

# 2025 National TERO Convention

48 Years Commitment to Progress

*“Surviving and Thriving in Uncertain Times”*

## *Agenda*

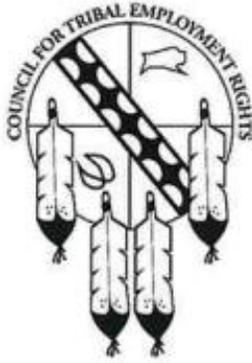
August 20th - August 22nd, 2025

**River Spirit Casino & Resort**

**8330 S. Riverside Pkwy, Tulsa, Oklahoma 74137**

*Moderators:*

Melvin J. Wheeler Sr and Kelcey Packineau



Council For Tribal Employment Rights  
PO Box 1629  
Veradale WA 99037

Welcome CTER/TERO Family,

On behalf of the CTER BOD we want to welcome each and every one of you to CTER's 48th Annual 2025 CTER National TERO Conference. The conference is being held here at the River Spirit Casino Resort, Tulsa, Oklahoma.

The CTER BOD have set an agenda that will bring important information from the Federal Agencies and Keynote Speakers as well as the breakout sessions that support the enhancement of each TERO for our Tribal members.

2025 is a year filled with promises, challenges and opportunities—2025 may well be a time of significant change in Washington D.C. This is an important time to remain vigilant about what we have achieved so far and continue working toward the goals that we all share.

I would like to thank you for becoming a 2025 Council for Tribal Employment Rights Member and having renewed your annual membership. Your active membership means a great deal to us as we work to further Tribal Employment Rights, Indian Preference in hiring, and healthy economic development in and around reservations. As the only organization working for native employment rights on a national level, CTER can advocate for each Tribe and Native organization and Native American and Alaskan Native in this country. The stronger our membership, the stronger the voice of CTER in fighting for your rights.

I would like to thank the CTER Board of Directors for their time and dedication in putting this conference together. There have been several conference calls and input from each of the Regions and their respective representatives.

I would also like to thank the River Spirit Casino Resort for hosting this 2025 CTER National TERO Conference here in Tulsa, Oklahoma and this is a great facility that CTER is here once again.

Enjoy the conference and any feedback is welcome. Thank you for your continued support.

Melvin J. Wheeler Sr., Chairman CTER BOD  
Nez Perce Tribe TERO Director

# Meet the Council for Tribal Employment Rights Board of Directors



Melvin Wheeler, Sr Chair  
Nez Perce Tribe



Theo De La Rosa, Vice Chair  
Colorado River Indian Tribes, Parker, AZ



Francene Shakespear, Treasurer  
Wind River, WY



Teresa Ray Bumatay, Secretary  
Lummi Nation



Kelcey Packineau  
MHA, ND



DelRay German  
Sisseton, ND



Warren Harjo  
Muscogee Creek Nation, OK



Ronnette Stanton  
Kenaitze Tribe, AK

Marcie Lopez  
UTE Mountain Tribe, CO



# Current Members

## Alaska Region

Kaltag Tribal Council  
Kenaitze Indian Tribe  
Organized Village of Kake  
Orutsamiut Native Council  
Tanana Chiefs Conference

## Great Lakes Region

Bois Forte Band of Chippewa  
Leech Lake Band of Ojibwe  
Mille Lacs Band of Ojibwe  
White Earth Reservation Tribal Council

## Northern Plains Region

Cheyenne River Sioux Tribe  
Lower Brule Sioux Tribe  
MHA / Three Affiliated Tribes  
Rosebud Sioux Tribe  
Sisseton Wahpeton Oyate  
Spirit Lake Nation  
Standing Rock Sioux Tribe  
Yankton Sioux Tribe

## Pacific Northwest Region

Bishop Paiute Tribe  
Confederated Tribes of Colville Reservation  
Confederated Tribes of Grand Ronde  
Confederated Tribes of Siletz Indians  
Confederated Tribes of the Umatilla Indian Reservation  
Confederated Tribes of Warm Springs Reservation  
Fallon Paiute Shoshone Tribes  
Hoh Tribe  
Lummi Indian Business Council  
Metlakatla Indian Community  
Nez Perce Tribe  
Nisqually Indian Tribe  
Shoshone Bannock Tribes  
Shoshone – Paiute Tribe  
Snoqualmie Nation  
Spokane Tribe of Indians  
Swinomish Tribal Community  
Tulalip Tribes of Washington  
Walker River Paiute Tribe  
Yakama Nation

## Rocky Mountain Region

Blackfeet Tribe  
Chippewa Cree Tribe  
Confederated Saish & Kootenai Tribes  
Crow Tribe  
Eastern Shoshone and Northern Arapaho Tribe  
Northern Cheyenne Tribe

## Southern Plains Region

Cheyenne & Arapaho Tribes of Oklahoma  
Kiowa Tribe of Oklahoma  
Muscogee Creek Nation  
Pawnee Nation of Oklahoma  
Seminole Nation of Oklahoma

## Southwest Region

Big Pine Paiute Tribe of Owens Valley  
Colorado River Indian Tribes  
Fort Mojave Indian Tribe  
Gila River Indian Community  
Jicarilla Apache Nation  
Pueblo of Acoma  
Torres-Martinez Desert Cahuilla Indians  
UTE Mountain UTE Tribe

