



2018 ANNUAL REPORT



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United South and Eastern Tribes (USET)

USET Sovereignty Protection Fund (USET SPF)

USET Community Development Financial Institution (USET CDFI)

8

USET Programs & Services

NATION REBUILDING

UPHOLD, PROTECT, & ADVANCE SOVEREIGNTY

LEADERSHIP DEVELOPMENT

20

USET Organizational Infrastructure & Capacity

ORGANIZATIONAL DEVELOPMENT

ENTERPRISE & SUBSIDIARY DEVELOPMENT

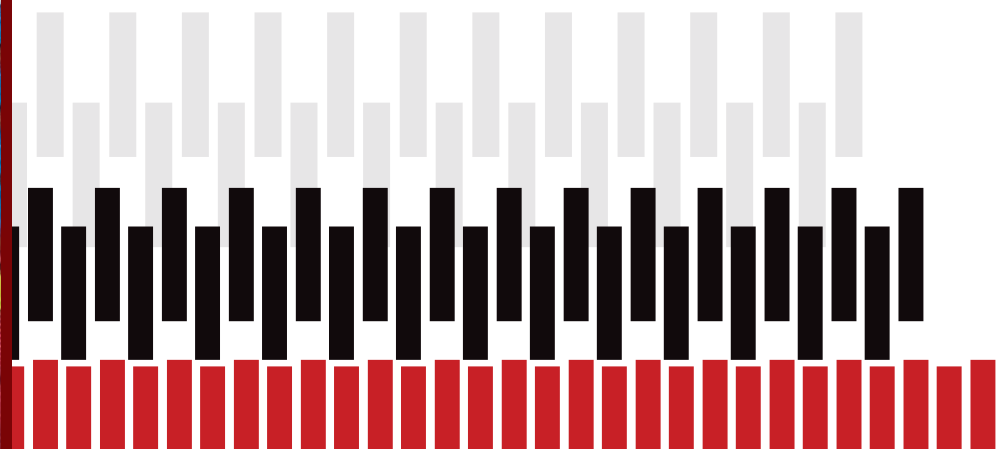
USET CDFI INCORPORATED

22

USET SPF Strategic Goals & Objectives

COMPREHENSIVE POLICY & LEGISLATIVE AFFAIRS AGENDA

STRATEGIC PARTICIPATION IN LITIGATION



United South and Eastern Tribes (USET)

Established in 1969, the United South and Eastern Tribes, Inc. (USET) is a non-profit, inter-Tribal organization representing twenty-seven (27) federally recognized Tribal Nations, from Maine to Florida to Texas. USET is dedicated to enhancing the development of Tribal Nations, improving the capabilities of Tribal governments, and improving the quality of life for Indian people through a variety of technical and supportive programmatic services.



USET Sovereignty Protection Fund (USET SPF)

Established in 2014, the USET Sovereignty Protection Fund (USET SPF) is a non-profit, inter-Tribal organization representing twenty-seven (27) federally recognized Tribal Nations, from Maine to Florida to Texas. USET SPF is dedicated to promoting, protecting, and advancing the inherent sovereign rights and authorities of Tribal Nations and in assisting its membership in dealing effectively with public policy issues.

USET Community Development Financial Institution (USET CDFI)

The USET Community Development Financial Institution (CDFI) was established in 2016 as an affiliate organization of United South and Eastern Tribes (USET). As part of an effort to build an economic development programmatic core competency, the USET CDFI was created to assist its member Tribal Nations in strengthening their economies. Specifically, the USET CDFI was created in direct response to the lack of access to capital for Tribal Nation economic development and community infrastructure projects within the USET region. USET CDFI's focused lending to Tribal Nations – including Tribal enterprises – will prepare Tribal Nations for mainstream financing options that will lead to more strategic investment of community projects and spark job growth. The overarching purpose of the USET CDFI is to administer assistance and opportunities to USET member Tribal Nations as they develop economic development opportunity and community development investments that strengthen Tribal sovereignty and build healthy Tribal economies. While still in its formative stage, the USET CDFI is currently putting in place the necessary and required foundation and infrastructure.

Tribal Health Solutions Group (THSG)
Medical Coding, Billing, Claims

USET Community Development Financial Institution (USET CDFI)
Development Services, Revolving Loans for Tribal Enterprises

USET Sovereignty Protection Fund (USET SPF)
Policy, Advocacy, Education

United South and Eastern Tribes (USET)
Programmatic Service and Technical Support

Calumet
Tennessee
Incorporated For Profit Corporation

SPEAKING OUR TRUTH



FROM USET/
USET SPF
PRESIDENT
KIRK FRANCIS

*"Inadequate funding to Indian Country needs to be viewed as **UNFILLED TRUST** and treaty obligations and should not be vulnerable to year to year "discretionary" decisions by appropriators. Further, this budget presented by the Trump Administration **FAILS** to reflect a prioritization of these **trust/treaty obligations** and the related promises that are at the **CORE** of our special/ unique relationship."*

House FY2019 Budget Tribal Witness Days Testimony
March 2018

*"It is no secret that our people have been waiting hundreds of years for the United States to keep its word; to live up to the agreements forged in the exchange of **resources** that are the bedrock of this nation's **strength** and **power**. When this day finally arrives—and we will not stop until it does—**Tribal Nations** and the United States will be able to move forward with a relationship **rooted** in **DIPLOMACY** and mutual respect for each other's inherent **sovereign rights** and authorities."*

USET SPF 2018 Impact Week, Opening Remarks
February 2018

*"We have the **POWER** to do better as a **collective society** should we choose not to normalize discord; should we choose common **decency over politics**; should we find the **COURAGE** to lead with **empathy, COMPASSION**, and **LOVE**; should we find the strength to exemplify our convictions in our daily lives; should we recognize the greater law of universal **justice** and **righteousness**; and should we decide to recognize that we are all **CHILDREN OF THE CREATOR** and that we are all related."*

Current Crisis of Diminishing Civility,
Compassion, and Decency, Press Release
July 2018

"Let us **REAWAKEN** to the **TRUTH** that we share a common responsibility to one another, that division is diametrically opposite to the vision of America's founding ideals and aspirations, and that there is exponentially more good that comes from **UNITY**."

Current Crisis of Diminishing Civility, Compassion, and Decency, Press Release
July 2018

"We struggle with a system that seeks to hide these roots [of injustice and intolerance], to hide these **TRUTHS**, in an effort to **preserve** and **reinforce** a **revisionist history** that conceals the atrocities and reinforces its myths...an effort that attempts to dismiss these acts as acceptable and inevitable casualties in the march toward **manifest DESTINY**."

USET SPF 2018 Impact Week, Opening Remarks
February 2018

"We must assert our inherent **sovereign authorities** and **RIGHTS** in order to provide for the **well-being** of our citizens and the preservation of our lands; we must create a better 21st century nation-to-nation **TRUST** relationship; and we must **improve** the lives of our citizens, **STRENGTHEN** our economies, **protect** our cultures and traditions, and **preserve** the lands and waters, because our **Creator** has bestowed us with this sacred **responsibility**."

USET SPF Native American
Month Statement
November 2018

"I want to pause and acknowledge all of you, our USET family, and express my deep **admiration** and **respect** for all that you do to rebuild our **TRIBAL NATIONS** after centuries of paternalistic and shameful federal Indian policies... to **promote, protect, and defend** our inherent **sovereign rights** and **authorities**... to protect our **children**, our **elders**, our **communities**... to protect our way of life and all that we hold sacred... and to ensure our continued **PERSEVERANCE** and **prosperity** as a people."

USET SPF 2018 Impact Week Opening Remarks
February 2018

"These are challenging times...times that test our **resolve** and **determination**, but I am confident that each and every one of you has been called for this moment. It is imperative that we recognize the weight of this moment. We must move forward with the **STRENGTH** and **wisdom** instilled in each and every one of us by those who came before us. Each and every one of you carry the **spirit** and **determination** of our ancestors who ensured that we would **PERSEVERE** as a people."

Mashpee Lands Protection Walk/Washington D.C. Remarks
November 2018

EXECUTIVE OFFICERS



B. Cheryl Smith
Treasurer

*Chief, Jena Band of
Choctaw Indians*

Cheryl Smith was elected Chief in 2010 and has spent her professional career working in various capacities for the Jena Band of Choctaw Indians, including as a member of Tribal Council from 1975 until 1998, and 2004 through 2010.

