



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 Wheeler Sr and Kelcey Packineau

Current Members

Alaska Region

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

Eastern Region

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

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 Ojibwe
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 Salish & 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

August 16–19, 2025

Day 4 – Tuesday, August 19

9:00 am– 5:00 pm CTER BOD Meeting

3:00 PM – 5:30 PM Early Convention Registration Opens

Special raffle for early attendees

6:00 PM – 8:00 PM CTER Welcome Dinner

Hosted by the CTER Board
Opening Prayer & Blessing
Welcome Remarks and Acknowledgements



River Spirit Casino Resort in Tulsa, Oklahoma

Wednesday, August 20th

7:00 am	Convention
Registration	Entertainment: TBD
7:00 am	Continental Breakfast – <i>Sponsored by (TBA)</i>
8:30 am	<u>1st General Assembly</u> <hr/> <div>Grand Entry / Posting of Colors: <i>(TBA)</i> Singers - Host Drum: <i>(TBA)</i> Blessing: Elder <i>Convention Welcome:</i> CTER Chairman: Melvin Wheeler Sr Official Welcome: Muscogee Nation, Chief David Hill Welcome to River Spirit Casino Resort</div>
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: Keynote: Raymond Foxworth, Henry Luce Foundation "Funding Sovereignty: Investing in Tribal Workforce Futures"
12:00 pm	CTER Scholarship Awardee Ceremony (Lunch on your own)
1:30 pm	Breakout Sessions (Concurrent) <ul style="list-style-type: none">▪ Work group 1 – <i>TERO 101- Kelcey Packineau</i>▪ Work Group 2 – TBD▪ Work Group 3 – Women in Trades: Building Cultural Support Networks▪ Work Group 4 – Panel: Youth Engagement and Workforce Reentry Success Stories▪ Work Group 5 – TBD
2:45 pm	Break (15 minutes)
3:00 pm	Breakout Session (Concurrent) <ul style="list-style-type: none">▪ Work group 1 – Case Law- Kelcey Packineau▪ Work Group 2 –How to start a R.A.P. Program-Nez Perce, Lummi Nation, IBE▪ Work Group 3 – XTIRI Presentation▪ Work Group 4 – <i>TBD</i>

- Work Group 5 – Compliance Plan review-Calvin Allen, Nez Perce Tribe TERO

4:15 pm

Recess for the day

6:00 pm

Welcome Feast & Honoring Ceremony - *Hosted by*

Grand Entry / Posting of Colors: *(TBA)*

Singers - Host Drum: *(TBA)*

Feast & Dinner Blessing: *(TBA)*

Host Tribe Welcome: Muscogee Nation

CTER Welcome & Introduction: Melvin Wheeler Sr, CTER Chairman

Host Region Welcome: Chief David Hill

TERO Memorial & Honoring Ceremony:

Honor Song:

8:30 pm

Retire Colors and Close Evening Program

Notes

Thursday, August 21ST

- 7:00 am Convention Registration
- 7:00 am Continental Breakfast – *Sponsored by (TBA)*
- 8:30 am 2nd General Assembly
- Invocation: *(TBA)*
- 9:00 am Keynote Speaker: Federal Workforce Policy Update: Monica Brown, DOL Tribal Affairs
- 10:00 am Keynote Speaker: Mary Kathryn Nagle, Constitutional Attorney and Playwright
"Law, Sovereignty, and Our Right to Work"
- 11:00 am Apprenticeship Programs-Laatis Lawrence, NPT TERO/TYAP & Christina Felicino, IBE
- 12:00 pm 2024 (Itche Shikaake) Scholarship Luncheon (CTER)
- 1:30 pm Breakout Sessions (Concurrent Sessions)
- Work group 1 – Panel: Federal Workforce Development Policy – How Tribes Can Influence Change
 - Work Group 2 – MNC Taxes-Mary Mashunkashey.
 - Work Group 3 – TBD
 - Work Group 4 – TBD
 - Work Group 5 – Revenue Diversification for TERO
- 2:45 pm *Break (15 minutes)*
- 3:00 pm Breakout Sessions (Concurrent Sessions)
- Work group 1 – – Federal Funding Strategies for TERO Programs
 - Work Group 2 – – Interactive Workshop: Contractor Compliance & TERO Fee Enforcement (Real Scenarios)
 - Work Group 3 – TBD
 - Work Group 4 – TBD
 - Work Group 5 – TBD
- 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

Friday, August 22ND

7:30 am

Continental Breakfast – *Sponsored by (TBA)*

8:30 am

3rd General Assembly
Invocation: Spiritual Leader – *Tribal Elder*
Announcements: CTER Chairman Melvin Wheeler Sr.

9:00 am

Tribal Leaders Panel, *(TBA)*

10:30 am

Fireside Chat: What’s Next for Tribal Workforce Policy? (Federal & Tribal Panel)

11:00 am

Spotlight Speaker: TERO Participant Success Story

11:30 am

Closing Statements: Melvin Wheeler Sr

Retire Colors & Convention Adjournment: *(TBA)*
Singers - Host Drum: *(TBA)*

12:00 pm

2025 CTER Convention Adjourns

Notes

**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**

Thank you to our Sponsors!



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