## Eastern Region

Eastern Band of Cherokee Indians  
Mashpee Wampanoag Tribe  
Seneca Nation of New York

## Tuesday, August 19th

8:00 am Board Meeting

3:30- 5:30 pm Early Convention Registration - Special raffle for those who check in at this time

## Wednesday, August 20th

7:00 am Convention Registration

7:00 am Continental Breakfast – *Sponsored by (TBD)*

8:30 am 1<sup>st</sup> General Assembly

Posting of Colors: *Tulsa Indian Pow Wow Club Singers*

Host Drum: *Tulsa Indian Pow Wow Club Singers*

Blessing: Muscogee Nation, Chief David Hill

Convention Welcome:

CTER Chairman: Melvin Wheeler Sr

Official Welcome: Muscogee Nation, Chief David Hill

Welcome to River Spirit Casino Resort

9:30 am CTER Chair Melvin Wheeler Sr: Convention Theme & Welcome

9:45 am Keynote Speaker: Bernice Delorme, CTER General Counsel

11:00 am Keynote Speaker: Joe Williams, Muscogee Nation Attorney

12:00 pm *Lunch on your own*

1:30 pm Breakout Sessions (Concurrent)

- Work group 1 – TERO 101- Kelcey Packineau
- Work Group 2 – Women in the Trades: Building Cultural Support-Speaker, Leah M. Carpio-Hernandez, Program Analyst U.S. DOL, Women’s Bureau-Western Region
- Work Group 3 – Grant Writing-Brandi Liberty
- Work Group 4 – TERO Ordinances, Bernice Delorme, CTER Legal Counsel
- Work Group 5 – Partnerships with Tribes/Training-Cary Clemenson, President of Inserv Inc.

2:45 pm Break (15 minutes)

3:00 pm Breakout Session (Concurrent)

- Work group 1 – Commissioner Training, Hearings-Kelcey Packineau
- Work Group 2 – “How to start a Registered Apprenticeship Program: IBE, Nez Perce, Lummi
- Work Group 3 – XTIRI Presentation
- Work Group 4 – Unions/MOUs- Lance Regan, LIUNA Construction Marketing Rep.

- Work Group 5 – Cloud Empowerment

4:15 pm *Recess for the day*

6:00 pm Welcome Feast & Honoring Ceremony - *Hosted by Muscogee Nation*

Host Drum: *Tulsa Indian Pow Wow Club Singers*

Feast & Dinner Blessing: **Tribal Elder**

Welcome Host Tribe: Zechariah Harjo, Secretary of Muscogee Nation

CTER Welcome & Introduction: Melvin Wheeler Sr, CTER Chairman

Host Region Welcome: **TBD**

TERO Memorial & Honoring Ceremony:

Honor Song: *Tulsa Indian Pow Wow Club Singers*

8:30 pm Close Evening Program

Notes

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## Thursday, August 21<sup>st</sup>

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- 7:00 am Convention Registration
- 7:00 am Continental Breakfast – *Sponsored by TBD*
- 8:30 am 2<sup>nd</sup> General Assembly
- Invocation: **TBD**
- 9:00 am Keynote Speaker: Creek Oil Field Services-*Spencer Wilkerson Jr, Owner*
- 10:00 am Building Native-Owned Construction Businesses and Workforce Capacity-Arnold Williams
- 11:00 am Apprenticeship Programs-Laatis Lawrence, NPT TERO/TYAP & Christina Felicino, IBE
- 12:00 pm 2025 (Itche Shikaake) Scholarship Luncheon (CTER)
- 1:30 pm Breakout Sessions (Concurrent Sessions)
- Work group 1 – TERO Ordinances-Bernice Delorme, CTER General Counsel
  - Work Group 2 –MCN Taxes-Mary Mashunkashey
  - Work Group 3 – TERO 101-Kelcey Packineau
  - Work Group 4 – Tribal D-Hannah Farr, Marking Lead
  - Work Group 5 – EEOC-Joseph Wilson, Dilip Gokhale, David Davis
- 2:45 pm *Break (15 minutes)*
- 3:00 pm Breakout Sessions (Concurrent Sessions)
- Work group 1 – Compliance Officer Training-Kelsey Pack & Rusty Fox
  - Work Group 2 – Tax Pannel- Mary Mashunkashey & Attorneys
  - Work Group 3 – XTIRI Presentation
  - Work Group 4 – EEOC-Joseph Wilson, Dilip Gokhale, David Davis
  - Work Group 5 – TERO/477 Relationship-Diane Kelley-Executive Director  
Hunter Palmer-Economic Development Director
- 4:15 pm *Recess for the day*
- 6:00 pm 2025 CTER Convention Awards / Recognition Banquet  
Outstanding TERO Awards & Special Recognition
- TERO Program of the Year
  - TERO Staff/Commission of the Year
  - TERO Director of the Year



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**Don't forget to plan for our Legal Update Conference  
December 3rd – 5th, 2025 at The PALMS Casino, Las Vegas**

**Registration information will be posted on our website as it becomes available at  
[www.cter-tero.org](http://www.cter-tero.org)**

***Thank you to our Sponsors!***



**Nez Perce Tribal Employment Rights  
TERO Youth Apprenticeship Program (TYAP)**



**Southwest Region TERO (SWR)**