Kirk Francis
President

*Tribal Chief,
Penobscot Indian
Nation*

Kirk Francis has served as Chief of the Penobscot Indian Nation since 2006 and holds the distinction of being the Nation's longest-serving Chief since the electoral system began in 1850. Prior to becoming USET President, he served as Treasurer.

Robert McGhee
Vice-President

*Vice-Chairman,
Poarch Band of Creek
Indians*

Robert "Robbie" McGhee serves as the Vice Chairman of the Poarch Band of Creek Indians Tribal Council and has been an advocate for Native American issues at all levels of government.

Lynn Malerba
Secretary

*Chief, Mohegan
Tribe of Indians of
Connecticut*

Chief Mutawi Mutahash "Lynn" Malerba became the 18th Chief of the Mohegan Tribe of Connecticut in August of 2010, which is a lifetime appointment, and is the first female Chief in the Tribal Nation's modern history.

BOARD OF DIRECTORS

Alabama-Coushatta Tribe of Texas

JoAnn Battise, Chairwoman
Ronnie Thomas, Vice-Chairman

Aroostook Band of Micmacs

Edward Peter-Paul, Tribal Chief
Richard Silliboy, Vice-Chief

Catawba Indian Nation

William Harris, Chief
Jason Harris, Assistant Chief

Cayuga Nation

Clint Halftown, Nation Representative
Sharon LeRoy, Nation Secretary

Chitimacha Tribe of Louisiana

Melissa Darden, Chairman
April Wyatt, Vice-Chairman

Coushatta Tribe of Louisiana

David Sickey, Chairman
Crystal Williams, Secretary-Treasurer

Eastern Band of Cherokee Indians

Richard Sneed, Principal Chief
Adam Wachacha, Tribal Council Chairman

Houlton Band of Maliseet Indians

Clarissa Sabattis, Tribal Chief
Crystal Tucker, Tribal Councilwoman

Jena Band of Choctaw Indians

B. Cheryl Smith, Tribal Chief
Lillie Williamson, Council Member

Mashantucket Pequot Tribal Nation

Rodney Butler, Chairman
Crystal Whipple, Vice-Chairwoman

Mashpee Wampanoag Tribe

Cedric Cromwell, Chairman
Jessie "Little Doe" Baird, Vice-Chairwoman

Miccosukee Tribe of Indians of Florida

Billy Cypress, Chairman
Petties Osceola Jr., Lawmaker

Mississippi Band of Choctaw Indians

Phyliss Anderson, Chief
Hilda Nickey, Vice-Chief

Mohegan Tribe of Indians of Connecticut

R. James Gessner, Interim Chairman

Narragansett Indian Tribe

Anthony Dean Stanton, Chief Sachem
Cassius Spears Jr., First Councilman

Oneida Indian Nation

Ray Halbritter, Nation Representative
Brian Patterson, Bear Clan Council Member

Pamunkey Indian Tribe

Robert Gray, Chief
Bradby Brown, Vice-Chief

Passamaquoddy Tribe at Indian Township

William Nicholas, Tribal Chief
Leslie Nicholas, Vice-Chief

Passamaquoddy Tribe at Pleasant Point

Marla Dana, Tribal Chief
Elizabeth "Maggie" Dana, Vice-Chief

Penobscot Indian Nation

Mark Sockbeson, Vice-Chief
Lee Francis, Tribal Council Member

Poarch Band of Creek Indians

Stephanie Bryan, Tribal Chairwoman
Robert McGhee, Vice-Chairman

Saint Regis Mohawk Tribe

Eric Thompson, Tribal Chief
Beverly Cook, Tribal Chief

Seminole Tribe of Florida

Marcellus Osceola, Chairman
Jim Shore, General Counsel

Seneca Nation of Indians

Richard Armstrong Sr., President
Matthew Pagels, Treasurer

Shinnecock Indian Nation

Charles K. Smith II, Chairman
Randy King, Vice-Chairman

Tunica-Biloxi Tribe of Louisiana

Marshall Pierite, Chairman
Marshall Ray Sampson Sr., Vice-Chairman

Wampanoag Tribe of Gay Head (Aquinnah)

Cheryl Andrews-Maltais, Chairwoman
Richard Randolph, Vice-Chairman

Leadership as of 2/12/19 publication date.



NATION REBUILDING

USET PROGRAMS & SERVICES



Alabama-Coushatta Tribe of Texas Keeps the Stickball Tradition Alive

The Alabama-Coushatta Tribe of Texas (ACOT) hosted their 7th annual stickball tournament on October 12-13. Six Tribal Nations sent 175 players to compete at the tournament on co-ed teams. As one of USET's Good Health and Wellness in Indian Country (GHWIC) sub-awardees, one of ACOT's selected health priorities is to encourage physical activities for Tribal citizens of all ages. This year's tournament was partly funded by the GHWIC project. Kinta Way from Mississippi Band of Choctaw Indians won the tournament.



Six teams participated in this year's stickball tournament.



Children's exhibition at Alabama-Coushatta's annual stickball tournament.

USET Tribal Climate Resilience Program

The USET Tribal Climate Resilience Program, funded by the Bureau of Indian Affairs Tribal Resilience Program (BIA-TRP), provides climate information and technical support to Tribal Nations for adaptation planning. USET's Tribal Climate Science Liaison, Dr. Casey Thornbrugh, a citizen of the Mashpee Wampanoag Tribe, works in partnership with the US Department of Interior Northeast and Southeast Climate Adaptation Science Centers (NE-SE CASCs) to bring climate change adaptation resources and information to Tribal Nations. Five site visits were conducted along with a writing workshop and Climate Change Adaptation Workshop. Key issues from Tribal Nations include more technical support for climate vulnerability assessments and adaptation plans.



Mashpee Wampanoag Youth learn about sea level rise and build models for resilient coastal Tribal communities.



"The Climate Adaptation Planning Writing Retreat was a wonderful opportunity for Tribal environmental professionals to share the ideas, issues and challenges facing our communities. We were able to come together to discuss strategies and lend our different areas of expertise to one another as we all work towards finding solutions to help our communities adapt to the changing environment."

- Beckie Finn, Environmental Programs Coordinator,
Natural Resources Department,
Wampanoag Tribe
of Gay Head (Aquinnah)

"The United South and Eastern Tribes (USET) is engaging the CDC's Good Health and Wellness in Indian Country project with wise and experienced leadership, and commits a seasoned, dedicated, and professional Public Health staff to the task of ensuring programs are implemented diligently. Throughout the project period, now in its fifth of five years, USET has set a high bar of excellence in the provision of technical assistance to their sub-awardees, frequent technical assistance using a mix of phone, webinar, and in-person site visits, and careful stewardship of funds dedicated to accomplishing sustainable public health changes in Tribal communities. From the perspective of a Project Officer, it is a joy and pleasure to work alongside USET to accomplish the work they have prioritized with input from their constituent Tribes."

-Larry Alonso, Senior Project Officer, Centers for Disease Control and Prevention

Economic Development Enterprise Training

Enterprises are the engine of growth for many Native communities. With the understanding that Native American businesses face a unique set of challenges and that they can own a different set of advantages, USET Economic Development worked with partners to provide training that showed how Tribal businesses can succeed and bring economic benefits to communities. Training topics included critical Nation Building foundational elements that can provide a comparative advantage, identifying a strategic approach to build Tribal enterprises with a competitive advantage, growing and sustaining enterprises, and many others that sought to take Tribal enterprises to the next level. Participants grasped the context of all the workshop modules and saw how each fit to help Tribal Leaders pursue and reach their business goals.



Economic Development and Entrepreneurship Committee members learn how to incorporate educational opportunities and foster entrepreneurship in local communities.



Members of the Economic Development and Entrepreneurship Committee visit Seneca Indian Nation's bison operation.

NATION REBUILDING

USET PROGRAMS & SERVICES



"The Saint Regis Mohawk Tribe would like to extend our gratitude to USET for offering and providing us with assistance to move forward with certifications of two of the five operators we have on staff. Also for offering the Tribal Utility Summit each year so our operators can update their CEUs and learn about new and upcoming issues."

- Shawn Martin, Saint Regis Mohawk Tribe



Mohegan Tribe Safety Staff demonstrate proper technique for confined space entry.

