



Trust Land Services, Resource Stewardship, Results that Matter



**Message from
Deputy Director
Johnna Blackhair**



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Greetings from Trust Services

We have some exciting new initiatives managed by the Office of Trust Services beginning with implementing the Bipartisan Infrastructure Law (BIL) investments in Irrigation and Power, Tribal Climate Resilience, Water Settlements, and Safety of Dams. This includes coordination with DOI on other BIL opportunities supporting Wildland Fire Management, Ecosystem Restoration and Orphaned Wells.

Proposals are being accepted for Tribal Climate Resilience, the Energy and Mineral Development Program and Tribal Energy Development Capacity grants and tribal consultation sessions on a new streamlined Fee to Trust process is underway. We launched our pilot Land Management Certificate Program and will be adding the registration in DOI Talent. Funding is still available for interested candidates (see Page 3). Our first Tribal and Employee Engagement Session was held in Billings, MT to get feedback on Trust priorities going forward.

These are just a few of the many initiatives in the works within Trust Services. I am proud of the hard work of all our Trust employees including those at the Great Plains Region highlighted in this issue.

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Photo header: Wild rice growing on Wisconsin lake

News You Can Use



BIA Trust Quarterly Newsletter

The Trust Quarterly Newsletter is produced collaboratively by the Trust Services Divisions under the direction of Deputy Director, Johnna Blackhair. 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 July Issue by June 18, 2022

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

OTS@bia.gov

The main page of the BIA Trust Services web page lists this email address for members of the public to contact us. Program Management staff monitor the site and inquiries have ranged from technical assistance inquiries to reaching out to find a particular staff person to speak to regarding a Trust issue.

BIA Reentry/Future of Work Plan

The pandemic has forced us to transition to a new way of working and reimagining our work environments when we return to regular operations after May 28. Supervisors should be working with their staff, their managers and Human Resources to complete remote/telework agreements. Your supervisor will discuss with you, your date of reentry, in accordance with the phases listed in the BIA Reentry/Future of Work Plan.

- **Phase 3 April 28** – Employees who volunteer and/or would benefit from being on-site scheduling. Approximately 60% of employees transitioned from max telework status, completing reentry
- **Phase 4 May 28** – 100% Employees transitioned from maximum telework status, completing reentry. Additional transition time scheduled as locations may be subject to tribal guidance.

Employee Assistance Program Webinars

- Preparing to return to work, understanding stress
- [Click here](#) to Register
- Dates: May 17-10 a.m. & 3:30 p.m., May 18-1:30 p.m. EST

NEWSLETTER DISCLAIMER

The U.S. Department of the Interior, Bureau of Indian Affairs, Office of Trust Services, strives to make the information within this newsletter as timely and accurate as possible; however, makes no claims, promises, or guarantees about the accuracy, completeness, or adequacy of the content, and expressly disclaims liability for errors or omissions in the content of the newsletter.

Reference in this newsletter to any specific commercial product, process, or services, or the use of any trade, firm or corporation name is for the information and convenience of the public, and does not constitute endorsement, recommendation, or favoring by the Department of the Interior.

Available Training

Land Management Certificate Pilot Program

Space available for BIA Central Office, Region and Agency employees



Seeking BIA Central Office, Region, Agency Trust employees for Pilot Program

The Office of Trust Services (OTS) is embarking on a new venture to enhance the skills and knowledge of BIA land professionals through a partnership with the Indian Land Tenure Foundation (ILTF). Trust Services will pay for Land Management Certificates for any qualified BIA Central Office, Region and Agency employees in Trust and Realty related programs. The OTS objective is to close skill gaps for new and existing employees.

Eligibility

- Full-time (non-seasonal) employees
- Supervisor approval email or a copy of a signed Individual Development Plan including the certificate program
- Employee must be a self-starter committed to completing 12 online courses including self-study materials.

Tuition \$1,200 per person

The tuition for 12 courses at \$100 each for the full certificate program will be paid by OTS for approved candidates. Payments will be made by credit card or by contract if the number of interested candidates exceed charge card limits.

FOR MORE INFORMATION CONTACT

Dawn Selwyn, Trust Officer
Email: Dawn.selwyn@bia.gov
Mobile: (202) 494-4688

Land Management Certificate

Students who successfully finish the program will receive a certificate of completion from United Tribes Technical College. The certificate is awarded after successful completion of 12 online courses. See www.ntla.info/certificate for course details.

Course Information

Each course will take approximately 12 hours to complete earning 1.2 Continuing Education Units (CEU's). Testing is required in Level I courses. Summary of content by level:

- Level I – general overview and introduction to land management issues
- Level II – encouraging critical thinking about common issues
- Level III – practicum with BIA to complete actual on-the-job work in an effective and meaningful way. Subject matter experts will be engaged to format Level III content.

How do I Register?

Scan the Bar code below from a BIA computer or BIA issued phone for a link to the registration form. Or [click here](#). *Registration will soon be available through DOI Talent.*



BIA OTS will coordinate the transfer of funds to each participating Region or Central Office Division to coordinate tuition payments. The student will then receive and email from ILTF with link to the CEU Admissions and Registration Form to complete Level I, II, or III class enrollment.

Available Training



Online Federal Training on Working Effectively with Tribal Governments

Effective March 30, 2022, an online training course to provide users with a better understanding and greater knowledge of Native American issues was launched.

Course Description

The course is an introduction to the complexities and cultural aspects of tribal people and their governments. With more than 570 federally recognized Indian tribes in the United States, this online program is intended to provide a general overview of tribal governments and has been developed to provide federal employees and other interested parties with basic knowledge they can use to work more effectively with American Indian and Alaska Native governments.

Content Development

Content for the *Working Effectively with Tribal Governments* was initially developed in 2008 by the [Interagency Indian Affairs Executive Working Group](#) and released in January 2008, as a [White House E-Government and Technologies Initiative](#), with the Office of Personnel Management (OPM).

The March 2022 program is being presented by a working group consisting of the following organizations:

- Advisory Council on Historic Preservation (ACHP) [Office of Native American Affairs](#)
- Department of Justice's [National Indian Country Training Initiative](#)
- DOI, Bureau of Indian Affairs, [Office of Justice Services](#)
- Hosting and delivery support provided by the [OPM USA Learning program office](#).

Tuition

This is a free online course.

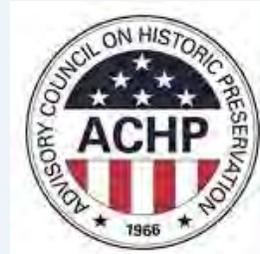
Target Audience

This is a valuable tool for federal employee and any others working with Indian tribes.

Course Enrollment

Enroll on <https://tribal.USALearning.net>. You will need to enable cookies on your web browser and setup a username and password for this site.

Estimated Course Time: Between one and four hours.



“Government-to-government consultation is an important aspect of the unique legal relationship the federal government has with federally recognized Indian tribes. To work effectively with Indian tribes, people should be aware of not only historical and legal issues but cultural factors, as well.”

Jordan Tannebaum
Vice Chair, Advisory Council on
Historic Preservation

America the Beautiful Challenge 2022



<https://www.nfwf.org/programs/america-beautiful-challenge>

“The U.S. should aim to conserve at least 30 percent of our lands and waters by 2030”.



*President Biden
January 27, 2021*

Overview

The [America the Beautiful Challenge](#) (ATBC) 2022 Request for Proposals coordinates funding from multiple Federal agencies and philanthropy into one competitive grant program. This one-stop shop solicitation is the result of financial contributions from the Department of the Interior, Department of Agriculture, Department of Defense, and private philanthropy. The ATBC vision is to streamline grant funding opportunities for applicants to develop large-scale new conservation and restoration projects around the United States.

Project Themes

- Conserving and restoring rivers, coasts, wetlands, and watersheds
- Conserving and restoring forests, grasslands and other important ecosystems that serve as carbon sinks
- Connecting and reconnection wildlife corridors, large landscapes, watersheds, and seascapes
- Improving ecosystem and community resilience to flooding, drought, and other climate-related threats
- Expanding access to the outdoors, particularly in

2022 Request for Proposals Deadline Thursday, July 21, 2022

In year one the America the Beautiful Challenge Request for Proposals anticipates awarding \$85 million nationwide with 10% for grants to Tribes or tribal-affiliated organizations. [Proposal](#)

[Tip Sheet](#)

Project Goals

Connect and restore the lands, waters, and wildlife upon which we all depend. Projects funded through the ATBC will advance principles underlying the America the Beautiful Initiative, See [Conserving and Restoring America the Beautiful Report](#).



Upcoming Webinar
Thursday, May 19, 2022
2:00 – 4:00 p.m. Eastern

Upcoming Job Openings



Apply for jobs online at <https://www.usajobs.gov> or setup an email alert for select BIA vacancies

Energy and Minerals Development

<u>Position Title</u>	<u>Grade</u>	<u>Duty Station</u>	<u>Status</u>
Program Manager (Division Chief)	GS-0301-15	Lakewood, CO	in process

Forestry Management

Forester (Strike Team)	GS-0460-5/7/9	Billings, MT	in process
Administrative Officer	GS-0341-9	Remote or negotiable upon selection	in process

Geospatial Support

Geographic Info System Specialist	GS-0301-7/9	Lakewood, CO	<i>Closing date: 4/13/22</i>
Geographic Info System Specialist	GS-0301-11/12	Remote or negotiable upon selection	in process

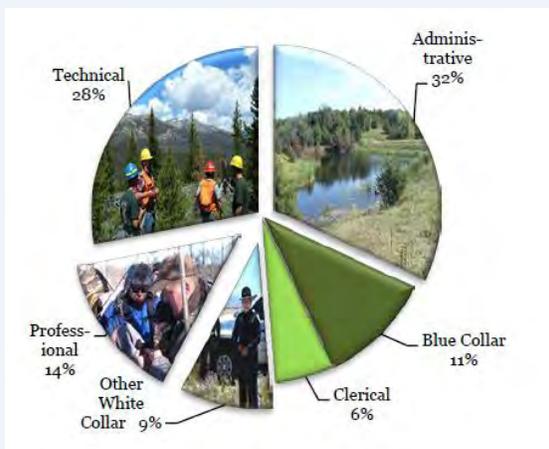
Program Management and Coordination

Audio Visual Production Specialist	GS-1071-11	Albuquerque, NM	in process
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Wildland Fire Management

Assistant Aviation Manager	GS-2101-13	Boise, ID	in process
Deputy Branch Manager Operations	GS-0401-13	Boise, ID	in process
Audio Visual Production Specialist	GS-1071-11	Boise, ID	in process
Equipment and Facilities Manager	GS-0401-12	Boise, ID	in process
Fire Ecologist	GS-0408-13	Boise, ID	in process

Office of Trust Services Job Categories



The **Bureau of Indian Affairs (BIA), Office of Trust Services (OTS)** is committed to serving Tribal Communities and their members by ensuring the activities associated with management and protection of trust and restricted lands; natural resources; forestry and wildland fire management; irrigation, power and safety of dams; and real estate services are improving tribal government infrastructure and communities, along with other components of long term sustainable economic development, to enhance the quality of life for their tribal members and protect and improve trust assets of American Indians, Indian tribes and Alaska Natives.

Tribal and Regional Employee Engagement Sessions (TREES)



First of three OTS Tribal and Regional Employee Engagement sessions to be held. Rocky Mountain Region sponsored this 1.5-day session in Billings, Montana on March 7-8, 2022

Topics Covered

- Bipartisan Infrastructure Law (BIL)
- Clean Energy Opportunities
- Climate Change Resilience
- Decision Support Tool
- Ecosystem Restoration
- Fee to Trust Strike Team
- Hydro Project Business Model
- Indian Land Consolidation Program
- Irrigation & Power Projects
- Lockbox
- Mortgages
- Oil & Gas Leases
- Orphaned Wells
- Renewable Energy Incentives & Grants
- Sacred Sites MOU Listening Sessions
- Safety of Dams
- Timber Strike Team
- Trust Asset & Accounting Management System
- Trust Management Improvement Program
- USDA Financing Options
- Wildland Fire Management
- Workforce



Darryl LaCounte, BIA Director, hired Ms. Thedis Crow as Superintendent, Blackfeet Agency when he was Regional Director, Rocky Mountain Region. He wished her farewell as she retired in March 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 being done, share plans for the future 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.

Upcoming 2022 Schedule

Session 1	March 7-8	Billings, MT
Session 2	June	TBD
Session 3	September	TBD

Opportunity for Open Discussion

The first session was well attended by Tribes, BIA agency superintendents, the Director BIA, Trust Service leadership and Divisions.

6 of 9 Tribes Attended: Blackfeet, Chippewa Cree Tribe, Crow Tribe, Eastern Shoshone, Northern Arapaho, and Northern Cheyenne Tribes

BIA Agencies present: Crow, Blackfeet, Fort Belknap, Fort Peck, Northern Cheyenne, Rocky Boy, and Wind River

BIA Leadership represented: Rocky Mountain Region, Office of Trust Services, Division of Energy and Minerals Development

Tribal and Regional Employee Engagement Sessions (TREES)



5 Tribes, 6 BIA Agencies, the Rocky Mountain Region and BIA leadership and Divisions were present for this first TREES event. Virtual attendees included USDA, Division of Energy and Minerals & OTS Special Projects

Four First Event Take-Aways

OTS is using the information from the TREES event to enhance budget formulation. We are listening to the Tribal needs expressed and incorporating those priorities into future requests. The engagement event has also provided OTS leadership ideas to set internal goals and priorities.

- Pilot Office of Personnel Management (**OPM**) **Organization Design Review** and assistance with **Workforce Planning** at the Rocky Mountain Region
- Pilot for Tribes to **identify and view their data in an ArcGIS platform**. A Tract Viewer Pilot is under development by the OTS Branch of Geospatial Services, Land Title and Records in coordination with the Bureau of Trust Funds Administration (BTFA)
- Fort Belknap Tribe requested an **Agency Trust Program Review** to ensure they have proper controls in place & provide recommendations for improvement (The review is tentatively scheduled for May 2022)
- Fund Distribution and Reporting guidance in **preparation for release of the Bipartisan Infrastructure Law funds**

Rocky Mountain Line Officers pose with Director BIA



(Left to Right): Anna Eder-Fort Peck, Mark Azure-Fort Belknap, Kenneth Bird-(Acting) Blackfeet, Thedis Crowe-Blackfeet and (Acting) Northern Cheyenne, Susan Messerly, **Regional Director, Darryl LaCounte, BIA Director**, Leslie Shakespeare-Wind River/ (Acting)Deputy Regional Director-Indian Services, Mamie Stump-Rocky Boy Agency-Field Representative, Clifford Serawop-Crow Agency.

Participant Feedback

“I look forward to correspondence on the streamlined 120-day process from the Fee to Trust strike team”

“It was good to meet and see the tribal leaders in the Rocky Mountain Region and hear their feedback and concerns”

“I appreciate the Division of Energy and Mineral Development being available for technical assistance, I plan to utilize them in the near future”.

Division of Energy and Minerals (DEMD)



Mission The Division of Energy and Mineral Development's (DEMD) mission is to provide the best possible technical and economic advice and services in assisting Indian mineral owners to achieve economic self-sufficiency by creating sustainable economies through the environmentally sound development of their energy and mineral resources.

Biography

Winter Jojola-Talbert is a Colorado Native, and a member of the Piro-Manso-Tiwa Tribe of New Mexico. Winter has worked with the U.S. Department of the Interior's Division of Energy and Mineral Development (DEMD) for the past 13 years and is currently Acting Division Chief.

