NEVADA ETHICS OPINION REQUEST
12-03C

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COMMISSION ON ETHICS

NEVADA COMMISSION ON ETHICS
THIRD PARTY REQUEST FOR OPINION
(ETHICS COMPLAINT)

NRS 281A.440.2

Please print or complete online.

1. Provide the name, title, public agency, address, and telephone number for the public officer or employee you allege violated the Nevada Ethics in Government Law, NRS 281A. ***(If more than one public officer or employee is alleged to have violated the law, use a separate form for each individual.)***

Name & Title:	Sharon James - Statewide Indian Child Welfare Specialist		
Public Agency:	Nevada Div. of Child & Family Services		
Address:	4126 E. Technology Way, 1st Floor		
City, State, Zip:	Carson City, NV 89706	Telephone:	775-684-7960

2. Describe in specific detail the conduct of the public officer or employee identified above that you allege violated the provision(s) of chapter 281A of NRS. ***(You must include specific facts and circumstances to support your allegations – including dates, times, places, and the name and position of each person involved.)***

Check here ☑ if additional pages are attached.

I believe that it is a conflict of interest for a State employee to receive a grant from the same Division where the employee works. Sharon James is currently Board Chair of Nevada Urban Indians, Inc., of which she has had a pecuniary interest for the past 4 years of which she has served on that Board and received payment for her participation, including bonuses during Christmas. Her involvement as Board Chair has been significant during her work hours. Attached are emails which show some of her involvement and further investigation of her emails and phone logs should reveal the true extent as to which she has been providing management and oversight of the NUI during State work hours. Her employment with the State and receiving grant funds from her employer is a conflict of interest because it would give the perception that the State would show preference in awarding grants to grantees where its employees are also on the Board and have pecuniary interests. Whether or not she has had any influence to gain funds in the form of grants by using her position as a State employee that awards grants should be investigated further. The grant in question is the Victims of Crimes Act (VOCA CDFA 93.671, No. FV3145/22-SFY10-12- 023) grant. I do not have specific information of the grant start and end dates which establish the conflict of interest.

3. Identify all persons who might have knowledge of the facts and circumstances you have described, *as well as* the nature of the testimony the person will provide. Include the address and telephone number for each person.

Check here ☑ if additional pages are attached.

Name & Title:	Sharon James - Statewide Indian Child Welfare Specialist		
Address:	4126 E. Technology Way, 1st Floor	Telephone:	775-684-4422
City, State, Zip:	Carson City, NV 89706		
Nature of Testimony:	Accused.		

4. Attach two copies of all documents or items you believe provide credible evidence to support your allegations. NRS 281A.440.2(b)(1) requires you to submit all related evidence to support your allegations. NAC 281A.435.3 defines credible evidence as a minimal level of any reliable and competent form of proof provided by witnesses, records, documents, exhibits, minutes, agendas, videotapes, photographs, concrete objects, or other similar items that would reasonably support the allegations made within the complaint. Credible evidence does not include a newspaper article or other media report if the article or report is offered by itself.

State the total number of additional pages attached (including evidence) _____.

REQUESTER'S INFORMATION:

NAME: John Mosley	E-MAIL: johnnymosley@gmail.com
ADDRESS: 147 Hazelnut Drive	
CITY, STATE, ZIP: Fernley, NV, 89408	
TELEPHONE 775-287-0037	CELL PHONE: 775-354-5290

By my signature below, I do affirm that the facts set forth in the foregoing complaint and attachments thereto are true and correct to the best of my knowledge and belief and I am willing to provide sworn testimony if necessary regarding these allegations.

Signature _____ Date 1/6/12

Print Name: John Mosley

Please return an original signed form, two copies of the form, and three copies of the supporting documents and evidence to:

Executive Director
Nevada Commission on Ethics
704 W. Nye Lane, Suite 204
Carson City, Nevada 89703

Forms submitted by facsimile will not be considered as properly filed with the Commission.
NAC 281A.255.3

Friday, January 6th 2012

Executive Director
Nevada Commission on Ethics
704 W. Nye Lane, Suite 204
Carson City, Nevada 89703

To Whom It May Concern,

I would like to have issues and concerns I have raised with a non-profit agency which I was once a member of the Board of Directors to be investigated by the Nevada Commission on Ethics. I have raised these concerns with the non-profit, Nevada Urban Indians, Inc., as well, in Attachment A, which provides background for my complaint and request for opinion. Attachment B is a roster of Board Members to show that the State employees were involved as I have claimed. Attachment C shows that those same employees have a pecuniary interest in the non-profit, which they receive financial income from. Attachment D is a draft Audit report which reflects that the grant I have based my claim of conflict of interest is listed. Attachment E are the emails which show the State employees conducting business as Directors or Chairs of the non-profit, during State working time.

Sincerely,

John Mosley

Former Board Vice-Chair of Nevada Urban Indians, Inc., Urban American Indian, and concerned citizen.

147 Hazelnut Dr.
Fernley, NV 89408
775-354-5290 (cell)

Friday, December 30th 2011

Sharon James
Nevada Urban Indians, Inc.
Board of Directors
Board Chairperson
1475 Terminal Way, Suite B
Reno, NV, 89706

Dear Ms. James,

I would like to respond to the letter you have written to me dated December 12th, and officially received by me, Certified Mail on December 16th, of which I have concerns.

After careful review, I feel that there are certain issues regarding the action taken by the Board of Directors which I feel require immediate attention. These statements are my opinions and they should be further investigated.

First of all, the basis of my dismissal by the Board from the Board is that the Board felt there was a conflict of interest, specifically, nepotism. I made full disclosure that my half-sister (whom was hired by the Interim Executive Director) was related to me before she was even hired, during a Board meeting. It was not my decision to hire my own sister! That decision was the decision of the Interim Executive Director. It was her action that introduced an environment for which the conflict would even exist, and therefore the responsibility should be placed on Norma Davis (according to the Bylaws on your attachment B), not on myself, for creating an environment of a potential conflict of interest. The Executive Director has a duty, according to the Nepotism Policy, 3.004-5, II., 5., to ensure nepotism does not occur. Her action directly goes against taking "appropriate personnel actions to effectively carry out the agency's mission" (in your attachment C). I had already been on the board, long before Norma had hired my sister, yet I am to blame for creating a conflict of interest? This seems highly illogical, and has the very appearance of bias.

This scenario invalidates the justification for my removal, and I believe that the action of the board was inappropriate. Norma Davis, in her capacity, could hire any relative of the Board, and then turn around and have the Board remove other Board members, if that is going to be the standard procedure of operations. I strongly feel that Norma Davis does not have the capacity to operate as Executive Director, nor does she have the proper credentials as outlined in the Personnel Description for the ED. I feel that in light of her mismanagement and mishandling of personnel issues of Nevada Urban Indians, she should be immediately removed and placed on the Excluded Parities List of the Federal Government. Based on her lack of sound judgment, she will only introduce more conflicts in the future, and this is detrimental to Nevada Urban Indians.

Even further, Ms. James, your relation to my sister's mother is first cousin and you did not disclose this to the Board.

After further review of the Bylaws, which you have provided to me in your attachment D, I do not feel that the board action and procedure was followed correctly.

Removal of a Board Member (Article VI Section 7) is supposed to take place at a regularly scheduled board of Director's meeting, and written notice is to be provided at least one week before the meeting where action will take place. This was not followed, though a letter was sent, it was not actually provided to me until three days before the meeting, as you referenced in your letter (which I did not attend because I did not want be reinstated). The causes for removal do include conflict of interest, but its "failure to disclose a conflict of interest", which I am not guilty of, as previously mentioned, and I would like to reiterate that the decision that created the conflict of interest was not mine, it was Norma Davis'. My removal from office was not even listed on the December 19th meeting agenda, so I am not even certain if the action was taken at that meeting or if that action is valid, which will be explained later.

Attached are meeting minutes from an Executive Committee meeting on December 6th, in which a motion was made for removal of myself and another board member from board membership. This meeting and action taken was well before the letter was even drafted for my notification! This is a clear violation of the Bylaws by the board members present at that meeting. Not only that, removal of a board member must be at a "regularly scheduled Board of Directors meeting" according to the Bylaws, and not at an Executive Committee meeting, resulting in another violation of the Bylaws.

In Article V Section 5 of the Bylaws, under Special Meetings, "notice of the time and place of such a meetings, with the statement of the business to be conducted will be given [to] members at least twenty-four hours prior to the meeting. No business will be conducted at the special meeting that is not included in the public notice of the meeting." My question in response to this bylaw is, why was I not notified as member of the board regarding this meeting? Was there a public notice of the meeting?

The lack of transparency goes well beyond a simple violation of bylaws. This is an ethical and intentional violation of public trust. The board needs to be held accountable for their violations of their own bylaws. Meetings held in secret to remove other board members is a cowardly act, shows a general lack of integrity, and the fact that no one on the board questioned the action based on the requirements of the bylaws shows a general lack of capacity for the board to be leading the agency. The only other action taken at the December 6th meeting was to increase the amount of stipends paid to board members from per month flat rate, to per meeting; this is a selfish act of indulgence and waste of public monies, and the public has a right to know how its money is being used. It would appear that board members only care about their own self-interests, that that of the welfare of the people it is intended to serve. Especially when some of those monies come from the granting agency (State Division of Child and Family Services) which employs the chair of the board! This will be discussed later.

The actions that resulted from this executive meeting of the board would even go as far as to undermine the existence of the board. Article IV Section 3 of the Bylaws, requires that "the governing body of the Board of Directors will be composed of not less than five (5) nor more than seven (7) members. Removing two of the six board members leaves the board in a quandary to even conduct business! I do not know how any of the actions taken by the board in their regular meeting on December 19th are even valid, in light of this membership violation of the organization.

Finally, Ms. James, I believe you have violated the Bylaws of the board in Article IV Section 4, item 4., which requires that board members "must not have been an employee of and/or in a business relationship with Nevada Urban Indians, Inc., within a one (1) year time frame prior to seeking board membership." Being in a business relationship with Nevada Urban Indians and being the Chair of the Board of Directors is a clear conflict of interest, in my opinion. Your employer which is the State of Nevada Division of Child and Family Services provides a grant of money to Nevada Urban Indians through its Victims of Crimes Act (VOCA CDFA 93.671, No. FV3145/22-SFY10-12-023) grant. This could provide a public perception that the State of Nevada would show favoritism in funding to grantees which its employees are also sitting on the grantees' Board of Directors. This conflict could undermine the efforts of the State of Nevada and could be considered a betrayal of public trust. This conflict was also present when Marjorie Walker was chair of the board.

Therefore, Ms. James, as a result of these findings, I am requesting that you immediately resign as Chair of the Board of Directors of Nevada Urban Indians, Inc. Furthermore, I am requesting that Norma Davis be relieved of her contract (which did not have prior approval of the board and violates the board's business rules) as Executive Director of the agency. Her lack of qualifications alone should be sufficient to dismiss her from the contract, and your reckless leadership and lack of transparency and accountability should be motivation enough for you to resign.

A copy of this letter and supporting documents will also be provided to the State Attorney General's office, of Nevada for review, as they have jurisdiction to enforce any potential violations of the Nevada Revised Statutes – Chapter 82.

Sincerely,

John Mosley

Former Board Vice-Chair, Urban American Indian, and concerned citizen.

NEVADA URBAN INDIANS, INC.
BOARD OF DIRECTORS
Executive Committee Meeting (Closed Session)
December 06, 2011
6:15pm to 7:15pm (or until adjourned)

Carson City Office
232 East Winnie Lane
Carson City, Nevada 89706

Meeting Minutes

I. Call to Order:
Board Chair Sharon James called the meeting to order at 6:15 pm.

II. Roll Call:
Board members present were: Sharon James and Robin Ynacay-Nye
Board members attending via conference call: Judy Folkers and Dan Olsen
Staff present was: Norma Davis, Interim Executive Director
Public Present: Marji Walker, former NUI Board Chair

III. Public Comment:

The previous Board Chair, Marjorie Walker provided a historical background relative to the duties and voting rights of the NUI Board of Directors (BOD). She emphasized that the purpose and intent of the NUI By-Laws and NUI Policies and Procedures were to prevent potential conflicts of interest and impropriety. She advised that previous IHS audit findings made reference to nepotism between board members and NUI staff. Furthermore, having a board member and relatives working at NUI contributes to the community perception of nepotism. She also informed the BOD that NUI's legal advisor issued a communication of concern regarding Board members and their relatives that are employees; this may create an intimidating workplace. Furthermore, these board members are ineffective as they are required to abstain from many action items as they could not discharge their voting privileges.

Ms. Walker was thanked for this information and excused for further participation in this closed session.

IV. Board Stipends:
There was discussion relative to board stipends. At present, stipends are $75 per month, regardless of the number of meetings attended. This was because of a budget shortfall last year. The new budget began on October 01, 2011; will allow for the $75 stipend, per meeting, per board member to be reinstated.

Motion: To approve stipends for each participating board member for each board meeting attended at $75 per meeting

Moved by: Dan Olsen **Seconded by:** Judy Folkers **Vote:** 2/0, 1 abstention

MOTION CARRIED

V. Personnel:

Interim Executive Director Norma Davis provided an update on internal personnel issues that require corrective action. Discussion ensued and the Board reiterated that NUI has personnel policies in place for each such action and that the authority to execute progressive discipline is designated to the Executive Director.

VI. Board Membership:

The Board discussed Article VII, Section V (Conflict of Interest). The Section states that a person who serves as a member of the Board of Directors may not engage in the practice of nepotism. It was the consensus of the Board, upon presentation of current personnel issues presented by the Interim Executive Director, to ameliorate and mitigate the circumstances and comply with the By-laws of the organization.

Motion: To release board members R. Benally and J. Mosley from further Board membership and/or responsibility to Nevada Urban Indians, Inc. Send a letter for review by the attorney and follow the By-Laws for removal of a member of the Board of Directors.

Board Member Vote: 3/0

MOTION CARRIED

VII. Adjournment

The meeting was adjourned 7:10 pm.

_____

Sharon James, Board Chair (date)

_____

Judy Folkers, Secretary/Treasurer (date)

Nevada Urban Indians, Inc.

December 12, 2011

Nevada Urban Indians, Inc.
John Mosley, Board Member
Reno, Nevada 89502

Dear Mr. Mosley:

Over the past year we have discussed Article IV, Section 10 of the By-Laws of Nevada Urban Indians, Inc. (NUI)., Conflict of Interest (attachment A) which contains a clause regarding nepotism: "A person who serves as a member of the Board of Directors may not engage in the practice of nepotism and will abstain from voting in any manner in which nepotism poses a conflict." Nepotism is the practice of showing favoritism or the *perception* of showing favoritism toward one's family member in economic or employment terms. One of the most common arguments against nepotism is the emotional ties between people who are related that could negatively affect their decision-making abilities and professional growth.

Nepotism can have damaging effects on the work force by creating an environment where certain staff members are perceived to have or actually have more influence on the Board of Directors through their family contact with the Board Member. This relationship affects the effective management of staff within the agency and has the potential to produce a negative work environment.

(See By-Laws, Article VIII, Section 1 of Nevada Urban Indians, Inc. – attachment B) The Board of Directors entrusts the Executive Director with the power and authority to oversee the day-to-day affairs of the agency and initiate appropriate personnel actions to effectively carry out the agency's mission as detailed in Policy 1.010-05 (attachment C).

Family relationships create an environment for potential Board liability with respect to the agency funding sources, such as Indian Health Services, and with respect to the ability of the Executive Director to initiate personnel actions when necessary. For these reasons the Board of Directors would like to thank you for your past participations as a Board Member, but believe it is in the best interest of the agency to release you from this responsibility effective one week from this date, December 19, 2011. You may attend this teleconference Board meeting and be hear by the Board of Directors, as per Article VI, Section 7 (attachment D)

Sincerely,

Sharon James/Lily Davis

NUI Board of Directors
Sharon James, Chairperson

1475 Terminal Way, Suite B, Reno, NV 89502
410 E. John Street, Suite B, Carson City, NV 89706
www.nevadaurbanindians.org

Phone: (775) 788-7600 Fax: (775) 788-7611
Phone: (775) 883-4439 Fax: (775) 883-6981
Toll Free: (888) 885-8447

next scheduled meeting by a simple majority vote. The current Board of Directors is responsible for electing new members to the governing body. Effective January 1, 2012, all Board member positions and newly elected members will serve a four (4) year term.

Section 7. VACANCIES
Interim vacancies on the Board of Directors due to resignation, removal, or absence from three (3) regularly scheduled Board meetings without notification, may be filled by appointment to the position by the Board of Directors.

Section 8. VOTING
Each member of the Board of Directors, including Provisional Members, will be entitled to one (1) vote. A member may provide a vote by proxy on an issue where discussion was held prior to the vote.

Section 9. COMPENSATION
All members of the Board of Directors will be entitled to reimbursement for any direct expenses incurred in the performance of duty or service for the Corporation when such expenditure is authorized by the Board of Directors and funds are available.

Section 10. CONFLICT OF INTEREST
A person who serves as a member of the Board of Directors should not be employed by another agency whose interests are deemed to be in conflict with Nevada Urban Indians, Inc., or employed by another organization that profit from a direct business relationship with N.U.I., Inc. Members of the Board of Directors associated with any other organization(s) deemed to be in conflict by reason of association with the business at hand shall abstain from voting at the request of the Chair.

A person who serves as a member of the Board of Directors may not engage in the practice of nepotism and will abstain from voting in any matter in which nepotism poses a conflict.

Section 11. INDEMNIFICATION OF OFFICERS AND DIRECTORS
All Directors and officers of the Corporation, whether or not then in office, shall be indemnified by the Corporation against all costs, liabilities, judgements, and expenses actually and reasonably incurred by, or imposed upon them, in connection with or arising out of any action, suit or proceeding in which they may be involved, directly or indirectly, or to which they may be made a party by reason of being or having been a Director or officer of this Corporation, or by reason or any action, heretofore or hereafter at any time taken as a Director or officer of this Corporation (such expenses to include the cost of reasonable settlements made with a view to curtailment or avoidance of costs of litigation, or where a settlement is deemed for the best interest of the Corporation under its obligation or indemnity), except in relation to matters as to which they shall be finally adjudged in such action, suit or proceeding to have been guilty of bad faith or fraud in the performance of their duty as such Director or officer, and the foregoing right of indemnification shall not be exclusive of other rights to which they may be entitled by agreement, by vote of the members, or otherwise.

Section 2. VICE-CHAIR
The Vice-Chair will serve in all capacities of the Chair when the Chair is absent or unable to serve. If the office is vacant, the Vice-Chair will assume the office of the Chair until an election can be held. The Vice-Chair will assist the Chair in carrying out the duties of the position and will accept the responsibility upon the request of the Chair.