Water Equals Life: The Importance of Utilities

The Mohegan Tribe of Connecticut hosted the ninth annual Tribal Utility Summit (TUS) at the Mohegan Sun Resort and Casino. Within USET member Tribal Nations, 41 water and wastewater facilities provide safe drinking water and clean water for their citizens 365 days a year, 24/7. The TUS provided training to Operators on safety, process control and optimization, electrical, inventory control and planning, confined space, chemical treatment, reporting, and operations and maintenance. The Drinking Water Contest resulted in the first-ever tie for first place, with the Mashantucket Pequot Tribal Nation and the Seminole Tribe of Florida's Brighton Facility sharing the honor. Participants included 40 Operators representing 14 Tribal Nations, and representatives from the Indian Health Service and US Environmental Protection Agency.



A team of Water and Wastewater Operators determine their response to a question during Wastewater Jeopardy at the Tribal Utility Summit.

The Saint Regis Mohawk Tribal Utility held their second annual Water Day Celebration in May. To spread awareness in areas of water conservation, sustainable water use practices, and careers in the utility field, students from the Salmon River High School toured the Tribal Water Treatment Plant and spoke with Water and Wastewater Operators. Along with an in-depth explanation of water and wastewater treatment, the high school Juniors and Seniors left with a better understanding of the job and challenges of a Water Operator. These students are studying Advanced Placement Biology, General Chemistry, and Environmental Science. With the aging workforce in the utilities field, it is important to enlighten young adults about this type of career opportunity. The event was a team effort, coordinated with the Salmon River High School, Saint Regis Mohawk Tribal Utility, and USET Technical Assistance Program.



The Tribal Panel participates in the question and answer session following their presentation at the 2018 Water Environment Federation Technical Exhibition and Conference.

Environmental Advocacy

USET Senior Project Coordinator Steve Terry was a guest speaker at the 2018 Water Environment Federation Technical Exhibition and Conference in New Orleans, LA, in October. More than 20,000 attended this international symposium, with about 2,000 international participants from 80 countries. As a presenter on “The Value of Water and the United Nations Sustainable Development Goal” panel, Steve discussed USET’s drinking water technical assistance program and the significance of water and wastewater treatment to fulfill cultural imperatives of environmental stewardship by providing safe drinking water and clean water to American Indian Reservations.

USET Senior Project Coordinator Steve Terry attended the National Capacity Development and Operator Certification Workshop in Indianapolis, IN, in August. Steve advocated for the USET Certification Program and presented on “Operating a Utility like a Business” as part of the Tribal session for Managerial Capacity. This was the first Tribal session at this national meeting for states and Tribal Nations.

USET Senior Project Coordinator Steve Terry participated in an invitation-only National Water Sector Workforce Convening in Alexandria, VA, in November. More than one-third of the current workforce of certified drinking water and wastewater operators are expected to retire in the next 5 years. This 2-day brainstorming session focused on what utilities, national organizations, Tribal Nations, and states can do to recruit, train, and maintain the next generation of certified operators. The event was hosted by American Water Works Association, Association of Metropolitan Water Agencies, US Environmental Protection Agency, Water Environment Federation, National Association of Clean Water Agencies, and The Water Research Foundation.



Representatives from Tribal Nations, states, utilities, and national organizations listen and participate in the National Water Sector Workforce Convening.



“USET Certification Program participation in the Capacity Development and Operator Certification Workshop meeting in Indianapolis provided an appropriate foundation for interaction with the federal government, examination providers and our peers in the Tribal and state certification arena. We intend this to be our first step in participation, ultimately leading to USET Certification Program membership in the Association of State Drinking Water Administrators (ASDWA).”

- Michael Bolt, Eastern Band of Cherokee Indians

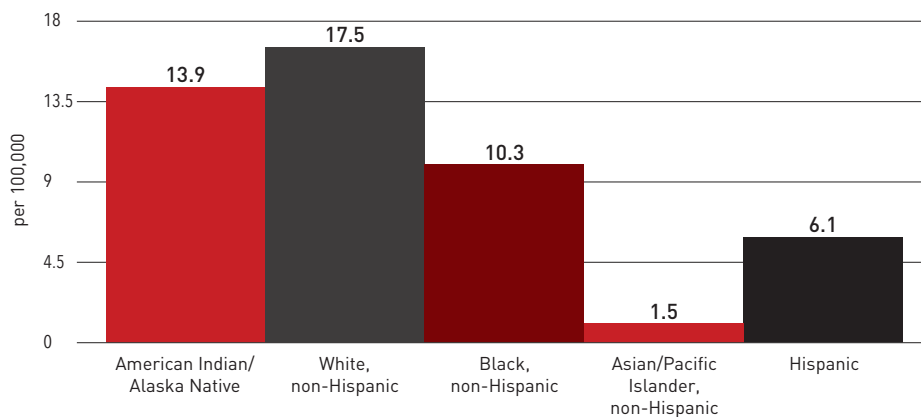
NATION REBUILDING

USET PROGRAMS & SERVICES

USET Continues to Support Member Tribal Nations in Addressing Opioid and Substance Misuse

Once again, 2018 saw widespread devastation from the misuse of opioids and other substances. According to 2016 data from the Centers for Disease Control and Prevention, American Indians and Alaska Natives (AI/ANs) fatally overdosed on opioids at a rate of 13.9 per 100,000, which was second only to the white, non-Hispanic rate.¹ Among these AI/AN deaths, 47% were due to prescription opioids.² USET continues to support Tribal Nations in the battle to address the substance misuse epidemic. For the 2019 fiscal year, USET secured more than \$1.6 million in funding to work with Tribal Nations on identifying potential data sources, treatment protocols, and prevention efforts. All USET Tribal Nations will be invited to participate in learning and funding opportunities.

Age-Adjusted Opioid Overdose Mortality rates by Race United States, 2016



2018 Annual Surveillance Report of Drug-Related Risks and Outcomes - United States.
Surveillance Special Report. Centers for Disease Control and Prevention.

One of the primary goals of this work is to share best practices among Nations. As an example, at USET's Annual Meeting, the Eastern Band of Cherokee Indians and Penobscot Nation shared their initiatives for a syringe exchange program and a Healing to Wellness Court. Both programs are proving very successful.

Advocacy

USET staff continue to talk with federal agency partners about Tribal set-asides in any and all funding opportunities. This advocacy resulted in the Substance Abuse and Mental Health Services Administration (SAMHSA) releasing a separate Tribal Opioid Response grant. The prescription drug task force met as a cross-committee group at the USET Annual Meeting to continue the discussion and a full day is planned for the group to meet once again at Impact Week in March 2019. Opioid program and policy updates are provided each month during Health Director conference calls.



Rhonda Decontie, Penobscot Indian Nation; Vickie Bradley, Eastern Band of Cherokee Indians; and Kate Grismala, USET, present promising practices for opioid abuse prevention to the USET Board of Directors.

¹ Centers for Disease Control and Prevention. 2018 Annual Surveillance Report of Drug-Related Risks and Outcomes — United States. Surveillance Special Report. Centers for Disease Control and Prevention, U.S. Department of Health and Human Services. Published August 31, 2018. Accessed January 30, 2019 from <https://www.cdc.gov/drugoverdose/pdf/pubs/2018-cdc-drug-surveillance-report.pdf>.

² IBID. Percentage calculated by USET Epidemiologists.

The Hepatitis C Epidemic

As an unintended consequence of the opioid epidemic, USET Tribal Nations have seen an unprecedented increase in the number of hepatitis C cases caused by intravenous drug use.

The facts:

- There are more than 1000 positive hepatitis C cases in the USET area.
- There have been more than 200 new cases in the past 2 years.
- The most common mode of transmission for new diagnoses in Indian Country is sharing needles.

USET and area Tribal Nations are engaged in efforts including:

- Providing education and technical assistance on best practices for treatment and prevention.
- Sharing information among Tribal Nations about successful programs such as safe needle exchanges.
- Mentoring clinicians on new treatment protocols and drug procurement programs.

USET held a 2-day clinical training that focused on the management and treatment of patients with hepatitis C. The training included an opportunity to learn about the Project ECHO (Extension for Community Healthcare Outcomes) model of collaborative learning, present cases, receive recommendations from a specialist, engage in multiple didactic sessions, and become part of a learning community.



