23), Buckley Air Force Base, Aurora, Colorado. Robert then returned to 29 Palms for another tour as an instructor and then returned to MACS-23 where he retired in 2004 as a Gunnery Sergeant (GySgt E-7). Other billets and duties that Robert held are Military Police and Protocol Chief.

Robert enjoys providing NIOGEMS Training at the user's sites because every group is different in how and why they will use NIOGEMS. On a personal note, he enjoys traveling, spending time with his family, watching movies and sports, and listening to heavy metal music set to (11) eleven.

HUMAN SERVICES



Reimagining our Work: Remote positions

The Office of Trust Services has taken the initiative to offer upcoming vacancies as remote positions when feasible. A remote job in the federal government is one where you are not expected to report to an official agency worksite regularly. Instead, you will work from your home or other alternative worksite either within or outside of the commuting area of your agency's official worksite. *How to filter results by remote jobs in <https://www.usajobs.gov>*

1. Enter remote in the **Location** search box at the top of any page. You may have to click on the **Search** icon, at the top of the page, to display the **Location** box.
2. Select from the auto-populated choices
3. Click **Search**

A screenshot of the USAJOBS search interface. The top left has the "USAJOBS" logo. To the right are links for "Sign in", "Help", and "Search". Below these is a search bar with two input fields. The first field is labeled "Keywords" and contains the text "bureau of indian affairs". The second field is labeled "Location or Remote" and contains the text "remote". To the right of the second field is a blue "Search" button. Below the search bar is a link for "Search tips".

Federal Program helps Families with COVID-Related Funeral Costs

The COVID-19 Funeral Assistance Fund has money to help cover costs of COVID-related funerals in the United States into the foreseeable future. The program began in January 2020 and funds are eligible for retroactive reimbursement up to \$9,000. Assistance may be available the applicant even when life insurance was used to cover funeral expenses on or after January 20, 2020.

Website: <https://www.fema.gov/disaster/coronavirus/economic/funeral-assistance>

Call to start an application by calling: **844-684-6333**

Expenses Covered: Funeral services, cremation, interment, costs associated with producing death certificates, costs due to local or state government laws or ordinances, transportation for up to two people to identify the person who died, transfer of remains, casket or urn, burial plot, marker or headstone, clergy, funeral ceremony, funeral home equipment or staff.

HUMAN SERVICES



U.S. Department of the Interior “2022 Best for Vets Employers”

The [Military Times Best for Vets Survey](#) listed the U.S. Department of Interior as number one in the District of Columbia and number 2 in Government-Civil Service. Reasons for this ranking included outreach at military job fairs, developing relationships with federal local veteran’s employment representatives, developing relationships with colleges and/or student veteran’s groups and military organizations, options for off-site, remote work, and the new focus on military spouse programs. See DOI website <https://www.doigov/veterans> for information on internships, training/development, a toolkit for hiring veterans, and special hiring authorities.

Free Lifetime Pass available for Military Veterans and Gold Star Families

Starting Veteran’s Day 2022, veterans of the U.S. Armed Services and Gold Star families can obtain a free lifetime pass to more than 2,000 parks and land managed by the National Park Service, U.S. Fish and Wildlife Service, U.S. Forest Service, Bureau of Land Management, Bureau of Reclamation, and the U.S. Army Corps of Engineers. Each lifetime pass covers entrance fees for a driver and all passengers in a personal vehicle (or passholder and up to three adults at sites that charge per person), as well as standard amenity fees at national forests and grasslands, and at lands managed by the Bureau of Land Management, Bureau of Reclamation and U.S. Army Corps of Engineers. [Click here](#) for information on the pass.

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