During her time with DEMD, Winter has provided technical assistance, advice, and project management support to many federally recognized Tribes on a wide range of energy and mineral projects. Winter has a Master of Science Degree in Global Energy Management from the University of Colorado (Denver) and Bachelor of Science Degree in Electrical Engineering from the University of Colorado (Boulder).



"I am dedicated to assisting Tribal communities evaluate, plan and develop their energy and mineral resources in an environmentally conscientious manner, while having a positive effect on their local economies".

Winter Jojola-Talbert, Acting Chief, Energy and Mineral Development, Email: Winter.jojola-talbert@bia.gov



Map of 2020 DEMD grant and technical assistance projects by state

Bi-Annual Regional Project Summary Report, April 2022

The bi-annual Regional Project Summary (RPS) report is prepared by DEMD for the BIA Regions and the next report will be distributed in April 2022. All DEMD supported projects are identified by region and include:

- Content on project status
- Project summary
- Tribal short-term and long-term goals
- Quarterly updates
- Funding
- Completed action items
- Maps and images of projects

DEMD Competitive and Discretionary Grants



2022 Competitive and Discretionary Grant Request for Proposals

Deadline April 27, 2022

In the 2020-2021 fiscal year \$6.94 million grants were awarded to Tribes. Grants are discretionary, and subject to the availability of funds as appropriated by Congress on a year-to-year basis. The Division of Energy and Mineral Development will evaluate EMDP and TEDC grant proposals for projects that assess, evaluate, or otherwise promote the productive use or development of energy and mineral resources on Indian lands.

Energy and Mineral Development Program (EMDP) Grant

The [EMDP grants](#) provide the opportunity for Tribes to receive financial assistance to *evaluate the energy and mineral resource potential of their lands* through its grants. For 2022, 100 to 130 grants will be awarded amounts ranging in value from \$10,000 to \$2,500,000.



2014 EMDP grant recipient: \$1,245,920
Assessment for Acquisition of Kerr Hydroelectric Project

Activities Eligible for Funding

- Resource Assessment
- Exploration or Feasibility Studies
- Market or Engineering Studies
- Economic Evaluation
- Defining Potential Targets for Development

Tribal Energy Development Capacity (TEDC) Grant

The TEDC program is to *develop tribal managerial, organizational, and technical capacity needed to maximize the economic impact of energy resource development on Indian land.*

The [TEDC grants](#) provide the opportunity for Tribes to receive *financial assistance to establish the legal framework for developing and regulating their energy resources.* For 2022, 15 to 60 grants will be awarded, ranging in value from \$10,000 (minimum ask) to \$1,000,000 (maximum ask).



2016 TEDC grant recipient: \$128,406 Pechanga Tribal
Utility Development

Activities Eligible for Funding

- Develop Tribal energy business infrastructure
- Establish energy-focused corporation, energy-related Tribal business charter, Tribal Utility Authority
- Develop/enhance tribal energy policies, codes regulations, ordinances, or HEARTH Act leases
- Adopt secured transaction codes and joint power agreement with a state government

DEMD, Branch of Renewable and Distributed Generation



Solar array at Picuris Pueblo and the Crow Tribe's Yellowtail Afterbay Hydro Project

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

Branch Chief

Jennifer Reimann is the Branch Chief for the DEMD, Branch of Renewable and Distributed Generation. She has over 10 years of experience providing technical guidance and consultation to American Indian Tribes and Alaskan Natives on energy and mineral resource development.

Her specialized experience includes advisory, consulting, and reviewing services in engineering design, policies, and development of renewable and distributed energy resource on Indian land. Jennifer received a B.S. in Civil Engineering from the University of Colorado Boulder, and an M.S. in Global Energy Management from the University of Colorado Denver. She has broad experience with biomass, wind, solar, micro-grid, hydropower, and energy storage technologies.



Jennifer Reimann, Branch Chief
Renewable and Distributed Generation
Jennifer.reimann@biagov

56 Active Grant Projects

The Branch continues work on 56 grant projects for both the Energy and Mineral Development Program and the Tribal Energy Development Capacity Program. The Branch is closing the following nineteen grants:

- Three microgrid and two solar projects, all community scale have *high viability* for development/project financing and to be built within the next 2-3 years
- Eight *moderate viability* projects expected to move into the next phases of development studies
- Six *low viability* projects will likely not be pursued

Technical Assistance Projects

- Rocky Boy's Reservation (Chippewa Cree) Preliminary Solar Feasibility Study
- Crow Reservation updated Economic Analysis for Yellowtail Afterbay Hydro Project

Grant Solicitation Assistance to Tribes

With both [EMDP](#) and [TEDC grant](#) solicitations closing on April 27, 2022, outreach and grant assistance to Tribes has been a priority. The Branch has been communicating with over forty (40) Tribes and providing varying levels of assistance with developing technical scopes of work and other resources, as requested.

DEMD, Branch of Fluid Minerals



Southern Ute oil rig photo by Nancy S. Young, monitoring station for methane gas, and tribal logo

Mission The mission of the Branch of Fluid Minerals is to provide technical support for oil and natural gas energy resources, helium development, and subsurface geothermal support for Tribes and individual Indian landowners. The branch also works with industry partners to provide mapping, information, and contact with Tribes interested in developing oil and gas resources on their land.

Branch Chief

Zane Gordon joined DEMD in 2018 after working in the oil and gas upstream industry for 15 years. He previously worked for Anadarko (now Oxy) and Jonah Energy as a reservoir and business development engineer, where he developed a systemized

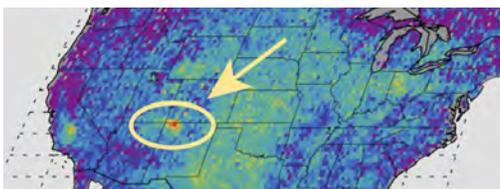


Zane Gordon, Branch Chief, Fluid Minerals
Zane.gordon@bia.gov

approach to data analysis, project management and economic evaluation. Zane received a B.S. in Computer Science from Colorado Mesa University and an M.S. from the Colorado School of Mines. He enjoys mentoring, family life, CrossFit, road cycling, hiking, and other hobbies as life allows.

Southern Ute Fruitland Formation

Division of Energy and Mineral Development is working with the Southern Ute Indian Tribe to study and identify strategies to implement a project to capture methane seepage from the Fruitland Formation outcrop located on the west side of the Southern Ute Reservation. Methane gas is considered more devastating to the environment than Carbon Dioxide (CO₂), up to 25 to 84 times worse than CO₂.



NASA map of excessive methane plume above the San Juan Basin in southwest Colorado

Grant funds used for Well Designs

The Tribe is seeking to collect all of the relevant historical data, identify all major variables, and identify well designs that might be ideal for mitigating the methane seepage. The initial goal is to create a 3-D sector model of the offending coal bed methane (CBM) seams.

These models simulate leakage and propose well designs to capture the methane before it is able to leak to the atmosphere through the CBM Seams into the atmosphere.

This methane seepage study area is a small part of the larger problem in the region likely along 100 miles or more. The methane seepage is not confined to only Southern Ute's Tribal lands and successful execution of this project could create priceless value for the Tribe, the region, and the environment. Further future collaboration with four corners, federal agencies, and industry is needed to capture this naturally seeping potent greenhouse gas.

DEMD Website Modernization Project



Payton Batliner is the DEMD Business Services Branch Chief and an enrolled member of the Cherokee Nation of Oklahoma. Payton is tasked with modernizing the DEMD website.

BIA Website Modernization

<https://www.bia.gov/ots/demd>

The DEMD, Branch of Business Services' Marketing Team has been editing and updating the DEMD website content over the past year. This effort is in conjunction with the Office of Trust Services (OTS) Website Modernization plan to better serve Native American Tribes in their endeavors to develop energy and mineral projects.

The DEMD website grew from 23 to 35+ webpages including an announcement page, interactive maps showcasing current DEMD technical assistance, grants, and ongoing projects in Tribal Nations.

All branches are receiving a facelift and revised content:

- [Fluid Minerals](#)
- [Solid Minerals](#)
- [Renewable and Distributed Generation](#)
- [National Oil & Gas, Energy and Mineral System \(NIOGEMS\)](#)
- [Business Services](#)
- [Geotechnical Data Services](#)

Business Services Branch Chief

Payton Batliner is an Economic Development Specialist and Branch Chief of the DEMD, Business Services Branch. He has worked with DEMD since 2009 across all commodity groups in the division and specializes in business planning, financial analysis, and Tribal Utility Formation. Payton holds an MPA with an emphasis in finance and entrepreneurship from the University of Colorado at Boulder.

Enriched Web Content

Energy resource primers provide information and resource requirements for renewable energy projects and distributed generation solutions. See [Microgrids](#) and [Hydropower](#) primers under the Branch of Renewable and Distributed Generation (BRADE). While the Technical Assistance DEMD offers is our primary source to engage with Tribes, we are including custom illustrations, icons, in-house photography and videos, and other website features to provide a richer experience for Tribes visiting the website.

Interactive Map of Tribal Utility Authorities



An interactive reservation map includes location of projects by reservation and links to project details

DEMD, Solid Minerals Branch



Grinding Rock Aggregate plant owned by the Fort Independence Paiute Tribe of California, December 2021



Dennis Bodenchuk
Branch Chief, Solid Minerals
Dennis.bodenchuk@bia.gov

Fort Independence Paiute Tribe Aggregate Company

In these times of supply chains issues, staggering inflation, high energy costs, wouldn't it be refreshing to learn about an Indian operated company that bucks the trend and is highly successful right out of the chute? Welcome to the Fort Independence Paiute Tribe.

The total projected costs of projects through 2030 approaches \$200 million in revenue, based on a volume of more than 18 million tons of aggregate. GRA is currently producing over 1,500 tons per day of clean aggregate of several size and quality classes for different construction projects. How's this for a "startup" company?

Technical Assistance

DEMD is providing technical assistance to Fort Independence across a broad spectrum of technical services to assist the Tribe in starting a tribal aggregate business. This assistance takes the form of a continuum of services beginning with assessment of the aggregate resources and culminating in the successful operation of a functioning Tribal Aggregate enterprise.

Tribal State-of the Art Aggregate Company

The Tribal Corporation is named Grinding Rock Aggregate (GRA) and is a tribally owned and operated sand and gravel quarry company based in independence, California. GRA is up and running and has already created jobs and income for the Fort Independence Indian Reservation (FIIR) Tribe and the region. This state-of-the-art sand and gravel quarry processing facility operates in a high demand market with limited competition for aggregate sales.

Aggregate shortage an Opportunity

The severe shortage of aggregate sources is expected to persist due to the lack of mining operations in the 200-mile-long Owens Valley. The Fort Independence Indian Reservation has been able to capitalize on this aggregate shortage and has been approached by several entities for general highway, dam, aqueduct, and environmental remediation projects by:

- California Department of Transportation
- Los Angeles Department of Water and Power
- Inyo County
- China Lake Naval Weapons Base
- Bureau of Land Management
- U.S. Forest Service

Economic analyses for next five years projects **Internal Rate of Return greater than 100%**

Projected **net profits amount to more than \$3 million per year** in years 2, 3, 4 and 5

Traditional Ecological Knowledge (TEK) at Karuk Tribe



Prescribed fire at Karuk Tribe, Analisa Tripp lighting a cultural burn with the pitch of sugar pie snag in an oak woodland. Black pitch is among the most highly valued form of money there is in the Karuk culture. Part of the Tribes vision is to ensure there will always be enough pitch available for future generations.

What is Traditional Ecological Knowledge (TEK)?

Traditional Ecological Knowledge, also called Indigenous Knowledge or Native Science refers to the evolving knowledge acquired by indigenous and local peoples over hundreds or thousands of years through direct contact with the environment.

This knowledge is specific to a location and includes the relationship between plants, animals, natural phenomena, landscape, and timing of events that are used for lifeways, including but not limited to hunting, fishing, trapping, agriculture, and forestry.

Bill Tripp began his tribal career with the summer youth program rebuilding ceremonial salmon structures before becoming the Tribe's first Water Resources Technician. In 1993, he was hired as the 4th full-time DNR employee. He began saving money to buy a laptop and went on to write grants for a hazardous fuels-reduction program to revitalize Karuk cultural burning practices.



Getting to know Bill Tripp

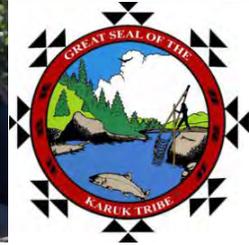
The Karuk Tribe supports TEK cultural burning and prescribed fire activities under the direction of Bill Tripp, Director of Natural Resources and Environmental Policy for the Karuk Tribe Department of Natural Resources (DNR).

Bill Tripp (Karuk Tribe member) previously held the position of Deputy Director of Eco-Cultural Revitalization. His DNR career spans nearly 30 years and he has dedicated his time to bringing traditional fire practices back to the Karuk people as a means to maintain a healthy, productive, biodiverse, and resilient landscape for people, plants, and animals.



He shared that fishing, hunting, incorporating traditional foods into his regular diet, gardening, firewood cutting, and spending time with his dogs are his favorite hobbies. He dreams of having a small workshop and portable mill to keep himself busy between visits on the porch with friends, family, and colleagues whenever retirement rolls around.

Traditional Ecological Knowledge (TEK) at Karuk Tribe



Traditional Fire

The Karuk Tribe developed a means to carry fire for miles by using an elk horn purse filled with coal and kindling wrapped in leather. Carrying fire through this means to sites for cultural burns predated modern fire-starting tools.



Water holding basket and traditional elk horn purse used to carry fire, Artist Vicki Preston

Prescribed fire and response are part of the integrated tribal program and may have cultural objectives. The Karuk Tribe views cultural burning as an action belonging to their people. For example, traditional fire was used seasonally to move wildlife away from areas burned to sustain basket weaving materials or to enhance deer and elk grazing numbers in preparation for hunting season.



Karuk baskets woven from plants, roots, and grasses

Interview

Mr. Tripp shared Karuk Tribe and DNR program challenges and successes in the effort to mainstream TEK cultural burning. Here is what he had to say.

What are some of your Tribal TEK Challenges?

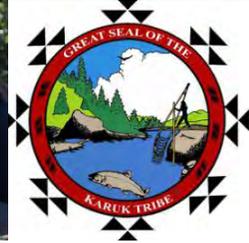
Bill Tripp has worked on maintaining TEK in natural resource governance for nearly 30 years and bringing traditional fire to the people as a central goal of the tribal DNR program. This tribal initiative has faced a few challenges over the years:

- State and federal funding agencies have questioned what is and is not an allowable tribal program when making funding decisions
- Federal and state partners have had different land tenure perceptions than the Tribe
- Overlapping and sometimes conflicting jurisdictional issues have arisen
- Government Line officers often lack knowledge or awareness of tribal cultural values
- Tribes must maintain staff qualifications to be eligible for certain state or federal funding
- Tribes must find innovative ways to build tribal programs to support *cultural fire practitioners*



Karuk Tribal staff training on qualifications necessary to maintain State and Federal funding guidelines

Traditional Ecological Knowledge (TEK) at Karuk Tribe



The Value of Private Donations

The *Karuk Endowment for Ecocultural Revitalization* is funded by private donors and has collected nearly \$300,000 thus far with benefits including:

- Karuk Tribe has engaged cultural fire practitioners on a contractual basis with private dollars
- Private funding pays for salaries of qualified tribal fire staff to be on-site supporting cultural practitioners
- Use of private funds avoids federal/state nexus attached to funds and allows support of cultural fire practitioners, as needed
- 275-gallon portable trailer and tools purchased to help mitigate drier conditions and provide access to water for cultural fire practitioners
- Radios were purchased for real time communications with U.S. Forest Service and tribal staff from remote project sites
- Private funds can be used to train prescribed fire practitioners to employ traditional practices, principles, and cultural objectives on a prescribed burn

- Increase number of available qualified personnel to assist with local, regional, and national response outside of local culturally relevant burning windows
- Use federal authorities and programs to help the tribe build the TEK capacity to prepare for, respond to and recover from fire

How has climate change affected current Karuk burning practices compared to years past?