Section 3. SECRETARY/TREASURER
The Secretary/Treasurer shall be responsible for ensuring that Board of Directors Meeting Minutes, corporate records and the Corporate Seal, if any, are appropriately maintained. The Secretary/Treasurer will approve the Annual Financial Report to be delivered to the community at each Annual Meeting.

ARTICLE VIII. EXECUTIVE DIRECTOR AND STAFF

Section 1. EXECUTIVE DIRECTOR
The Board of Directors, with a quorum being present and upon a majority vote, shall hire an Executive Director when funds are available. The Executive Director shall be the principal operating employee of the Corporation and shall, subject to the control of the Board of Directors, supervise and control the affairs of the corporation.

Authority and Duties of the Executive Director: The Executive Director shall have the authority and duty to implement all policies of NUI, Inc., and shall be responsible and accountable for the supervision, control, and management of the corporation in its administrative, business, financial, and other affairs and shall report to the Board of Directors concerning these affairs.

1. The Executive Director shall, with the Articles of Incorporation and Bylaws, perform such duties and shall carry out the expressed directions and general policies of the Chair, Executive Committee and Board of Directors.

2. The Executive Director shall have the power to: organize, direct and coordinate employees; hire and dismiss employees and other personnel of NUI, Inc.; establish all terms and duties of employment and hiring; develop programs, services, and budgets; and sign contracts, checks, drafts, notes, mortgages, leases and other legal documents at the direction of the Board of Directors.

3. The Executive Director shall supervise the daily administrative and business management and fiscal functions and activities of NUI, Inc., consistent with policy and direction of the Board of Directors and goals and objectives of the organization. The Executive Director shall be responsible and accountable for such decisions.

4. The Executive Director shall attend and participate in all meetings of the Board of Directors and the Executive Committee, except during executive sessions. The Executive Director shall perform such other duties as may be elsewhere specified in these Bylaws or as may from time to time be assigned by the Board of Directors.

NEVADA URBAN INDIANS, INC.

SUBJECT:	**ADMINISTRATION – BOARD OF DIRECTORS 2005 HANDBOOK FOR N.U.I. BOARD MEMBERS**
POLICY NUMBER:	**1.010-05**
EFFECTIVE DATE:	**July 29, 2011**
ISSUED DATE:	**July 29, 2011**
APPROVED BY:	
DATE & TITLE:	**07/29/11 Chairperson, N.U.I. Board of Directors**
REVISION DATE:	June 2005; July 29, 2011
REFERENCES:	

POLICY: To provide direction to individuals appointed as a board member to serve on the governing Board of Directors for the non-profit organization known as the Nevada Urban Indians, Inc. (N.U.I.), the following serves as the 2005 N.U.I. Orientation Handbook for the Board of Directors. Upon appointment as a board member, a copy of the actual handbook will be printed out and given to each appointed board member. Each board member is expected to familiarize themselves with this information.

INTRODUCTION:

Nevada Urban Indians (NUI), Inc., mission is to promote and empower Urban Native American and Alaska Natives by integrating culturally sensitive holistic health and social care practices. Nevada Urban Indians, Inc. accomplishes its mission through three main goals:

- ☐ Provision of outreach services that inform the community of N.U.I., Inc.'s programs for Urban Indians who have moved to urban centers and to render assistance in obtaining those services;
- ☐ Provision of referral services within the community; and
- ☐ Provision of direct culturally relevant services to persons who may not otherwise obtain such services from the general community.

The Board of Directors is responsible for ensuring that the mission of the organization is achieved through its goals and objectives. This is accomplished through the development and oversight of relevant policies and procedures that provide the governing structure for the overall operations of Nevada Urban Indians, Inc. The following explains the mechanisms which guide policy development within the framework of the State of Nevada as a non-profit corporation and outlines general Board responsibilities.

2005 BOD HANDBOOK – 1.010-05 (cont.)

ARTICLES OF INCORPORATION:

Nevada Urban Indians, Inc. is a non-profit business corporation licensed with the Secretary of State in accordance with Nevada Revised Statutes, Chapters 81, 82, and 84, (1993) and became incorporated May 15, 1975. The organization's Articles of Incorporation outline the main purpose(s) of the business and are on file with the Secretary of State.

The Articles of Incorporation contain the following: 1.) name of the organization; 2.) name of the resident agent as designated by the corporation and the office address maintained for service of process; 3.) statement regarding nonprofit corporation status; 4.) nature of the business or purposes proposed to be transacted, promoted or carried on by the corporation; 5.) information regarding the first board of directors; 6.) name and addresses of incorporators. Each year the corporation must update the name and addresses of current board members with the Secretary of State. The Resident Agent requirement was added [NRS 1991, 1263; A 1993, 993] to ensure that process of service for any legal actions involving the corporation could be delivered to the designated corporate office. The Resident Agent for this corporation has been designated by the Board of Directors as the Executive Director.

NRS Chapter 82, "Specific Powers":

The organization is granted specific powers by the State of Nevada [NRS 82.131 sections 1 through 12, 1991] to conduct the following activities:

1) "Borrow money and contract debts when necessary for the transaction of its business..."

2) "Guarantee, purchase, hold, take, obtain, receive, subscribe for own, use, dispose of, sell, exchange, lease, lend, assign, mortgage, pledge or otherwise acquire, transfer or deal in or with bonds or obligations of, or shares, securities or interests issued by any person, government, governmental agency or political subdivision of government, and exercise all the rights, powers and privileges of ownership of such an interest, including the right to vote, if any";

3) "Issue certificates evidencing membership and issue identity cards";

4) "Make donations for the public welfare or for community funds, hospital, charitable, educational, scientific, civil, religious or similar purposes";

5) "Levy dues, assessments and fees";

6) "Purchase, take, receive, lease, take by gift, devise or bequest, or otherwise acquire, own, improve, use and otherwise deal in and with real or personal property, or any interest therein, wherever situated";

7) "Carry on a business for profit and apply any profit that results from the business to any activity in which it may lawfully engage";

8) "Participate with others in any partnership, joint venture or other association, transaction or arrangement of any kind, whether or not participation involves sharing or delegation of

2005 BOD HANDBOOK – 1.010-05 (cont.)

control with or to others";

9) "Act as trustee under any trust..."

10) "Pay reasonable compensation to officers, directors and employees, pay pensions, retirement allowances and compensation for past services, establish incentive or benefit plans, trusts, and provisions for the benefit of its officers, directors, employees, agents and their families, dependent and beneficiaries, and indemnify and buy insurance for a fiduciary of such a benefit or incentive plan, trust or provision";

11) "Have one or more offices..." and

12) "Do everything necessary and proper for the accomplishment of the objects enumerated in its articles of incorporation, or necessary or incidental to the protection and benefit to the corporation, and, in general, to carry on any lawful business necessary or incidental to the attainment of the objects of the corporation, whether or nor business is similar in nature to the objects set forth in the articles of incorporation, except that: (a.) a corporation does not, by any implication or construction, possess the power of issuing bills, notes or other evidences of debt for circulation of money; and (b.) this chapter does not authorize the formation of banking corporations to issue or circulate money..."

These powers are within the purview of the Board of Directors. These powers granted by the State authorize the Board to enact policies that will accomplish the goals set forth in the articles of incorporation. The means by which policies are developed to meet these goals are outlined in the organization's By-Laws.

BY-LAWS:

By-Laws of the corporation operationalize the organization's purpose and provides the organizational structure of how the agency is governed by the Board. It outlines delegated powers to the Executive Director and/or other designated individuals and committees. By-Laws are maintained by the corporation and are not filed with the State, however, all corporate bylaws must contain core elements and procedures outlined by the State of Nevada as cited above. Bylaws default to the state model when subject areas are not covered or are unclear in a corporation's bylaws.

Corporate bylaws should be reviewed on an annual basis by Board Members to determine continued applicability, update the agency's address, and revise bylaws to fit current legal requirements. A current copy of the Nevada Revised Statutes should be used as a comparison to update the legal requirements set out in these sections.

BOARD RESPONSIBILITIES - GENERAL:

The Board of Nevada Urban Indians, Inc. has ultimate responsibility for the direction and operation of the organization's business activities. In general, Board responsibilities include: 1.) the establishment of organizational goals and objectives, and 2.) the establishment of policies. The Board receives its power to direct these operations through its corporate status and through its By-Laws as stated above.

2005 BOD HANDBOOK – 1.010-05 (cont.)

A. Organizational Goals and Objectives:

Goals should be based on what the Board perceives as being in the best interest of the Native American Indian community. The Board will conduct an annual review of the organization's strategic plan, actions and activities to determine consistency with the goals and to reassess the organizations goals, if necessary.

B. Establish and Monitor Policy:

Policies provide a framework for future decision-making by determining a general course of action to follow in similar or recurring situations. Policies allow for uniformity and consistency of action throughout the organization. Policies must be consistent with the overall purpose of the organization as well as with other organizational policies and be in compliance with applicable laws and regulations. The Board is a policy making board and is not a management board. Areas in which the Board makes policy include:

1. General Operation of the Organization
2. Personnel Management
3. Fiscal Management
4. Organizational Position Statements

C. General Operation of the Organization:

1. Provide for an effective organizational structure;
2. Ensure the availability of equipment, facilities and personnel to achieve the organization's goals and objectives.
3. Determine the scope and availability of services, programs, location, and hours of operation;
4. Address the process of selection, review, and dismissal of the Executive Director and/or Program Directors;
5. Establish a process of handling and resolving grievances;
6. Ensure that the organization is operated in compliance with applicable federal, state and local laws and regulations.

D. Personnel Management:

1. Establishment of wages and salaries for employees, including employee benefits;
2. Employee grievance procedures; and
3. Ensure equal opportunity practices.

2005 BOD HANDBOOK – 1.010-05 (cont.)

E. Fiscal Management:

The Board is responsible for the oversight of the efficient, effective, and financially sound operation of the organization as well as ensuring accurate recording of financial activity. Other fiscal duties include:

1. Review and approval of the organization's annual budget;
2. Establishment of organizational financial priorities;
3. Establishment of internal control policies;
4. Establishment of purchasing policies and standards;
5. Establishing fees as needed;
6. Fund raising; and
7. Cause to happen the conducting of an annual audit report.

F. Organizational Position Statements:

Adopt organizational position statements on national, state and local issues that affect the urban Indian community. Monitor policies that affect the urban Indian community.

G. Selection and Evaluation of the Executive Director:

One of the most important decisions the Board makes is the selection of the Executive Director who is delegated by the Board to represent and act on behalf of the Board, and to translate Board policy into day-to-day operating procedures. In the absence of an Executive Director, an "Interim Executive Director" can be appointed until an Executive Director can be hired. Native American Indian preference is a policy embraced by the Board.

The Executive Director must comply with the By-laws and shall:

1. Seek and accept guidance and direction from the Board;

2. Establish appropriate communication between the Executive Director and the Board;

3. Develop clear lines of authority between the Board and staff;

4. Acquire complete knowledge of the Board's goals, objectives, and policies and use these as a basis for all management actions;

5. Be responsible to the Board for the proper conduct of the activities of the organization;

6. Determine an internal organizational structure and staffing pattern which facilitates organizational management and control, and assign responsibilities and delegate authority accordingly;

7. Hire well qualified staff and assure their appropriate supervision;

8. Provide reports, budgets, program plans and surveys of changes and trends in the field and related information to keep the Board well informed;

2005 BOD HANDBOOK – 1.010-05 (cont.)

9. Understand and assure organizational compliance with all applicable federal, state and local laws, regulations, policies and conditions of grant awards.

G. Selection and Evaluation of the Executive Director: (cont.)

The Board has the responsibility for evaluating the Executive Director [during the probationary period and then on an annual basis] - especially prior to making salary decisions. The evaluation is designed as a means for the Board to provide constructive feedback to the Executive Director on his/her performance. The main criteria for the evaluation will be the requirements outlined in the position description. The Board will use the agency's Personnel Policy and Procedures. Other points of review will include how well the Executive Director:
Maintained/improved the financial stability of the organization;

1. Maintained/improved delivery of organizational services and activities;

2. Recruited, assigned, and retained qualified staff;

3. Earned support for the organization and/or its goals;

4. Kept the Board informed as to the organization's financial and management status and trends in the field that affect the organization and the community; and

5. Been otherwise responsive to the Board's reasonable needs.

H. Monitoring and Evaluating the Organization's Performance:

The purpose of monitoring and evaluating organizational performance is for the assessment and comparison of the relationship between program outcome indicators and program goals and objectives. The Board then decides whether or not performance is appropriate and corrective action necessary. The Board will measure actual performance against the following standards:

1. The organization's projected performance as stated within the budget, financial plan and organizational objectives;

2. The organization's past performance; and

3. The various funding criteria and program guidance information.

I. Representing the Organization:

A major responsibility of the Board Chairman and Board Directors is to interpret the work of the organization to the general public. To perform this task well, Board Members must understand the purpose and operations of the organization. This requires a well-conducted orientation for new Board Directors and continuing education for all Board Directors.

2005 BOD HANDBOOK – 1.010-05 (cont.)

BOARD RESPONSIBILITIES - GENERAL: (cont.)

I. Representing the Organization: (cont)

In all situations, Board Directors will give their loyalty to the organization. Each Board member is part of the policy making body and is expected to contribute their expertise in their field of experience. Unless specifically authorized by the body of the Board, no Board Member will make decisions or take action on any matters affecting the organization, make new statements of policy, or state what he or she perceives to be the organization's position on any issue which has not been considered by the Board. The Chairperson may make such decisions when necessary and relay the information to other Directors at the next meeting. A Board member will notify the Board Chairperson or corporate legal counsel, when he or she is uncertain of how to respond to complaints, comments or inquiries.

J. Monitoring and Evaluating Board Performance:

In addition to monitoring and evaluating the leadership and activities, the Board will evaluate its own performance. The evaluation will cover both the structure of the Board (composition, representation, qualifications of members, etc.), and the functioning of the Board (meetings, delegation of duties, policy making, etc.). An evaluation of Board performance is required for the following reasons:

1. A changing community and changing issues require an examination of the Board to see it if is evolving to meet the needs of the people it serves;

2. Bylaws may require that changes in populations be reflected in Board membership;

3. Evaluation demonstrates to others that the Board takes its responsibility seriously;

4. Evaluation is a means of providing feedback to Board Members that will reward participation and stimulate improvement;

5. Participation in evaluation helps Board Members understand that their individual tasks are an important element in the greater tasks of the Board;

6. A Board that evaluates its own work supports the justification of evaluation throughout the organization to effect improvement in all aspects of the operations; and

7. The periodic assessment of strengths and weaknesses of the Board permits opportunity for appropriate organizational change.

INDIVIDUAL BOARD MEMBER RESPONSIBILITIES[1]:

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[1] Taken from the American Indian Health Care Association, 1983.

2005 BOD HANDBOOK – 1.010-05 (cont.)

Individual members have a responsibility and legal duty to the organization as well as certain rights within the organization that include: duty of loyalty, and duty of care.

Duty of Loyalty:

Upon assuming a position on the Board, a Board Director gives a pledge of loyalty to the organization and acknowledges that her or his personal interests will not be furthered at the expense of the organization. Both new and continuing Board Directors will be aware of and carefully guard against any conflicts that develop between their personal interests and those of the organization. Avoiding conflict-of-interest requires that a Board member do the following:

1. Declare her or his personal interest in a matter or transaction before it is considered by the Board;

2. Describe the nature of the interest and any significant reasons as to why the transaction may not be in the Board's best interest; and

3. Refrain from voting or influencing the Board's deliberations in the matter.

Duty of Due Care:

A Board Director will perform his/her duties as a Board Director, including those duties as a member of any Committee of the Board, in good faith, in a manner she or he reasonably believes to be in the best interest of the organization, and with such care as an ordinarily prudent person in a like position would use under similar circumstances.

General Duties and Responsibilities:

1. Attend meetings of the Board and Board Committees;

2. Read all reports and information submitted to the Board and take appropriate action;

3. Understand and be knowledgeable of the corporation's activities.

4. Ensure that adequate records are maintained on all organizational business including minutes of the Board. Express opposition for decisions or actions that that he or she considers wrong or unacceptable.

5. Support the staff and their work and maintain appropriate relationships;

6. Maintain regular meetings;

7. Make sure the organization has engaged both competent legal counsel and an independent auditor;

2005 BOD HANDBOOK – 1.010-05 (cont.)

8. Use experience and common sense when deciding Board policy;

9. Serve on at least one Board Committee;

10. Monitor the performance of officers of the Board and members of the Executive Committee and review their duties periodically;

11. Monitor the performance of the agency and oversight by the Executive Director;

12. Avoid establishing self-serving policies;

13. Conduct yourself in an appropriate [ethical and] business manner towards other Board members and staff and not engage in any activity that may be construed as sexual harassment or any other form of harassment or threatening or bullying others;

14. Duty not to use your influence to prevent the organization from competing with your other business.

Rights of Individual Board Members:

1. To receive notices of meetings including an agenda;

2. Attend and participate in Board meetings;

3. Examine the organization's books and records, Board minutes, financial statements and contracts;

4. Amend the agenda; and

5. Receive reimbursement for expenses when representing the Board on official business, as funds are available.

At any time when the organization is paying for a Board Member's travel and/or other expenses and the Board Member is not present at the meetings, the Board Member shall be liable to the organization and must reimburse the organization [for pre-paid expenses or expenses incurred at the meeting site when not in attendance].

Board Relationship:

The Board has several ongoing relationships it must maintain in order to further the goals of the organization. The Board must have the support and loyalty of the staff as well as the cooperation of a variety of programs and organizations which have similar goals. The goal of upgrading the health status of American Indian people requires a great deal of ongoing communication, not only internally, but also externally, with organization members, service providers, planners, administrators, policy-makers and politicians.

2005 BOD HANDBOOK – 1.010-05 (cont.)

The Board and Executive Director:

The Board has unlimited power and authority for the organization except as limited by its own bylaws and Nevada State laws. The Board delegates and entrusts to the Executive Director the authority to act as its agent to accomplish the goals and objectives of the organization. Despite this delegation of authority, the Board retains ultimate legal responsibility and accountability for the operation the organization's activities.

The Executive Director will serve as the Board's agent and is given the necessary authority to operate the organization. The Board has clearly stated its expectations regarding the activities of the Executive Director by discussion and by preparing a job description for the Executive Director which clearly outlines authorized and assigned duties, tasks, and responsibilities. Through its policy making function, the Board further defines the amount of authority delegated to the Executive Director. Policies establish the acceptable areas within which the Executive Director is empowered to act. This working relationship requires mutual trust, respect and ethical conduct.