Dr. Jorge Mera, Director of the Cherokee Nation Hepatitis C Elimination Program, and Robin Bartlett, Nashville Area Indian Health Service, provide treatment recommendations for patient case studies.



Sarah Wachacha presents on the Eastern Band of Cherokee Indians' hepatitis C program.

Building Local Capacity through Guidance and Training

USET provided more than 35 technical assistance and training visits for drinking water and wastewater utilities to include certification, inventory control and planning, operations and maintenance, managerial, and financial training. In addition, site visits to Environmental Departments were conducted on water quality standards, 401 certification, wetland delineation workshop, wetland plant identification, and climate resiliency. USET staff also conducted presentations and a workshop on the Tribal-Focused Environmental Risk and Sustainability Tool (Tribal-FERST).



Wetlands Training Workshop participants learn hydric soils analysis.

"The wetlands training was spot on because we got in the field to characterize wetland soils, vegetation and hydrology. We had valuable time in the field and good discussion with trainers and Tribal Environmental staff. When we finished, I felt confident in recognizing wetland indicators. Most importantly, we met staff from various agencies and USET that could provide technical assistance. I would certainly recommend the training to others interested in wetlands."

-Scott Hansen,
Catawba Indian Nation



UPHOLD, PROTECT, AND ADVANCE SOVEREIGNTY

USET PROGRAMS
& SERVICES

USET Promotes Native-to-Native Trade

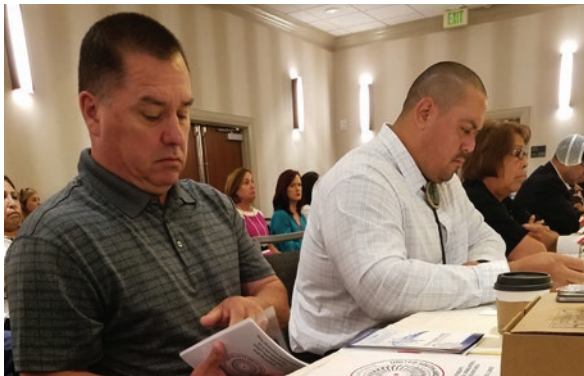
While Native-to-Native trade continues to be an elusive goal for many Tribal communities, it remains a top goal for USET Economic Development. To help address and promote this, USET Economic Development premiered the first-ever USET Tribal Enterprise Directory. The Directory, available in print and electronically on the USET website, lists more than 200 Tribally-owned firms in 12 industry categories throughout the USET membership. Each enterprise listed includes contact information and where the reader/researcher can obtain more information.



The USET Tribal Enterprise Directory highlights member Nation business to promote Nation-to-Nation trade.

In addition, USET continued the recognition of last year's commemorative Native American Business Month. As part of USET's Native American Heritage Month efforts, USET highlights and celebrates Native American business success throughout the USET region. The goal is to increase exposure, broaden the consumer base to support the success of these businesses, and ultimately strengthen Tribal Nation communities across the region.

USET also unveiled the inaugural USET Marketplace during the 2018 Impact Week meeting in Washington, DC. The USET Marketplace allowed a low-cost opportunity for USET member Tribal Nations to showcase their goods, services, and/or potential business opportunities.



Tribal Leaders explore the USET Tribal Enterprise Directory, a listing of more than 200 Tribally owned firms in 12 industry categories.



Impact Week meeting participants visit and enjoy USET Marketplace exhibits like Passamaquoddy Maple (pictured on the right).



UPHOLD, PROTECT, AND ADVANCE SOVEREIGNTY

USET PROGRAMS & SERVICES

Supporting Federal Partnerships

USET continues to support Tribal leadership on many federal government agency workgroups and committees. At a minimum, USET Tribal Health Program Support staff supports leadership on the following agency committees during Tribal consultation and listening sessions throughout the year:

- Indian Health Service
- Centers for Disease Control and Prevention (CDC)
- National Institutes of Health (NIH)
- Substance Abuse and Mental Health Services Administration (SAMHSA)
- Office of Minority Health (OMH)
- Health and Human Services (HHS)
- Tribal Leaders Diabetes Committee (TLDC)

Having a voice with these agencies has resulted in increased and maintained direct funding to Tribal Nations and Tribal organizations. USET will continue to participate and share information about the health care and public health needs and priorities throughout Indian Country as part of the education and advocacy work done on behalf of all USET Tribal Nations.

Natural Resources Committee Visits Federal Agencies

The USET Natural Resources Committee visited the US Environmental Protection Agency (EPA) and US Department of Agriculture (USDA) during USET's Impact Week meeting. The Committee met with the EPA Office of Water and American Indian Environmental Office on topics important to Tribal Nations. At USDA, the Committee met with the Office of Tribal Relations, Natural Resources Conservation Service Conservation Stewardship Program, and Rural Development.



USET epidemiology staff meet with Amy Groom, Project Officer, Centers for Disease Control and Prevention.



USET Natural Resources Committee meets with EPA American Indian Environmental Office Acting Director Felicia Wright and Senior Advisor Rebecca Roose.

Tribal-State Policy Academy

In August, the Substance Abuse and Mental Health Services Administration (SAMHSA) convened a national meeting in New Mexico to discuss the intersection of Tribal, state and federal partners in addressing the substance misuse epidemic. Tribal leaders and state and federal partners gathered to share opportunities for coming together and overcoming barriers to meeting the needs for both prevention and treatment activities.

USET Tribal Nations from New York and Massachusetts were in attendance. Working in regional cross-jurisdictional teams, participants were asked to set priorities for various issues including access to treatment; culturally appropriate care; payment; transportation; and food, housing, and job insecurity. The teams then discussed how they could work collaboratively to address some of these concerns. It was a good beginning to listening and learning from each other.



Tribal Epidemiology Center Directors meet regularly with federal partners to discuss Tribal Nation data improvement projects.

Advancing Tribal-State Relations

In May, USET coordinated a meeting between the State of Louisiana Department of Health and representatives of Tribal Nations located in Louisiana. The purpose of this meeting was to promote partnerships for data sharing between the Tribal Nations in Louisiana and the Louisiana Department of Health. The topics discussed included the history of Tribal Nations and sovereignty, health status and health systems in Indian Country, the structure of the Louisiana Department of Health, and an overview of state data and data needs on both sides.

The meeting served as a great introduction for the state reps to Indian Country. Many of the representatives from the state did not understand Tribal Nation sovereignty. The working group also suggested guidelines for state representatives working with federally recognized Tribal Nations, placing an emphasis on respecting culturally sensitive topics. The meeting resulted in the establishment of a State-Tribal data workgroup. The workgroup now meets quarterly to discuss topics around data, data sovereignty, and educating state and community partners on Indian Country.



LEADERSHIP DEVELOPMENT

USET PROGRAMS & SERVICES

Youth Study STEM Curriculum Through Vanderbilt Aspirnaut Program

USET continued its partnership with Vanderbilt University's Aspirnaut Program to support Tribal youth interested in STEM—science, technology, engineering, and math. During the summer, Sydney Farrar, Passamaquoddy Tribe at Indian Township, and Ellison Poncho, Alabama-Coushatta Tribe of Texas, spent six weeks at Vanderbilt University Medical Center conducting research.

Sydney studied a rare mutation in kidney collagen present in patients with Goodpasture disease, a disease that usually results in kidney failure or death. Her work involved cloning the mutation and testing for an antibody reaction to the cloned protein. The newly discovered mutation could provide a clue to why patients develop Goodpasture disease. Ellison analyzed stool samples from obese mice using NMR technology to look for molecules that could be biomarkers of obesity. Several candidate biomarkers were identified and could turn out to be useful in diagnosing and treating obesity and its associated disorders.

Through the Aspirnaut program, USET hopes to increase the number of American Indian and Alaska Native health scientists and medical professionals so they can take their skills home to their communities. Congratulations to Sydney and Ellison, and to all the youth of the Vanderbilt Aspirnaut Program!

*2018 Aspirnaut participants
Ellison Poncho, Alabama-
Coushatta Tribe of Texas, and
Sydney Farrar, Passamaquoddy
Tribe at Indian Township.*



USET Partners with Close Up Foundation for Youth Leadership Development

For more than 20 years, USET and the Close Up Foundation have partnered to bring Tribal Nation member youth to DC during USET's Impact Week Meetings in Washington. Students are involved in the democratic process through current issue debates, collaborative learning, and the development of citizenship skills.