Cultural burning windows have been getting longer. Some have gone from 2 weeks in February, to opening up from mid-winter through the time the birds start to nest. This extended window creates drier conditions, and we now need access to water when we never did before.

The Tribe historically relied on moisture gradients to compartmentalize fire, but with drier conditions having water and pumps available allows us to keep using these changing burn windows. We are seeing lightning starting wildfires earlier in mid-June, but still experience high overnight humidity recovery that allow us to safely burn grass as conditions are setting up for producing a lightning event.

What can BIA do to support TEK?

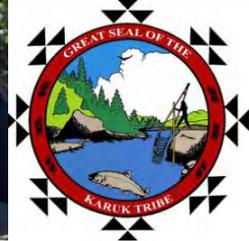
Schedule in season prescribed burns with cultural objectives. It is a struggle to get enough contingency resources. BIA support could include:

- Severity assignments could support the tribal programs by supplying backup resources
- Facilitate an intertribal/interagency network to scale up prescribed fire and cultural burning support programs



The Karuk Tribe put out a 29-minute video entitled “We’re Caring for Our World” detailing TEK and Climate Change activities. [Click here](#) for video.

Traditional Ecological Knowledge (TEK) at Karuk Tribe



What organizations does the Karuk Tribe collaborate with on TEK data collection?

A cultural resource geodatabase is being built to maintain a continuum of place-based knowledge retention and accumulation. As long as the Tribe maintains the capacity of data steward, any sharing of TEK data is governed by tribal agreement not a federal action.

Data collection collaborators include:

- Karuk TEK data collection, done in partnership with many USFS and tribal staff positions, covers a few thousand acres per year
- National Park Service (NPS) funds only 25% of one Tribal Historic Preservation Office (THPO) person's wages
- TEK data is retained in tribal ownership, but confidentiality is maintained through the heritage cooperative authority of the [Farm bill](#)
- Confidential agreements are used when working with academic institutions and other partners
- Parent agreements fund the tribe when engaging partners under self-governance and self-determination principles, as appropriate
- Select data is approved by Tribal Council for public release to share valuable lessons learned in the public domain

Do you have any recommendations for tribes considering a TEK burning program?

Try not to mix prescribed fire and all of its contemporary regulatory baggage with cultural burning. Prescribed fire can have cultural objectives, but cultural burns are an inalienable original unceded indigenous right not to be coopted by a federal or state nexus.

How is TEK data collected for future generations?

It is customary for Karuk youth to self-select the role they will take on in life by first exposing them to stories from our ancestors passed down by word of mouth and later exposing them to real life traditional activities.

The collection of origin stories as told by elders establish principles or lessons about an individuals' possible role in the community and nature. The telling of these stories are never in the summer and those seeking this information are asked to honor this restriction as tribal law.



Tribal and non-Tribal youth participate in Karuk Tribe TEK workshops

Restrictions exist to honor and protect Karuk cultural beliefs. There are pieces of our indigenous knowledge practice and belief systems that are for everyone.

Society is beginning to show signs they are ready for traditional systems to resume their rightful place. The Karuk are but one people of many peoples and there is the hope our TEK efforts will make a positive difference for future generations.

Branch of Forest Resources Planning



Photos (Left to right): Planting a sapling, aerial view of forest, fresh cut timbe

Our Mission...Why we Exist

BOFRP's mission is to provide the specialized technical expertise necessary to facilitate the accomplishment of all phases of forest resource inventory and management planning critical to the successful management of Indian resources.

What we Do

A crucial component of our mission is to increase the Indian owners' comprehension of the provided inventory data and resources. We firmly believe that knowledge is the key to understanding, and understanding is essential to good resource stewardship.



Planning is the key to success. Our highly trained staff are here to help

Branch Chief



*Dawn Patterson, Branch Chief
Forest Resources Planning
Dawn.patterson@bia.gov*

*“Forest
Management
begins with
inventory and
planning”*

Tribe and Landowner Management Objectives Vary

- Source of Income
- Product Yield
- Preservation
- Wildlife Habitat
- Increase Species Diversity
- Outdoor recreation

Forest Inventory Services available

- Field inventory design and specifications
- Sampling design
- Inventory processing and analysis
- Growth and yield modeling
- Field inventory training

Requesting Technical Assistance

All requests for services will be made through the regional office. Any direct work or technical assistance in the field will require a memo or letter from the field unit to their Regional Director and Regional Forester. Protocol requires the Region make the official request to BOFRP.

Consideration for Travel Arrangements

Please send requests for on-site assistance at least three weeks before the requested travel dates to allow for the travel planning and the approval process.

Branch of Forest Resources Planning



What is a Continuous Forest Inventory (CFI)?

A CFI is a system of permanent sample plots that are installed on a forest-wide basis and periodically remeasured to provide plot, tree, and regeneration data to guide forest management planning.



CFI Steps

PROJECT INITIATION

Pre-inventory planning and collaboration with stakeholders

DATA COLLECTION

Field unit collecting data and quality control

CLEANING

Field unit returns completed inventory to BOFRP for error checking and cleaning

PROCESSING

Data processing, verification, and regression analysis

ANALYSIS

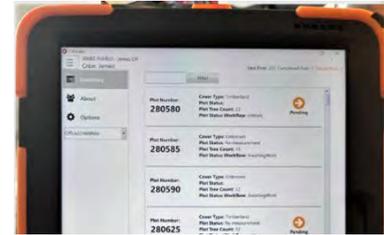
Verification and validation on analysis outputs for accuracy

FOREST INVENTORY ANALYSIS

Inventory returned to field unit for inventory analysis, BOFRP aids, if needed

CFI Data Collection App introduced in 2021

The need to improve and enhance the tools we use has been looming on the horizon for some time now. BOFRP is updating how we do business to better serve the tribes, agencies, and regions. This year, we prototyped and launched a new Windows tablet-based field data collector, and it is currently active in CFI data collection.



Foresters entering data in CFI App on Windows tablet

This unit introduces an adaptive data entry experience that dynamically displays data collection items based on preceding data entry. The tablet guides the user to help ensure clean, accurate, and complete data is collected in the field to decrease turnaround times for Forest Inventory Analysis. CFI App development, with modifications and enhancements continues.

National Data Fields and Codes

BOFRP is compiling a national list of data field items and a code list to standardize the data. This will reduce redundancy and enhance the congruence of data collected at the national level.

CFI Data Uses Today

- Document changes and trends in the forest (stocking, growth, harvest, mortality)
- Forest monitoring
- Calibrate growth and yield models on reservation forests
- Harvest scheduling, Annual Allowable Cut
- Assess achievement of goals outlined in Forest Management Plans

Branch of Forest Resources Planning



Omaha Tribe and Winnebago Tribe Technical Assistance

by Steve Singleton

During the Spring of 2021, I had the opportunity to assist the Great Plains Region with a CFI remeasurement project on the Omaha and Winnebago Reservations. While on my first technical assistance field assignment as a BOFRP Forester, I had the opportunity to see the CFI project from the initiation phase through the data collection phase.



Steve Singleton providing the Tribe technical assistance on CFI data collection tool

Being on-site during the data collection phase provided the inventory crews with an accessible member of the BOFRP team that could provide CFI training and technical support where needed. I gained a better understanding of how to develop the initiation phase of a CFI project in an efficient, technically feasible manner and delivering the appropriate information needed by the tribe's forestry program. Collecting data in the field gave me a better perspective on how to improve upon the products BOFRP provides to its customers.

Biography

Stephen Singleton came to BIA after 17 years with the USFS. Stephen's previous position was as the Silviculture Forester for the Bear Lodge Ranger District of the Black Hills National Forest. His first day was September 14, 2020. He holds a bachelor's degree in Forest Biology and a master's degree in Forest Sciences; both from Colorado State University. In his free time, he enjoys woodworking, camping, and watching his two boys grow through the activities in which they are passionate.



Steve Singleton, BIA Forester



Tribal employees receive training on the CFI data collection process

Branch of Forest Resources Planning



Jemez Pueblo Technical Assistance

by Violet Holley

In November 2021, a group of us from BOFRP traveled to Albuquerque, NM, to provide technical assistance to the Southwest Region for the 2021 Jemez CFI. After working on the field manual and putting together the database for use in data collection, this proved to be a great learning opportunity as the newest BOFRP Forester.



Violet Holley providing technical guidance on use of CFI Application

I gained invaluable insight into how things are working, what is working well, and how we can make things better. We collected data on two plots (one timber and one woodland). Collecting data on a tablet for CFIs is new, and we were excited to see this format was highly advantageous as a guide for field crews to collect data of high quality with minimal errors.



Field crews collecting measurements

CFI Data Adjustments

We took the tablet into the office and adjusted a few things, but that's what made the trip meaningful. We were able to test the tools we put out and make them better. We work with Foresters from across the country over the course 1-2 months without meeting in person. It is advantageous to meet your teammates in-person and provide on-the-ground technical assistance.



Reviewing data in CFI Application in office

Violet Holley Biography

Violet Holley came to BIA from the Forest Service in July 2021 where she worked as a Timber Sale Administrator most recently, and as a crew member on a timber marking crew just before that. She obtained her Bachelor of Science Degree in Forest Resource Management from the University of Montana in Missoula. In her free time, she has an energetic husky/shepherd who keeps her busy hiking and camping. She also likes to craft earrings and wall hangings, garden and spend time with her family.



Violet Holley, Forester

Wildland Fire Management



ENOP Fire training on Type 6 Model 52 Engine in Phoenix, AZ

BIA-Coronado National Forest Collaboration utilizing Joint Chiefs' Landscape Restoration Partnership Award

Beginning September 2022, the BIA's Western Region will be participating in the implementation of fuels treatments on the Santa Catalina Ranger District of the Coronado National Forest (CNF) over a three-year period. The project, titled the Catalina-Rincon Restoration and Fuels Mitigation project, will be funded by the U.S. Department of Agriculture (USDA) Joint Chief's Landscape Restoration Project Award. The \$3.7 million award will mitigate wildfire risk, protect water quality, improve wildlife habitat, and restore forest ecosystems within the CNF. The lands have the interest of 12 federally recognized tribes, concerning water, plants, and wildlife. [Read the full story here.](#)

Engine Operation (ENOP) Courses

The Branch of Wildland Fire Management (BWM) Training section is preparing to host its second of three engine operator courses (ENOP). In April's Train the Trainer ENOP course, 25 students from various regions and Tribes will gather to learn various components involved with building and maintaining a professional engine response organization.

Upcoming Course

The March 28, 2022, session was held in Phoenix, Arizona hosting trainees from 11 BIA Regions and April 4-8, 2022, was held in Tulsa, Oklahoma.

May TBD

Warm Springs, Oregon

National Aviation Training a Success

On March 14-18, 2022, the Annual BIA National Aviation Training took place in San Diego, California. The training included 37 attendees participating from 10 of the 12 BIA regions.



Aviation Training attendees in San Diego, CA

The annual training allows fire management officers, line managers and helicopter managers the opportunity to meet the Federal biennial refresher mandates within a single work week. Due to the dynamic and everchanging nature of aviation management and operations, annual delivery of prioritized information has proven to enhance the bureaus aviation safety record and administrative efficiency.

Core objectives of training

- Reviewing and understanding expectations of aviation managers and their supervisors
- Using risk management techniques to complete assignments safely
- Updating and maintaining helicopter management skills
- Understanding changes to aviation policy
- Contracts and quality assurance

Indian Energy Service Center



\$150 Million to Address Orphaned Oil and Gas Wells

The Indian Energy Service Center (IESC) continues to coordinate activity related to establishing a comprehensive inventory list of orphaned wells on Indian lands and supports the Department's efforts to make funding available to Tribes through an upcoming grant process funded by the Infrastructure Investment and Jobs Act.

The recently passed Infrastructure Legislation provides \$150 million to address the orphaned oil and gas well issue. The IESC continues working with BIA Leadership and the Department's Office of Environmental Policy and Compliance (OEPC); OEPC is the Department's lead on the Energy Community Revitalization Program (ECRP), which is receiving these funds.



*Secretary Deb Haaland
U.S. Department of the Interior*

"[The] Bipartisan Infrastructure Law is enabling us to confront the legacy pollution and long-standing environmental injustices that for too long have plagued underrepresented communities. We must act with urgency to address the more than 100,000 documented orphaned wells across the country and leave no community behind"

What is an Orphaned/Abandoned Well?

An orphaned well is a well that is past its useful life, no longer in production, should be properly plugged and abandoned and the affected surface remediated, but for which there is no responsible party to perform this work.

Orphaned Wells Dashboard

The IESC is working with the Office of the Chief Financial Officer to add an IESC-specific orphaned-well dashboard to the BIA Leadership toolkit. The BIA's program activity dashboards serve as a critical decision-making tool to guide Indian Affairs' all-government approach to optimizing the use of trust program resources and our current Administration's historic focus on the Indian trust mission.

TAAMS Rights of Way Module

The IESC, partnered with the Divisions of Real Estate Services and the Division of Energy and Minerals Development (DEMD) to review grants of easement for right of ways (ROWS) in the TAAMS ROW module. The effort supports DEMD as they populate ROW information into [NIOGEMS](#). This collaborative effort is necessary to assure NIOGEMS ROW information reflects current ROW status and metrics.



Right-of-way space alongside a road

Indian Energy Service Center



Red Lake Government building solar project is a 67-kW solar system generating more than 30% of the building's electricity

Statement by Assistant Secretary-Indian Affairs



Bryan Newland

Assistant Secretary-Indian Affairs

“The Red Lake Band of Chippewa Indians is reclaiming its sovereign authority to control the development of energy resources. This is an exciting development that will lead to greater energy security for their peoples’ comfort and prosperity.”

First Tribal Energy Development Organization (TEDO) Approved

The Assistant Secretary for Indian Affairs approved the Red Lake Band of Chippewa Indians’ application to create its Tribal Energy Development Organization on March 17, 2022. The action makes the Minnesota Tribe the first to receive such approval and will support their ongoing effort to develop renewable energy resources.

Through its application, Red Lake requested that Twenty-First Century Tribal Energy, Inc. be approved and certified as a TEDO. The approval was published in the Federal Register ([87 FR 18380](#)) on March 30, 2022.

What is a TEDO?

A TEDO is a business organization in which the Tribe owns majority interest. TEDO’s are an alternative to Tribal Energy Resource Agreements, both of which allow a Tribe to enter into and manage energy-related issues, rights-of-way, and business agreements without obtaining Secretarial approval for each individual lease, right-of-way, or agreement.

The approval and certification of Red Lake’s TEDO will allow Red Lake to forgo Secretarial review when it enters into a lease, business agreement or rights-of-way with the TEDO.

How the Red Lake Nation is Building a Solar Future

The Red Lake Nation produced a 7-minute YouTube video highlighting their solar renewable energy projects including their government center and job training center. [Click here](#) to watch.