The Executive Director or interim director is under the direct supervision of the Chairperson of the Board of Directors as outlined in the position description. This ensures that decision making occurs within the chain of command established by the Board. Although the Executive Director maintains contact with the Board Chair regarding immediate decision making, communication is shared with all Board members to inform members of agency activities and decisions that need to be made. Contact by the Executive Director for the unethical purpose of influencing decisions or discussions about other Board members is not acceptable conduct and is not tolerated by this Board of Directors.

The Board and Interim Executive Director

The Interim Executive Director is a position appointed by the Board of Directors to temporarily fill the position of Executive Director when said position is vacated and until an appropriate job search may be conducted in conjunction with Federal requirements of the organization's grants and other funding sources. The powers of the Interim Director shall be limited by the Board as appropriate and commensurate with the employee's conduct, education and work experience. This appointment will be reviewed on a monthly or as needed basis.

The Interim Executive Director will be supervised by the Board Chair or person designated by the Chair. The Interim Executive Director is not authorized to enter into agreements or contracts on behalf of the Board unless specified in writing and signed by a majority of the Board Directors. The Interim Executive Director may hire and discharge employees as required for the operation of the agency.

In no way will an appointment to the position as Interim Executive Director, imply or be construed that the position of Executive Director will automatically be bestowed upon the appointee. The position carries many responsibilities and requires an appropriate job search. The appointee may file an application for the position.

The Board and Staff:

As part of her/his delegated duties, the Executive Director is responsible for administrative functions that include supervisory authority over staff. The Board will not bypass the Executive Director and

2005 BOD HANDBOOK – 1.010-05 (cont.)

attempt to deal directly with any employee unless the Executive Director is not present, there is no chain of command, or there are exigent circumstances or other situations that threaten the operation of the agency.

Agency staff shall not circumvent the authority of the Executive Director by going directly to the Board with a complaint. The complaint needs to follow the Grievance Procedures outlined in the Personnel Policies and Procedures. The Board acts as an outside review body to ensure that staff grievances are heard and appropriate action has been taken.

Board Contact with Staff

Contact with staff must be professional and limited to the Board's duties. Since the Board acts as the review body for staff complaints, they should avoid discussion about personnel actions. If a staff contacts a Board member regarding personnel issues within the agency, the Board member should remind the staff to follow the agency protocol for grievance and maintain their neutrality. Staff may forward agency information to the Board member or discuss joint projects when working together on a committee or sharing volunteer work.

Board members must maintain appropriate boundaries when requesting information from staff. The appropriate protocol for a Board Member is to make the inquiry for in formation from the Executive Director.

Board members must not verbally or physically threaten, raise their voice or engage in any activity perceived as "bullying" staff for information or other purpose nor shall a Board member order staff to perform certain duties. Those requests must be directed to the Executive Director or the Board Chair to relay to the Executive Director.

N.U.I., Inc., and Other Organizations:

Coordination with other agencies range from the informal exchange of information about a particular program over the telephone to a formal, written agreement or Memorandum of Understanding (MOU). The Board may appoint a member or the Executive Director to participate with other community agencies to establish and maintain a working relationship.
The Executive Director will keep the Board informed about coordinated efforts with other agencies.

BOARD ORGANIZATION AND OPERATION:

Board organization is based on the Bylaws of the organization and is the foundation on which all Board activities are built. The Board must enforce the provisions contained in the Bylaws.

All Board Directors should be knowledgeable of the Bylaws and conduct business accordingly. The organization's Bylaws will be reviewed annually for the purpose of changing or updating organizational practices.
Meeting Procedures:

1. Call to Order (Chairman or designated officer)

2. Approve Agenda

2005 BOD HANDBOOK – 1.010-05 (cont.)

3. Act on Minutes of Preceding Meeting
4. Program Reports
5. Representative Reports
6. Old Business
7. New Business
8. Resource Development
9. Announcements
10. Adjournment

The way in which the Board operates is crucial to the success of the organization. Board meetings should have well planned agendas and the members should know in advance the purpose and approximate length of each meeting and whether or not they will be expected to present a report or have other meeting responsibilities. Board and committee meetings shall be attended regularly by members and should begin at the stated time. The meetings will be conducted according to the Sturgis consensus model.

The Board voluntarily follows the Nevada Open Meeting Law requirement, Nevada Revised Statute Chapter 241, to post agendas and to make available information to the public.

Board Minutes:

Minutes are official records of Board meetings and Committee meetings and shall contain the following:

1. Kind of meeting (i.e., annual, regular, special, etc.);
2. Type of meeting (Board, Executive Committee, etc.);
3. Date, time and place of meeting;
4. Name of Board Members, staff and guests present;
5. Presence of the Chairman and Secretary or their substitutes;
6. Actions on minutes of previous meetings;
7. Motions and the names of persons introducing them and the action taken;
8. Summary of discussions on critical issues; and
9. Time of adjournment.

2005 BOD HANDBOOK – 1.010-05 (cont.)

10. Closed Session – personnel* (**Personnel discussion will be closed to the public)*

Board Training and Orientation of New Members

Initial orientation shall be offered to new Board Members. The orientation process will be done by a Board Director and include a review of the organizational chart, highlights of the history and development of the organization along with a summary of key issues currently facing the organization. New Board members will receive the following:

1. Articles of Incorporation
2. Bylaws
3. List of Board Members with addresses and telephone numbers
4. Board Handbook and Policy Manual
5. Description of Committees and their membership
6. Organizational Chart
7. Staff List
8. Current Budget
9. Current Board minutes
10. Copies of brochures and recent newsletter
11. Other relevant documents they may include operating procedures and program profiles

Continuing education is an ongoing process and the Board will set aside time to review the operation of the organization. In addition to their own personal continuing education activities, Board Members will consider participating in programs offered by other organizations. This provides opportunities for Board Members to meet and exchange information with people from other organizations.

CONCLUSION:

Board Members have a very special relationship with the organization and communities that they represent. They are responsible for and provide the necessary guidelines for policy development and funding for the organization. Board Members voluntarily represent their communities and have a strong commitment to Native American Indians and the preservation of their culture. Board Members and their commitment, dedication, and responsibility to the people they serve are the underpinning of the organization's mission and goals.

BOARD MEMBERS – Qualifications & Elections Procedures:

2005 BOD HANDBOOK – 1.010-05 (cont.)

The following excerpt are taken from the current 2011 By-Laws of the organization, Article IV--10.

Section 4. QUALIFICATIONS:

Membership on the Board of Directors will be subject to the following qualifications:

1. Must be at least eighteen (18) years of age;
2. Must be a resident of the Reno/Sparks, Carson City or outlying service area;
3. Should have demonstrated an interest and commitment to Native American community programs; and
4. Must not have been an employee of and/or in a business relationship with Nevada Urban Indians, Inc., within a one (1) year time frame prior to seeking Board membership.

Section 5. PROCEDURES FOR MEMBERSHIP ON BOARD OF DIRECTORS:

The Board of Directors provides leadership and direction to the organization of Nevada Urban Indians, Inc., a non-profit corporation. Board members are responsible for overseeing the governance requirements under Title V of the Indian Health Act for Urban Indians. Members are appropriately trained for the position and officers of the organization assume a rotational leadership only after experience as a qualified Board Member.

Recruitment of potential Board Members is accomplished through public notification of the membership vacancies and application process. There are three consecutive steps to obtaining membership on the Board of Directors. These steps are: a) Board candidacy, b) selection and approval as a Provisional Member of the Board of Directors, and c) formal nomination and approval as a Director.

A. Board Candidacy:
A person who wishes to become a Board Member must submit a resume or complete an application for membership. The candidate is encouraged to attend at least three (3) meetings to learn about the organization. There is no compensation for meeting attendance.

B. Provisional Member of the Board of Directors:
The application for Board Membership begins with "Provisional" Board Membership. A potential member submits a resume or application form to the Board of Directors.

1.) The application is placed on the agenda of the next regularly scheduled meeting for review, discussion and possible selection of the candidate for Provisional Member by the acting Board of Directors.

2.) If the application is approved by the Board of Directors, a motion is made to accept the

application of the candidate for appointment as a Provisional Member of the Board of Directors and a majority vote is necessary to approve the appointment motion.

3.) If the candidate is approved as a Provisional Member of the Board of Directors, the new member is eligible to vote at the next meeting after the appointment occurred and becomes eligible for compensation at that time as a Board Member.

4.) Members serve in a Provisional capacity for a time period of three months commencing from the date of appointment. After three months, the member becomes eligible for formal membership by a vote of the Board to become a Director.

5.) Provisional Members must comply with the same standards as members of the Board of Directors and provide notification of any conflict of interest.

6.) Provisional Members of the Board of Directors may be dismissed without cause.

C. ELECTION AS A DIRECTOR OF THE BOARD
Board Members may be nominated at the Annual Meeting and may be elected at that meeting or the next scheduled meeting by a simple majority vote. The current Board of Directors is responsible for electing new members to the governing body. Effective January 1, 2012, all Board member positions and newly elected members will serve a four (4) year term.

Section 8. VACANCIES

Interim vacancies on the Board of Directors due to resignation, removal, or absence from five (5) consecutive regularly scheduled Board meetings without notification, may be filled by appointment to the position by the Board of Directors.

Section 9. VOTING

Each member of the Board of Directors, including Provisional Members, will be entitled to one (1) vote. A member may provide a vote by proxy on an issue where discussion was held prior to the vote. The proxy vote must be in writing and must authorize another Board member to submit the vote on behalf of the member.

Section 10. COMPENSATION

All members of the Board of Directors will be entitled to reimbursement for any direct expenses incurred in the performance of duty or service for the corporation when such expenditure is authorized by the Board of Directors and funds are available.

ARTICLE VI. OFFICERS

Section 1. OFFICERS
The officers of the corporation will be a Chair, a Vice-Chair, and a Secretary/Treasurer and other positions deemed appropriate by the Board.

Section 2. TERM OF OFFICE FOR A BOARD OFFICER
A Board Director will be elected to serve as a Board Officer (Chair, Vice-Chair, and Secretary/Treasurer) for one (1) term. The term in office shall be limited to a time period of two (2) years from the date of election.

If the position is vacated prior to the end of the term, another Board Member may be appointed by the Chair of the Board of Directors to complete the resigning officer's unexpired term until the position is re-elected. The time served by the appointed officer to the vacated position will not be counted.

Section 3. ELECTION
The Board of Directors will elect all officers of the Corporation after the Annual Meeting. The officers will assume their duties at the end of the meeting in which they have been elected. The election of officers by the Board of Directors will be held by ballot unless there is only one candidate for a position, in this instance, voting shall occur through viva voce election. All corporate officers will be elected by the Board of Directors by a simple majority of the votes cast.

Section 4. VACANCIES
A vacancy on the Board will be deemed to exist upon death, termination of any Board Member and whenever the authorized numbers of members are increased. Vacancies in any office will be filled by the remaining members of the Board by a ballot vote or viva voce elections when only one candidate is available.

Section 5. ADDITIONAL OFFICERS
The Board of Directors shall have the power to create additional officers it deems necessary and to define the duties of the additional officers.

Section 6. TERMINATION OF BOARD MEMBERSHIP
Board Membership may be terminated through either voluntary or involuntary action. Any member may voluntarily resign from the Board at any time by submitting a notice in writing to the Chairperson of the Board. Resignation will be effective upon receipt of notice or at any time specified therein. Involuntary termination may occur when a member fails to attend three (3) regular meetings within a six (6) month period without notification to the Board or by removal from the Board for cause by majority vote.

Section 7. REMOVAL OF A BOARD MEMBER
Any Board Director or Board Officer may be removed from his/her position for cause by a majority vote of the Board Members during a regularly scheduled Board of Directors meeting. Removal

may be for, but is not limited to the following causes:

1. Conviction of a felony while serving as a member of the Board;
2. Dishonesty or deliberate offensiveness to other Board Members, staff, clients, or funding sources;
3. Falsely accepting gratuities, embezzlement, fraud, or misuse of corporate donations or funds;
4. Misrepresenting or discrediting Nevada Urban Indians, Inc., by conduct that is detrimental to the best interests of the Board, corporation, or Indian people served; and
5. Failure to disclose conflict of interest.
6. Discussing or revealing confidential Board or client information.

A written notice will be provided to the Board member one (1) week before the vote of the Board on the removal action. A member noticed of removal will have the opportunity to be present and heard at the meeting at which his/her removal is being considered.

ARTICLE VII - DUTIES OF THE OFFICER

Section 1. CHAIR

The Chair will preside at all Board of Directors and Community Meetings of the Corporation and shall act an ex-officio member of all committee. The Chair will:

1. Develop a written agenda with the Executive Director for all Board Meetings;
2. Call any Special Meeting of the Board of Directors as deemed necessary or upon the written request of three (3) members of the Board of Directors;
3. Appoint the Chair of all committees of the Board;
4. Provide leadership for the Board, unify it in its purpose and act at all times with justice and fairness to all;
5. Act under the direct supervision of the Board of Directors for the purpose of checks and balances;
6. The Chair will represent the corporation at all times or designate a representative.
7. The Chair will be the official signatory of all contracts, grants, and business transactions of the corporation, unless the particular funding source requires otherwise or unless the Board delegates to the Executive Director signatory authority for a certain level of funding.
8. The Chair is the immediate supervisor of the Executive Director and, acting on behalf of the Board of Directors, provides authorization for day-to-day activities exceeding the level of authority entrusted to the Executive Director.

Good Afternoon,
Wanted to share that I received a phone call from Marji yesterday afternoon making inquiry as to the status of action items on the 08/29/11 Board agenda. I explained the meeting was cancelled (Marji's resignation, death in the Folkers' family, and John being out of town at Burning Man). We had several important items requiring a Board vote: shuttle purchase; revised Carson City lease; contract for Ridge Tahoe staff/board retreat; approval of the Community Health proposal and budget, etc. and she expressed concern with the delay in addressing these items. She reminded me that she had rescinded her resignation in her email dated 08/24/11 (see attachment). At this time she would like to have a teleconference meeting at 5:30 pm on Tuesday, September 6, 2011 to address the referenced action items. Marji, and likely Sharon, will be at the Carson Office. I would ask that other board members come to the Reno office at 5:30 pm for this teleconference call. Please advise if you will be in attendance for this call. Thanks,

Norma Davis
ndavis@nevadaurbanindians.org
I will be available.

---------- Forwarded message ----------
From: "MARJORIE WALKER" <marjiwalker@prodigy.net>
To: "Ray Benally" <raymondbenally@rocketmail.com>, "Judy and Glenn Folkers" <folksr@prodigy.net>, "Sharon James" <sharonj42@rocketmail.com>, "John Mosley" <johnnymosley@gmail.com>
Date: Wed, 24 Aug 2011 19:57:32 -0700
Subject: Re: Officers - Quorum Problems

Dear Board Members,
Reminder from Linda Fecteau that according to the Bylaws and the Articles of Incorporation, we must have 5 active members to conduct business. If I resign before we have enough members, we cannot conduct business. And there are really important activities that must be approved and signed off - like the IHS application and budget due by September 3rd.

So, I recommend the following:
1. I will rescind my resignation for one month until there are enough members;
2. Close and pend the ED selection process for one more month;
3. The Board agree to waive the Membership requirements and seat Robin Ynacay-Nye at the next meeting.
4. All Board members be available for the next meeting in person or by phone in Carson City.
5. Decide who will be the signers; and
6. Decide who will apply for the credit card; and
7. Approve/seat the Chair-Elect.

If you have any applicants for Board membership, please bring the information to Monday's meeting in Carson City.

Thank you

--- On **Wed, 8/24/11, MARJORIE WALKER <*marjiwalker@prodigy.net*>** wrote:

From: MARJORIE WALKER <marjiwalker@prodigy.net>
Subject: Officers

To: "Ray Benally" <raymondbenally@rocketmail.com>, "Judy and Glenn Folkers" <folksr@prodigy.net>, "Sharon James" <sharonj42@rocketmail.com>, "John Mosley" <johnnymosley@gmail.com>
Cc: "Norma Davis" <davishr@mac.com>, "Norma Davis" <ndavis@nevadaurbanindians.org>
Date: Wednesday, August 24, 2011, 10:14 AM

Dear Board Members,
I will be resigning as Chair effective August 26, 2011 at noon and technially going to the Second Circle. A new check signer is needed as soon as possible and there will have to be a re-application for the Wells Fargo credit card. You have my permission to use my name on the card to complete this billing cycle.

In accordance with Bylaws Article VI, Section 4, vacancy, a vive voce vote will be needed to approve a member when there is only one candidate.

I have checked with Ray and Judy and they are not interested in a position and John is a new member recently appointed as Vice Chair. This leaves Sharon James as the one candidate and she has expressed an interest in the Chair position.

Please let me know of your approval as soon as possible for Sharon as the Chair of the Board.

My Recruitment Update:
Interested potential Board recruit is RobinYnacay-Nye. She works for the State of Nevada Welfare Division.
Second Circle professional recuitment for Charter Members includes: Dr. Maggie Tracey (accupuncture and oriental medicine) from the Healing Arts Center; Chrystal Main, Social Services Chief, State of Nevada DCFS (policy/legislation); Dorothy Edwards, Clinical Program Planner (Mental Health/child welfare)... Need to develop a membership packet for the Second Circle resource members.

Thank you.

Hi John
Will you be in attendance at NUI or via conference call – please let Russell know. Thanks,

Norma Davis
ndavis@nevadaurbanindians.org

From: John Mosley [mailto:johnnymosley@gmail.com]
Sent: Sunday, September 04, 2011 4:10 PM
To: Norma Davis
Cc: folksr@prodigy.net; raymondbenally@rocketmail.com; Sharonj42@rocketmail.com; MARJORIE WALKER; Russell Cook; Linda Fecteau
Subject: Re: Resignation Rescinded

I will be there at NUI offices.

NEVADA URBAN INDIANS, INC.
JOB DESCRIPTION

Title: Executive Director

Department: Administration

Exemption: Exempt – Ineligible for Overtime

Supervisor: NUI Board Chair

Employment Decree: Employment with Nevada Urban Indians is "At-Will" and not for any specified term. Either party (employee or employer) can terminate employment at any time, for any reason, with or without any notice.

DESCRIPTION:

Job Summary**:** Under the direction of the N.U.I. Board of Directors, responsible and accountable for planning, organizing, coordinating and managing program support for the organizational components of N.U.I., and for overseeing the management of programs to ensure timely, accurate, consistent and effective delivery of services to clients.