The students have the opportunity to convene as a Board of Directors and discuss topics of importance to them and to their communities. During this year's mock Board meeting, students discussed sovereignty and the meaning, importance and significance of what a sovereign represents and signifies. As a result of their discussions, the youth created a Sovereignty Statement which was then presented to the USET SPF Board of Directors for their consideration and eventual passage and acceptance.

In a moving and poignant ceremony, Close Up youth and USET Veterans Affairs Committee members laid a wreath at the Tomb of the Unknown Soldier at Arlington National Cemetery. Journi Cao, Poarch Band of Creek Indians, and Alexis Terrance, Saint Regis Mohawk Tribe, placed the wreath on the Tomb. The students were joined by Veterans Affairs Committee members Eddie Tullis, Poarch Band of Creek Indians, and Sam Lambert, Eastern Band of Cherokee Indians and Chairman of the USET Veterans Affairs Committee.

In the solemn ceremony, the students and veterans assembled on the steps of the Memorial Display Room. Escorted by the Marine host, they slowly descended the steps and after reaching a pre-designated position in front of the Tomb, the students placed the wreath. A Marine bugler sounded "Taps" then on the host's command of "Order Arms," he led the party back up the steps to the entrance of the Memorial Display Room. About a hundred visitors silently observed the ceremony.

USET YOUTH SOVEREIGNTY STATEMENT:

The defense of the sovereignty of federally recognized Tribal Nations is by far the most important issue in Indian Country today. Tribal sovereignty is essential to Tribal identity. When Tribal Nations are weakened, so are the surrounding communities whose economy and infrastructure benefit from Tribal sovereign status. One central element of the threat to sovereignty is the general lack of knowledge of Indigenous People. As Indigenous youth, we strongly support adding Indigenous culture and history classes in school systems across the nation. The addition of these classes will encourage Indigenous youth to speak with a more intentional and educated voice and develop as strong, outspoken leaders. Indigenous People are competent and capable of governing ourselves. We have and always will exist.

- Presented by 2018 USET-Close Up program participants.

Passed by USET Board of Directors on February 8, 2018, during the Impact Week Meeting in Washington, DC.

The Marine host escorts Journi Cao (Poarch Band of Creek Indians), Alexis Terrance (Saint Regis Mohawk Tribe), Sam Lambert (Eastern Band of Cherokee Indians), and Eddie Tullis (Poarch Band of Creek Indians) to lay a wreath at the Tomb of the Unknown Soldier.



ORGANIZATIONAL DEVELOPMENT

USET ORGANIZATIONAL INFRASTRUCTURE AND CAPACITY



Economic Development Newsletter and Communications

Rebecca Naragon, Economic Development Director, unveiled an updated communication strategy to engage with Economic Development and Entrepreneurship Committee members and the USET membership. Engagement with the Committee continues with monthly conference calls to hear updates from USET as well as learn best practices and new opportunities to collaborate. In addition, USET staff has begun to send targeted economic development related alerts to committee members about upcoming events or action items affecting Tribal community development topics. USET also releases a monthly economic development newsletter, archived on USET's website, as an all-inclusive source for economic development and community development news.



USET Tribal leaders, citizens, and representatives at the 2018 Reservation Economic Summit (RES) in Las Vegas, NV.

ENTERPRISE AND SUBSIDIARY DEVELOPMENT

USET ORGANIZATIONAL
INFRASTRUCTURE AND
CAPACITY



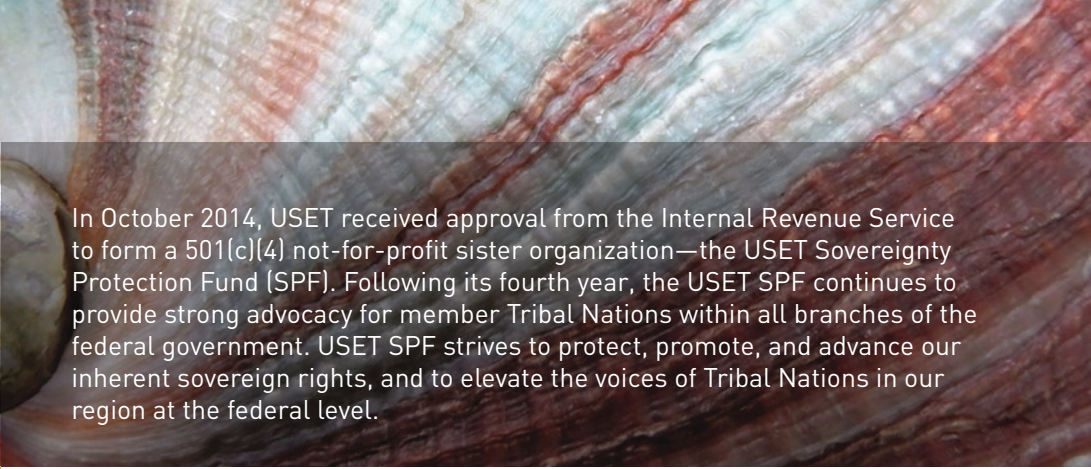
Eastern CDFI Directors at the First Nations Oweesta Corporation "Native CDFI Capital Access Convening": Russ Seagle, Executive Director, Sequoyah Fund; Lucille Brooks, Executive Director, Seneca Nation of Indians Economic Development Company; Rebecca Naragon, Economic Development Director, USET; and Susan Hammond, Executive Director, Four Directions Development Corporation.

Expanding the Capacity of USET CDFI

This year saw many administrative successes for USET CDFI. The organization received 501(c)(3) non-profit status from the Internal Revenue Service; a vital step for the organization to apply and receive capitalization for the loan fund. The organization has received its first investment for the establishment of a loan fund from the United States Department of Agriculture (USDA). This investment of capital will allow the CDFI to award low interest rate loans to USET member Tribal Nations and their enterprises for economic and community development ventures.

USET CDFI has also continued to strengthen its partnerships within the CDFI industry. As a result, USET CDFI was able to participate in a national Native CDFI gathering sponsored by First Nations Oweesta Corporation in Monterey, CA. During the gathering, Tribal CDFIs learned to more effectively capitalize their loan funds and were introduced to socially responsible investing entities to the Native CDFI industry.


USET SPF STRATEGIC GOALS AND OBJECTIVES



In October 2014, USET received approval from the Internal Revenue Service to form a 501(c)(4) not-for-profit sister organization—the USET Sovereignty Protection Fund (SPF). Following its fourth year, the USET SPF continues to provide strong advocacy for member Tribal Nations within all branches of the federal government. USET SPF strives to protect, promote, and advance our inherent sovereign rights, and to elevate the voices of Tribal Nations in our region at the federal level.

Comprehensive Policy and Legislative Affairs Agenda

Refuting Constitutional Challenges



USET SPF has consistently advocated around the issue of constitutionality with all branches of government. Undermining the constitutionality of programs, laws, spending, and exemptions specific to AI/ANs and Tribal Nations flies in the face of well-settled law that defines our relationship with the US as political in nature and not one based on race. This year brought a number of dangerous challenges to the constitutionality of federal Indian laws, programs, and accommodations. As the Trump Administration sought to impose work requirements on all Medicaid beneficiaries, it refused to protect access to the program for AI/ANs, in accordance with the trust responsibility, due to fundamentally incorrect “civil rights concerns.”

It is critical to recognize that this is just the latest attack on the constitutionality of the unique relationship between the US and Tribal Nations. Indian Country must remain vigilant and continue to challenge and oppose any efforts within the federal government—executive, legislative, and judicial—that seek to undermine the constitutionality of our relationship.

In another context, litigation plaintiffs have attacked the Indian Child Welfare Act (ICWA) as race-based. Most recently, in a stunning reversal of hundreds of years of federal legal precedent, the federal district court for the Northern District of Texas, in the case of *Brackeen v. Zinke*, ruled that the Indian Child Welfare Act is unconstitutional on several grounds, including that it violates equal protection requirements.