Indian Energy Service Center

BIA ◊ BLM ◊ BTFA ◊ ONRR

To request assistance email:

IESCRequest@bia.gov



IESC Designation of Authority for Oil and Gas Activities

The Indian Energy Service Center (IESC) Designation of Authority was last issued on May 16, 2016, and updated March 23, 2022. The new designation once again identifies the IESC as point-of-contact coordinating all mineral, oil and gas, and other energy leasing and management activities among the following Indian Affairs programs:

- BIA, Division of Real Estate Services (DRES)
- BIA, Division of Energy and Mineral Development (DEMD)
- Office of the Assistant Secretary-Indian Affairs (AS-IA)
- Office of Indian Economic Development (OIED)
- Office of Regulatory Affairs and Collaborative Action RACA)

Expanded role of IESC

- Processing of leases, permits, development agreements, inspection and enforcement, compliance support and beneficiary services
- Development and maintenance of handbooks, policy memoranda, and operating procedures
- Support for rulemaking in coordination with the RACA and the Department's Office of the Solicitor (SOL)
- Bi-monthly oil and gas revenue disbursement transactions within the Trust Asset Accounting Management System (TAAMS) Mineral Royalty and Accounting Distribution (MRAD) module

Indian Energy Minerals Steering Committee Meeting

IESC will be hosting the Indian Energy Minerals Steering Committee bi-annual meeting *June 8, 2022*.

June 2022						
S	M	T	W	T	F	S
			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30		

The full day meeting will be held virtually and is generally attended by over 50 multi-bureau office representatives.

Engineering Services Branch Updates

The Engineering Services Branch is leading the effort to increase our coordination and collaboration with Bureau of Land Management (BLM) offices around Indian country. Some examples include:

- BLM Proposed Orphan Well IM review and comments
- Independent nationwide Indian orphan well inventory
- North Dakota BIA/BLM requests for APD reviews, suspension of production approvals, flaring economic justification review, and allottee wells production analysis
- Oklahoma BLM Field Office Indian diligence reviews
- North Dakota BIA staff adjudication of Communitization Agreements
- Uintah and Ouray Tribe, BIA and ONRR adjudication of Communitization Agreements
- Oklahoma/North Dakota production accountability reviews of Indian cases

Division of Trust Land Consolidation



Mission

The mission of the Division of Trust Land Consolidation 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 fractionation.

Division Chief



*Lorna Babby
Division of Trust Land Consolidation
Billings, MT
Lorna.babby@bia.gov*

Lorna is a member of the Oglala Sioux Tribe, graduated from Gonzaga University and Yale Law School, and likes to ski and hike in her free time.



Lorna hiking at Zion National Park in Utah

Biography

Lorna Babby is the Division of Land Trust Consolidation (DLTC) Chief, and currently directs BIA's Land Buy-Back Acquisition Center, which will continue to carry out the land acquisition and title related functions of the Buy-Back Program through November 2022.

Lorna previously worked for the Interior Solicitor's Office, Division of Indian Affairs, and the Native American Rights Fund. She also served as a Tribal Liaison with the U.S. Army Corps of Engineers, a Water Rights Specialist with BIA, and a Peace Corps Volunteer in Romania.

Congress Authorizes Continued Indian Land Consolidation

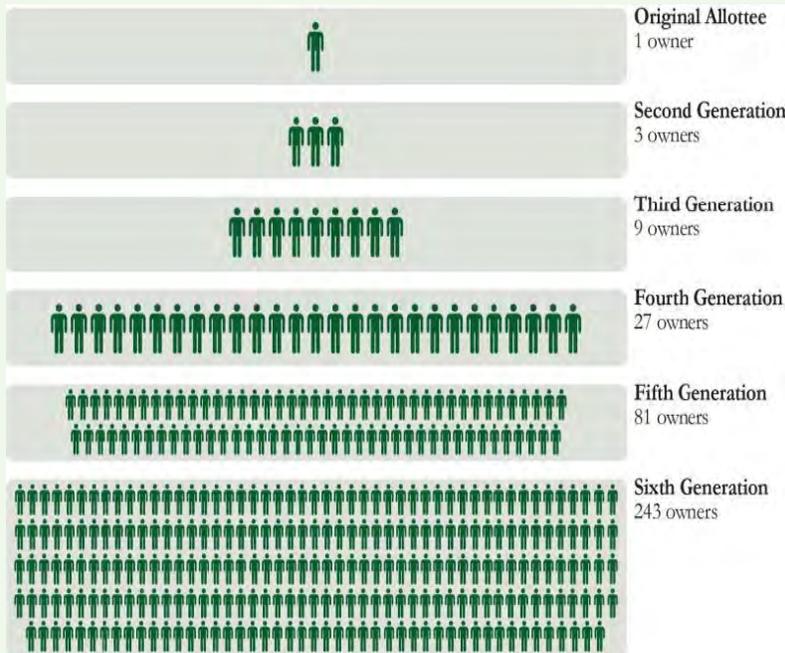
In 2022, Congress authorized the re-establishment of a program in BIA dedicated to reducing Indian land fractionation.

The BIA's previous Indian Land Consolidation Center in Ashland, Wisconsin and ceased operations after the [Land Buy-Back Program for Tribal Nations](#) (Buy-Back Program) was established in 2012 to implement the land consolidation provisions of the [Cobell Settlement](#).

Division of Trust Land Consolidation



The Fractionation Problem, Explained



BIA manages an estimated 2.4 million Fractional Interests

Fractionation impacts approximately 150 reservations across Indian Country, with the majority occurring in the BIA Great Plains and Rocky Mountain Regions.

2.4 million
in numbers

There are more than 100,000 fractionated tracts of trust or restricted Indian land. These tracts currently contain nearly 2.4 million fractional interests, comprising the equivalent of over 5.6 million acres.

Division of Trust Land Consolidation



\$1.9 Billion Land-Buy Back Program for Tribal Nations comes to an End

Under the terms of the *Cobell* Settlement, the Buy-Back Program must complete its efforts to reduce fractionation within a 10-year period ending November 2022.

While the Program has significantly reduced fractionation with the \$1.9 billion made available for this purpose through the Settlement, many fractional land interests remain and Indian lands will continue to fractionate without sustained, proactive efforts to address the problem. For this reason, and because Indian land consolidation directly supports and advances Administration priorities and initiatives in Indian Country, Congress has authorized appropriations for continued efforts to reduce fractionation beyond the Buy-Back Program.



Best Practices Carried Forward

The BIA Office of Trust Services, Division of Trust Land Consolidation (DLTC) will lead continued land acquisition efforts utilizing existing infrastructure at the BIA's Land Buy-Back Acquisition Center, and incorporating lessons learned and best practices from the Buy Back Program.

DLTC reduces fractionation by

- Purchasing interests in trust or restricted Indian land from willing sellers and restoring purchased interests to Tribal trust ownership
- Paying willing sellers fair market value for interests they chose to sell, and ownership is immediately transferred to the Tribe with jurisdiction over the land

- Minimizing administrative costs by using streamlined, standardized, and automated land acquisition processes and procedures
- Minimizing administrative costs by including efficient and cost-effective mass appraisal methods

DLTC Headquarters and Satellite Office

The DLTC is headquartered in Rocky Mountain Region (Billings Montana), with a satellite office in Great Plains Region (Aberdeen, South Dakota) and remote staff in other locations.



Wild horses in Montana

Division of Trust Land Consolidation



Fractionation is a Complex Challenge

Indian land fractionation is one of the most costly and complex management challenges, and it undermines Tribal sovereignty and self-determination:

- The Department is charged with responsibility for numerous activities associated with managing fractionated lands, and these activities *cost the Department hundreds of millions of dollars annually* appropriated funds.
- Fractionation *hinders sound land management* and makes it difficult to protect or use the land for beneficial purposes, such as for agriculture, business, homes, or other uses that would improve the quality of life for Indian people.
- Because decisions on land use generally require majority consent of co-owners, and *it can be impossible to obtain the level of consent necessary* to lease or grant a right of way across highly fractionated land, much Indian land lies idle.
- Even when required consent is obtained, *economic benefit is often limited because income earned on fractionated land is divided among so many co-owners* with some owners' shares of income amounting to just pennies.



Benefits of Reducing Fractionation

- Reduces Federal government costs associated with managing fractionated Indian lands.
- Increases the amount of Tribal trust land for conservation, stewardship, economic development, social and cultural purposes, or other uses deemed beneficial by Tribes.
- Enhances the ability of Tribes to plan for and adapt to climate change, such as by protecting sensitive ecosystems and relocating threatened infrastructure.
- Promotes economic opportunity in Indian Country.
- Provides support to underserved and historically disadvantaged Tribal communities.



Buffalo grazing in snow covered field

Museum Program



Main Interior Building, Washington, DC and “Council of Peace” by Wakannajiu, Oglala Sioux

Red Hawk Ledger Book

The Red Hawk Ledger book is a collection of 105 ink and crayon drawings by Plains Indians between 1874 – 1891. The [Ledger Art Collection](#) is housed at the Milwaukee Public Museum and was purchased in 1897. The note in the ledger reads, Captain R. Miller originally “captured” the book from Red Hawk at Wounded Knee Creek, South Dakota on January 8, 1891. The museum notes this was just days after the December 29, 1890, Wounded Knee Massacre by the Seventh Cavalry of the U.S. Army.



“Meeting”

The subject of art in the Red Hawk ledger is of warfare, warriors, horse captures, and courtships with differing styles suggesting multiple artist contributions. To view other collection visit www.plainsledgerart.org

Names in the Red Hawk Ledger

Names of individuals found in the Red Hawk Ledger could be artist self-portraits or their subjects. Here are a few of the recorded names:

- Zuyaterila (Tough Soldier)
- Tasunke Witko (His Crazy Horse)
- Cetan Wa miniyomini (Whirlwind Hawk)
- Matonajiu (Standing Bear)
- Unklekiraska (White Magpie)

Ledger Books introduced to Tribes

Ledgers were used to keep inventories by traders and the military starting in 1830. Plains Indians began using the books to record their art. It was not uncommon for the drawings to be made in pen, pencil, crayon, or watercolor over existing lists completed by the ledger’s previous owner.

Ledger Art reflects Changing Times

During the 1870’s Ledger Art depicted tribal life including warfare and courtship. The art began to capture how society was impacting Native American culture and reservation life.



Riding in Hot sun with Umbrella

“The most famous drawings were by Plains Indians imprisoned at Ft. Marion in St. Augustine, Florida from 1875-1878. Prisoners sold drawings for two dollars, increasing demand. By 1910, ledger art was primarily done for tourists and anthropologists”.

[Milwaukee Public Museum](#)

Museum Program



Justin Giles, OTS Museum Curator examined, and packaged museum items for transport from former OTS office space in Reston, VA to the Main Interior Building in Washington, DC, for display/storage, April 2022

Delicate Objects on the Move

Finishing the collections move from Reston to the Main Interior Building in Washington, DC, was a huge task for Justin Giles, BIA Museum Curator. Mr. Giles worked tirelessly to examine each piece, photograph, and document their condition and properly pack the items for transport. Ten long headdresses were the most delicate of museum collection objects.



Justin photographing jewelry prior to packing

Caring for our Indian Treasures

The long-term preservation of Indian artifacts within the BIA collection includes regular examination, documentation, treatment for extended life, preventive care (hanging artwork on walls out of direct sunlight) and educating employees on the proper care of the collection. This ensures works of art are available for future generations to enjoy.



Framed historical photographs of tribal leaders in traditional attire

Items in the BIA collection include books, glass and ceramics, beadwork, jewelry, works of art on paper, metal objects, paintings, textiles, baskets, pottery, photographs, and ceremonial attire including full length headdresses.

“It is important to always wear protective gloves when handling museum collection items to maintain the integrity of the artwork”



Beaded barrettes, shell necklaces and Bolo ties packaged for shipping

Museum Program



Display cases in Reston, Virginia packed, and items transported to Main Interior Building, April 2022

Artifacts find New Home

The April 2022 Reston move is complete. Justin began unpacking the artwork in Main Interior and will be finding new display locations for the collection over the summer of 2022.



Gifts from federally Recognized Indian Tribes subject to 5 CFR 5501.103

All gifts from Tribes are catalogued by type of art, materials, source, and date. Photographs of the artifacts to the left maintained. You will note both items were gifts to the incumbent Assistant Secretary-Indian Affairs. Look for an expanded discussion of protocols for receipt of property in the next newsletter.

Photos: Ivory Seal Letter Opener (Alaskan Inupiat Eskimo). Ivory with paint. Gift to Assistant Secretary-Indian Affairs Kevin Gover from Cook Inlet Inc., August 26, 1998.

Small Mukluks (Arctic). Leather, fur, glass beads, string. Gift to Acting Assistant Secretary-Indian Affairs James Cason from the Tanana Chiefs Conference, September 8, 2006. IA Museum Program No. K00021756.

National Museum of the American Indian-Smithsonian Collection

The National Museum of the American Indian (NMAI) maintains an extensive collection of Native American arts and artifacts.

- 68% of the object collections originated in the United States
- 324,000 images from 1860's to present day

[Click here](#) to view the collection online and search 151,680 objects or 28,010 archived items by culture/tribe, place, type, online media, name, or topic.



Girl's dress made of wool, cotton, elk teeth (real and imitation), elk hide, red pigment, from the Crow Tribe of Montana, 1915. NMAI Catalog No. 11/7692

Pathways Success Story



Pathways Program Intern selected as Climate Resilience Specialist

Alyssa Samoy (Chippewa Cree) is a 2017-2019 Pathways student and program graduate. She began her time as an intern working for the BIA Branch of Forest Resources Planning, followed by spending a summer with the Confederated Salish and Kootenai Tribal Divisions for Fire and Forestry, the Alaska Regional Office, and finally the Branch of Tribal Climate Resilience (TCR). Her current role has been a tremendous growth experience to be able to better understand climate change impacts to Tribal Nations and disadvantaged communities and have the opportunity to help them address some of these impacts.

Ms. Samoy earned a Bachelor of Sciences in Rangeland Ecology with a concentration on Ecological Restoration from Colorado State University's Warner College of Natural Resources as a Pathways intern. The various Pathways mentorships enabled Alyssa to participate in field reconnaissance and monitoring work, research, and support for tribal funding opportunities.

Upon completion of her BIA internship, the BIA set up a two-year Pathways bridge position as a Natural Resources Specialist (Planner) within the Branch of Tribal Climate Resilience. The bridge position has recently been converted to a full-time permanent Climate Planning Specialist position. Alyssa assists in providing national support for training, technical assistance, and the TCR's annual funding opportunity in her new role.



Alyssa Samoy, Colorado State University graduate earned a Bachelors in Rangeland Ecology (Ecological Restoration) and is now a BIA Climate Planning Specialist

Questions & Answers about Pathways

Alyssa, what did you like about the program as a student?

The BIA Pathways program is unique in its flexibility. One of the best things about it is that following a summer seasonal internship I was able to continue working for BIA during the school year. I did not need to look for another part-time job. The Pathways Coordinator worked with BIA Divisions to sponsor multiple intern opportunities for students. In addition, working hours are flexible during the school year and can be modified with your school workload.



Pathways Success Story



Questions & Answers continued

What were some of the benefits you received from Pathways?

Tuition assistance is an immediate benefit for interns. Higher education is expensive deterring students from pursuing degrees or even limiting opportunities at times. Tuition assistance is granted every semester and is a recruiting and retention incentive to reach a broader pool of students. This offers students who might normally be deterred from adding on another semester of educational expenses the ability to continue their education with this extra financial support.