MINIMUM QUALIFICATIONS:

Experience & Training Guidelines:

Master's degree from an accredited college or university in the field of public health, health administration, business administration, social work, psychology, or a related human services field and five (5) years of increasingly responsible administrative and supervisory experience, which included the management of personnel, coordination of program activities with officials and representatives of other agencies, interpretation and application of complex federal regulations and technical journals; writing program policies, procedures and reports; and administering grants; OR a bachelor's degree in public health, health administration, business administration, social work, psychology or a related human services field and ten (10) years experience as previously stated; OR an equivalent combination of education and experience

License:

Must possess a valid Nevada Driver's License, provide proof of a current good driving record; and be capable of being insured to operate a motor vehicle.

Conditions of Employment:

On day of appointment, must have fingerprints taken and complete a criminal background check with satisfactory results, cost of which will be paid by the employer depending on funding source.

On day of appointment, must submit to a pre-employment drug screening with satisfactory results. Employment with NUI is contingent upon satisfactory results of background check and drug screen.

Physical Demands:

Work is performed in a standard office environment. Requires sitting and/or standing for prolonged periods of time; moderate or light lifting of objects up to 25 pounds; dexterity in use of hand and fingers in times of extended use of a computer keyboard for composing/preparing correspondence or documents; use of modern office equipment, including but not limited to telephone, computer, printer, scanner, calculator, photocopier, facsimile machine, recorder, time card and postage machine.

ESSENTIAL FUNCTIONS: duties and responsibilities may include, but are not limited to, the following:

- Administer and enforce the N.U.I. mission; responsible for the operations of complex (Title V) Native American health care organization;
- Meet with and advise the board of Directors on matters related to N.U.I. operations and policies
- Comply with the N.U.I. Business Rules
- Plan, coordinate and direct the overall operation of all N.U.I. programs; evaluate program needs and organizational issues and facilitate strategies to address barriers to service delivery and problems
- Develop, participate in and oversee fundraising and capital campaigns
- Develop and propose the annual operating budget to the Board of Directors for approval and implementation
- Meet with members of the public on matters of relevance to N.U.I.; responsible for inter-governmental relations with federal, tribal, state, county and city entities and other collateral organizations
- Provide overall supervision of professional and fiscal staff
- Provide oral and written communication with staff, clients, the press and other media, the general public, civic groups, funding sources and the Board of Directors regarding program and service information; provide appropriate responses to questions or concerns
- Make presentations on N.U.I. programs to interested parties; provide testimony to legislative bodies as needed
- Research and identify topics for annual Board/staff training; locate appropriate trainers and develop agenda for training event; determine available budget for training event; work with staff to obtain training location and set-up needs;

KNOWLEDGE, SKILLS AND ABILITIES:

Working knowledge of: principles, practices and methods of public administration, including management and supervision, budgeting and fiscal management, personnel administration and policy development/implementation; strategic and program planning; complex public health concepts, principles and practices; concepts and principles of health care administration; the Indian Health Services (IHS) Title V Program, regulations and contracting requirements; grant application process for federal, state or county programs

Ability to: plan, organize, direct and manage comprehensive programs related to public health; direct staff to meet agency goals and objectives; read and interpret statutes, laws, regulations; establish and maintain cooperative working relationships with direct and indirect reporting staff, peers, superiors, legal entities, federal officials, other agencies and businesses; modify or adapt

Ability to: (cont.)
policies, procedures or methods to ensure program compliance and avoid federal/state penalties; define problems and identify relevant concerns to formulate logical and objective solutions; negotiate and exchange ideas, information and opinions with others to formulate policy recommendations; establish work priorities, delegate assignments within staff scope of work; train, motivate, supervise and evaluate staff; write concise, logical and grammatically correct analytical reports, correspondence and program documents; make oral presentations to persuade others to accept a specific opinion or achieve consensus and/or to explain and promote ideas, procedures, policies and actions; read and interpret complex legal documents; organize materials, information and staff in a systematic way to meet objectives and optimize program effectiveness and efficiency; analyze information and statistical reports to plan for staff needs, program needs, audit needs, budget preparations, and evaluate program effectiveness

Skill in: use of computer equipment and software programs; fundraising and capital campaigns

SPECIAL NOTE:
Nevada Urban Indians, Inc. is an equal opportunity employer and encourages all qualified applicants to contact the agency about employment opportunities. Indian hiring preference may apply to some positions dependent upon funding agency (i.e. Bureau of Indian Affairs, Title V, Johnson O'Malley, and Indian Health Service funded positions).

ESTABLISHED:

REVISED: July 25, 2005
June 23, 2008
June 27, 2011

_____
NUI Board Chairperson

NEVADA URBAN INDIANS, INC.
BOARD OF DIRECTORS
PUBLIC MEETING

Date: Monday, December 19, 2011
Time: 5:45PM – 7:30 PM (or until adjourned)
Location: 1475 Terminal Way, Suite B
Reno, Nevada 89502

AGENDA

I. CALL TO ORDER – BOARD CHAIR*
- A. Roll Call & Certification of Quorum
- B. Approval of Agenda
- C. Approval of Minutes – November 28, 2011

II. PUBLIC COMMENT (Limited to 5 minutes)

III. EXECUTIVE DIRECTOR'S REPORT
- A. Program Reports
- B. Carson Office
- C. 7th Annual Diabetes Health Fair & Pow-Wow

IV. FINANCIAL REPORT AND APPROVALS*

V. ACTION ITEMS AND APPROVALS*
- A. Contracts:
  - 1. Sierra Counseling Center
- B. 2011-2012 Organizational Budget

VI. BOARD OF DIRECTORS

VII. NEW BUSINESS

VIII. PUBLIC COMMENT (Limited to 5 minutes)

IX. NEXT MEETING DATE

X. EXECUTIVE CLOSED SESSION*

XI. ADJOURNMENT*

The Board reserves the right to take items in a different order to accomplish business in the most efficient manner.

***Denotes items on which the Board may take action.**
****Denotes possible closed session.**

We are pleased to make reasonable accommodations for members of the public who are disabled and wish to attend the meeting. If special arrangements for the meeting are necessary, please notify Nevada Urban Indians, Inc., in writing, at 1475 Terminal Way, Ste. B, Reno, NV 89502, or call Russell Cook at 775-788-7600. Thank you.

Notice of this meeting was faxed for posting to the following:

Bureau of Indian Affairs, 311 E. Washington St., Carson City, NV 89701
Dept. of Child and Family Services, 4126 Technology Way, Carson City, NV 89701
Intertribal Council of Nevada, 680 Greenbrae Dr., Ste. 282, Sparks NV 89431
Reno Sparks Indian Colony, 98 Colony Road, Reno, NV 89502
Washoe County Library, 301 S. Center, Reno, NV 89502
Carson City Library, 900 N. Roop, Carson City, NV 89701
Nevada Indian Commission, 5366 Snyder Ave., Carson City, NV 89701
Legislative Counsel Bureau, 401 S. Carson, Carson City, NV 89701
Reno Housing Authority, 1525 E. 9th Street, Reno, NV 89512

NEVADA URBAN INDIANS, INC.

BOARD OF DIRECTORS
2011

Chairperson	**Marjorie Walker**	**Work Phone**	**(775) 684-4422**
	564 Briarwood Drive Carson City, NV 89701	**Home Phone**	(775) 884-3941
		Cell	(775) 684-9770
		Fax: (work)	(775) 684-4456
		Email:	**marjiwalker@prodigy.net**
Vice-Chairperson	**Glenn Folkers Sr.**	**Work Phone**	**(775) 691-7966**
	5480 Pearl Drive Sun Valley, NV 89433	**Home Phone**	(775) 673-4767
		Cell	(775) 842-3609
		Email:	**folksr@prodigy.net**
Secretary/Treasurer	**Judy Folkers**	**Home Phone**	**(775) 673-4767**
	5480 Pearl Drive Sun Valley, NV 89433	**Cell:**	(775) 233-3871
		Email:	**folksr@prodigy.net**
Board Member	**Sharon James**	**Work Phone**	**(775) 684-0623**
Fed Ex	**Mailing Address:** P.O. Box 6675 Gardnerville, Nevada 89460 **Phys. Address:** 817 Wa She Shu Way Gardnerville, Nevada 89460	**Home Phone**	(775) 392-1107
		Cell:	(775) 292-9325
		Email:	**Sharonj42@rocketmail.com**
Board Member	**Raymond Benally**	**Home Phone**	**(775) 972-1824**
	950 Oklahoma Street Reno, NV 89506	**Email:**	**raymondbenally@rocketmail.com**
Board Member	**John Mosley**	**Work Phone**	**(775) 574-0101**
	147 Hazelnut Drive Fernley, NV 89408	**Home Phone**	
		Cell	(775) 354-5290
		Email:	**johnnymosley@gmail.com**
Board Member			
VACANT			

NEVADA URBAN INDIANS, INC.

BOARD OF DIRECTORS
2011

Chairperson			
VACANT			
Vice-Chairperson	**John Mosley**	**Work Phone**	**(775) 574-0101**
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		Email:	**Sharonj42@rocketmail.com**
Board Member	**Raymond Benally**	**Home Phone**	**(775) 972-1824**
	950 Oklahoma Street Reno, NV 89506	**Email:**	**raymondbenally@rocketmail.com**
Board Member			
VACANT			
Board Member			
VACANT			

NEVADA URBAN INDIANS, INC.

BOARD OF DIRECTORS
2011

Chairperson	**Sharon James**	**Work Phone**	**(775) 684-0623**
	Mailing Address: P.O. Box 6675 Gardnerville, Nevada 89460 **Phys. Address:** 817 Wa She Shu Way Gardnerville, Nevada 89460	**Home Phone**	(775) 392-2122
		Cell:	(775) 292-9325
		Email:	**Sharonj42@rocketmail.com**
Vice-Chairperson	**John Mosley**	**Work Phone**	**(775) 574-0101**
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	5480 Pearl Drive Sun Valley, NV 89433	**Cell:**	(775) 233-3871
		Email:	**folksr@prodigy.net**
Board Member	**Raymond Benally**	**Home Phone**	**(775) 972-1824**
	950 Oklahoma Street Reno, NV 89506	**Cell:**	(775) 219-4804
		Email:	**raymondbenally@rocketmail.com**
Board Member	**Robyn Ynacay-Nye**	**Work Phone**	**(775) 684-0663**
	3319 Coloma Dr. Carson City, NV 89705	**Home Phone:**	(775) 267-9550
		Email:	**rynacaynye@frontier.com**
Board Member	**Dan Olsen**	**Work Phone**	**(775) 687-1905**
	5170 Lorenzo Ln. Sparks, NV 89436	**Home Phone:**	(775) 626-1702
		Cell:	(775) 813-1927
		Email:	**slushpup@sbcglobal.net**
Board Member			
VACANT			

NEVADA URBAN INDIANS, INC.

BOARD OF DIRECTORS
2011

Chairperson	**Marjorie Walker**	**Work Phone**	**(775) 684-4422**
	564 Briarwood Drive Carson City, NV 89701	**Home Phone**	(775) 884-3941
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		Email:	**marjiwalker@prodigy.net**
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		Cell:	(775) 292-0045
		Email:	**sjamestiger@yahoo.com**
Board Member	**Judy Folkers**	**Home Phone**	**(775) 673-4767**
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		Email:	
		Work Email:	**johnnymosley@gmail.com**
Board Member			
VACANT			

Revised 03/14/11

Nevada Urban Indians, Inc.
Board of Directors Meeting
Carson City Office
November 15, 2010

Closed Session
Meeting Minutes/Action

1. **Education Program**
    a. **Discussion of Johnson O'Malley Project funds and the Title VII funds and the need for clarification regarding program development.**
    b. **Action 1: Item placed on Executive Committee Meeting set for 12/10/10, 5:30pm at Reno office.**
    c. **Action 2: Executive Director to provide comparative chart of JOM and Title VII, key program requirements, citations, population served, staffing, travel, and proposed budget modification.**

2. **Fiscal**
    a. **Salary Scale Survey**
        i. **Discussion of survey progress and recommendation:**
            1. **Action: Item placed on Executive Committee Meeting agenda set for 12/10/10.**
    b. **Bonus**
        i. **Discussion of Board and staff Christmas bonus. Funds to be taken from the Certificate of Deposit investment account, the interest and principal as needed to fund bonuses for the Board members and staff. The amounts will be based on the number of years of service.**
            1. **Motion by Glenn Folkers: To approve Christmas bonuses for Board members at $500 for those members with more than 3 years of service; $150 for those members with 2 years of service;**
               And staff bonuses set at $75.00 per year up to a maximum of $200.00 and a catered Christmas luncheon for staff from the CD investment account through use of the accrued interest and principal amount as needed.
            2. **Motion seconded by Sharon James.**
            3. **Motion approved by all voting members present.**

3. **Adjournment**

Recorder - MWalker

NEVADA URBAN INDIANS, INC.

Annual Financial & Compliance Report

September 30, 2010

DRAFT
6/28/11

SCHETTLER
MACY & SILVA LLC
Certified Public Accountants

NEVADA URBAN INDIANS, INC.

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DRAFT 6/28/11

INDEPENDENT AUDITOR'S REPORT

To the Board of Directors
Nevada Urban Indians, Inc.
Reno, Nevada

We have audited the accompanying statement of financial position of Nevada Urban Indians, Inc. (a nonprofit organization) as of September 30, 2010, and the related statements of activities, functional expenses, and cash flows for the year then ended. These financial statements are the responsibility of the Organization's management. Our responsibility is to express an opinion on these financial statements based on our audit.

We conducted our audit in accordance with auditing standards generally accepted in the United States of America and the standards applicable to financial audits contained in *Governmental Auditing Standards*, issued by the Comptroller General of the United States. Those standards require that we plan and perform the audit to obtain reasonable assurance about whether the financial statements are free of material misstatement. An audit includes examining, on a test basis, evidence supporting the amounts and disclosures in the financial statements. An audit also includes assessing the accounting principles used and significant estimates made by management, as well as evaluating the overall financial statement presentation. We believe that our audit provides a reasonable basis for our opinion.

In our opinion, the financial statements referred to above present fairly, in all material respects, the financial position of Nevada Urban Indians, Inc. as of September 30, 2010, and the changes in its net assets and its cash flows for the year then ended in conformity with accounting principles generally accepted in the United States of America.

In accordance with *Government Auditing Standards,* we have also issued our report dated June 24, 2011, on our consideration of the Organization's internal control over financial reporting and on our tests of its compliance with certain provisions of laws, regulations, contracts, and grant agreements and other matters. The purpose of that report is to describe the scope of our testing of internal control over financial reporting and compliance and the results of that testing, and not to provide an opinion on internal control over financial reporting or on compliance. That report is an integral part of an audit performed in accordance with *Government Auditing Standards* and should be considered in assessing the results of our audit.

DRAFT 6/28/11

The accompanying schedule of expenditures of federal awards is presented for purposes of additional analysis as required by U.S. Office of Management and Budget Circular A-133, *Audits of States, Local Governments, and Non-Profit Organizations*, and is not a required part of the financial statements. Such information is the responsibility of management and was derived from and relates directly to the underlying accounting and other records used to prepare the financial statements. The information has been subjected to the auditing procedures applied in the audit of the financial statements and certain additional procedures, including comparing and reconciling such information directly to the underlying accounting and other records used to prepare the financial statements or to the financial statements themselves, and other additional procedures in accordance with auditing standards generally accepted in the United States of America. In our opinion, the information is fairly stated in all material respects in relation to the financial statements as a whole.

Reno, Nevada
June 24, 2011

DRAFT
6/28/11

NEVADA URBAN INDIANS, INC.

STATEMENT OF FINANCIAL POSITION
SEPTEMBER 30, 2010

ASSETS		
CURRENT ASSETS		
Cash and cash equivalents	$	622,460
Grants and contracts receivable		78,038
Prepaid expenses		13,170
Deposits		9,552
Total current assets		723,220
PROPERTY AND EQUIPMENT, net		21,652
	$	744,872
LIABILITIES AND NET ASSETS		
CURRENT LIABILITIES		
Accounts payable	$	15,586
Accrued payroll expenses		8,728
Deferred revenue		423,771
Total current liabilities		448,085
COMPENSATED ABSENCES		7,694
NET ASSETS		
Unrestricted		281,922
Temporarily restricted		7,171
		289,093
	$	744,872

DRAFT 6/28/11

See accompanying notes.

NEVADA URBAN INDIANS, INC.

STATEMENT OF ACTIVITIES
YEAR ENDED SEPTEMBER 30, 2010

SUPPORT AND REVENUES	
Federal grants	$ 939,463
State and local grants	82,186
Interest	2,770
Other	11,622
TOTAL SUPPORT AND REVENUES	1,036,041
EXPENSES	
Program Services	
Health services	335,001
Social services	406,020
	741,021
Supporting Services	
Management and general	285,202
TOTAL EXPENSES	1,026,223
INCREASE IN NET ASSETS	9,818
NET ASSETS, BEGINNING OF YEAR	279,275
NET ASSETS, END OF YEAR	$ 289,093

DRAFT 6/28/11

See accompanying notes.

NEVADA URBAN INDIANS, INC.

STATEMENT OF FUNCTIONAL EXPENSES
YEAR ENDED SEPTEMBER 30, 2010

	Progam Services			Supporting Services	
	Health Services	Social Services	Total Program Services	Management and General	Total Expenses
Salaries	$ 129,193	$ 197,589	$ 326,782	$ 53,196	$ 379,978
Payroll taxes	16,198	24,773	40,971	6,670	47,641
Employee benefits	23,433	35,838	59,271	9,649	68,920
Total salaries and related expenses	168,824	258,200	427,024	69,515	496,539
Advertising	1,089	300	1,389	194	1,583
Bank fees	-	-	-	2,767	2,767
Board meeting expense	-	-	-	1,082	1,082
Direct client assistance	388	38,416	38,804	-	38,804
Equipment rental	4,082	4,810	8,892	5,685	14,577
Insurance	2,715	4,411	7,126	4,185	11,311
Occupancy	43,998	38,498	82,496	54,998	137,494
Office expense	2,262	1,979	4,241	5,184	9,425
Membership dues	1,129	165	1,294	1,059	2,353
Professional services	62,908	33,279	96,187	118,515	214,702
Repairs and maintenance	1,139	997	2,136	1,423	3,559
Stipends	-	-	-	4,800	4,800
Supplies	13,323	8,882	22,205	2,467	24,672
Taxes and licenses	-	-	-	2,820	2,820
Training	11,388	727	12,115	-	12,115
Travel	13,710	8,316	22,026	450	22,476
Utilities	5,276	4,617	9,893	6,596	16,489
	332,231	403,597	735,828	281,740	1,017,568
Depreciation	2,770	2,423	5,193	3,462	8,655
Total Expenses	$ 335,001	$ 406,020	$ 741,021	$ 285,202	$ 1,026,223

DRAFT 6/28/11

See accompanying notes.

NEVADA URBAN INDIANS, INC.

