

MIIN - Midwest Indigenous Immersion Network

***SPECIAL Meeting Minutes**

Date: June 28th, 2022

[Zoom Link](#)

I. Call to order

Board-Chair Miigis Gonzalez called to order the Special Meeting of the MIIN Board of Directors at 5:30pm on June 28, 2022 via ZOOM meeting.

II. Roll call

Mem. Howes conducted a roll call.

The following persons were present: Dustin Burnette, Michael Sullivan, Miigis Gonzalez, Melissa Boyd, William Howes III

Absent: Joe Nayquonabe Jr.

III. Approval of minutes from last meeting - N/A

IV. Ongoing Topics

a) Ongoing topic/summary of discussion: N/A

V. New Topics

a) MIIN Personnel Policies - [link to document](#)

Discussion Notes:

Conflict of Interest Statement

E.D. will draft a revised statement for approval at the August Board Meeting based on the agreed changes

Personnel Policies HR

E.D. will draft a revised statement for approval at the August Board Meeting based on the agreed changes

Leave for Language Growth - up to 4 hours/week of regular time off between 8-5pm approved by supervisor (one idea); we support employees to actively engage in Professional Development in areas of their interest and to assist in their current role

with MIIN

Flexible time schedule for E.D. with an expectation of 40 hours minimum per week

Bereavement - needs to be looked at in the definition of "immediate family" - E.D. will draft a new section that addresses this and distinguishes between Funeral Leave and Loss of Family or Friend

Ceremonial Leave - MIIN promotes spiritual and mental health of all employees, any leave necessary is at the discretion of the E.D.; "too much" time taken for this would not be an issue identified solely for termination; MIIN will strive to match the values of the organization in addressing any issues/concerns in regards to this area

Cultural Leave - Should it be separate from Ceremonial Leave or part of it? The E.D. will determine this.

Retirement - add this section as we are able in the future

VI. Action Items

a) Listed action to be taken/decided:

Determine and approve updated Personnel Policies HR and Conflict of Interest Statement by the E.D. for the August Board Meeting

b) Listed action to be taken/decided:

Change the August Board Meeting to August 16th, 2022

VII. Adjournment

The meeting was adjourned at 8:03pm by Board-Chair Gonzalez.

Minutes submitted by: William Howes III

Minutes approved by Board on August 15, 2022

Board Chair Signature: _