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

The BIA Pathways Program allows for personal growth while helping to support Indigenous relatives and communities that need it the most. My current role has been a tremendous growth experience to be able to better understand the impacts to Tribal Nations and disadvantaged communities. Additionally, serving people tied to your roots is a great feeling.

Pathways is a fantastic way to help you get your foot in the door. Working for the Federal government gives you the opportunity to explore different agencies to find the best fit for you. You get great benefits working for the Federal government. This includes retirement, which you don't really think about when you start your career, but it is really important.



Alyssa Samoy, Colorado State University graduate earned a Bachelors in Rangeland Ecology (Ecological Restoration) and now a BIA Climate Planning Specialist

List three words that describe your current position.

Humbling – I am always learning from others how I can do my job better.

Gratifying – I feel a sense of importance in the type of work that I do.

Indigenous – The work hits close to home because I serve Tribes and Indigenous relatives.

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

I'm just getting back into running which is very rejuvenating and relieves a lot of stress. I enjoy going on hikes and will soon be camping with my fiancé now that the weather is getting warmer.

Prospective Pathways Students

For more information on How to Apply, Program Benefits, Eligibility and more [click here](#) or Email Pathways@bia.gov.

Pathways Success Story



Human Resources Sponsors Intern



Matthew Federico-Hall, University of Arizona graduate earned a bachelor's degree in communications.

Matthew Federico (Pascua Yaqui Tribe) grew up in Coolidge, Arizona which is a small town located between Phoenix and Tucson. Growing up he was always outgoing and would engage anyone in conversation because he liked hearing other people's stories or the talk of the town like the latest Tobey Maguire Spiderman movie. He earned his associates degree at Central Arizona College in 2017. Being a fan of communicating with others led him to the University of Arizona where he graduated with his bachelor's in Communications and a minor in Sports Management in December 2021.

Matthew joined the Pathways Program in August 2021, assigned to the San Carlos Irrigation Project in Coolidge, Arizona. His first task was to assist visitors from every Federal agency obtain their government Personal Identity Verification (PIV) cards. Matthew loves meeting and talking to the people with appointments for PIV cards and listening to their stories.

The PIV card is a United States Federal smart card that contains the necessary data for the cardholder to be granted access to Federal facilities and information systems at the appropriate security level for each individual. He is loving his time with the government and the Pathways Program. Matthew plans to continue his education and pursue a master's degree in Business Administration.



Matthew ready for work alongside a sample Personal Identity Verification (PIV) card he is responsible for issuing or updating for Federal employees

Recent work assignments include working with the BIA Director's office and staff writing and editing articles to rejuvenate the social media sites. See <https://www.bia.gov> to view the updated Bureau of Indian Affairs external web content.



Pathways Success Story



PATHWAYS
FOR STUDENTS & RECENT GRADUATES
TO FEDERAL CAREERS

Questions & Answers about Pathways

Matthew, what did you like about the program as a student?

I liked interacting and meeting different people from every agency. Although not always a long interaction, it was nice getting to know what they do, how long they've worked with the government, and hearing some of the stories they had to tell was my favorite part.

What were some of the benefits you received from Pathways?

Some major benefits that I can think of is getting put in a position where I can work in a field that is related to my major, which is Communications. I know not a lot of people get that lucky where they work with what they majored in. Creating relationships with those around the BIA is another benefit I've received as well, working with people from different agencies is exciting and amazing!

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

Don't think about it anymore, if given the opportunity I'd highly recommend it! The entire Pathways team is super friendly and helpful, they can put you in the perfect situation where you can succeed and continue working on your education at the same time!

List three words that describe your current position.

Exciting, special, vigorous



Matthew Federico-Hall visit to Guardians of the Galaxy attraction, California Adventure, May 2018

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

Some of the things I would consider my hobbies would be to collect sports trading cards and Funko Pops. Funko Pops are collectible figurines that depict characters within pop culture. However, in my free time I like to hang out with friends and family, watch sports and play video games.



*Sample of Star Wars Funko Pops
Storm trooper, Jedi warrior and baby Yoda*

Probate and TAAMS



Division Chief

Charlene Toledo is a member of the Pueblo of Jemez and holds a bachelor's in accounting from the University of New Mexico. She began her career with the former Office of the Special Trustee (currently Bureau of Trust Funds Administration). After 17 years, she transferred to the BIA. Her 31 years of federal service has been dedicated to trust reform efforts by automating manual processes, developing desk operation procedures, updating regulations, and migrating four legacy systems. On her days off she enjoys baking and touring on a motorcycle.



Charlene Toledo (Jemez Pueblo)
Special Projects Office, Probate and TAAMS
Charlene.toledo@bia.gov

Mission

The primary mission of the Division of Probate Services (DPS) is to compile inventories of Indian Trust assets and family information, and to coordinate the timely distribution of trust assets with the [Office of Hearings and Appeals](#) (OHA), the Division of Land titles and Records (DLTR), and the [Bureau of Trust Funds Administration](#) (BTFA).

Who we Serve?

DPS gathers information regarding decedent's family and property and prepares it for adjudication by OHA. After OHA issues a probate order, DPS works with other trust offices to distribute the assets to the designated heirs or beneficiaries.

Available Resources

- [Guide to help American Indians & Alaska Natives understand the DOI Probate Process](#)
- [Points of Contact for the Probate Process](#)

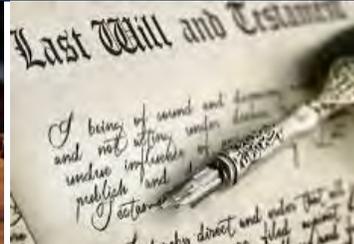
Welcome our New Program Analyst

Christine Torrez (Navajo) joined the Special Projects Team in January 2022 as a Management Program Analyst for TAAMS. Ms. Torrez brings with her a wealth of knowledge in trust transactions and experience with trust systems. She came to us from the Southwest Region where she has been a Legal Administrative Specialist for 14 years. Prior to joining BIA, she worked for Chickasaw Nation Industries in contracts for Land Title and Records, the Trust Beneficiary Call Center and Probate. She also worked as a Staff Auditor for Albuquerque Public Schools. She currently holds a Bachelor of Science in Business Management from the University of Phoenix.



Christine Torrez (Navajo Nation)
Management Program Analyst for TAAMS

Probate and TAAMS



New! Probate Tracking Module

The Division of Probate services launched the new Probate tracking module in the Trust Asset and Accounting Management System (TAAMS). This new tracking module went live on January 24, 2022. It replaces dual entry of probate information into separate BIA systems. Module users now benefit from:

- Automated business processes
- Elimination of the need to scan probate orders in multiple systems
- Ability to generate digital probate packages
- Electronic transfer of probate packages to the OHA for adjudication, rather than mailing hard copy probate packages.



Virtual Probate Module Training

The program conducted over 50 training sessions for BIA probate, LTRO and approving officials, Office of Hearings and Appeals (OHA) and Bureau of Trust Funds Administration (BTFA) staff to prepare for the implementation of the new Probate Module.

A list of the 2021 and 2022 TAAMS Probate module courses are listed to the right.

2021 Probate Case Preparation (5 days)

- *145 attendees from 10 BIA Regions*
- Training dates
September 21-24
October 18-22 and 25-29
November 1-5 and 15-19
November 29 through December 3
December 6-10, 13-17, and 20-23

2021/2022 Office of Hearings and Appeals (OHA) Probate Module (6 hours)

- *48 attendees from OHA*
- Training dates
November 29 through December 2
December 6-9
January 10-13

2022 Bureau of Trust Funds Admin Closing (6 hours)

- *41 attendees (27 employees, 14 contractors)*
- Training dates
January 7, 27, and 28

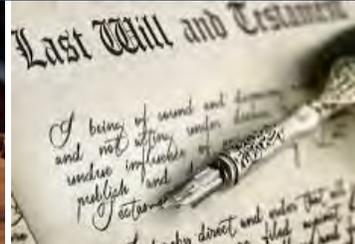
2022 Approving Official Training (6 hours)

- *133 attendees (89 BIA employees from 10 Regions, 1 Tribe)*
- Training dates
January 27, 28

2022 Probate Closing (2.5 days)

- *145 attendees from 10 BIA Regions*
- Training dates
January and February 2022

Probate and TAAMS



No Surnames

Prior to 1900, Native Americans did not have Surnames. Here are a few Oglala Sioux names from around 1890 when surnames were not used:

- Zuyaterila (Tough Soldier)
- Tasunke Witko (His Crazy Horse)
- Cetan Wa miniyomini (Whirlwind Hawk)
- Matonajiu (Standing Bear)
- Unklekiraska (White Magpie)

Surnames Introduced by Non-Indians

Native Americans were introduced to surnames when religious influences gave them a surname, or their Native name was heard as a first and last name rather than a single name, or there was confusion on the part of someone trying to understand the Native name being separate from tribal affiliation.

For example, the surname “Nez” and “Pierce” are in the top 200 Native American surnames as reported by the U.S. Census Bureau. The Nez Pierce Tribe is a federally recognized tribe and when Native Americans introduced themselves by name and tribal affiliation their Tribe name was mistaken for a surname.

Common American Indian and Alaskan Native (AI/AN) Surnames

The U.S. Census Bureau ranked the 4,000 last names of individuals who self-identified as American Indian in the 2010 Census. The most popular surnames are similar to the most popular white surnames. [Click here](#) for the complete list of AI/AN Surnames.

Five Most Common AI/AN Surnames

Smith	21,742
Johnson	18,168
Williams	13,327
Locklear	14,373
Jones	14,255

Whereabouts Unknown (WAU) Search Tool by Surname

U.S. Census Bureau results identify 4,000 surnames attributed to self-identifying AI/AN. The Bureau of Trust Funds Administration (BTFA) is seeking the whereabouts of tens of thousands of Individual Indian Money (IIM) account holders who don't know they have a trust account and are due to inherit interest in an allotment.

- Some trust accounts have balances exceeding \$100,000.
- More than \$80 million is being held in trust for over 50,000 WAU beneficiaries

[Click here](#) to claim an account by Name and Tribe or find out if you have a family member on the WAU list. You may also call the Trust Beneficiary Call Center at 888-678-6836 or email tbccmail@btfa.gov.

Real Estate Services



Photo taken from Alaskan highway by Fabian Keirn, Regional Forester, Alaska Region

Tribal Consultation on Land Acquisitions

Draft revisions to 25 CFR 151 were made in response to Tribes requests for a more efficient, less cumbersome, and less expensive fee-to-trust process. [Click here](#) for access to consultation materials.

Online Tribal Consultation

Session 1 - May 9, 2022, 10:00 a.m. – 1:00 p.m. EST
Session 2 - May 9, 2022, 2:00 – 5:00 p.m. EST
Session 3 - May 13, 2022, 1:00 – 4:00 p.m. EST
Session 4 - May 23, 2022, 1:00 – 4:00 p.m. EST

Deadline for Written Comments

Submit written comments to consultation@bia.gov no later than 11:59 p.m. Eastern time on Thursday, June 30, 2022.

Fee to Trust Training May 23-26

National FTT Training hosted by Central Office Division of Real Estate Services (DRES), presented by the FTT Strike Team. This training will be held virtually for Tribal and Real Estate Services staff through Microsoft Teams during May 23-26, 2022. Details to be announced soon.



Please register for FTT training through DOI Talent

New! Policy Guidance

Fee to Trust National Policy Memo

NPM-TRUS-43: Modernize the Land

Description Review Process for Fee-to Trust Acquisitions – This interim policy improves the efficiency and quality of processing fee-to-trust (FTT) acquisitions. The NPM was signed on April 26, 2022.

Rights of Way National Policy Memo

NPM-TRUS-44: Streamlining the Rights-of-Way (ROW) and Business Lease Application Process

for Bipartisan Infrastructure Law, Telecommunication, and Renewable Energy Projects – This interim policy establishes BIA’s policy for the efficient and effective processing of Rights-of-Way (ROWs) and Business leases for projects funded by the Bipartisan Infrastructure Law (BIL), as well as Telecommunications and Renewable Energy Projects. Furthermore, this NPM includes guidance and streamlines procedures for processing ROW and leasing applications that are part of, or related to, infrastructure. The NPM was signed on April 15, 2022.

Location of Indian Affairs National Policy Memoranda

New National Policy Memos are posted on the Indian affairs Policy and Directive’s website under the category of *Land Description Review Forms*. [Click here](#) to visit this website.

HEARTH Act



HEARTH Act an Efficient Land-Leasing Process for Tribes

The Helping Expedite and Advance Responsible Tribal Homeownership Act of 2012 (HEARTH Act) offers a voluntary, more efficient land-leasing process for Tribes. HEARTH authorized leases include Business Agricultural, Wind and solar, Wind Energy Evaluation, Residential, Public, Religious, Educational, or Recreational leases.

Under the HEARTH Act, once Tribes' governing Tribal leasing regulations are submitted to and approved by the Secretary of the Interior, they are authorized to negotiate and enter into surface leases under their approved HEARTH Act regulations without further approval from the Department of the Interior.

HEARTH Act Training in June

Central Office, DRES in conjunction with the Office of the Solicitor will be conducting HEARTH Act overview training for the BIA field staff on June 15 and 22, 2022.

June 2022						
S	M	T	W	T	F	S
			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30		

Approved HEARTH Act regs on the web

Since HEARTH has been implemented in 2012, a total of 90 tribal leasing regulations were approved for 77 tribes. Of the 90 approved regulations, there are several tribes who have received approval for multiple categories of leasing regulations. [Click here](#) to visit the OTS website for HEARTH approved regulations.

In FY 2022, the BIA DRES has processed, and the AS-IA approved 20 HEARTH Act regulations for Tribes. The following 17 approved tribal regulations are available on the BIA website and the remainder will be posted soon.

- Oct 9 Santa Ynez Band of Chumash Indians (General)
- Oct 26 Pascua Yaqui Tribe of Arizona (Residential)
- Oct 26 Cabazon Band of Mission Indians (Business)
- Oct 29 Sycuan Ban of the Kumeyaay Nation (Business)
- Dec 16 Tule River Indian Tribe (General)
- Dec 22 Pascua Yaqui Tribe (Solar & Renewable Energy)
- Dec 22 Eastern Shawnee Tribe of Oklahoma (Agriculture)
- Dec 22 Eastern Shawnee Tribe of Oklahoma (Business)
- Dec 22 Pyramid Lake Paiute Tribe (Business)
- Jan 21 Ysleta del Sur Pueblo (General)
- Jan 24 Confederated Tribes of the Grand Ronde (General)
- Jan 24 Eastern Shawnee Tribe of Oklahoma (Residential)
- Jan 24 Northern Cheyenne Tribe (Business, Wind & Solar)
- Mar 25 Northfork Rancheria of Mono Indians (Business)
- Mar 25 Pala Band of Mission Indians (Business)
- Mar 25 Pechanga Band of Indians (Residential)
- Mar 25 Karuk Tribe (Agriculture, Business, Residential)

Regulations in Review Process

The Division of Real Estate Services coordinates the process of approving Tribal leasing regulations under the HEARTH Act. Eight (8) tribes have leasing regulations pending in the review process.

Tribal Climate Resilience



Person in overlooking melting glacier and Tribal village near eroding shoreline

Mission The purpose of the Branch of Tribal Climate Resilience is to enable climate preparedness and resilience across all Indian Affairs programs and for all Federally recognized Tribal Nations and Alaska Native villages through technical and financial assistance, access to scientific resources, and educational opportunities.