STATEMENT OF CASH FLOWS
YEAR ENDED SEPTEMBER 30, 2010

CASH FLOWS FROM OPERATING ACTIVITIES		
Increase in net assets	$	9,818
Adjustments to reconcile increase in net assets to net cash used by operating activities:		
Depreciation		8,655
Changes in:		
Grants receivable		(16,818)
Prepaid expenses		18,529
Deposits		1,067
Accounts payable		5,915
Accrued payroll expenses		(20,944)
Deferred revenue		(20,283)
Compensated absences		3,504
Net cash used by operating activities		(10,557)
CASH FLOWS FROM INVESTING ACTIVITIES		
Purchase of property and equipment		(14,259)
Net cash used by investing activities		(14,259)
NET CHANGE IN CASH		(24,816)
CASH AND CASH EQUIVALENTS, BEGINNING OF YEAR		647,276
CASH AND CASH EQUIVALENTS, END OF YEAR	$	622,460

DRAFT 6/28/11

See accompanying notes.

NEVADA URBAN INDIANS, INC.

NOTES TO FINANCIAL STATEMENTS
SEPTEMBER 30, 2010

NOTE 1 – NATURE OF OPERATIONS AND SIGNIFICANT ACCOUNTING POLICIES

Nature of Operations

Nevada Urban Indians, Inc. (the Organization) was incorporated in 1975 as a non-profit corporation in the state of Nevada for the following purposes and activities:

- Join together the Indian people of Washoe County and Carson City metropolitan areas for common purposes and concerns.
- Represent urban Indian concerns within the community.
- Provide an avenue whereby social and human services could be provided to the community, including Indian health, diabetes and other social service activities consistent with its purposes.

Financial Statement Presentation

In accordance with Financial Accounting Standards Board (FASB) ASC 958-205, the Organization is required to report information regarding its financial position and activities according to three classes of net assets: unrestricted net assets, temporarily restricted net assets, and permanently restricted net assets, based upon the existence or absence of donor-imposed restrictions.

Contributions received are recorded as unrestricted, temporarily restricted, or permanently restricted support, depending on the existence and nature of any donor restrictions. Temporarily restricted net assets represent contributions received for summer programs and scholarships. As of September 30, 2010, temporarily restricted net assets were $7,171. The Organization has not received any contributions with donor imposed restrictions that would result in permanently restricted net assets.

The Organization reports restricted contributions whose restrictions are met in the same reporting period in which the contributions are received as unrestricted support.

DRAFT 6/28/11

NEVADA URBAN INDIANS, INC.

NOTES TO FINANCIAL STATEMENTS
SEPTEMBER 30, 2010

Basis of Accounting

The financial statements are presented using the accrual basis of accounting in accordance with accounting principles generally accepted in the United States of America.

Cash and Cash Equivalents

For purposes of the statement of cash flows, the Organization considers all cash and temporary cash investments with an original maturity of three months or less to be cash equivalents.

Grants and Contracts Receivable

Grants receivable represent amounts due from government agencies or contracting agencies for expenditures incurred or services provided prior to year end. These amounts are all considered fully collectible. Accordingly, no allowance for doubtful accounts is included in the financial statements.

Property and Equipment

Purchases of furniture and equipment where the cost is greater than $500 are recorded at cost and depreciated over their estimated service lives from three to seven years using the straight-line method. Purchases of furniture and equipment with a cost less than $500 are expensed in the year of purchase. Donated property is recorded at its estimated value at the date received.

Revenue Recognition

The Organization is primarily funded by federal and state grants. Grant revenue is considered earned as funds are expended, or as services are provided in accordance with the contract terms. For the year ended September 30, 2010, approximately 99% of the Organization's revenues were derived from federal and state grants and contracts.

Income Taxes

Nevada Urban Indians, Inc. is a non-profit organization exempt from Federal income tax under Section 501(c)(3) of the Internal Revenue Code and is classified by the Internal Revenue Service as other than a private foundation. Accordingly, no provision for income taxes is included in the accompanying financial statements.

DRAFT 6/28/11

NEVADA URBAN INDIANS, INC.

NOTES TO FINANCIAL STATEMENTS
SEPTEMBER 30, 2010

Contributed Materials and Services

Contributed materials are reflected as contributions in the accompanying statements at their estimated values at the date of receipt. Contributed professional services are recognized if the services received (a) create or enhance long-lived assets or (b) require specialized skills, are provided by individuals possessing those skills, and would typically need to be purchased if not provided by donation.

Deferred Revenue

The Organization records grant and contract revenue as deferred revenue until it is expensed for the purposes set forth in the respective agreements, at which time it is recognized as revenue. The balance in deferred revenue represents amounts received that are expected to be incurred in the next year in accordance with the grant or contract period.

Functional Allocation of Expenses

The costs of providing the various programs and other activities have been summarized on a functional basis in the statement of activities. Accordingly, certain costs have been allocated among the programs and supporting services benefited.

Advertising Costs

Advertising costs related primarily to public awareness campaigns and the promotion of the Organization's services. Advertising costs are expensed as incurred and were $1,578 for the year ended September 30, 2010.

Use of Estimates

Management uses estimates and assumptions in preparing financial statements. Those estimates and assumptions affect the reported amounts of assets and liabilities, the disclosure of contingent assets and liabilities, and the reported revenues and expenses. Actual results could differ from those estimates.

Management's Review

Subsequent events have been evaluated through June 24, 2011, which is the date the financial statements were available to be issued.

DRAFT 6/28/11

NEVADA URBAN INDIANS, INC.

NOTES TO FINANCIAL STATEMENTS
SEPTEMBER 30, 2010

NOTE 2 – CASH AND CASH EQUIVALENTS

Cash consists of the following at September 30, 2010:

Cash	$	44,873
Money market		3,881
Certificate of deposit		573,706
	$	622,460

Concentration of Credit Risk

The Organization maintains cash, money market and certificate of deposit balances in financial institutions which may, at times, exceed federally insured limits. The Organization has not experienced any losses in these accounts and does not believe it is exposed to any significant custodial credit risk related to these accounts. At September 30, 2010, the amount in excess of federally insured limits was $78,154.

DRAFT 6/28/11

NOTE 3 – GRANTS AND CONTRACTS RECEIVABLE

The following is a summary of grants and contracts receivable by program as of September 30, 2010:

U.S. Department of Health and Human Services		
Demonstration Projects for Indian Health	$	18,374
Family Violence Prevention and Services		9,859
U.S. Department of Justice		
Violence against Women Formula Grants		2,531
State Victim Assistance Formula Grant Program		189
Passed through the State of Nevada and Other		
Washoe County School District		13,456
Other		33,629
	$	78,038

NEVADA URBAN INDIANS, INC.

NOTES TO FINANCIAL STATEMENTS
SEPTEMBER 30, 2010

NOTE 4 – PROPERTY AND EQUIPMENT

At September 30, 2010 property and equipment consisted of the following:

	Balance October 1, 2009	Additions	Deletions	Balance September 30, 2010
Furniture and equipment	$ 81,147	$ 14,259	$ -	$ 95,406
Vehicles	40,000	-	-	40,000
	121,147	14,259	-	135,406
Less: Accumulated depreciation	(105,099)	(8,655)	-	(113,754)
	$ 16,048	$ 5,604	$ -	$ 21,652

Depreciation expense was $8,655 for the year ended September 30, 2010.

NOTE 5 – LEASE COMMITMENTS

The Organization leases office space in Reno, Nevada and Carson City, Nevada under operating leases. The Reno office lease expires on September 1, 2013 and the Carson City lease expires December 31, 2015. The lease agreements include stipulated annual increases in the rental payments. In addition, the Organization leases certain office equipment under operating lease agreements which expire at various dates through July 2012. For the year ended September 30, 2010 expenses incurred under these lease commitments were $125,392.

Future minimum lease payments under the operating leases for the years ending September 30 are as follows:

2011	$ 153,996
2012	147,080
2013	138,676
2014	17,280
2015	17,280
Thereafter	4,320

DRAFT 6/28/11

NEVADA URBAN INDIANS, INC.

NOTES TO FINANCIAL STATEMENTS
SEPTEMBER 30, 2010

NOTE 6 – DEFERRED REVENUE

The following is a summary of deferred revenue by program and/or grant as of September 30, 2010:

U.S. Department of Health and Human Services		
Community Health Care Services Grant	$	307,882
Urban Indian Health Services		103,592
Special Diabetes Program for Indians		274
U.S. Department of Justice		
Crime Victim Assistance		1,641
U.S. Department of Homeland Security		
Emergency Food and Shelter National Board Program		6,235
U.S. Department of the Interior		
Indian Education Assistance to Schools		1,072
State of Nevada		
Elders		1,470
Child Abuse Prevention and Treatment		1,605
	$	423,771

DRAFT 6/28/11

NOTE 7 – COMPENSATED ABSENCES

All full time employees earn vacation leave at rates dependent on years of service and can be accumulated up to specific hour limits. Upon termination of employment, the employee shall receive payment for all accrued annual leave.

NOTE 8 – ECONOMIC DEPENDENCY

The Organization received approximately 88% of its total support from the U.S. Department of Health and Human Services during the fiscal year ended September 30, 2010.

NEVADA URBAN INDIANS, INC.

SCHEDULE OF EXPENDITURES OF FEDERAL AWARDS
YEAR ENDED SEPTEMBER 30, 2010

FEDERAL GRANTOR/PROGRAM TITLE	FEDERAL CFDA NUMBER	PASS-THROUGH GRANTOR'S NUMBER	AMOUNT
U.S. DEPARTMENT OF INTERIOR			
Bureau of Indian Affairs			
Indian Education - Assistance to Schools	15.130	CTH61X61401	$ 12,425
U.S. DEPARTMENT OF JUSTICE			
Passed through the State of Nevada Department of Human Resources - Division of Child and Family Services			
Crime Victim Assistance	16.575	3145/20-SFY10-12-084	57,474
State Victim Assistance Formula Grant Program - Recovery Act	16.801	3145/20-SFY10-12-009Z	8,195
Violence Against Women Formula Grants	16.588	2009-RAVAW-11	28,748
Total U.S. Department of Justice			94,417
U.S. DEPARTMENT OF HOMELAND SECURITY			
Passed through United Way			
Emergency Food and Shelter National Board Program	97.024	LRO Phase XXIII	5,799
U.S. DEPARTMENT OF HEALTH AND HUMAN SERVICES			
Direct Programs			
Urban Indian Health Services	93.193A	HHSI247200910010C	345,195
Urban Indian Health Services	93.193B	H729400152/07/08	220,144
Subtotal CFDA 93.193			565,339
Special Diabetes Program for Indians - Diabetes Prevention and Treatment Projects	93.237	H1D9400351/12	185,847
Demonstration Projects for Indian Health	93.933	D91IHS300307/01	25,662
Total Direct Programs			776,848
Passed through the State of Nevada Department of Human Resources - Division of Child and Family Services			
Family Violence Prevention and Services/Grants for Battered Women's Shelters - Grants to States and Indian Tribes	93.671	FV3145/22-SFY10-12-023	49,974
Total U.S. Department of Health and Human Services			826,822
TOTAL EXPENDITURES OF FEDERAL AWARDS			**$ 939,463**

DRAFT 6/28/11

See accompanying notes.

NEVADA URBAN INDIANS, INC.

NOTE TO THE SCHEDULE OF EXPENDITURES
OF FEDERAL AWARDS
YEAR ENDED SEPTEMBER 30, 2010

NOTE 1 – BASIS OF ACCOUNTING

The accompanying schedule of expenditures of federal awards (the Schedule) includes the federal grant activity of the Nevada Urban Indians, Inc. and is prepared on the modified accrual basis of accounting. The information in this schedule is presented in accordance with the requirements of OMB Circular A-133, *Audits of States, Local Governments and Non-Profit Organizations*. Therefore, some amounts presented in this schedule may differ from amounts presented in, or used in the preparation of the basic financial statements or other reports submitted directly to the grantor agencies.

DRAFT
6/28/11

REPORT ON INTERNAL CONTROL OVER FINANCIAL REPORTING AND ON COMPLIANCE AND OTHER MATTERS BASED ON AN AUDIT OF FINANCIAL STATEMENTS PERFORMED IN ACCORDANCE WITH *GOVERNMENT AUDITING STANDARDS*

To the Board of Directors
Nevada Urban Indians, Inc.
Reno, Nevada

We have audited the financial statements of Nevada Urban Indians, Inc. (a nonprofit organization) as of and for the year ended September 30, 2010, and have issued our report thereon dated June 24, 2011. We conducted our audit in accordance with auditing standards generally accepted in the United States of America and the standards applicable to financial audits contained in *Government Auditing Standards*, issued by the Comptroller General of the United States.

DRAFT 6/28/11

Internal Control over Financial Reporting

In planning and performing our audit, we considered the Organization's internal control over financial reporting as a basis for designing our auditing procedures for the purpose of expressing our opinion on the financial statements, but not for the purpose of expressing an opinion on the effectiveness of the Organization's internal control over financial reporting. Accordingly, we do not express an opinion on the effectiveness of the Organization's internal control over financial reporting.

Our consideration of internal control over financial reporting was for the limited purpose described in the preceding paragraph and was not designed to identify all deficiencies in internal control over financial reporting that might be significant deficiencies or material weaknesses and therefore, there can be no assurance that all deficiencies, significant deficiencies, or material weaknesses have been identified. However, as described in the accompanying schedule of findings and questioned costs, we identified a deficiency in internal control over financial reporting that we consider to be material weakness.

A *deficiency in internal control* exists when the design or operation of a control does not allow management or employees, in the normal course of performing their assigned functions, to prevent, or detect and correct misstatements on a timely basis. A *material weakness* is a deficiency, or combination of deficiencies, in internal control, such that there is a reasonable possibility that a material misstatement of the Organization's financial statements will not be prevented, or detected and corrected, on a timely basis. We consider the deficiency described in Finding 2010-1 in the accompanying schedule of findings and questioned costs to be a material weakness.

Compliance and Other Matters

As part of obtaining reasonable assurance about whether the Organization's financial statements are free of material misstatement, we performed tests of its compliance with certain provisions of laws, regulations, contracts, and grant agreements, noncompliance with which could have a direct and material effect on the determination of financial statement amounts. However, providing an opinion on compliance with those provisions was not an objective of our audit, and accordingly, we do not express such an opinion. The results of our tests disclosed no instances of noncompliance or other matters that are required to be reported under *Government Auditing Standards*.

The Organization's response to the findings identified in our audit is described in the accompanying schedule of findings and questioned costs. We did not audit the Organization's response and, accordingly, we express no opinion on it.

This report is intended solely for the information and use of the Board of Directors, management, others within the Organization, and federal awarding agencies and pass-through entities and is not intended to be and should not be used by anyone other than these specified parties.

DRAFT 6/28/11

Reno, Nevada
June 24, 2011

INDEPENDENT AUDITORS' REPORT ON COMPLIANCE WITH REQUIREMENTS THAT COULD HAVE A DIRECT AND MATERIAL EFFECT ON EACH MAJOR PROGRAM AND ON INTERNAL CONTROL OVER COMPLIANCE IN ACCORDANCE WITH OMB CIRCULAR A-133

To the Board of Directors
Nevada Urban Indians, Inc.
Reno, Nevada

Compliance

We have audited Nevada Urban Indian's (the Organization) compliance with the types of compliance requirements described in the *OMB Circular A-133 Compliance Supplement* that could have a direct and material effect on each of the Organization's major federal programs for the year ended September 30, 2010. The Organization's major federal programs are identified in the summary of auditor's results section of the accompanying schedule of findings and questioned costs. Compliance with the requirements of laws, regulations, contracts, and grants applicable to each of its major federal programs is the responsibility of the Organization's management. Our responsibility is to express an opinion on the Organization's compliance based on our audit.

We conducted our audit of compliance in accordance with auditing standards generally accepted in the United States of America; the standards applicable to financial audits contained in *Government Auditing Standards*, issued by the Comptroller General of the United States; and OMB Circular A-133, *Audits of States, Local Governments, and Non-Profit Organizations*. Those standards and OMB Circular A-133 require that we plan and perform the audit to obtain reasonable assurance about whether noncompliance with the types of compliance requirements referred to above that could have a direct and material effect on a major federal program occurred. An audit includes examining, on a test basis, evidence about the Organization's compliance with those requirements and performing such other procedures as we considered necessary in the circumstances. We believe that our audit provides a reasonable basis for our opinion. Our audit does not provide a legal determination of the Organization's compliance with those requirements.

As described in items 2010-2 and 2010-3 in the accompanying schedule of findings and questioned costs, the Organization did not comply with requirements regarding cash management and program eligibility that are applicable to its Urban Indian Health Services program. Compliance with such requirements is necessary, in our opinion, for the Organization to comply with the requirements applicable to that program.

DRAFT 6/28/11

In our opinion, except for the noncompliance described in the preceding paragraph, the Organization complied, in all material respects, with the compliance requirements referred to above that could have a direct and material effect on its major federal program for the year ended September 30, 2010.

Internal Control over Compliance

Management of the Organization is responsible for establishing and maintaining effective internal control over compliance with the requirements of laws, regulations, contracts, and grants applicable to federal programs. In planning and performing our audit, we considered the Organization's internal control over compliance with the requirements that could have a direct and material effect on a major federal program to determine the auditing procedures for the purpose of expressing our opinion on compliance and to test and report on internal control over compliance in accordance with OMB Circular A-133, but not for the purpose of expressing an opinion on the effectiveness of internal control over compliance. Accordingly, we do not express an opinion on the effectiveness of the Organization's internal control over compliance.

Our consideration of internal control over compliance was for the limited purpose described in the preceding paragraph and was not designed to identify all deficiencies in internal control over compliance that might be significant deficiencies or material weaknesses and therefore, there can be no assurance that all deficiencies, significant deficiencies, or material weaknesses have been identified. However, as discussed below, we identified a deficiency in internal control over compliance that we consider to be material weaknesses and another deficiency that we consider to be a significant deficiency.

A *deficiency in internal control over compliance* exists when the design or operation of a control over compliance does not allow management or employees, in the normal course of performing their assigned functions, to prevent or detect and correct, noncompliance with a type of compliance requirement of a federal program on a timely basis. A *material weakness in internal control over compliance* is a deficiency, or combination of deficiencies, in internal control over compliance, such that there is a reasonable possibility that material noncompliance with a type of compliance requirement of a federal program will not be prevented, or detected and corrected, on a timely basis. We consider the deficiencies in internal control over compliance described in the accompanying schedule of findings and questioned costs as items 2010-2 and 2010-4 to be material weaknesses.

A *significant deficiency in internal control over compliance* is a deficiency, or a combination of deficiencies, in internal control over compliance with a type of compliance requirement of a federal program that is less severe than a material weakness in internal control over compliance, yet important enough to merit attention by those charged with governance. We consider the deficiency in internal control over compliance described in the accompanying schedule of findings and questioned costs as item 2010-3 to be a significant deficiency.