This fundamentally flawed narrative, if allowed to go unchallenged, has the potential to erode the very foundation of Tribal Nation-US, government-to-government, sovereign-to-sovereign relations. It is critically important that all of Indian Country recognize and appreciate the magnitude of this current challenge and its potentially broader implications. Indian Country must be unified in its approach and response to this threat. USET SPF is currently engaged in conversations and efforts with other Tribal organizations, both national and regional, in order to ensure a strong, coordinated message from Indian Country, both for the short and long term. Together, we are working to ensure that the strong legal basis of our relationship with the US is the focus of our argument. Additionally, recognizing that the foundation of our relationship with the US is not a partisan issue, the strategy includes working to ensure that Congress approaches their response and support efforts in a bipartisan manner.



Leaders from Tribal organizations around the country joined a panel discussion on constitutional challenges at the USET SPF Annual Meeting.

Protecting and Restoring Tribal Homelands

As a core trust responsibility, and as a matter of justice arising out of the massive land transfer effected to the US by Tribal Nations under conditions of duress, the federal government has, for nearly 85 years, restored Tribal lands through trust acquisitions. 2018 saw continued challenges to the land-into-trust process. For the first time since the 1950s, in September 2018, the Department of the Interior (DOI) issued a decision that would take land out of trust for the Mashpee Wampanoag Tribe, contending that the Tribal Nation was not “under federal jurisdiction” in 1934.

USET SPF strongly opposes any effort to diminish, whether intentionally or unintentionally, Tribal Nation reservations and trust lands, to provide for state management of any Tribal ancestral homelands currently managed by the federal government, or to otherwise undermine the land-into-trust process. USET SPF stands with the Mashpee Wampanoag Tribe in the fight to maintain and protect their sacred homelands.

Carcieri

The erroneous 2009 Supreme Court decision in *Carcieri v. Salazar* calls into question the status of trust lands across the country. Since 2009, USET SPF has engaged in strong advocacy for a legislative fix that would:

1. Reaffirm the status of existing trust lands, and
2. Allow the Secretary of the Interior to take land into trust for all Tribal Nations.



USET SPF Tribal leaders in attendance at a Department of Interior consultation on the land-into-trust process at Foxwoods in Mashantucket, CT.

USET SPF STRATEGIC GOALS AND OBJECTIVES



Mashpee Wampanoag Tribe citizens and supporters gather at the National Museum of the American Indian before walking to the US Capitol. The Tribal Nation is protesting a recent federal government decision that could lead to the loss of its sovereign reservation.



Mashpee Wampanoag Vice Chairwoman Jessie Little Doe Baird and Chairman Cedric Cromwell walk to the US Capitol. Uncertainty about the status of the Mashpee Wampanoag reservation is affecting all aspects of Tribal citizens' lives, from schools and environmental programs, to emergency services and substance abuse programs.



Leaders and citizens from the Mohegan Tribe joined the walk and rally in support of the Mashpee Wampanoag Tribe.



Mashantucket Pequot Chairman Rodney Butler, Mashpee Wampanoag Chairman Cedric Cromwell, USET SPF Executive Director Kitcki Carroll, and Quinault Indian Nation President Fawn Sharp at the Mashpee rally at the US Capitol.



Reclaiming Native Truth

In June 2016, the Reclaiming Native Truth project was launched as a national effort to foster cultural, social, and policy change by empowering Native Americans to counter discrimination, invisibility, and the dominant narratives that limit Native opportunity, access to justice, health, and self-determination. Reclaiming Native Truth's goal is to move hearts and minds toward greater respect, inclusion and social justice for Native peoples. Between 2016 and 2018, Reclaiming Native Truth conducted an unprecedented research campaign designed to increase our understanding of the dominant narrative about Native peoples in the United States.

Researchers found that deficits in education and limited personal experience with Native people and Tribal Nations contributed to a dominant national narrative that renders our history and contemporary life invisible or stereotyped. The research also revealed opportunities to change this narrative through education and increased historical accuracy, as well as framing messages in hopeful tones that appeal to personal values. In order to begin reframing the conversation, Reclaiming Native Truth has created messaging guides for use by both stakeholders in Indian Country and project allies.

Throughout 2018, USET SPF Executive Director Kitcki Carroll has been consistently engaged with the Reclaiming Native Truth Project on behalf of the organization as a supporter and advisor. USET SPF is committed to a continued partnership and promotion of the project's goals and narrative.



Chief Kirk Francis and Councilwoman Maulian Smith of the Penobscot Nation testified during House Interior Appropriations American Indian and Alaska Native Public Witness Hearing on fiscal year 2019 appropriations.

The Federal Budget

USET SPF continues its advocacy for the fulfillment of the federal trust responsibility—including full funding for federal Indian programs. During testimony before the House and Senate, USET SPF once again urged appropriators and other key Congressional leaders to reject the deep cuts proposed in the President's Budget Request for fiscal year (FY) 2019, and instead, preserve and increase funding for federal Indian programs. Federal spending in fulfillment of trust and treaty obligations is not responsible for the federal deficit and must be held harmless as our nation seeks to reduce its debt. Rather, USET SPF envisions a future in which federal funding to Tribal Nations is no longer a discretionary choice and all dollars are contractable and compactable.



Vice Chairman Robbie McGhee, Poarch Band of Creek Indians, testified on behalf of USET SPF at a Senate Committee on Indian Affairs hearing on the President's fiscal year 2019 budget request.

USET SPF STRATEGIC GOALS AND OBJECTIVES



Economic Development

Economic sovereignty is essential to Indian Country's ability to be self-determining and self-sufficient. Rebuilding our Tribal Nations includes rebuilding our Tribal economies as a core foundation of healthy and productive communities. USET SPF has identified and seeks action on a number of barriers to economic development in Indian Country, including access to capital, lack of parity in the tax code, and the indeterminate status of trust lands.

Taxation

USET SPF remains focused on the advancement of tax reform that would address inequities in the tax code and eliminate state dual taxation. Revenue generated within Indian Country continues to be taken outside its borders or otherwise falls victim to a lack of parity. Similarly, Tribal governments continue to lack many of the same benefits and flexibility offered to other units of government under the tax code. Passage of comprehensive tax reform in late 2017 without Tribal provisions was unacceptable. USET SPF continues to press Congress for changes to the US tax code that would provide governmental parity and economic development to Tribal Nations.



Mashantucket Pequot Tribal Nation Chairman Rodney Butler cuts the ribbon at the grand opening of the Foxwoods Highflyer Zipline.



Protecting Tribal Health

Indian Country, including the citizens of USET SPF Tribal Nations, continues to suffer from lower health status and lower health outcomes than the rest of the United States. As long as the Indian Health Service (IHS) is drastically underfunded, this reality will remain. As Congress and the Administration fail to uphold the trust responsibility to provide health care, USET SPF has continued to advocate for the full funding of IHS and the expansion of self-governance, as well as innovative ways to stabilize and extend funding.

USET SPF also advocated extensively for the reauthorization of the Special Diabetes Program for Indians, continuing to advocate as long-term funding for the program was delayed. As Congress considered legislation to further address the opioid crisis nationally, USET SPF urged the inclusion of Tribal governments as eligible for vital funding to fight the epidemic in Indian Country.

Chiefs Richard Sneed (Eastern Band of Cherokee Indians) and Beverly Cook (Saint Regis Mohawk Tribe) participate in a Tribal leader roundtable organized by the Congressional IHS Task Force.

Infrastructure and Tribal Review

As interests outside of Indian Country seek the expedited deployment of new technologies and other infrastructure across the United States, USET SPF maintains that any buildout cannot come at the expense of Tribal consultation, sovereignty, sacred sites, or public health. USET SPF remains committed to protecting vital Tribal historic and cultural reviews, as well as Tribal consultation requirements, as streamlined federal permitting processes are being considered. This includes working toward a model that seeks Tribal Nation consent for federal action in recognition of sovereign equality.

Sovereign Management of Environment and Natural Resources

Over the last several years, Tribal Nations have made jurisdictional gains when it comes to the protection and management of natural resources on Tribal lands, including mechanisms providing for “treatment as a state” (TAS) in the regulation of these resources. As the Administration considers rolling back or changing environmental regulations, USET SPF is working to ensure the continued promotion of Tribal sovereignty and self-determination, as well as additional opportunities to extend the TAS designation.