Branch Chief



*Rachael Novak, Acting Coordinator
Tribal Climate Resilience
Rachael.novak@bia.gov*



The branch is currently expanding its support for community-led relocation and climate adaptation strategies through the Bipartisan Infrastructure Law. Prior to joining the BIA, Rachael served at the Office of Water at the U.S. EPA in Washington, DC from 2008-2015, developing water quality standards for aquatic life and identifying climate change impacts on water quality through the Clean Water Act. She has a M.S. in geosciences from the University of Arizona and a B.S./B.A. in Environmental Science (geoscience track)/International Studies in Environmental Science from Oregon State University. She currently resides in Albuquerque, NM with her husband and two sons.

Biography

Rachael Novak, Navajo (Diné) is the Acting Coordinator of the Branch of Tribal Climate Resilience (TCR) and also serves as BIA Climate Science Coordinator. Her first clan is Tse' Deeshgizhnii (Gap in the Rock Clan) and her maternal grandfather's clan is Kinyaa'áanii (Towering House Clan). Rachael joined the BIA TCR in 2015. In addition to her TCR Coordinator role, she leads efforts to support regional tribal climate resilience liaisons, served as the Federal Coordinating Lead Author of the 4th National Climate Assessment (released 2018) and serves in that same role for the 5th National Climate Assessment (release date 2023).

TCR Supports key efforts

The TCR supports key efforts such as the development and/or coordination on:

- Biannual [Status of Tribes and Climate Change Report](#) (2021)
- Annual [Native Youth Climate Adaptation Leadership Congress](#) (NYCALC)
- Tribes and Indigenous Peoples Chapter of 4th the [5th National Climate Assessment](#)
- [DOI Climate Listening Sessions](#) (2021)
- [2022 National Tribal & Indigenous Climate Conference](#) (NTICC) coming August 29-September 1, 2022

Tribal Climate Resilience



2022 Climate Resilience Request for Proposals

Deadline July 6, 2022

On April 11, 2022, the Department of the Interior announced it is investing **\$46 million** in funding to Tribal communities to address the unique impact of climate change on indigenous communities. This Annual Awards program seeks to help Tribes to address the following areas: (1) Climate change impacts, (2) Ocean and coastal resource management and relocation, (3) managed retreat, protect-in-place issues, and (4) decision making processes.

Maximum Award by Category

Climate Adaptation

- \$150K, Trainings and Workshops
- \$250K, Adaptation Planning
- \$15K, Travel Support for Adaptation Planning
- \$65K, Capacity Building for Scoping Efforts
- \$2M, Implement Climate Adaptation Strategies
- \$10K, International TEK Virtual Exchange

Ocean and Coastal Management

- \$150K, Ocean & Coastal Management Planning
- \$15K, Travel Support Ocean & Coastal Mgmt.

Community Relocation, Managed Retreat, or Protect-in-Place (PIP)

- \$300K, Relocation, Managed Retreat, or PIP
- \$3M, Implement Community Relocation
- \$3M Manage Retreat or PIP Actions
- \$150K, Relocation, Managed Retreat, or PIP (RMP) Coordinator (up to 3 years)

Internships and Youth Engagement

- \$50K, Internships
- \$50K, Youth Engagement

Available Resources

- Full [Request for Proposals](#)
- U.S. Department of Interior [Press Release](#)
- [U.S. Climate Resilience Toolkit](#)
- [Annual Awards Map](#)
- [Annual Awards Program](#) and Informational Webinar, April 25, 2022, 1:30 – 3pm MDT archived event [click here](#)

Past Awards

The top category of awards went to Adaptation Planning, followed by Relocation, Coastal Management and finally Training

Year	Grants Awarded	Amount	No. Tribes	No. Tribal Organizations
2021	134	\$13.8M	79	13
2020	159	\$14.4M	101	12
2019	119	\$8.7M	69	14

Visit the BIA Tribal Climate Resilience website at <https://www.bia.gov/bia/ots/tribal-climate-resilience-program>

Tribal Climate Resilience



National Tribal and Indigenous Climate Conference

The Institute for Tribal Environmental Professionals (ITEP) will host the second Biennial National Tribal and Indigenous Climate Conference (NTICC) both in-person and virtually. Seeking knowledge holder proposals on climate change and resilience efforts with an emphasis on the intersection, inclusion and honoring of Traditional and Indigenous Knowledge.

NATIONAL TRIBAL & INDIGENOUS CLIMATE CONFERENCE

AUGUST 29 - SEPTEMBER 1, 2022
InterContinental St. Paul Riverfront
St. Paul, Minnesota (Hybrid Event)

CALL FOR PROPOSALS OPEN!

NTICC is now accepting proposals for the 2022 conference!

Proposal Types Include:

- Presentations
- Working Groups
- Trainings
- Climate Conversations

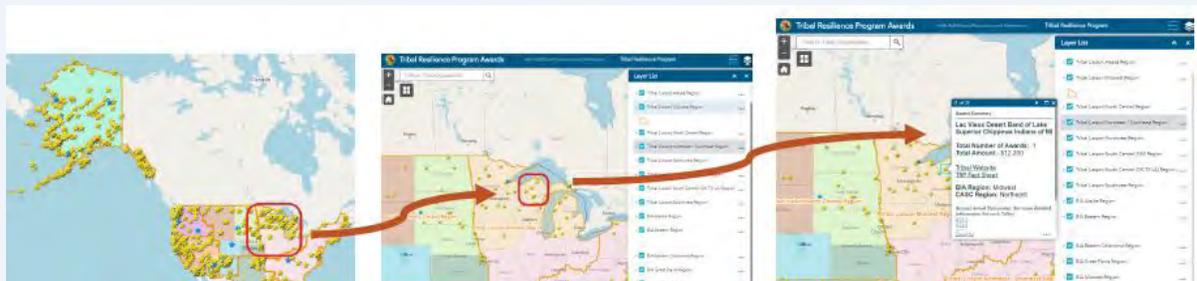
Applications due by April 22, 2022

For more information and to apply, visit nau.edu/nticc. If you have any questions, please contact NTICC@nau.edu.

CALL FOR PROPOSALS CLOSED Friday, April 22, 2022. For more information, please visit <https://sites.google.com/view/nticc-itep/home>

National Climate Assessment (NCA) Interactive Web Map

[Click here](#) to be connected to an interactive map and project overview by Tribe or Tribal Organizations over the past 10 years. Data available includes past awards, funding totals for each Tribe, and the links to tribal award summaries for each year. Users have the ability to turn layers on or off to see different BIA Regions, Tribal Liaison Regions, or Tribal awards.





Tat Momolikot Dam on the Tohono O'odham Nation Reservation, Arizona

Biannual Tribal Dam Inventory Requests

The BIA Safety of Dams (SOD) Program was established under the [Indian Dams Safety Act of 1994](#) (IDSA). In accordance with IDSA, BIA maintains a list of dams located on Indian lands. Currently, BIA is responsible for monitoring the safety of 141 high and significant-hazard potential dams in nine BIA Regions and on 42 Indian reservations. These dams comprise a significant part of the water-resources infrastructure for numerous tribal communities.

As required by the [Water Infrastructure Improvements for the Nation \(WIIN\) Act of 2016](#), the Secretary of the Interior, through BIA Office of Trust Services' Division of Water and Power, requests that each tribe submit an inventory of dams located on its land twice a year. Through these tribal reports, BIA has become aware of approximately 2,000 dams and water impoundment structures.



Lower Two Medicine Dam, Blackfeet Indian Reservation, Montana

Screening Process

Once a tribe's inventory is received by the BIA, the structures are screened to verify their eligibility for the SOD Program. The screening process involves a spatial and engineering review of the structure's information. Missing information is added from available sources such as aerial imagery, state records, or the [National Inventory of Dams](#). Unclassified dams confirmed to be under the administration of the SOD Program will receive hazard classifications to determine the required dam safety activities.

Eligible Dams

High-and significant-hazard potential dams

BIA classifies dams as high-hazard potential if dam failure or mis-operation will probably cause loss of human life and as significant-hazard potential if dam failure causes extensive damage to property, the environment, or cultural resources.

Low-hazard potential dams

BIA classifies dams as low-hazard potential if they are:

- 25+ feet tall with at least 15 acre-feet of reservoir storage, or
- 6+ feet tall with at least 50 acre-feet of reservoir storage

and dam failure or mis-operation results in no probable loss of human life and limited economic or cultural damages.

To be considered for inclusion in the SOD Program, a dam must conform to the definitions and directives identified within the [BIA SOD Program Handbook](#), 55 IAM Chapter 1, and our program Guidance Memorandum to BIA Regional Directors (dated April 15, 2021).



Four Horns Dam Rehabilitation Project

Year constructed: 1914 -1915

Purpose: Dam stores irrigation water for the Blackfoot Indian Irrigation Project

Location: Big Plum Coulee, 24 miles southeast of Browning, Montana

Rehabilitation Construction Period: October 2020 – October 2021



Coffer dam in foreground, old Four Horns Dam in upper-middle of picture (November 2020)

106-Year-Old Dam ready for Upgrade

The Four Horns Dam was originally constructed during 1914-1915 and stores irrigation water for the Blackfoot Indian Irrigation Project. It is located at Big Plum Coulee, about 24 miles southeast of Browning, Montana.

The dam was determined to pose unacceptable life safety risk due to identified potential failure modes related to overtopping and internal erosion.



Upstream view of Four Horns Dam prior to rehabilitation

Safety of Dams Branch



Four Horns Dam prior to rehabilitation (downstream view)

Project Groundbreaking October 2020

After over four years of planning, design, permitting and environmental compliance, the Blackfeet Nation, via a P.L. 93-638 contract, and in concert with the BIA Safety of Dams Branch and Rocky Mountain Region Safety of Dams Officer, broke ground in October 2020, on the Four Horns Dam Reconstruction project.

\$15M Project Completed Six Months Early

Initial work on the \$15 million project improved the 5.5-mile access road and completely removed and replaced the old dam. Construction was completed in the Fall of 2021, well ahead of the contracted May 2022 targeted completion date. Site restoration and minor cleanup activities will be performed this Spring.



Four Horns Dam outlet works construction and siphons with Rocky Mountain Regional Safety of Dams Officer, Gene Onacko, Jr., P.E. (July 2021)



Reconstructed Four Horns Dam, Blackfeet Indian Reservation (October 2021)

Safety of Dams Branch



Chester Lake Dam, Annette Islands Reserve, Alaska

Emergency Management

The goal of the Safety of Dams Branch, Emergency Management program is to prepare and train key personnel and emergency responders for dam safety emergencies, increasing the likelihood that lives can be saved and damage to property minimized in the event of a dam failure or incident.

Emergency Action Plans (EAPs) are required for all high-hazard potential dams in the SOD program. They are facility plans that guide those responsible for the operation of the dam through detection, decision making, and notifications.

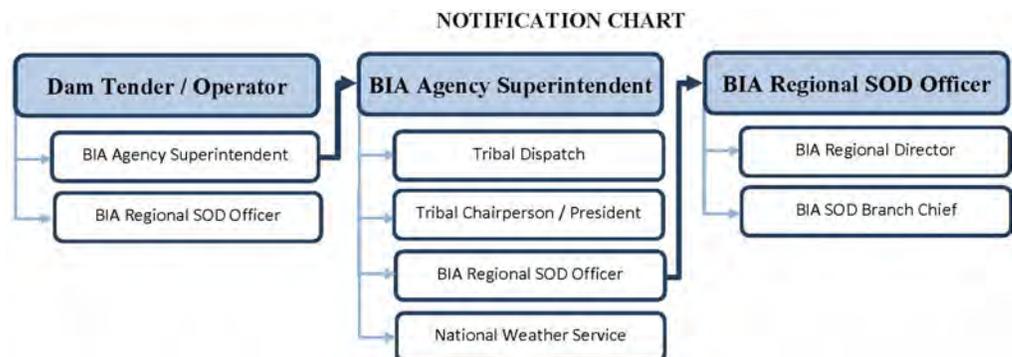
There are currently 65 Emergency Action Plans (some cover multiple dams) that are exercised every five years. These exercises train the dam safety staff and local emergency response staff to act swiftly and effectively in the event of a dam incident.

Three important Emergency Action Plan Tools

Emergency Action Plans, have three main “tools” used to synchronize and streamline the EAP process. These three tools are as follows:

Tool 1 Notification Chart

A call-down list of internal and external official notifications used to inform agencies and jurisdictions of an EAP activation



Safety of Dams Branch



Tool 2 Decision Criteria Matrix

A tool used to detect an incident and determine if or what response is required

Event:	Response Level 1 (unusual situation)
Event "Trigger" Description:	No adverse impacts are anticipated at the time of observation.
Internal Erosion/Seepage	<ul style="list-style-type: none"> • New seepage • New settlement or depression • New spring or boggy area • New sand boil
Reservoir Elevation	Dam water surface elevation is between 1,000 and 1,005 feet.
Movement and Cracking	<ul style="list-style-type: none"> • Known cracks have significantly increased in length, width, and/or offset beyond normal, and have potential for growth • New erosion, cracks, slumps

Tool 3 Expected Actions Checklists

Position-centric checklists for personnel with direct involvement with managing a dam incident

Expected Actions Checklist BIA REGIONAL SOD OFFICER	
1	Verify information and record actions and observations in the dam operating log.
2	Coordinate with the Dam Tender/Operator and the BIA Agency Superintendent.
3	Ensure notifications are made as shown on the Notification List with the appropriate Response Level message.
4	Assist the Dam Operator with the following: <ul style="list-style-type: none"> • Monitoring and inspecting the dam. • Determining methods to manage and control the condition at the dam. • Determining Response Levels. • Coordinating with outside entities for resources.
5	Document and summarize all activities on a daily basis. At RL2 and RL3, provide input to the IC as needed for their Incident Action Plan (IAC). Report all costs and log personnel time.
6	All requests for resources will go through the IC unless the IC has ordered otherwise.
7	Ensure all press releases and media inquiries are directed to the BIA Office of Emergency Management (OEM).
8	Following Event Termination, prepare After-Action Report (AAR) and provide copy to the BIA SOD central files.

Spotlight on Great Plains Region



Bison standing on the highway, South Dakota badlands

Logistics of Service

The Great Plains Regional Office is located in Aberdeen, South Dakota. This Region includes staff located at 12 agencies

- 7 in South Dakota
- 4 in North Dakota
- 1 in Nebraska
- Flandreau Santee Sioux Tribe, which provide services to their tribal members through a self-determination contract and 6 Tribal organizations

Trust Programs in the Region

Programs at the Regional level are more hands on when it comes to working with Tribes. Branch Chiefs work closely with Tribes to respond with services in the following Trust areas:

- Division of Environmental and Cultural Resource Management
- Geospatial Management
- Land Titles and Records Office
- Natural Resources
- Probate and Estate Services
- Quality Assurance
- Real Estate Services
- Wildland Fire
- Transportation (Alaska is the only Region with this program under Trust supervision)

Service Area Map

The Great Plains Region has jurisdiction working with Tribes in South Dakota, North Dakota and one Tribe in Alaska.



View interactive map of Federally recognized Tribes and Regions at <https://biamaps.doi.gov/bogs/staticmaps.html>

Great Plains Tribes

The Great Plains Region provides funding and support to 16 federally recognized Indian tribes encompassing over 6 million acres.