DRAFT 6/28/11

The Organization's responses to the findings identified in our audit are described in the accompanying schedule of findings and questioned costs. We did not audit the Organization's responses and, accordingly, we express no opinion on the responses.

This report is intended solely for the information and use of management, the Board of Directors, others within the Organization, and federal awarding agencies and is not intended to be and should not be used by anyone other than these specified parties.

Reno, Nevada
June 24, 2011

DRAFT
6/28/11

NEVADA URBAN INDIANS, INC.

SCHEDULE OF FINDINGS AND QUESTIONED COSTS
SEPTEMBER 30, 2010

A. SUMMARY OF AUDITORS' RESULTS

Financial Statements

Type of Auditors' report issued:	Unqualified
Internal Control over Financial Reporting	
Material weaknesses identified:	Yes
Other significant deficiencies identified:	None reported
Noncompliance material to the financial statements noted:	No

Federal Awards

Internal Control over Major Programs	
Material weaknesses identified:	Yes
Other significant deficiencies identified:	Yes
Type of Auditors' report issued on compliance for major programs:	Qualified
Audit findings that are required to be reported in accordance with Section 510(a) of OMB Circular A-133:	No

Major Programs

The major program for the year ended September 30, 2010 was:

Urban Indian Health Services (CFDA #93.193)

The threshold for distinguishing Types A and B programs was $300,000.

Nevada Urban Indians was not determined to be a low-risk auditee.

DRAFT 6/28/11

NEVADA URBAN INDIANS, INC.

SCHEDULE OF FINDINGS AND QUESTIONED COSTS
SEPTEMBER 30, 2010

B. FINDINGS – FINANCIAL STATEMENT AUDIT

Finding 2010-1 (Material Weakness)

Finding

Subpart C of OMB Circular A-133 outlines the auditee responsibilities over federal funds. The Organization is required to maintain internal control over federal programs to provide reasonable assurance that grants, awards, and contracts are being managed to reflect compliance with laws, regulations, and the provisions of contracts or grant agreements that could have a material effect on each of its federal programs.

The Organization reported a significant amount of deferred revenue at September 30, 2010. Consistent deferred revenue may indicate that requests from federal grants are in excess of immediate cash needs.

The Organization has experienced significant turnover in key management positions with federal grant oversight responsibilities.

Recommendation

Procedures should be implemented to ensure that general ledgers are properly monitored by personnel with suitable accounting knowledge and that requests for funds are made in compliance with the applicable contracts or grant agreements.

Management's Response

Management's response and corrective action plan is included herein on page 25.

DRAFT 6/28/11

NEVADA URBAN INDIANS, INC.

SCHEDULE OF FINDINGS AND QUESTIONED COSTS
SEPTEMBER 30, 2010

C. FINDINGS AND QUESTIONED COSTS – MAJOR FEDERAL AWARD PROGRAM AUDIT

Finding 2010-2 (Material Weakness)

U.S. Department of Health and Human Services

Urban Indian Health Services (CFDA #93.193)

Criteria

When federal awards are funded on the advance basis, the Organization is required to minimize the time between the transfer of funds and the disbursement for program costs. The federal funds on hand should be maintained at a balance that meets their immediate cash needs only. Interest earnings by the Organization on cash balances of federal funds above $250 are required to be repaid annually to the Department of Health and Human Services. The requirements for cash management are contained in OMB Circular A-110, as codified in 45 CFR §74.

Condition

The Organization received federal awards funded on both the advance basis and the reimbursement basis. In both situations, the balance of cash on hand maintained by the Organization was determined to be in excess of its immediate cash needs consistently throughout the year. The Organization reported a significant amount of deferred revenue in 2009 and 2010, specifically related to the *Urban Indian Health Services* program. The Organization did not calculate or repay interest earned on advanced federal funds.

Effect

The conditions stated above indicate that the Organization was funded beyond its immediate cash needs.

Questioned Costs

There are no questioned costs in regard to expenditures of federal awards. In regard to the repayment of interest earned on federal funds received in advance, the amount of interest earned is currently undetermined.

DRAFT 6/23/11

NEVADA URBAN INDIANS, INC.

SCHEDULE OF FINDINGS AND QUESTIONED COSTS
SEPTEMBER 30, 2010

Recommendation

The Organization should review its process for submitting draw requests for awards funded on the reimbursement basis. The Organization should evaluate its budget and current cash needs to determine a strategy for ensuring that federal funds advanced to the Organization are not maintained beyond its immediate cash needs.

Management's Response

Management's response and corrective action plan is included herein on page 25.

Finding 2010-3 (Significant Deficiency)

U.S. Department of Health and Human Services

Urban Indian Health Services (CFDA #93.193)

Criteria

The terms and conditions of the *Urban Indian Health Services* program state that funds are to be used to provide limited health care services to American Indians / Alaskan Natives in the metropolitan areas of Reno, Sparks, and Carson City, Nevada. The Organization has established a formal policy to determine client eligibility and ensure compliance with the *Urban Indian Health Services* program terms and conditions. It is the Organization's policy to document proof of client eligibility by requesting and maintaining copies of each client's tribal enrollment card, certificate of degree of Indian blood, or proof of Indian descent.

Condition

Personnel responsible for documenting proof of client eligibility were not always following the entity's policies and procedures. We noted instances of client files not being documented with proof of client eligibility.

Effect

The Organization may be providing services to clients who are ineligible to receive services funded by the *Urban Indian Health Services* program.

Questioned Costs

Undetermined.

DRAFT 6/23/11

NEVADA URBAN INDIANS, INC.

SCHEDULE OF FINDINGS AND QUESTIONED COSTS
SEPTEMBER 30, 2010

Recommendation

Consistent application of internal control procedures is essential to ensuring that the Organization is in compliance with laws, regulations, and the provisions of contracts or grant agreements – which in this case is the Eligibility compliance requirement – that could have a material effect on federal programs. The Organization should take steps to ensure that management maintains oversight of key internal controls and conduct additional employee training on its existing policies and procedures.

Management's Response

Management's response and corrective action plan is included herein on page XX.

DRAFT 6/28/11

Finding 2010-4 (Material Weakness also reported as Finding 2010-1)

Potentially applies to all federal programs

Finding

Subpart C of OMB Circular A-133 outlines the auditee responsibilities over federal funds. The Organization is required to maintain internal control over federal programs to provide reasonable assurance that grants, awards, and contracts are being managed to reflect compliance with laws, regulations, and the provisions of contracts or grant agreements that could have a material effect on each of its federal programs.

The Organization reported significant amounts of deferred revenue at September 30, 2010. Consistent deferred revenue may indicate that draw requests are in excess of immediate cash needs.

The Organization has experienced significant turnover in key management positions with federal grant oversight responsibilities.

Recommendation

Procedures should be implemented to ensure that general ledgers are properly monitored by personnel with suitable accounting knowledge and that requests for funds are made in compliance with the applicable contracts or grant agreements.

NEVADA URBAN INDIANS, INC.
1475 Terminal Way, Ste. B
Reno, NV 89502

Corrective Action Plan

Nevada Urban Indians, Inc. respectfully submits the following corrective action plan for the year ended September 30, 2010.

Our independent auditors for the fiscal year ended September 30, 2010:

Zeth M. Macy
Schettler, Macy & Silva, LLC
10345 Professional Circle, Suite 110
Reno, NV 89521
Phone: (775) 624-9108

DRAFT 6/28/11

The findings from the schedule of findings and questioned costs are discussed below. The findings are numbered consistently with the number assigned in the schedule. Section A of the schedule, Summary of Audit Results, does not include the findings and is not addressed herein.

Section B: Findings – Financial Statement Audit

Finding 2010-1

Effective immediately, those who hold key management positions will ensure that general ledgers are properly monitored by personnel with suitable accounting knowledge and monitoring procedures are implemented to provide improved oversight over federal grants.

Section C: Findings and Questioned Costs – Major Federal Award Program Audit

Finding 2010-2

A thorough review of the Organization's budget and current funding status will be performed to determine a strategy to ensure that federal funds are not maintained beyond its immediate cash needs.

Finding 2010-3

Procedures will be put in place to properly monitor controls over the intake process outlined in Policy 2.002-09 Client Services – Eligibility for Services, including the verification of client identification (Tribal enrollment card or Certificate of Indian Blood).

Finding 10-4

Please refer to Finding 2010-1 above.

DRAFT 6/28/11

_____ _____

Chairperson of the Board Date

NEVADA URBAN INDIANS, INC.

SCHEDULE OF PRIOR YEAR AUDIT FINDINGS
SEPTEMBER 30, 2010

The following summarizes the prior year audit findings and corrective action taken:

Finding 08-5 Contractor Testing – **Implemented**

Finding 08-9 Contractor Testing – **Implemented**

Finding 09-1 Debarment and Suspension – **Implemented**

Finding 09-2 Eligibility Testing – **Not Implemented**

- See current year finding 2010-3.

DRAFT
6/28/11

From: Sharon James
To: Marjorie Walker; "Ray Benally NV (raymondbenally@rocketmail.com)"; "Glenn Folkers NV"; "John Mosely"
Subject: A national initiative to end childhood obesity
Date: Friday, July 01, 2011 8:50:13 AM

---

http://www.letsmove.gov/about

Information on the *Lets move* initiative; I am willing to volunteer to assist in the creation of a project for NUI if the board wants to implement something and jump on board with other Tribal entities to end childhood obesity. Let me know what you think about this.

Thanks,

Sharon James
Statewide Indian Child Welfare Act Specialist & ICPC/Adoption Programs Support
State of Nevada Division of Child and Family Services - Family Programs Office
4126 Technology Way 3rd Floor
Carson City, Nevada 89706
sjames@dcfs.nv.gov
Phone: 775-684-7960
FAX: 775-684-4456

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Checked by AVG - www.avg.com
Version: 10.0.1388 / Virus Database: 1516/3733 - Release Date: 06/29/11

From: Marjorie Walker
To: Ray Benally NV (raymondbenally@rocketmail.com); Glenn Folkers NV; Sharonj42@rocketmail.com; John Mosely
Cc: Norma Davis (ndavis@nevadaurbanindians.org)
Subject: AB 37 State Hours of Operation - Changes Allowed
Date: Thursday, June 09, 2011 1:10:11 PM
Attachments: AB37_EN.pdf

FYI – AB 37 allows the State's offices to change the work hours they are open to the public as long as it meets 40 hours per week and the office hours are posted. This law becomes effective 07/01/11.

Norma – is the new NUI office hours posted on the website and physically visible?

Thanks

Marjorie Walker, M.S.W., L.S.W., Social Services Program Specialist
Quality Improvement, Legislative and Program Policy
Nevada Division of Child & Family Services
Family Programs Office
4126 E. Technology Way, 1st Floor
Carson City, NV 89706
Phone: (775) 684-4422
Fax: (775) 684-4456
**NEW E-MAIL ADDRESS: Marjorie.Walker@dcfs.nv.gov

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Version: 10.0.1375 / Virus Database: 1511/3686 - Release Date: 06/07/11

From: Marjorie Walker
To: Ray Benally NV (raymondbenally@rocketmail.com); Glenn Folkers NV; Sharonj42@rocketmail.com; John Mosely
Cc: Norma Davis (davishr@mac.com); Norma Davis (ndavis@nevadaurbanindians.org)
Subject: Board Policy Revisions
Date: Thursday, July 14, 2011 1:41:08 PM
Attachments: N Handbook Revision 061711.doc

Attached please find the draft policy revisions in yellow. The green highlights will be deleted and replaced with the final Bylaws that should be approved on 07/25/11. There have been no changes in the NRS citations.

Please be advised that the attorney will begin processing the complaint regarding misuse of funds within the next two weeks. You should be prepared for some ugly repercussions – there may be name calling, pointing of fingers, threats (like we had before), calls to I.H.S. and other funding sources regarding you personally and your activities on the Board. The agency is in a very vulnerable position at this time in view of the audit findings and use of federal funds.

John – you need to be aware that the former ED made a statement on 02/09/11 that someone on the Board (you) had contacted her after a closed Board session and relayed condolences to her about what had transpired and what been decided. This would mean that you broke Board confidentially requirements. We did not discuss this with you at that time. However, if this comes up somewhere sometime again, the Board will have to review this allegation.

The upcoming I.H.S. audit is critical and they have made many past recommendations (such as time limits, etc.) and in February/March made very unfavorable comments about the Board and its practices - namely nepotism (see February e-mail). They have options and can place more stringent requirements on funding - which they will have to do since the agency misused its federal funds (audit funding reported) and they are now accountable to central I.H.S. So be aware that we must enforce the Bylaws and its standards.

I am working on the policy for the advisory committee/Second Circle that I.H.S. and our attorney recommends… Also trying to find some limited funding for a core number of those committee members (3 or 4 people). The Advisory committee will have a core of chair/vice chair/secretary of regular members and have a pool of unpaid volunteers (people who want to support NUI but don't want to attend quarterly meetings but who can help out if needed – like an auditor). Also recruiting for pool of potential board members per our letter to I.H.S. (when they requested all that additional verification and plan in March) for the upcoming audit.

Also advising for recruitment to acquire a pool of employees in nursing, SW/MH and physician. Be advised there are significant issues with Carson office rental and contract signed by former ED. There are also State funded program areas that need realignment.

Board Training (August 18, 19, 20): The Hyatt's fee exceeded our budget and the Resort lowered their fees under budget. So, training will be at the Resort. I will be sending a draft agenda for your review and suggestions for training. Tentative: Staff will work on Strategic Plan Thursday (maybe training about ST in am and work groups pm) – review and finalize with the Board on Friday. Saturday – Board training including review of I.H.S. programs, sexual harassment, fiscal, TBD. 20 hours is required training for the upcoming fiscal year.

FYI – Darryl Crawford is not able to participate on the Board at the present time.

Thanks

Marjorie Walker, M.S.W., L.S.W., Social Services Program Specialist
Quality Improvement, Legislative and Program Policy
Nevada Division of Child & Family Services
Family Programs Office
4126 E. Technology Way, 1st Floor
Carson City, NV 89706
Phone: (775) 684-4422
Fax: (775) 684-4456
**NEW E-MAIL ADDRESS: Marjorie.Walker@dcfs.nv.gov

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Version: 2012.0.1901 / Virus Database: 2109/4708 - Release Date: 12/28/11

From: Marjorie Walker
To: Ray Benally NV (raymondbenally@rocketmail.com); Glenn Folkers NV; Sharonj42@rocketmail.com; John Mosely
Cc: Norma Davis (davishr@mac.com); Linda Fecteau
Subject: Business Rules 2011
Date: Monday, July 18, 2011 9:43:09 AM
Attachments: 2011 Business Rules.doc

Please review the attached (yellow is new; green is deletion) and send any comments/discuss at the next meeting under Board Policy. Thank you.

Marjorie Walker, M.S.W., L.S.W., Social Services Program Specialist
Quality Improvement, Legislative and Program Policy
Nevada Division of Child & Family Services
Family Programs Office
4126 E. Technology Way, 1st Floor
Carson City, NV 89706
Phone: (775) 684-4422
Fax: (775) 684-4456
**NEW E-MAIL ADDRESS: Marjorie.Walker@dcfs.nv.gov

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Version: 2012.0.1901 / Virus Database: 2109/4708 - Release Date: 12/28/11

From: Marjorie Walker
To: Ray Benally NV (raymondbenally@rocketmail.com); Glenn Folkers NV; Sharonj42@rocketmail.com; John Mosely
Cc: Norma Davis (davishr@mac.com); Norma Davis (ndavis@nevadaurbanindians.org); Linda Fecteau
Subject: Charter for Advisory Committee
Date: Friday, July 15, 2011 2:53:35 PM
Attachments: Advisory Committee Charter 07-11.doc

Please see attached based on format from DCFS Project Charter sample – 2 pages.

Overview

I. General Function

The function of the members of the Second Circle Advisory Committee (the "Advisory Committee") shall be to advise and make non-binding recommendations to the Board of Directors of Nevada Urban Indian, Inc. (the "NUI Board of Directors") with respect to matters within the areas of their experience and expertise relative to the agency's strategic plan, fiscal operations, external agency activities (such as Pow-Wow, drumming groups, Veterans service), and agency programs. The Advisory Committee also acts in a mentoring capacity to new NUI Board members.

II. Membership

The Second Circle Advisory Committee will be comprised of two voluntary entities: the main organizing core committee of regular members and a secondary committee of charter members who act as a resource or technical expertise for the agency when identified needs arise.

A. Core Committee: The Second Circle Advisory Committee shall have a core committee membership of at least three (3) members, but not more than five (5) members. The members shall be appointed by the NUI Board of Directors. The term of service for members of the Second Circle Advisory Committee will be two years from the date they are appointed or until their successor is duly appointed and qualified or until their earlier resignation, removal by the NUI Board of Directors, or death.

B. Charter Members: The Second Circle Advisory Committee shall have a larger unlimited membership of persons who have experience and expertise relative to medical, legal, social services, mental health, child care, children and elder programs, business, fund raising, and other program areas of expertise as needed by the agency. Charter Members provide technical or other assistance to the NUI Board of Directors as requested. The term of service for Charter Members of the Second Circle Advisory Committee will be two years from the date they are recruited by either the Core Committee or the NUI Board of Directors.

….xxxx

III. Mode of Operation

The Second Circle Advisory Committee shall meet at least three (3) times a year, upon no less than ten (10) days' notice, with each meeting date to be designated by the Chairperson. The Second Circle Advisory Core Committee may attend regular meetings of the NUI Board of Directors for the purpose of obtaining information. Members of the Second Circle Advisory Committee shall not have voting rights on the NUI Board of Directors.

…..xxxx

IV. Compensation and Expense Reimbursements

The members of the Second Circle Advisory Core Committee may receive compensation for their services if such funding is available, and in an amount set by the NUI Board of Directors. The members of the Second Circle Advisory Committee shall be entitled to reimbursement from the Company for all reasonable expenses incurred by them in connection with their Advisory Board services upon the presentation to the Company of written documentation for such expenses.

…xxxx

Marjorie Walker, M.S.W., L.S.W., Social Services Program Specialist

Quality Improvement, Legislative and Program Policy
Nevada Division of Child & Family Services
Family Programs Office
4126 E. Technology Way, 1st Floor
Carson City, NV 89706
Phone: (775) 684-4422
Fax: (775) 684-4456
**NEW E-MAIL ADDRESS: Marjorie.Walker@dcfs.nv.gov

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Checked by AVG - www.avg.com
Version: 10.0.1390 / Virus Database: 1516/3766 - Release Date: 07/15/11

From: Marjorie Walker
To: Ray Benally NV (raymondbenally@rocketmail.com); Glenn Folkers NV; John Mosely; Sharon James (sjamestiger@yahoo.com)
Cc: Norma Davis (ndavis@nevadaurbanindians.org); Linda Fecteau
Subject: Exec Meeting Date
Date: Wednesday, June 01, 2011 8:55:03 AM

Just to let you all know that my home computer appears to have a virus and is not working so I will use this address temporarily.

