

**POSITION OPENING
TRIBAL SOLID WASTE ADVISORY NETWORK (TSWAN)
PROGRAM COORDINATOR**

TSWAN, a non-profit 501(c)(3) corporation announces it has an opening for the position of a Program Coordinator. This is a highly responsible position working with and for tribes throughout the Pacific Northwest and Alaska.

Position Description: The successful candidate will be responsible aiding tribes with: developing environmental plans; planning, development and execution of programs defined in existing tribal plans; and providing training, if and when appropriate, in environment, health and safety related disciplines.

Recruitment Indicators: Considerable knowledge of professional and technical aspects of planning of waste management issues; Knowledge of current literature, trends and developments in the waste fields as it impacts tribes; Ability to plan, develop and operate a complex work program that includes research, writing, communicating to professionals and networking with agency personnel and representatives; Ability to establish and maintain effective working relations as necessitated by work assignments; Knowledge of Environmental Justice issues as applied to tribal issues; Ability to express ideas effectively orally and in writing; Ability to travel. Native American preference will apply.

Education/Experience: BA with major course work in resource management, planning, environment, or course work in a discipline applicable to the requirements of the position plus two years of progressively responsible experience related to the work of the position that demonstrates ability to perform work required; or, Minimum of 4 years of progressively responsible work related to the duties of the position that demonstrates applicant's ability to perform the required work for the minimum education. Considerable knowledge and experience with tribal issues preferred.

Compensation: \$39,520 annual. Compensation for travel and other expenses will be provided for. Office equipment, including phone, computer station and office supplies will also be provided for. The position will be able to work from his/her place of residence as long as the base is within the Pacific Northwest region (does not include Alaska). The organization has a firm commitment for position funding through September 30, 2010.

Application Requirements: A Selection Committee consisting of members of the TSWAN Executive Board will review applications and conduct interviews to select the successful candidate. Applications and complete description are available at www.tswan.org. Applications and resumes must be received by 5:00 p.m. 11/30/09 to: Kami Snowden, TSWAN Executive Director, PO Box 505, Cheney, WA 99004.

TSWAN PROGRAM COORDINATOR

JOB DESCRIPTION

The position of the Tribal Solid Waste Advisory Network (TSWAN) Program Coordinator shall be responsible for providing technical assistance to tribes for program planning and subsequent aid in implantation of programs and specific projects directed at environmental and human health and safety. The Program Coordinator would be responsible for developing and organizing training sessions (as appropriate), administrative tasks such as aiding the Executive Director in the ultimate goal of sustainability, and program development where needed and requested by the organization.

DETAILED WORK ACTIVITIES

Provide on-site assistance using the TSWAN Integrated Waste Management Template to develop individual Integrated Waste Management Planning documents for TSWAN member tribes.

Provide on-site assistance to tribes with existing plans for development of plan-defined programs and projects. Assistance may include, but not be limited to:

- Aiding in review of existing policies and practices to further define waste program goals for inclusion in an integrated plan
- Aiding in crafting of tribal polices and enforcement doctrines to insure the plan and program goals are met.
- Aiding in special project start-ups, such as hazardous waste collection projects; recycling endeavors; purchasing programs; education programs.

Attends, participates, and provides project updates at all TSWAN quarterly meetings.

Attends other TSWAN related meetings and functions as may be directed by the TSWAN Executive Board. Presentations on the Integrated Waste Management Plan Template project may be a requirement of attendance at some functions.

Will be responsible for drafting of reports to be used by the TSWAN Executive Board as they prepare quarterly reports, according the USEPA grant guidelines, for USEPA grant reporting requirements.

Maintain communication with the officers and members of TSWAN through attendance at meetings and visiting member Tribes. Attend Executive Board and TSWAN general meetings as requested.

Apply oral or written communication techniques.

Interact with tribal communities.

Develop and/or maintain special projects for the TSWAN organization.

Interpret and apply environmental quality regulatory programs.

Aid in the preparation, review, and evaluation of project plans.

TSWAN PROGRAM COORDINATOR

Conduct research to aid in the establishment of environmental and health related projects and programs.

Produce written documents with clearly organized thoughts using proper sentence construction, punctuation, and grammar.