Trust Leadership

The Deputy Regional Director for Trust maintain and discharges the Trust responsibility of the Secretary of the Interior. The Deputy works closely with the Bureau of Trust Funds Administration (BTFA) to administer trust asset management activities, tribal governments, and tribal organizations to provide long-range program planning, budgeting, management, technical and administrative supervisor of Trust programs.

Mr. Gregg Bourland, Deputy Regional Director-Trust Services agreed to an interview on his experiences (See Interview on pages 53-54).



South Dakota badlands and Gregg Bourland, Deputy Regional Director-Trust Services

GREGG BOURLAND Biography

Gregg J. Bourland is a member of the Cheyenne River Sioux Tribe. He was raised on a ranch on the Cheyenne River Sioux Reservation by his grandparents who were very traditional Lakota's.

Gregg has attended college at Black Hills State University, Northern State University, the University of Nebraska, East Central University, Sitanka/Huron University, and Oglala Lakota College earning a Bachelor of Science in Business Administration with a double major in Management and Accounting. He also holds an Associate of Arts Degree in Business/Travel Industries Management.

He has worked for the BIA since 2003 spending over four years as the Realty Officer and over eight years as Superintendent, Cheyenne River Agency. This was followed by his appointment to Deputy Regional Director-Trust Services, at the Great Plains Regional Office. Outside of BIA he also worked as the Agency Business Manager for Bureau of Indian Education from 1982-1985. Between October 1990 and December 2002, Gregg served three consecutive four-year terms as the Chairman of the Cheyenne River Sioux Tribe (October 1990 – December 2002).

Gregg has been married to his wife Kay for 42 years and has two very successful children, four wonderful grandchildren, and one very special great granddaughter.

Interview

Mr. Bourland joined the Trust leadership team as Deputy Regional Director in 2015 and was recently interviewed about his experiences. Here is what he had to say.

What was your first government job?

I was a Surveyor Technician for the Indian Health Service in 1976. We did soil testing and surveyed homesites for septic systems.

Which Trust duties were an unexpected surprise?

Fee to Trust was a big surprise under President Obama (he made it the number one priority).

What is your favorite Trust program, and why?

Fee-to-Trust is my favorite program because every time we put land into trust we are expanding our Indian land base.

What do you see as your greatest challenge in FY 2022?

Oil and Gas rights-of-ways (ROWS) on the Fort Berthold Reservation. The price of ROWs have hit an all time high making them a real challenge getting approved due to increased volume.

What advice would you give to others who would like to be a Deputy Regional Director?

Start out as a Realty Specialist, work your way to Realty Officer, and then to Deputy Superintendent Trust Services. Learn absolutely everything you can about Trust Services and every Trust discipline.

Spotlight on Great Plains Deputy



What do you do for fun?

Gregg loves to fish, golf, ride horses, do carpentry work and work on tractors, motorcycles, and pickups. He also likes to ride his motorcycles and is the proud owner of a show winning 1947 Indian Chief, in addition to two beautiful Harley Davidsons. He loves to fish and spend time with his grandchildren.



Gregg mowing the lawn with his grandson

Share a positive work memory

As the BIA Realty Officer at Cheyenne River Agency in 2005, I had a family approach me wanting the government to declare an elderly member of their family dead. This elderly lady joined the Army as a nurse in WWII and never returned to the Reservation. She owned land and had a very large amount of money in her Individual Indian Money (IIM) account and the family wanted both.

The BIA did not have Internet due to the Cobell case, so I used my home computer and paid \$20 to have a search done for his person using every bit of information I could gather from her Allotment files. I found her living in California, she was 89 years old and had just lost her husband, a doctor who she married at the end of the war. After I verified her identity, I advised her that she owned land for \$26,000 and had over \$50,000 in her IIM account. She benefitted from the sale of her land. She would call me from time to time just to talk and to thank me.

How would you like other to remember your time as Deputy for Trust?

I would like others to remember that I had ethics and integrity. That I treated every client with respect and dignity. That I did everything within my power to uphold fiduciary trust responsibility owed to our Tribes and Tribal members.

Who is the person you most admired in BIA?

Russell McClure (retired) gave me a chance by hiring me as the Realty Officer and supported me when I put in for the Superintendent job. He trusted me and gave me the tools to make changes in Realty for the betterment of the Tribe and tribal members.

What is your greatest BIA success?

Saving an elderly lady from having her land literally stolen from her by her cousin through a gift deed. She did not know how much land she owned and needed money for the Labor Day Pow Wow. Her cousin told her she owned three acres and offered her \$300 if she would agree to sign a gift deed to her. As Realty Officer I inspected every case and counseled the elderly woman, asking her if she knew how much land she was "gifting" to her cousin. She said, "three acres." I told her it was forty acres and it was worth at least \$20,000. She immediately cancelled the transaction. I have done the same thing many times as Realty Officer and Superintendent at Cheyenne River Agency, and insist that all gift deeds be vetted to the fullest extreme.

Great Plains Region: Natural Resources



There are 6 million acres of trust land with more than 1,200 permitted range units and 8,000 farm/pasture leases in the Great Plains Region

Mission The Division provides services related to planning, coordinating, and evaluating programs in the field of natural resources management and assist in the protection and enhancement of the value of the Indian agronomic, environmental, and natural resources. Emphasis is placed on maximizing income while maintaining and/or improving the Indian resources on trust lands and managing the Indian natural resources through technical assistance to BIA agency offices, tribes, individual Indian landowners, and operators of trust properties.

Natural Resources Services

Agriculture and Rangeland Management

Promotes Tribal Resource Management Plans (TRMPs) covering all land and natural resource uses within the Reservations. These long-range, strategic level, comprehensive plans are tribal policy documents integrating management actions to be applied to a tribe's natural resources and other resources of value.

- Integrated Resource Management Plans (IRMP)
- Agricultural Resource Management Plan (ARMP)
- Conservation Plans for each permit/lease
- Rangeland Management, operation, leasing, permitting and appeals
- Noxious weed control
- Forestry Management plans, timber sales analysis and preparation

Fish, Wildlife and Recreation

- Conservation Law Enforcement of jurisdictional issues
- Fish and wildlife restoration and enhancement
- Wildlife disease investigation
- Buffalo management
- Endangered species consultation and restoration projects

Wildland Fire Management

The Region conducts about 45 Prescribed burns annually for 10,000 acres. The prescribed burn plans comply with ecosystem restoration according to the [National Fire Plan](#) (2001). There are 12 active fire management offices within the region, and they respond to 1,800 to 2,000 fires annually. In addition, they have responded to risks such as the [Columbia Shuttle recovery](#) in 2003, when it broke apart and spread over a 500 square-mile heavily wooded area. Fire prevention is provided throughout the Region with the goal of reducing incidence of fire to approximately 200 annually through prevention, education, fire investigation, prosecution, and Tip line use. Fire GIS Specialist provide technical assistance for GIS development and use. Fire Archeologists provide cultural and traditional use protection for fire projects

Water Resource Management

- Water rights quantification, water quality, irrigation projects
- Development and maintenance of irrigation projects

Great Plains Region: Natural Resources



South Dakota Badlands and photo of Diane Mann-Klager, Natural Resources Officer for the Great Plains Region. She can be reached at Diane.mann-klager@bia.gov

Biography

Diane Mann-Klager has served as Natural Resources Officer for the Great Plains Region since 2011. She held the Regional Wildlife Biologist position from 2000-2010 facilitating discussions between the tribes, states, and federal agencies on wildlife conservation and protection issues and recognition of tribal hunting and fishing rights. She continues to perform regional wildlife biologist duties in her current position.

Diane's federal career started in 1990 with the U.S. Fish and Wildlife Service in her home state of New York. She grew up in New York working on dairy and thoroughbred horse farms and worked as a veterinary technician while going to school. She went to Canisius College and State University of New York (SUNY) College at Buffalo and earned degrees in Biology and Ecology. Her hobbies are hunting, fishing, trapping, and gardening.

Why I love this job,

by Diane Mann-Klager

- There are always challenges with working in Indian Country from finding funding to getting information about how to work with Tribes to Federal and State personnel.
- Great Plains Tribes are complex, welcoming, and forthright even when we are not in agreement about an issue.
- The wildlife departments keep me on my toes and engaged.
- The need for a BIA perspective in ad hoc committees keeps me excited about my job.

Six Program Areas

The Division of Natural Resources has a broad operational scope with six programs under the supervision of the branch chief: Wildland Fire, Safety of Dams, Irrigation, Water Resources/Water Rights, Noxious and Invasive Species, and Rangeland Management

Memberships

Collaboration and networking are critical when leading such a diverse program area. Diane has volunteered or been nominated to serve on numerous committees such as the [Federal One Health](#) Group, DOI Animal Emergency Subgroup, and DOI Emergency Management COVID-19 Team. She has worked as a volunteer firefighter with the Stratford Fire Department since 2002.

COVID-19 Coordination

- Maintained COVID-19 case logs for Indian Affairs
- Part of a team developing the Indian Affairs COVID-19 portal, rolling out training and writing supporting documentation

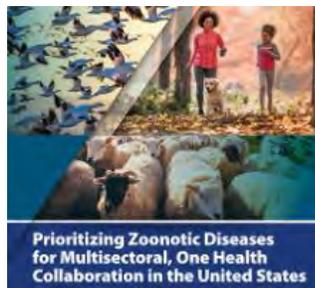
Public Information Officer

- Provide daily updates to Interior Operations Watch and Indian Affairs as alternate Public Information Officer (PIO) Type 3
- Working as a Type 2 PIO Trainee

Great Plains Region: Natural Resources



One Health Zoonotic Disease Prioritization (OHZDP) for the United States



[Click here](#) to access full report

Diane Mann-Klager, Natural Resource Officer is the BIA representative on the [DOI One Health](#) Zoonotic Disease Prioritization Process. The Center for Disease Control (CDC), U.S. Department of Agriculture (USDA), and the U.S. Department of the Interior (DOI) organized One Health to further joint efforts to address zoonotic disease challenges in the United States.

The workgroup ensures all stakeholders have a shared vision and roadmap for implementing strategies for disease surveillance, response, preparedness, workforce, and prevention and control activities in their areas of focus. Top Zoonotic diseases for the U.S. are Zoonotic influenza, salmonellosis, West Nile viruses, plague, emerging coronaviruses, rabies, brucellosis, and Lyme disease. DOI Animal Emergency Management Groups includes monthly coordination calls for both groups, with most review activities involved in COVID-19 support.

American Rescue Plan Act Zoonotic Disease Grant Program for Tribes Deadline June 11, 2022

The Zootic Disease initiative is a grant program focused on wildlife disease prevention and preparedness. Authorized under the American Rescue Plan (2021, H.R. 1319, Section 6003.3), the initiative will provide \$9 million in available funding to states, Tribes and territories to strengthen early detection, rapid response, and science-based management research to address wildlife disease outbreaks before they cross the barrier from animals to humans and become pandemics.

F22AS00308 is the Notice of Funding Opportunity (NOFO) for Tribal grants through www.Grants.gov.

Regular Federal Collaborators

The Division of Natural Resources personnel function as liaisons to other federal agencies and organizations acting as Point of Contacts for special projects between BIA and the following Federal agencies:

- U.S. Geological Service (USGS)
- U.S. Army Corps of Engineers (USACE)
- Bureau of Land Management
- U.S. Forest Service
- Bureau of Reclamation
- U.S. Department of Agriculture (USDA), Natural Resources Conservation Service (NRCS)

Great Plains Region: Natural Resources



Missouri River Basin Interagency Roundtable (MRBIR)

The Great Plains Region, Natural Resources Officer is the [Missouri River Basin Interagency Roundtable](#) (MRBIR) Tribal-Federal Relations Committee Chair. The MRBIR has served as the forum for Federal agencies promoting a collaborative approach to addressing issues within the Missouri River watershed.

The Missouri River Basin



Agency Tribal Liaisons share best practices and lessons learned on various agency responsibilities with the following objectives:

- Best meet the Federal governments treaty and trust responsibilities
- Foster effective relationships
- Leverage collective federal government efforts to address emerging issues effectively and strategically
- Launch initiatives to improve or enhance conditions and cultural resources in Missouri River Basin

Rocky Mountain/Northern Rockies Geographic Area Boards and Committees

Wildland Fire Management and Natural Resources Staff represent the Region on these Boards and Committees for wildland fire coordination. The Natural Resources Officer recently completed her rotation as the [Northern Rockies Coordinating Group](#) (NRCG) Wildland Fire Agency Administrator Chairperson.

Grasslands for Generations

The Great Plains Region, Natural Resources Officer is a member of the Grasslands for Generations – a [Buffalo Nations Grasslands Alliance](#) (formerly Sustainable Financing Group) with a mission to ensure

- 15 member tribes have technical/financial resources to plan/act on their vision for traditional lands and water
- Tribal members thrive by sustainably stewarding and connecting with natural resources
- Grasslands and native wildlife on tribal lands are restored or enhanced
- Tribal fish and game departments have the capacity to deliver conservation at scale

Membership

- Fifteen Tribal representatives across the Great Plains and Rocky Mountain Regions
- Private entities: [First Nations Development Institute](#), [Native American Fish and Wildlife Society](#), [Wildlife Conservation Society](#), [World Wildlife Fund](#), and [National Wildlife Federation](#)
- USDA, [Natural Resources Conservation Service](#)
- US DOI, Bureau of Indian Affairs

The Group is developing methodologies for sustainable financing of fish and wildlife management by Tribal nations. The initiation of a Conservation Trust Fund is being developed. Grants were awarded with the World Wildlife Fund, [Native American Agricultural Fund](#), and [First Nations Development Institute](#).

Great Plains: Real Estate Services



Oglala Sioux Tribe Lookout Solar Lease

Real Estate Services (RES) continues working on the Lookout Solar Lease on the Pine Ridge Reservation and is currently in the final drafting and review phase. The Lookout Solar Park is to be built on land leased from Oglala Sioux tribal members at an estimated cost of \$100 million with approximately 500,000 solar panels, producing up to 110 megawatts. The Lookout Solar Park would employ between over 200 people for construction, with a hiring preference for people living on the reservation through a Tribal Employment Rights Ordinance (TERO).



Solar panels installed on a field

Wind Farm proposed for Pine Ridge and Cheyenne River Reservations

The Division of Real Estate Services (RES) is working on a wind energy lease with the Oceti Sakowin Power Authority for a wind farm with locations on the Pine Ridge and Cheyenne River Reservations. Oceti is a multi-tribal power authority. This project is on track to be one of the largest wind power developments in the country, producing up to 2 Gigawatts of emissions-free electricity. The completed project has the capacity to generate as much as 60 GW of power on Tribal lands.



Realty Staff



*Luree Livermont
Deputy Regional Realty Officer*



*Yolanda LaPlant
Program Analyst for Realty*

HEARTH Act Leasing Ordinance

RES assisted and coordinated with Central Office to secure the April 14, 2021, approval of the [Helping Expedite and Advance Responsible Tribal Home Ownership Act](#) (HEARTH) Leasing Ordinance for the Standing Rock Sioux Tribe.

This is the first set of tribal HEARTH Act regulations approved in the Great Plains Region includes Business, Residential and Wind and Solar Leases on Tribal Land. [Click here](#) to view signed document.

Great Plains: Real Estate Services



Fort Berthold Indian Reservation-home to the Three Affiliated Tribes (Mandan, Hidatsa, Arikara Nation)

Regional Real Estate Services supports

Fort Berthold Agency

The Mandan, Hidatsa, and Arikara Nation, also known as the Three Affiliated Tribes, is located on the Fort Berthold Indian Reservation in central North Dakota on the Missouri River. Due to a high workload and the recent retirement of the BIA Agency Superintendent the Regional Realty Office has stepped in to support the following projects.