Exec. Meeting date:
June 11 – two persons can make this date and no other; one person cannot make this date
June 18 – One person can make this date

I need to hear from Ray and Sharon for an available date.

Thank you.

Norma,
Can I use the computer e-mail at the Carson office? If so, what is the password so I can log on to the Internet and use e-mail? Is there an account I can use?

Linda, sorry I cannot access any of my files for the November minutes and the February/March meeting agenda/minutes to reconfirm the Xmas stipend.

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Version: 10.0.1375 / Virus Database: 1509/3663 - Release Date: 05/27/11

From: Sharon James
To: "Norma Davis (ndavis@nevadaurbanindians.org)"
Cc: Marjorie Walker; "Ray Benally NV (raymondbenally@rocketmail.com)"; "Glenn Folkers NV"; "John Mosely"
Subject: FW: Display at CIP Conference
Date: Friday, July 01, 2011 9:27:41 AM

Hi Norma: I forgot to send this to you! I told Kathie that I would be happy to attend the meet and greet for the CIP Conference along with representatives from NUI. Will you be able to attend also? This is a wonderful opportunity to do some more outreach to the social service agencies and courts in Nevada.

Thanks,

Sharon James | Statewide Indian Child Welfare Specialist | DCFS - FPO
phone: 775.684.7960 | fax: 775.684.4456
email: sjames@dcfs.nv.gov | website: http://www.dcfs.state.nv.us/

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From: Malzahn-Bass, Katherine [mailto:kmalzahn-bass@nvcourts.nv.gov]
Sent: Wednesday, June 22, 2011 5:35 PM
To: Sharon James
Subject: Display at CIP Conference

Hi Sharon,
I hope you are doing well today!

During the conference we plan to highlight the best practices happening in Nevada. We would like to share these best practices at the conference welcome reception. I was hoping to highlight the Strengthening Families Program. Robbie, our assistant, and I will create a simple, but lovely board describing SFP. We just need one or two people from your CIC to stand nearby to answer any questions. I notice that Lynn Shull and maybe some others from NUI are going to attend and perhaps they would be willing to answer anyone's questions. It is NOT a presentation. Simply exposing others in the state to the program.

Please let me know what you think of this idea. I am envisioning 8 or 9 best practices highlighted in this manner at the welcome reception where there will be refreshments served and great opportunities to network and visit.

Thanks,
kathie

Katherine R. Malzahn-Bass, Coordinator
Court Improvement Program

Administrative Office of the Courts
Supreme Court of Nevada
201 S Carson St Ste 250
Carson City, NV 89701

phone: 775-687-9809
fax: 775-687-9811

kmalzahn-bass@nvcourts.nv.gov

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From:	Sharon James
To:	"NV ICWA ListServe (NVICWA@listserv.state.nv.us)"; "Glenn Folkers NV"; "John Mosely"; Marjorie Walker; "Ray Benally NV (raymondbenally@rocketmail.com)"
Subject:	FW: Funding Opportunities: 1) Coordination of Tribal TANF and Child Welfare Services to Tribal Families at Risk of Child Abuse or Neglect; and 2) Tribal Personal Responsibility Education Program for Teen Pregnancy Prevention
Date:	Tuesday, July 05, 2011 1:35:40 PM
Attachments:	Cooperative Agreements for Coordination of Tribal Temporary Assistance for Needy Families and Child Welfare Services to Tribal Families at Risk of Child Abuse or Neglect.pdf Affordable Care Act Tribal Personal Responsibility Education Program for Teen Pregnancy Prevention.pdf

Good Afternoon:

Here are two funding opportunities from ACF for those Tribes and/or Tribal entities that are interested.

Thanks,

Sharon James | Statewide Indian Child Welfare Specialist | DCFS - FPO
phone: 775.684.7960 | fax: 775.684.4456
email: sjames@dcfs.nv.gov | website: http://www.dcfs.state.nv.us/

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From: Debbie Tanaka
Sent: Tuesday, July 05, 2011 10:02 AM
To: Sharon James; Dorothy Edwards
Subject: Funding Opportunities: 1) Coordination of Tribal TANF and Child Welfare Services to Tribal Families at Risk of Child Abuse or Neglect; and 2) Tribal Personal Responsibility Education Program for Teen Pregnancy Prevention

Hi Sharon,

FYI, in case anyone on your ICWA listserv would be interested in applying.

Cooperative Agreements for Coordination of Tribal Temporary Assistance for Needy Families (TANF) and Child Welfare Services to Tribal Families at Risk of Child Abuse or Neglect
Deadline: 7/29/11
Match: Not required

Executive Summary
The purpose of this funding announcement is to demonstrate models of effective coordination by tribal governments or tribal consortia of Tribal TANF and child welfare services provided to tribal families at risk of child abuse or neglect. These grants must be used for one or more of the following statutorily-prescribed uses: (1) to improve case management for families eligible for assistance from a Tribal TANF program; (2) for supportive services and assistance to tribal children in out-of-home placements and the tribal families caring for such children, including families who adopt such children; (3) for prevention services and assistance to tribal families at risk of child abuse and neglect. Grants under this funding opportunity announcement (FOA) will

be awarded as cooperative agreements.

Award Information
Estimated Total Funding: $2,000,000
Expected Number of Awards: 10
Average Projected Award Amount: $200,000 Per Budget Period
Length of Project Periods: 36-month project with three 12-month budget periods

Affordable Care Act Tribal Personal Responsibility Education Program for Teen Pregnancy Prevention
Deadline: 8/23/11
Match: Not required

Executive Summary
Funds will support:
Collaborative, community planning efforts to further identify and refine needs in the area of teen pregnancy prevention and to develop capacity and infrastructure to support such a program; The design, implementation and sustaining of teen pregnancy prevention and adulthood preparation programs that are based on effective models (or elements of effective models); practice-based evidence, or promising practices in the community; The provision of culturally appropriate teen pregnancy prevention and adulthood preparation services to youth that meet the unique needs of the community; and The design of and participation in evaluations with sufficient rigor to examine the effectiveness of teen pregnancy prevention and adulthood preparation programs adapted to serve American Indian/Alaskan Native (AI/AN) youth.

Award Information
Estimated Total Funding: $6,500,000
Expected Number of Awards: 15
Average Projected Award Amount: $400,000 Per Budget Period
Length of Project Periods: 48-month project with four 12-month budget periods

Thank you,
Debbie

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Version: 10.0.1388 / Virus Database: 1516/3745 - Release Date: 07/05/11

From: Marjorie Walker
To: Ray Benally NV (raymondbenally@rocketmail.com); Glenn Folkers NV; Sharonj42@rocketmail.com; John Mosely
Cc: Norma Davis (ndavis@nevadaurbanindians.org)
Subject: FW: July 19 On-site Review Preliminary Results
Date: Tuesday, July 19, 2011 3:04:14 PM

See preliminary results. Thanks Norma and all staff.

Marjorie Walker, M.S.W., L.S.W., Social Services Program Specialist
Quality Improvement, Legislative and Program Policy
Nevada Division of Child & Family Services
Family Programs Office
4126 E. Technology Way, 1st Floor
Carson City, NV 89706
Phone: (775) 684-4422
Fax: (775) 684-4456
**NEW E-MAIL ADDRESS: Marjorie.Walker@dcfs.nv.gov

From: Norma Davis [mailto:NDavis@nevadaurbanindians.org]
Sent: Tuesday, July 19, 2011 2:10 PM
To: Marjorie Walker
Cc: davishr@mac.com
Subject: RE: July 19 On-site Review

Good Afternoon Marji,
Frances Benally and I met with Kelli Stamper, District Environmental Health Officer with IHS at 10 am this morning. We completed the facility review around 1:10 pm. Overall, it went well. There are a few areas we will be marked down on, but she said overall we did pretty good. Deficiencies are as follows:

1) in discussing the 07/15/11 BBQ event where food was served, inquiry was made if our cooks were certified as food handlers – response was yes, as Frances Benally is certified and did do most of the cooking (however others were cooking and should have been certified before serving food at such an event);
2) inquiry was made as to whether we had running water and soap for cooks to wash hands following food handling – response was we used the center bathrooms (future outdoor events should include portable hand washing stations at the event);
3) the maine telephone wiring box is located in the center men's bathroom which is used by the public – concern about access to wires - suggested we put a lock on the box for security/protection of our phone system
4) need to re-arrange employee break room as couch was considered an obstruction, blocking exit area – also need to have a fire extinguisher in the area due to use of toaster oven and microwave;
5) in medical clinic, concern was raised about proper temperature gauge for refrigerator storing vaccines as there's no way to tell if electricity had shut off over the weekend to ensure vaccines were safe for use. Suggest a different type of gauge that records temperature every day, which we would review on weekends to verify continued safety of stored vaccines

6) in lab, the sharps container was overflowing and safety lid was open – concern for possible spillage (contamination/injury); suggested sharps container be mounted on wall and be emptied on a regular basis
7) in exam room, there is a cardboard bio-hazard box. After each patient appointment the room is sanitized, cleaned and prepped for next patient. The soiled items are placed in tied "red bags" and discarded in the bio-hazard box. Concern about use of a cardboard box rather than a plastic container, possible leakage, possible odor and need for bio-hazard box to be stored in a separate, locked area and designated for pick-up by bio-hazard company on a regular basis
8) lastly, concern for some staff trainings to ensure staff are aware of what to do in case of an accident (i.e. providing assistance to someone that is bleeding or how to clean-up blood). We have written policies, but having first-hand knowledge is very important. She extended an offer to provide training on various items

To my recollections, these are the primary deficiencies. Report will be forthcoming in about 30 days. Let me know if you have any questions.

Norma Davis
ndavis@nevadaurbanindians.org

From: Marjorie Walker [mailto:marjorie.walker@dcfs.nv.gov]
Sent: Tuesday, July 19, 2011 1:28 PM
To: Ray Benally NV (raymondbenally@rocketmail.com); Glenn Folkers NV; Sharonj42@rocketmail.com; John Mosely
Cc: Norma Davis (davishr@mac.com); Norma Davis
Subject: July 19 On-site Review

Just a reminder that today is the onsite I.H.S. facility review of the agency. The upcoming program audit is the second week of August.

Marjorie Walker, M.S.W., L.S.W., Social Services Program Specialist
Quality Improvement, Legislative and Program Policy
Nevada Division of Child & Family Services
Family Programs Office
4126 E. Technology Way, 1st Floor
Carson City, NV 89706
Phone: (775) 684-4422
Fax: (775) 684-4456
**NEW E-MAIL ADDRESS: Marjorie.Walker@dcfs.nv.gov

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Version: 10.0.1390 / Virus Database: 1516/3766 - Release Date: 07/15/11

Attachment E NCOE

John Mosle. <johnn. mosle. @gmail.com>

ANA Social & Economic Opportunities Grant #0143 Due date 04/01/12

1 message

Marjorie Walker <marjorie.walker@dcfs.nv.gov> Tue, Nov 8, 2011 at 12:04
To: Sharon James <sjames@dcfs.nv.gov>, "Ra. Benally NV (raymondbenally@rocketmail.com)" <raymondbenally@rocketmail.com>, ROBIN YNACAY-NYE <RYNACAYNYE@dwss.nv.gov>, Glenn Folkers NV <folksr@prodigy.net>, "John Mosely (johnnymosley@gmail.com)" <johnnymosley@gmail.com>, "Dan J. Olsen" <Dan.Olsen@dhcfp.nv.gov>

Here is a grant NUI should apply for either in community health for expanding services to Carson City or building the capacity for the mental health program . yes there is a 20% match requirement but you can easily meet it or request a waiver to avoid it. Due date: 04/01/12 . this could help with the shortfall for the Carson Office or the areas where the diabetes grant was short funded.

Eligibility: Eligible applicants include Federally recognized Indian Tribes; consortia of Indian Tribes; incorporated non-Federally recognized Tribes; incorporated non-profit, multi-purpose, community-based Indian organizations; urban Indian centers;

P. og. am A. ea**s** of In**terest**

While ANA has identified program areas of interest for this Funding Opportunity Announcement, funding is not restricted to those listed below.

Social De. elopmen.: Investing in human and social capital to advance the needs of Native Americans while incorporating culturally appropriate activities to enhance tribal, native community, and Alaska Native village goals.

H. man Se*rv*ice*s*: Improving the delivery of social services that invest in human capital.

Communit. Living: D. . . loping and coordinating services to assist people with disabilities by helping them to reach their maximum potential through increased independence, productivity, and integration within the community.

Earl. Childhood Development: Supporting stable and high-quality childhood education programs, creating early childhood education jobs, and improving community-wide planning and coordination of early childhood programs.

Youth Development: Improving the well-being of youth through life skills training, workforce development training, mentoring programs, substance abuse programs, and preventing pregnancies, suicides, and juvenile crime.

Communit. Health: Promoting improved access to care and quality of care through coordinated local and regional approaches, expanding access to healthy food, and supporting environmental health.

Arts and Culture: Developing or enhancing activities that retain or re-establish native culture and arts.

Safety and Security: Developing and enhancing community-based initiatives to protect the community from external threats and reduce insecurity, violence, and crime.

Nutrition and Fitness: Promoting increased knowledge and participation in activities that promote healthy foods, active lifestyles, the reduction of obesity, and other healthy-living habits.

Strengthening Families: Incorporating culturally relevant strategies to strengthen families and promote family preservation, foster child well-being, responsible parenting, and healthy relationship skills.

Marjorie Walker, M.S.W., L.S.W., Social Ser. ices Program Specialist

Attachment E NCOE

Qualit. Improvement, Legislative and Program Polic.

Nevada Division of Child & Famil. Services

Family Programs Office

4126 E. Technology Way, 1st Floor

Carson City, NV 89706

Phone: (775) 684-4422

Fax: (775) 684-4456

**NEW E-MAIL ADDRESS: Marjorie.Walker@dcfs.nv.gov

ADMINISTRATION FOR NATIVE AMERICANS

Hello Friends and Famil. ,

I am pleased to announce that ANA updated and published four Funding Opportunity Announcements (FOAs). These four FOAs are standing and therefore no changes were made to policies, procedures, or evaluation criteria since last year. The Executive Summary identifies the minor changes that were made since last year.

The application due date for all four is January . , .

Funding Opportunity Number	Opportunity Ti.le
HHS-2011-ACF-ANA-NL-0139	Native Language Preservation and Maintenance
HHS-2011-ACF-ANA-NL-0140	Native Language Preservation and Maintenance . Esther Martinez Initiative
HHS-2011-ACF-	

Attachment E NCOE

ANA-NA-0143	Social and Economic Development Strategies
HHS-2011-ACF-ANA-NR-0142	Environmental Regulator. Enhancement

FOAs can be found on ANA's website at http://www.acf.hhs.gov/programs/ana/programs/program_announcements.html. They are also found at www.grants.gov. Applications may be submitted electronically through grants.gov or by mail. ANA strongly encourages applicants to submit electronically through www.grants.gov. Please make sure that you input your application as early as possible to avoid challenges or delays.

Please note that applications received after 4:30 p.m., Eastern Time, on January 31, 2012 will be classified as late and will not be considered in the current competition. Further information on the submission dates and times can be found in the FOA in Section IV.. .

Awards made under the two Native Language FOAs will have a start date of August 1, 2012.

ANA offers pre-application trainings. Pre-Application trainings are designed to provide prospective ANA applicants with nuts and bolts information on the federal application process and the ANA FOAs. To learn more about the training, dates and locations please visit the ANA website at http://www.acf.hhs.gov/programs/ana/tech_assistance/applicant_tta.html.

Remember that in order to apply for or receive ANA grant awards, Tribes and organizations must be registered online with the Central Contractor Registration: https://www.bpn.gov/ccr/. This requirement impacts all Federal Opportunity Announcement awards made after October 1, 2010, including continuation awards. In order to receive Federal funding Tribes and organizations, must:

≠ Be registered in the CCR prior to submitting an application;

≠ Maintain an active CCR registration with current information at all times during which it has an active Federal award or an application under consideration by an agency; and

≠ Provide its DUNS number in each application or plan it submits to the agency. CCR registration must be updated annually and can take up to one month to complete, so complete the registration as soon as possible to avoid possible delays!

If you have questions, please contact the ANA Help Desk at . - 22- 2 2.

Wopila (Thank You),

Attachment E NCOE

Lillian

Lillian A. Sparks
Commissioner
Administration for Native Americans
anacommissioner@acf.hhs.gov

. Let's put our minds together and see what we can build for our children. Chief Sitting Bull, Hunkpapa Lakota

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HHS-2011-ACF-ANA-NA-0143[1].. df
300.

Attachment E NCOE

John Mosle. <johnn. mosle. @gmail.com>

Approved Bylaws 2011

1 message

Marjorie Walker <marjorie.walker@dcfs.nv.gov> Mon, Aug 1, 2011 at 11:22
To: "Norma Davis (ndavis@nevadaurbanindians.org)" <ndavis@nevadaurbanindians.org>, Russell Cook <rcook@nevadaurbanindians.org>
Cc: "Ray Benally NV (raymondbenally@rocketmail.com)" <raymondbenally@rocketmail.com>, Glenn Folkers NV <folksr@prodigy.net>, "Sharonj42@rocketmail.com" <Sharonj42@rocketmail.com>, "John Mosely (johnnymosley@gmail.com)" <johnnymosley@gmail.com>

Attached please find revised B. laws effective 072911. It will need the signature of Glenn and Jud. Folkers and m. self as soon as possible before the audit.

Thank you.

Marjorie Walker, M.S.W., L.S.W., Social Services Program Specialist

Qualit. Improvement, Legislative and Program Polic.

Nevada Division of Child & Famil. Services

Family Programs Office

4126 E. Technology Way, 1st Floor

Carson City, NV 89706

Phone: (775) 684-4422

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Attachment E NCOE

2 attachments

B. Laws Eff 072911.doc
112.

B. Laws Eff 072911 Shows changes.doc
113K

John Mosle. <johnn. mosley@gmail.com>

FW: ANA Announces FY2012 Pre-Application Training Schedule

1 message

Sharon James <sjames@dcfs.nv.gov> Wed, Nov 9, 2011 at 13:23
To: "John Mosely (johnnymosley@gmail.com)" <johnnymosley@gmail.com>, "Norma Davis (davishr@mac.com)" <davishr@mac.com>

Good Afternoon:

For our` information, please insure that NUI is registered.