Trust Modernization

USET SPF, along with Tribal Nations and organizations, continues to seek a modernized, 21st century relationship with the federal government. It is time for a new model that promotes a truly diplomatic, nation-to-nation relationship between the US and Tribal Nations, and that empowers each Tribal Nation to define its own path. This mission should inform each action taken by this Administration affecting Tribal Nations. USET SPF is committed to working in partnership with all branches of government to achieve federal Indian policy reflective of the capabilities of 21st century Tribal Nations, as well as our inherent sovereignty and status as governments.

Strategic Participation in Litigation

USET SPF remains committed to defending challenges to our inherent sovereign rights and authorities in the courts. 2018 brought a number of cases with the potential to change the application of federal Indian law, including the fundamental doctrine of Tribal sovereign immunity. USET SPF joined an amicus brief in *Upper Skagit Indian Tribe v. Lundgren*, a case concerning whether sovereign immunity prevents Tribal Nations from being sued in state courts regarding property disputes. The joint amicus brief argued that because the Tribal Nation had not waived sovereign immunity, much like other governments, it could not be sued in state court. The Supreme Court vacated a lower court ruling permitting the suit, but did not rule on sovereign immunity, remanding the case back to the lower court.

Similarly, USET SPF is the leader on an amicus brief in the case of *Poarch Band of Creek Indians v. Wilkes*, a case concerning whether Tribal Nations are immune from civil liability for tort claims asserted by noncitizens. The Alabama State Supreme Court held that sovereign immunity does not apply to tort claims brought by non-Indians with no personal or commercial relationship to the Tribal Nation. USET SPF is concerned that this ruling will influence judicial action in other states, and our brief argues that the US Supreme Court should overturn this decision in order to protect well-settled law. The Supreme Court has not yet issued a decision this case.

USET SPF is also working to defend Tribal cultural reviews in federal infrastructure projects. In the case of *Blackfeet Tribe, Coshatta Tribe of Louisiana, Fort Belknap Indian Community, Rosebud Sioux Tribe, Ute Mountain Ute Tribe, and United South and Eastern Tribes, Inc. v. the Federal Communications Commission (FCC) and the United States*, USET is party to a suit challenging the FCC’s authority to redefine what constitutes a ‘federal undertaking’ under the National Historic Preservation Act (NHPA). On March 22, over the objections of Indian Country, the FCC voted 3-2 to approve a report and order that would undermine Tribal consultation and cultural review requirements in favor of swift deployment of wireless cellular technology. The order would exclude “small” wireless deployed outside of reservation boundaries from NHPA and National Environmental Policy Act review. USET and Tribal petitioners contend this action violates NHPA and the federal trust obligation to protect Tribal cultural sites.

Finally, USET SPF was party to a joint amicus brief submitted in the case of *Brackeen v. Zinke*, a district court case challenging the constitutionality of the Indian Child Welfare Act (ICWA). The vital protections provided by ICWA to Tribal Nations and our citizens is of significant importance to Tribal sovereignty and culture. The challenge sought to diminish ICWA’s protections and undermine the unique trust responsibilities the United States owes to Indian children and Tribal Nations. However, in a truly misguided decision, the judge in *Brackeen* ruled that ICWA is unconstitutional. USET SPF will continue to defend the ability of Tribal Nations to exercise their inherent sovereign rights in child custody cases.



Department of Interior Reorganization Consultation hosted by Mississippi Band of Choctaw Indians.

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2018 HIGHLIGHTS AND EVENTS



Vickie Bradley, Casey Cooper, and Marcia Hollifield join Carmaleta Monteith (Eastern Band of Cherokee Indians) to celebrate her work as Chair of the Cherokee Indian Hospital Governing Board.

Heroes in Health Awards Recipients in USET Region

The National Indian Health Board recognized the work of Tribal leaders, citizens, and organizations at their Annual Heroes in Health Awards Gala held in Oklahoma City, Oklahoma on September 19, 2018. Awardees in the USET region included:

- Carmaleta Monteith, Cherokee Indian Hospital Authority – Local Impact Award
- Haudenosaunee Behavioral Health Providers Coalition – Local Impact Award
- USET Tribal Epidemiology Center – Area/Regional Impact Award
- Chief Lynn Malerba, Mohegan Tribe of Connecticut – National Impact Award

Maori and USET Officials Discuss Common Histories and Current Challenges

At the conclusion of the 2018 Semi-Annual Meeting, the USET and USET SPF team met with Maori indigenous relatives from Aotearoa (New Zealand). The conversation focused on common histories of oppression, current challenges as indigenous peoples/governments, and similar efforts for our respective treaties to be honored and respected as a necessary component of our Tribal Nation rebuilding efforts.

Additionally, USET/USET SPF staff shared the history and role of the organization in supporting, protecting, and promoting the inherent sovereign authorities of our member Tribal Nations. The groups committed to staying in contact to further and support each other's respective efforts. "The meeting was poignant and moving...a wonderful friendship and bond was created," said USET Executive Director Kitcki Carroll.

USET Tribal Citizens Receive "Native American 40 Under 40" Recognition

Three USET citizens were recognized in the National Center for American Indian Enterprise Development's (NCAIED) 2018 class of "Native American 40 Under 40" award. Nominated by members of their communities, this prestigious award is bestowed to individuals under the age of 40 who have demonstrated leadership, initiative, and dedication and have made significant contributions in business and their community. This year's recipients include DeLesslin George-Warren, Catawba Indian Nation; Dustin Thomas, Mohawk/Oneida; and Jeremy Zahn, Tunica-Biloxi. In addition to an awards ceremony, present and past award recipients were brought together for a one-day professional development gathering titled "Impacting Generations: Honoring a Decade of Exceptional Service and Leadership," at the River Spirit Casino Resort in Tulsa, Oklahoma.

(Bottom left) The Haudenosaunee Behavioral Health Providers Coalition successfully increased recognition of Tribal sovereignty by amending New York State regulations to recognize services provided by Tribal substance abuse treatment facilities in seeking reimbursements from insurance companies.



USET and USET SPF staff met with Maori indigenous relatives from Aotearoa (New Zealand).



STAFF NEWS

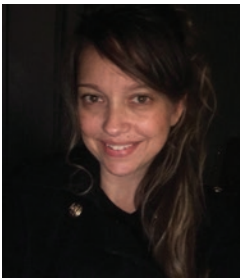
Several employees received service awards in 2018. Kate Grismala, Bryan Hendrix, and Melisa Stephens each celebrated 5 years of service. Jasmine Alvarado was recognized for 10 years of service, and Christy Duke was recognized for 15 years. We appreciate your dedication and commitment!



Frank Licht joined USET in January as the Dental Support Center Director. Frank comes to USET with 13 years of clinical and educational experience, combined with various leadership roles. Frank provides training and technical assistance to dental programs in the USET area.



Stephen Wyatt joined USET in June as a Public Health Program Manager. He brings 10 years' experience in public health and a Master's in Public Health with a concentration on Behavioral, Social and Community Health. Stephen is responsible for working with THPS staff to develop and manage public health projects.



In September, **Melisa Stephens** was promoted to the position of USET Director of Employee Relations and Personnel Management. In this role, Melisa serves as the primary resource for all human resources, including working to ensure positive overall employee relations; developing staff training and educational opportunities; organizing employee recognition activities, evaluations and coaching; and overseeing recruitment and retention, compensation management, and benefits administration. Melisa joined USET in 2013.



In December, **Tevia Alfter** was promoted to the position of Executive Assistant. In her new role, Tevia provides high-level support to the Executive Director and Deputy Director, including maintaining their schedules and balancing conflicting priorities to ensure critical deadlines are met. Tevia joined USET in 2016.



On July 20, 2018, USET said goodbye to two long-time staff members. Dee Sabattus, Tribal Health Program Support Director, and Tammy Neptune, Human Resources Coordinator, left USET and returned home. Dee is now serving as the Health Director for the Passamaquoddy Health Center at Indian Township. We appreciate their combined 31 years of service and wish them well!