Targa Badlands LLC Right of Ways

RES is assisting the Fort Berthold Agency (FBA) in coordination with the Fort Berthold Agency processed 16 proposed Targa rights-of-ways for a crude oil pipeline and natural gas gathering and processing operation.



Targa LLC site in New Town, North Dakota

Tesoro Pipeline Trespass

RES disseminated a voluminous administrative record on the Tesoro pipeline trespass appeal at Fort Berthold Agency. The administrative record is imaged electronically and contains nearly 13,000 pages. The Tesoro High Plains Pipeline right-of-way expired on June 18, 2013. Oil ceased running across allotted lands on the Fort Berthold Reservation due to a directive from the BIA in December 2020.

Mahto Bay Road Rights of Way

BIA made additional attempts to gain needed consents for BIA Route 20 (Mahto Bay Road) right-of-way at Fort Berthold.

Oil and Gas Development Brochure

The Region assisted the Fort Berthold Agency with the development of a promotional brochure identifying available oil and gas developmental opportunities on the Reservation.

Four Figure Ranch Proclamation

Real Estate Services completed the final Reservation Proclamation for the Three Affiliated Tribes 9,303 acres of land taken into trust. The Property is known as the Four Figure Ranch

Other Activities

- Processed and completed 31 backlogged inventory challenges
- Prepared periodic trust and fee undivided interest determinations to the North Dakota Oil and Gas Tax Division
- Crafted numerous requests to Bureau of Land Management (BLM) for fee patents and trust patents for trust-to-fee conversions, and partitions
- Provided input and coordination on national oil and gas bonding and bankruptcies

Great Plains: Land Titles and Records Office



Branch Manager

Charissa is the Land Titles and Records Manager, Great Plains Region. She enjoys the daily challenge of assuring LTRO keeps up to date records on all current title holding and assisting landowners with their current landholding inquiries.



Charissa Peterson
Land Title and Records Manager

She began working for the BIA in 2000 under a Datacom Sciences contract as a Data Examiner until December 2002. She was hired as a BIA Legal Instruments Examiner in January 2003 and rose to a Lead Examiner and then Deputy LTRO Manager prior to her current role. Charissa earned a Bachelor of Sciences in Psychology with a minor in Sociology from Northern State University. She was born in Aberdeen, South Dakota and currently resides there with her husband and two daughters.

In her spare time, she loves relaxing with a good book. She holds certificates in Yoga, Pilates and Barre and enjoys practicing and teaching classes. As an avid runner she has completed 100 different races and marked 2022 by complete her 20th half marathon. She believes keeping the mind and body active helps you succeed in all aspects of your life.

Aperture Card Project

Improves Quality of 239,879 Records

Aperture cards were used for archival purposes with an estimated 500-year lifetime. Use of the cards had disadvantages due to the nature of microfilm cameras lacking high contrast properties limiting the amount of detail captured in images. In addition, original documents with faded or uneven contrast did not reproduce well making them difficult to read. Some of these images were uploaded into TAAMS. Thousands of images needed to be corrected, repaired, enhanced, rotated, and made more legible. The Aperture Care Project was launched to address this challenge.

The pandemic and telework presented an opportunity for LTRO to focus Legal Instruments Examiners (LIEs) efforts on this large aperture card cleanup project. A total of 239,879 images in our Trust Asset and Accounting Management System (TAAMS) were repaired. Thousands of scanned images of deeds, probates, oil and gas leases, assignments, range permits, agriculture leases and many other scanned or microfiche images have been improved.

Our numbers for this project are:

- 28,632 Images *verified*
- 74,421 Images *saved*
- 62,799 Images *cropped*
- 45,395 Images *uploaded to TAAMS*
- 28,632 images *validated*

The Great Plains Region took on this major project and the results will pay dividends for many years to come.

Great Plains: LTRO Quality Assurance



Program Manager



Tina A. LaRocque

Supervisory Quality Assurance Specialist

Tina.laroque@bia.gov

Biography

Tina LaRocque is the Supervisory Quality Assurance Specialist and Lockbox Coordinator for the Great Plains Region. Her trust background consists of three years with Chickasaw Nations Industries (CNI) as a contractor, ten years as a Legal Instruments Examiner with the Southwest LTRO in Albuquerque, New Mexico and four years with Real Estate Services, Great Plains Region. Tina earned a Bachelor of Science degree in Organizational Leadership from the University of Mary in Bismarck, North Dakota.

She enjoys having the advantage of reviewing a variety of trust documents in her current position and putting her wealth of knowledge into practice when validating data in TAAMS. In the QA department she and her staff learn and apply trust concepts, business rules, and processes to achieve the highest data integrity for trust documents and TAAMS data entry. Her hobbies include writing, dancing, photography, baking, and traveling.

Role of Quality Assurance Supervisor

The Quality Assurance Supervisor oversees the final work product of Land, Titles and Records to ensure there are no errors.

Lockbox duties

Daily oversight is also maintained over the Lockbox payment system by which lessees, permittees, and other payors submit trust payments. The payments are matched to billing transactions and the money is moved into Tribal or Individual Indian Money accounts.



What is a Lockbox?

The General Lockbox Network is a collection and processing service provided by certain financial institutions to help federal government agencies process paper checks and other remittance documents that are received through the mail.

TAAMS Lockbox User Group duties

The Quality Assurance Supervisor is a member of the TAAMS Lock Box User Group representing the Great Plains Region and has assisted with resolving outstanding transactions.

- Lock Box updates processing over \$5.5 million in outstanding invoices
- Resolved \$1.6 million in outstanding direct pay transactions



Successful resolution of \$7.1M in transactions

Great Plains: LTRO Quality Assurance



Role of Quality Assurance Supervisor

Performance Reporting

Assists BIA agencies populate quarterly responses to the Government Performance and Results Act (GPRA) measures. This Act requires Federal agencies to demonstrate that they are using their funds effectively toward meeting their missions. DOI outlines mission objectives in the [2020-2021 Annual Performance Plan and 2019 Report](#) (APP&R) dated August 30, 2021. Also manages reporting for the [Indian Affairs Performance Management System](#) (IA-PMS).

QLIK Reports

Prepares QLIK reports used to gather data on lands, leases, ownership, rights-of-ways, etc.

TAAMS Correction Requests

Reviews and tests Trust Program requests for TAAMS Corrections Requests (CRs) before submission to TAAMS board for review and approval.

BIA Leadership “Top 50 Plus” Special Project



*Bartholomew “Bart” Stevens
Deputy Bureau Director-Field Operations*

Clearing Outstanding Invoices and Checks

Bart Stevens, Deputy Bureau Director-Field Operations initiated the “Top 50 Plus” Special Project beginning May 15, 2022. His memo provided guidance and set a 120-goal for each region to clear the top 50 highest outstanding invoices and checks.

Buy-in from Regional Lockbox Liaisons

The project followed meetings with Regional Lockbox Liaisons to formulate this plan to address BIA’s outstanding receivables, as reflected in TAAMS. A formal process for resolving Lockbox issues will also be prepared replacing individual plans prepared by each Region.

Project Parameters

Mr. Stevens set the following goals for each Region to address when clearing out outstanding invoices and outstanding checks. The “Top 50” transactions is defined as those with the largest dollar amounts.

- Top 50 outstanding *Agency pay invoices*
- Top 50 outstanding *Direct pay invoices*
- Top 50 *outstanding checks older than 90 days*

Project Deadline

The Top 50 Project begins May 15, 2022 and ends September 15, 2022.

September 2022						
S	M	T	W	T	F	S
				1	2	3
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29	30	

Great Plains: Division of Environmental, Cultural, and Resource Management



Branch Manager

Mark Herman is the Supervisory Environmental Scientist, Great Plains Region. He earned a B.S., in Civil Engineering, and an M.S., in Civil Engineering with a Geotechnical and Environmental emphasis. He has been a registered professional engineer with over 27 years of intensive experience in positions including Highway Design Team Leader, Materials Testing Section Manager, Geotechnical Engineer, Project Superintendent, Project Engineer, Project Manager, Construction Inspector, Environmental Engineer and College Instructor. Mark enjoys hunting and fishing in his free time.



Mark Herman

Supervisory Environmental Scientist

Mark.herman@bia.gov

Program Services

NEPA is a process-oriented law and requires agencies to go through a structured process in order to fully comply with the law. See [BIA NEPA Handbook](#). The most common services provided are National Environmental Policy Act (NEPA)-related and consist of responding to requests for:

- Categorical Exclusions (CatEx)
- Environmental Assessments for Transportation and Realty
- Environmental Impact Statement (EIS)
- Finding of No Significant Impact (FONSI)
- Phase I/II Environmental Site Assessment

Accomplishments

The Division of Environmental, Cultural and Resource Management (DECRM) reviewed and finalized sixty-two (62) Oil and Gas NEPA documents for Fort Berthold.

A total of 327 NEPA documents were reviewed and finalized, including Endangered Species Act (ESA) and Cultural Resources compliance.



Black-footed ferret on U.S. Fish & Wildlife Service [endangered species list](#)

The vast majority of Regional NEPA projects were home sites, which are of particular importance to Tribes and their members.

Limited Environmental Due Diligence (LEDD)

Completed Limited Environmental Due Diligence (LEDD) for 705 properties encompassing four Reservations for the Land Buy Back (LBB) Program

- Turtle Mountain Band of Chippewa
- Sisseton Wahpeton Oyate (Lake Traverse Reservation)
- Winnebago Tribe of Nebraska
- Omaha Tribe of Nebraska

Cultural Resource Surveys

Completed 105 Class III Cultural Resource Surveys to include corresponding reports, at various locations within the Great Plains Region.

Great Plains: Wildland Fire Management



Mission Our mission is to execute our fiduciary trust responsibility by protecting lives, property, and resources while restoring and maintaining healthy ecosystems through cost-effective and creative fire-management programs, collaboration, and promoting Indian self-determination.

To fulfill BIA's mission, we acknowledge Indian Country lands are not public property. The land is the source of a tribe's spiritual, cultural, emotional, and economical sustenance which they and their future generations depend upon for their survival.

Program Manager



Heath Estey
Fire Management Officer
Heath.estey@bia.gov

If you are interested in seeing the specific job duties for most of our fire management occupations, please visit [Firefighter and Law Enforcement Retirement Team website](#). You will find all the approved position descriptions and training resources.

Great Plains Region

The Great Plains Region is composed of 16 Federally recognized tribes that encompass more than *6 million acres of land* held in Trust in the states of North Dakota, South Dakota, and Nebraska.

BIA or Tribally Contracted Programs

Tribes and BIA agency units across Indian Country manage wildland fire programs. The Indian Country's Wildland Fire Management Program is implemented through either direct (BIA operated), self-determined or self-governance (tribally operated) services. Across the country BIA provides direct program management services to just under two-thirds of these units. The remaining one-third receive funding through self-determination P.L. 93-638 contracts or self-governance compacts. Regardless of how the program is managed, tribal members work and are involved with the direct protection and management of their natural and cultural resources.

54 Current Vacancies

The Great Plains Region is currently recruiting for 54 Fire vacancies across the Region in the areas of Preparedness, Fuels, and Workforce Development for the following agencies and tribal governments under P.L. 93-638 contracts.

BIA Region/Agency Vacancies

4 Regional Office	3 Rosebud
9 Turtle Mountain	5 Cheyenne River
1 Sisseton	9 Standing Rock
2 Lower Brule	1 Yankton
1 Crow Creek	3 Winnebago
9 Pine Ridge	

Tribal P.L. 93-638/Agency Vacancies

5 Three Affiliated Tribes Fort Berthold Agency
2 Spirit Lake Tribe Fort Totten Agency

Great Plains: Wildland Fire Management



Hiring Challenges

Some of the challenges that fire managers face in the region include:

- Succession planning- the process of identifying the critical positions within our organization and developing action plans for individuals to assume these positions. Staff shortages make succession planning difficult.
- Hiring. Once seasonal jobs, firefighting is now a year-long commitment. Federal agencies, are experiencing some hiring, recruitment, and retention challenges for Wildland Firefighters in locations where state and private firefighter wages are outcompeting federal firefighter wages, where housing costs are not affordable, and positions have duty stations in remote locations.
- Leadership in overhead personnel.
- Qualifications and training requirements and opportunities to travel outside the local unit.
- Diversity and intra- and inter-agency fire experience.



Firefighter on-the-job

Fire Management Challenges

In the last decade, the Great Plains Region has been stricken with prolonged drought conditions for 8 years. Conditions in the region have included moderate, severe, extreme and exceptional levels of drought, critical fire weather conditions, and extreme premature curing of fuels had resulted in large, complex and very dangerous wildfires. A few larger fires, locations and acres burned are listed below



Fire whirl on the Pine Gulch Fire, Kyle Miller, BLM

Great Plains Region Notable Large Wildfires

Not a complete list of all fires

<u>Date</u>	<u>Fire</u>	<u>Agency</u>	<u>Areas burned</u>
July 2012	Longhorn Complex	Rosebud	43,639 acres
August 2012	Wellnitz	Pine Ridge	77,683 acres
August 2016	Freeman	Pine Ridge	18,815 acres
July 2017	Wanblee Timber	Pine Ridge	5,305 acres
March 2021	Gulch	Fort Totten	630 acres
May 2021	Little Swallow	Fort Berthold	10,300 acres



Program Manager

Dean Hacker, Regional Geospatial Coordinator (RGC) serves as an advisor to the Deputy Regional Director on matters related to Geographic Information Systems (GIS) activities to develop, integrate, implement, and support the use of geotechnologies and data resources to increase efficiency and promote collaboration amongst programs and resources. The RGC's primary objective is to act as a liaison between the tribes, agencies, Regional Office, Central Office, and other Interior departments.



Dean Hacker
Regional Geospatial Coordinator
Dean.hacker@bia.gov

GIS Services

GIS services include development of national GIS standards for use throughout the BIA for land ownership mapping, rights-of-way, leasing, forestry, archeology, law enforcement and many others. RGCs assist in obtaining ArcGIS licenses and training for regional employees.

Collaboration with U.S. Census Bureau

The Geospatial Coordinator is a team member of a group fostering the BIA's working relationship with Department of the Census on a partnership for the next 10 years.

National Geospatial Council Charter

Mr. Hacker is one of 12 RGC's (one from each Region), along with the Chief, Branch of Geospatial Support (BOGS) that have created and chartered the National Geospatial Council (NGC). The NGCs Charter outlines the following objectives:

- Advise senior leadership on the strategic application of geospatial skills, data, technology, infrastructure, and tools
- Ensure data security
- Uphold tribal sovereignty of culturally sensitive spatial data, knowledge, material, and sources
- Govern, facilitate, and coordinate the sharing of geospatial information and resources with Federal agencies, State, local, and Tribe governments, private sector, academia, and the general public

Collection of Town Site Plats

Geospatial Coordinator is the Project Lead for collecting town site plats throughout the region to be added to Bureau of Land Management (BLM) Cadastral National Spatial Data Infrastructure (CadNSDI). A townsite plat is the first legal act in the establishment of a new town or community and may show subdivisions broken into blocks with streets and alleys.

The data must be provided in a geodatabase and shapefile format to represent the cadastral components of the Public Land Survey System. Data is prepared in collaboration with the Regional Bureau of Indian Land Survey (BILS) and Montana State BLM Chief Cadastral Surveyor.