Thanks,

Sharon James | Statewide Indian Child Welfare Specialist | DCFS - FPO

phone: 775.684.7960 | fax: 775.684.4456

email: sjames@dcfs.nv.gov | website: http://www.dcfs.state.nv.us/

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From: ANA Comments [mailto:anacomments@acf.hhs.gov]
Sent: Wednesday, November 09, 2011 9:58 AM
To: Sharon James
Subject: ANA Announces FY2012 Pre-Application Training Schedule

ADMINISTRATION FOR NATIVE AMERICANS

ANA Announces FY 2012 Pre-Application Training Schedule

ANA is pleased to announce the following pre-application training sessions open to all Tribes and eligible Native non-profit organizations seeking funding from ANA. Pre-Application trainings are designed to provide prospective ANA applicants with "nuts and bolts" information on the federal application process and the ANA FOAs.

While the trainings are offered free of charge to Tribes and eligible Native non-profit organizations, participants are responsible for paying their own travel and per diem costs to attend. Trainings are limited to employees of eligible organizations. Independent grant writers must provide a signed letter on organization stationary with their registration in order to attend. Due to the size of the trainings, registration is limited to two individuals per eligible organization and three individuals per Tribe. Early registration is recommended as trainings are subject to cancellation due to low enrollment.

ANA also offers pre-application electronic technical assistance to prospective ANA applicants through phone, email and fax. To be eligible for pre-application ETA, applicants must have completed 75% of their application. To request electronic TA, please contact the regional T/TA provider or the ANA help desk.

For more information about ANA and resources available, please review ANA's website at: www.acf.hhs.gov/programs/ana

SEDS, Native Language and Environmental Applications Due Januar. 31, 2012			
Region	Location	Training Dates	To Register, click the dates or contact the regional T/TA Provider at the numbers or email below
East	Tulsa, OK Pierre, South Dakota Manchester, New Hampshire Minneapolis, Minnesota	December 6-7, 2011 December 7-8, 2011 December 14-15, 2011 Januar. 4-5, 2012	(888) 221-9686 anaeastern@namsinc.org
West	Reno, Nevada Albuquerque, New Mexico Sacramento	December 7-8, 2011 December 14-	(888) 866-2738 Kesley.edmo@oneneka.com

	Sacramento, California Seattle, Washington	15, 2011 Januar. 10-11, 2012 January 17-18, 2012	
Alaska 	Anchorage Juneau Anchorage	December 13-14, 2011 January 4-5, 2012 January 11-12, 2012	For Dec 13-14 and Jan 4-5th Pre-App: (888) 866-2738 Kesley.edmo@oneneka.com For Januar. 11-12th Pre-App: (888) 221-9686 anaeastern@namsinc.org
Pacific 	Saipan Guam Honolulu, Hawaii American Samoa	November 28-29, 2011 Nov 30- Dec 2, 2011 December 6-8, 2011 December 14-15, 2011	(866)-339-7905 Rosia.tavita@ackco.com

To unsubscribe click here: http://lyris-web.acf.hhs.gov/u?id=2535090O&n=T&l=anamessenger&o=9113523 or send a blank email to leave-9113523-2535090O@lyris.acf.hhs.gov

John Mosle. <johnn. mosley@gmail.com>

RE: ANA Social & Economic Opportunities Grant #0143 Due date 04/01/12

1 message

Sharon James <sjames@dcfs.nv.gov> Tue, Nov 8, 2011 at 12:11
To: Marjorie Walker <marjorie.walker@dcfs.nv.gov>, "Ray Benally NV (raymondbenally@rocketmail.com)" <raymondbenally@rocketmail.com>, ROBIN YNACAY-NYE <RYNACAYNYE@dwss.nv.gov>, Glenn Folkers NV <folksr@prodigy.net>, "John Mosely (johnnymosley@gmail.com)" <johnnymosley@gmail.com>, "Dan J. Olsen" <Dan.Olsen@dhcfp.nv.gov>

Ms. Marjorie Walker:

Thank you!

We appreciate your time and hope that you will continue to provide technical assistance and serve as an advisor by participating in the second circle of Nevada Urban Indians (NUI). In addition, your historical perspective on NUIs` fiscal and management of the agency is needed to bring our new board members up to par. We need to understand what happened in the past so that we can move forward to the future. Grant opportunities such as this should never be overlooked and actually our Interim Executive Director and staff are researching the possibilities.

With much respect and kind regards,

Sharon James | Statewide Indian Child Welfare Specialist | DCFS - FPO

phone: 775.684.7960 | fax: 775.684.4456

email: sjames@dcfs.nv.gov | website: http://www.dcfs.state.nv.us/

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error, please notif. the sender immediately, delete the message and destroy any hard copies printed.

From: Marjorie Walker
Sent: Tuesday, November 08, 2011 12:05 PM
To: Sharon James; Ray Benally NV (raymondbenally@rocketmail.com); ROBIN YNACAY-NYE; Glenn Folkers NV; John Mosely (johnnymosley@gmail.com); Dan J. Olsen
Subject: ANA Social & Economic Opportunities Grant #0143 Due date 04/01/12

Here is a grant NUI should apply for either in community health for expanding services to Carson City or building the capacity for the mental health program . yes there is a 20% match requirement but you can easily meet it or request a waiver to avoid it. Due date: 04/01/12 – this could help with the shortfall for the Carson Office or the areas where the diabetes grant was short funded.

Eligibility: Eligible applicants include Federally recognized Indian Tribes; consortia of Indian Tribes; incorporated non-Federally recognized Tribes; incorporated non-profit, multi-purpose, community-based Indian organizations; urban Indian centers;

P. ogram Areas of Interest

While ANA has identified program areas of interest for this Funding Opportunity Announcement, funding is not restricted to those listed below.

Social Development: Investing in human and social capital to advance the needs of Native Americans while incorporating culturally appropriate activities to enhance tribal, native community, and Alaska Native village goals.

Human Services: Improving the delivery of social services that invest in human capital.

Communit. Living: Developing and coordinating services to assist people with disabilities by helping

.hem to reach their maximum potential through increased independence, productivity, and integration within the community.

Earl. Childhood Development: Supporting stable and high-quality childhood education programs, creating early childhood education jobs, and improving community-wide planning and coordination of early childhood programs.

Youth Development: Improving the well-being of youth through life skills training, workforce development training, mentoring programs, substance abuse programs, and preventing pregnancies, suicides, and juvenile crime.

Community Health: Promoting improved access to care and quality of care through coordinated local and regional approaches, expanding access to healthy food, and supporting environmental health.

Arts and Culture: Developing or enhancing activities that retain or re-establish native culture and arts.

Safety and Security: Developing and enhancing community-based initiatives to protect the community from external threats and reduce insecurity, violence, and crime.

Nutrition and Fitness: Promoting increased knowledge and participation in activities that promote healthy foods, active lifestyles, the reduction of obesity, and other healthy-living habits.

Strengthening Families: Incorporating culturally relevant strategies to strengthen families and promote family preservation, foster child well-being, responsible parenting, and healthy relationship skills.

Marjorie Walker, M.S.W., L.S.W., Social Services Program Specialist

Qualit. Improvement, Legislative and Program Policy

Nevada Division of Child & Famil. Services

Family Programs Office

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**NEW E-MAIL ADDRESS: Marjorie.Walker@dcfs.nv.gov

ADMINISTRATION FOR NATIVE AMERICANS

Hello Friends and Famil. ,

I am pleased to announce that ANA updated and published four Funding Opportunity Announcements (FOAs). These four FOAs are standing and therefore no changes were made to policies, procedures, or evaluation criteria since last year. The Executive Summary identifies the minor changes that were made since last year.

The application due date for all four is January 31, 2012.

Funding Opportunity Number	Opportunity Title
HHS-2011-ACF-ANA-NL-0139	Native Language Preservation and Maintenance
HHS-2011-ACF-ANA-NL-0140	Native Language Preservation and Maintenance . Esther Martinez Initiative
HHS-2011-ACF-ANA-NA-0143	Social and Economic Development Strategies

HHS-2011-ACF-ANA-NR-0142	Environmental Regulator. Enhancement

FOAs can be found on ANA's website at http://www.acf.hhs.gov/programs/ana/programs/program_announcements.html. They are also found at www.grants.gov. Applications may be submitted electronically through grants.gov or by mail. ANA strongly encourages applicants to submit electronically through www.grants.gov. Please make sure that you input your application as early as possible to avoid challenges or delays.

Please note that applications received after 4:30 p.m., Eastern Time, on January 31, 2012 will be classified as late and will not be considered in the current competition. Further information on the submission dates and times can be found in the FOA in *Section IV.3.*

Awards made under the two Native Language FOAs will have a start date of August 1, 2012.

ANA offers pre-application trainings. Pre-Application trainings are designed to provide prospective ANA applicants with nuts and bolts information on the federal application process and the ANA FOAs. To learn more about the training, dates and locations please visit the ANA website at http://www.acf.hhs.gov/programs/ana/tech_assistance/applicant_tta.html.

Remember that in order to apply for or receive ANA grant awards, Tribes and organizations must be registered online with the Central Contractor Registration: https://www.bpn.gov/ccr/. This requirement impacts all Federal Opportunity Announcement awards made after October 1, 2010, including continuation awards. In order to receive Federal funding Tribes and organizations, must:

- Be registered in the CCR prior to submitting an application;
- Maintain an active CCR registration with current information at all times during which it has an active Federal award or an application under consideration by an agency; and
- Provide its DUNS number in each application or plan it submits to the agency. CCR registration must be updated annually and can take up to one month to complete, so complete the registration as soon as possible to avoid possible delays!

If you have questions, please contact the ANA Help Desk at 877-922-9262.

Wopila (Thank You),

Lillian

Lillian A. Sparks
Commissioner
Administration for Native Americans
anacommissioner@acf.hhs.gov

"Let's put our minds together and see what we can build for our children." Chief Sitting Bull, Hunkpapa Lakota

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Attachment E NCOE

John Mosle. <johnn. mosle. @gmail.com>

Revised Handbook Policy

1 message

Marjorie Walker <marjorie.walker@dcfs.nv.gov> Mon, Aug 1, 2011 at 11:57
To: "Norma Davis (ndavis@nevadaurbanindians.org)" <ndavis@nevadaurbanindians.org>, Russell Cook <rcook@nevadaurbanindians.org>
Cc: "Ra. Benally NV (raymondbenally@rocketmail.com)" <raymondbenally@rocketmail.com>, Glenn Folkers NV <folksr@prodigy.net>, "Sharonj42@rocketmail.com" <Sharonj42@rocketmail.com>, "John Mosely (johnnymosley@gmail.com)" <johnnymosley@gmail.com>

Attached please find the updated board handbook.

Russell, this ma. need re-formatting to fit . our polic. format. Also needs signature cover page.

Thanks

Marjorie Walker, M.S.W., L.S.W., Social Services Program Specialist

Qualit. Improvement, Legislative and Program Polic.

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N Handbook Approved Change 072911.doc

Attachment E NCOE 152.

From: Marjorie Walker
To: Ray Benally NV (raymondbenally@rocketmail.com); Glenn Folkers NV; Sharonj42@rocketmail.com; John Mosely
Cc: Norma Davis (davishr@mac.com); Norma Davis (ndavis@nevadaurbanindians.org)
Subject: July 19 On-site Review
Date: Tuesday, July 19, 2011 1:31:28 PM

Just a reminder that today is the onsite I.H.S. facility review of the agency. The upcoming program audit is the second week of August.

Marjorie Walker, M.S.W., L.S.W., Social Services Program Specialist
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No virus found in this message.
Checked by AVG - www.avg.com
Version: 2012.0.1901 / Virus Database: 2109/4708 - Release Date: 12/28/11

From: Marjorie Walker
To: Ray Benally NV (raymondbenally@rocketmail.com); Glenn Folkers NV; John Mosely; Sharonj42@rocketmail.com
Cc: Norma Davis (ndavis@nevadaurbanindians.org)
Subject: Legislative Info: AB564 and Non-Profit Corporations
Date: Thursday, June 09, 2011 11:51:08 AM
Attachments: AB564_EN Non-profits and available technology.pdf

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FYI – The Legislature approved AB 564 regarding non-profits and use of available technology, such as video conferencing, teleconferencing, and any other use of media as communication, in the course of conducting business (meetings). This law affects Chapter 82 of the Nevada Revised Statutes on non-profit agencies. The bill also requires that certain terms, such as "written," to be defined in regulation (Nevada Administrative Code). This is not a major change since the deleted section read: **[**by means of a telephone conference or similar methods of communication by which all persons participating in the meeting can hear each other.**]**, but rather a clarification and expansion of the use of electronic media. The bill becomes effective 10/01/11.

Bill description: AN ACT relating to business associations; authorizing the Secretary of State to adopt regulations to define certain terms to allow certain corporations, associations, organizations, partnerships and other entities to carry out their powers and duties using the most recent technology available; providing that certain meetings of corporations may be conducted through the use of available technology; authorizing the Secretary of State to develop and make available a model operating agreement for use by limited-liability companies; and providing other matters properly relating thereto.

Thanks

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Version: 2012.0.1901 / Virus Database: 2109/4708 - Release Date: 12/28/11

From: Sharon James
To: "Norma Davis (ndavis@nevadaurbanindians.org)"; "Ray Benally NV (raymondbenally@rocketmail.com)"; "Glenn Folkers NV"; Marjorie Walker; "John Mosely"
Subject: National Indian Health Board Conference Information
Date: Thursday, June 30, 2011 8:43:59 AM

Good Morning Everyone: After attending the Indian Health Service (IHS) Conference in Tempe last week I think that it is essential that our board participate and gain knowledge in these types of trainings. We met so many key folks and not only did we network but we gained a greater understanding of the IHS health care system and current Tribal/urban issues (i.e., RPMS, Medicaid, incentives, funding, and federal regulations.) NUI is not viewed with so much negativity now that we presented professionally and spoke with IHS representatives and other urban programs as well. Coming from a strength based perspective, we were able to answer questions and speak of the positive growth the agency has experienced in the last year. We must be able to "talk the talk." I am willing once again to take annual leave to represent NUI if the board considers this training as an opportunity for us to forge ahead and become a model urban Indian organization. If our budget allows, this conference would be excellent for us to attend and here is the link for more information.

http://www.nihb.org/communications/acc_2011.php

Registration:
$400 until September 9, 2011
$475 after September 9, 2011

2011 Exhibitor Application Form (PDF)

2011 ACC Sponsorship Packet (PDF)

Host Hotel:
Marriot Anchorage Downtown, (907) 279-8000, $139 plus tax
Reference: NIHB 2011 Annual Consumer Conference

Airline:
Alaska Airlines, Discount Code ECMG24

Health, Hope, and Heroes:
Using the Foundations of Tribal Values and Knowledge to Advance Native Health

Major Agenda Topics:

- Medicare/Medicaid
- Youth Suicide Prevention
- Health Care Reform Implementation
- Behavioral Health
- Health Information Technology and Electronic Medical Records
- State/Tribal Relations
- Public Health

Other Activities May Include:

- Multiple Federal Tribal Consultations: Health Resources and Services Administration confirmed on September 26, 2011
- Cultural Night, September 28, 2011, hosted by the Alaska Native Health Board
- Health Information Technology and Electronic Medical Record Marketplace

Sharon James
Statewide Indian Child Welfare Act Specialist & ICPC/Adoption Programs Support
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Version: 2012.0.1901 / Virus Database: 2109/4708 - Release Date: 12/28/11

From:	Marjorie Walker
To:	"Ray Benally NV (raymondbenally@rocketmail.com)"; "Glenn Folkers NV"; "Sharonj42@rocketmail.com"; "John Mosely"
Cc:	"Norma Davis (davishr@mac.com)"; "Norma Davis (ndavis@nevadaurbanindians.org)"; "Linda Fecteau"
Subject:	Recall: Update: Diabetes Grant Finding
Date:	Wednesday, July 27, 2011 1:18:09 PM

Marjorie Walker would like to recall the message, "Update: Diabetes Grant Finding".

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Checked by AVG - www.avg.com
Version: 10.0.1390 / Virus Database: 1518/3792 - Release Date: 07/27/11

From: Marjorie Walker
To: Ray Benally NV (raymondbenally@rocketmail.com); Glenn Folkers NV; Sharonj42@rocketmail.com; Sharon James; John Mosely
Cc: Norma Davis (davishr@mac.com)
Subject: Recruitment Action Plan
Date: Monday, July 18, 2011 2:34:35 PM
Attachments: NUI BOD Recruitment Action Plan.doc

Attached please find a draft action plan for your review and approval at the next meeting. NUI agreed to provide a plan regarding the BOD and an advisory committee in March 2011 as part of the I.H.S. packet.

Thanks

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Checked by AVG - www.avg.com
Version: 10.0.1390 / Virus Database: 1516/3766 - Release Date: 07/15/11

From: Marjorie Walker
To: Ray Benally NV (raymondbenally@rocketmail.com); Glenn Folkers NV; Sharonj42@rocketmail.com; John Mosely
Cc: Norma Davis (davishr@mac.com); Norma Davis (ndavis@nevadaurbanindians.org); Linda Fecteau
Subject: Update: Diabetes Grant Finding
Date: Wednesday, July 27, 2011 1:17:04 PM

Here is the latest financial finding regarding the Diabetes Grant I.H.S. Funding 2010-11
Grant period 04/01/10 to 03/31/11
Not a State Grant

Daphne Emm said that the agency had received an extension from I.H.S. to apply for this grant. This was about the time that she, Dr. Thomas and Linda Fecteau went to Washington D.C. There is a letter she wrote sometime in November (?) requesting a no-cost extension.

Apparently Daphne sent in a poorly written application in September that was denied. There is a Notice of Grant Award letter sent to Daphne that the agency did not apply for the Diabetes grant in a timely manner and was not awarded any funds for the above fiscal year 04/01/10 through 03/31/11. The grant amount was $201,351 for the last fiscal year.

The Diabetes grant pays for these salaries/services:
½ Dr. Thomas's fee
LPN position
Management assistant
RPMS management assistant
Public Information Officer
Portion of Fiscal and ED

However, Daphne continued this non-existent program through using the agency's private Investment CD monies. The same created fund that Weed and Seed was paid from. The Board was not informed of these actions nor did the Board knowingly approve of using the Investment CD money for this purpose. This account balance is now …..??quite small?

The agency did receive an I.H.S. Diabetes grant for upcoming fiscal year 04/01/11 through 03/31/12. The Fiscal Officer will provide an update by Friday on this latest unbelievable finding.

Audit Question: Was this grant audited in this last review? If not, why not? How did we just find out about it now?

Thanks

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