FINANCIAL REPORT

STATEMENTS OF FINANCIAL POSITION

SEPTEMBER 30, 2018

UNITED SOUTH AND EASTERN TRIBES, INC.

| ASSETS | 2018 |
|---------------------------------------|--------------------|
| Current Assets | |
| Cash | \$1,618,762 |
| Grants/Contracts Receivable | 440,260 |
| Prepays | 9,174 |
| Other Receivables | 56,973 |
| <i>Total Current Assets</i> | <u>2,125,169</u> |
| Non Current Assets | |
| Investment Account (Scholarship Fund) | 261,075 |
| Investments (Calumet Office Park) | 271,393 |
| <i>Total Non-Current Assets</i> | <u>532,468</u> |
| Total Assets | <u>\$2,657,637</u> |
| LIABILITIES AND NET ASSETS | |
| Current Liabilities | |
| Accounts Payable and Accrued Expenses | \$217,598 |
| Deferred Revenue | 747,725 |
| <i>Total Current Liabilities</i> | <u>965,323</u> |
| Total Liabilities | <u>965,323</u> |
| Net Assets | |
| Unrestricted - General Fund | 1,021,236 |
| Temporarily Restricted | 671,078 |
| <i>Total Net Assets</i> | <u>1,692,314</u> |
| Total Liabilities and Net Assets | <u>\$2,657,637</u> |



REVENUES

2018

| | |
|-------------------------|----------------|
| Grants and Contracts | \$9,291,058.00 |
| Member Dues | 13,000.00 |
| Fee for Service | 94,080.00 |
| Fund Raising | 26,538.00 |
| Other Revenue | 1,183,912.00 |
| Shared Services Revenue | 195,519.00 |

| | |
|----------------------|-------------------------------|
| <i>Total Revenue</i> | <u><u>\$10,804,107.00</u></u> |
|----------------------|-------------------------------|

EXPENSES

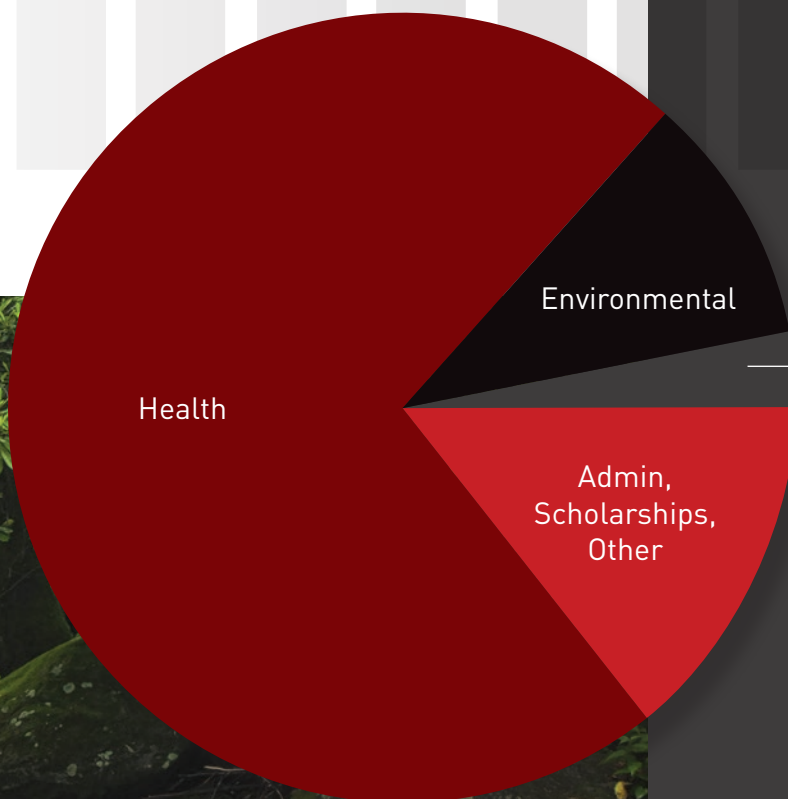
| | |
|--|---------------|
| Environmental, Health, Economic Development, Admin, Scholarships, Other | 10,862,990.84 |
|--|---------------|

| | |
|-----------------------|-------------------------------|
| <i>Total Expenses</i> | <u><u>\$10,862,990.84</u></u> |
|-----------------------|-------------------------------|

| | |
|-----------------------------|---------------------------|
| <i>Change in Net Assets</i> | <u><u>(58,883.84)</u></u> |
|-----------------------------|---------------------------|

STATEMENTS OF ACTIVITIES

SEPTEMBER 30, 2018



IN MEMORIAM



Robert Thrower had a deep and abiding love for his Tribal Nation and a true commitment to preserving Poarch Creek history and culture. He began working officially for the Poarch Band of Creek Indians in 1991.

Robert followed in the footsteps of his mother, Gail Thrower, Poarch Creek's first Tribal historian, and was respected throughout Indian Country for his knowledge of the history and culture of the Poarch Band of Creek Indians. Not only was Robert proud to represent the Poarch Band of Creek Indians, he also considered it an honor to serve on the USET Culture and Heritage Committee. Robert joined the Committee in 2004 and served as Chair from 2008 to 2017.

Robert was a respected friend to many and each of us who had the privilege of being part of his life are better because of the wisdom, passion, dedication, and love that he shared with everyone he encountered. Robert worked tirelessly to protect that which binds us all...our values and beliefs as Indigenous peoples and governments which are rooted in our sacred cultures and heritage. Robert's strong voice ensured that our compass was always set to protect those who came before us, where we come from, and who we are.



After a short battle with cancer, our friend and colleague **Chris Thompson** (Saint Regis Mohawk Tribe) passed away surrounded by his loving friends and family. "Chris was influential in advancing USET's economic development goals and objectives," said USET President Kirk Francis. "We will all miss Chris tremendously... not only his expertise, but his smile and energy and sense of humor."

Chris was an important part of USET, especially through his service on the Economic Development and Entrepreneurship Committee. He became Chairman of the committee in February 2016 and enhanced the effectiveness of the committee through monthly conference calls, presentations at USET meetings, and presentations to the Board

of Directors. Chris embodied USET's call to action, Strength in Unity, by serving as the region's representative to the American Indian Alaska Native Tourism Association Board of Directors.

Chris was also Board Vice-Chairman of USET CDFI, Inc., which will provide access to capital for Tribal Nations for infrastructure and economic development projects. As expressed by USET CDFI Board Chairman Owen Herne, "Chris brought a tremendous amount of energy and enthusiasm to everything he worked on. His focus was always about improving Tribal economies."

The USET family celebrates Robert and Chris and the many lasting footprints they leave behind.

USET TRIBAL NATIONS & LOCATIONS

1. **Eastern Band of Cherokee Indians**
Cherokee, North Carolina
2. **Miccosukee Tribe of Indians of Florida**
Miami, Florida
3. **Mississippi Band of Choctaw Indians**
Choctaw, Mississippi
4. **Seminole Tribe of Florida**
Hollywood, Florida
5. **Chitimacha Tribe of Louisiana**
Charenton, Louisiana
6. **Seneca Nation of Indians**
Salamanca, New York
7. **Coushatta Tribe of Louisiana**
Elton, Louisiana
8. **Saint Regis Mohawk Tribe**
Hogansburg, New York
9. **Penobscot Indian Nation**
Indian Island, Maine
10. **Passamaquoddy Tribe – Pleasant Point**
Perry, Maine
11. **Passamaquoddy Tribe – Indian Township**
Princeton, Maine
12. **Houlton Band of Maliseet Indians**
Littleton, Maine
13. **Tunica-Biloxi Tribe of Louisiana**
Marksville, Louisiana
14. **Poarch Band of Creek Indians**
Atmore, Alabama
15. **Narragansett Indian Tribe**
Charlestown, Rhode Island
16. **Mashantucket Pequot Tribal Nation**
Mashantucket, Connecticut
17. **Wampanoag Tribe of Gay Head (Aquinnah)**
Aquinnah, Massachusetts
18. **Alabama-Coushatta Tribe of Texas**
Livingston, Texas
19. **Oneida Indian Nation**
Verona, New York
20. **Aroostook Band of Micmacs**
Presque Isle, Maine
21. **Catawba Indian Nation**
Rock Hill, South Carolina
22. **Jena Band of Choctaw Indians**
Jena, Louisiana
23. **The Mohegan Tribe**
Uncasville, Connecticut
24. **Cayuga Nation**
Seneca Falls, New York
25. **Mashpee Wampanoag Tribe**
Mashpee, Massachusetts
26. **Shinnecock Indian Nation**
Southampton, New York
27. **Pamunkey Indian Tribe**
King William, Virginia
28. **USET Headquarters**
Nashville, Tennessee
29. **USET SPF Office**
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