Travel as necessary and provided for.

Review or check the work products of tribal members, upon request and approval by TSWAN, to ensure conformance to environmental standards.

Work cooperatively with consultants, governmental agencies, and other tribal staff and employees.

Work safely without presenting a direct threat to self or others.

When applicable, reasonable and fundable, develop and conduct appropriate environmental, planning and health and safety training to tribes.

SPECIFIC TASKS/DELIVERABLES

Construction of a minimum of one completed tribal IWM Plan.

Implementation of a minimum of 3 tribal projects/programs defined in existing plans.

Administrative functions to support the sustainability of the organization

Provide Bi-Monthly time and accomplishment reports necessary for payroll and reimbursables.

Provide monthly written progress reports to the TSWAN Executive Board as may be requested.

JOB SALARY AND BENEFITS

Salary for the fiscal year 2010 shall be set at \$39,520, payable bi-monthly on the 15th day of each month and the last day of each month and shall be reviewed annually and adjusted per the TSWAN Executive Board.

Leave shall be accumulated at the rate of eight (8) hours per month for regular leave,

Holidays:	per Federal holiday schedule	
Annual Leave:	Years 1-5	8 Hours/month
	Years 6-10	10 Hours/month
	Years 10 and thereafter	12 Hours/month
Sick Leave:	Standardized	8 Hours/month

Leave shall be granted by scheduled leave and leave requests to the TSWAN Executive Director. In absence of the Executive Director, leave requests shall be granted by providing notice to the President and/or Executive Board by phone, postal service, or email.

TRIBAL SOLID WASTE ADVISORY NETWORK TSWAN

Employment Application



APPLICANT INFORMATION			
Last Name	First	M.I.	Date
Street Address		Apartment/Unit #	
City	State	ZIP	
Phone	E-mail Address		
Date Available	Social Security No.	Desired Salary	
Position Applied for			
Are you a citizen of the United States?	YES <input type="checkbox"/>	NO <input type="checkbox"/>	If no, are you authorized to work in the U.S.? YES <input type="checkbox"/> NO <input type="checkbox"/>
Have you ever worked for this company?	YES <input type="checkbox"/>	NO <input type="checkbox"/>	If so, when?
Have you ever been convicted of a felony?	YES <input type="checkbox"/>	NO <input type="checkbox"/>	If yes, explain

EDUCATION			
High School		Address	
From	To	Did you graduate? YES <input type="checkbox"/> NO <input type="checkbox"/>	Degree
College		Address	
From	To	Did you graduate? YES <input type="checkbox"/> NO <input type="checkbox"/>	Degree
Other		Address	
From	To	Did you graduate? YES <input type="checkbox"/> NO <input type="checkbox"/>	Degree

REFERENCES	
<i>Please list three professional references.</i>	
Full Name	Relationship
Company	Phone ()
Address	
Full Name	Relationship
Company	Phone ()
Address	
Full Name	Relationship
Company	Phone ()
Address	

PREVIOUS EMPLOYMENT			
Company		Phone ()	
Address		Supervisor	
Job Title	Starting Salary \$	Ending Salary \$	
Responsibilities			
From	To	Reason for Leaving	
May we contact your previous supervisor for a reference? YES <input type="checkbox"/> NO <input type="checkbox"/>			
Company		Phone ()	
Address		Supervisor	
Job Title	Starting Salary \$	Ending Salary \$	
Responsibilities			
From	To	Reason for Leaving	
May we contact your previous supervisor for a reference? YES <input type="checkbox"/> NO <input type="checkbox"/>			
Company		Phone ()	
Address		Supervisor	
Job Title	Starting Salary \$	Ending Salary \$	
Responsibilities			
From	To	Reason for Leaving	
May we contact your previous supervisor for a reference? YES <input type="checkbox"/> NO <input type="checkbox"/>			

MILITARY SERVICE	
Branch	From To
Rank at Discharge	Type of Discharge
If other than honorable, explain	

DISCLAIMER AND SIGNATURE	
I certify that my answers are true and complete to the best of my knowledge.	
If this application leads to employment, I understand that false or misleading information in my application or interview may result in my release.	
Signature	Date

Please return completed application and resume, if submitting the same, to:
Attention: Kami Snowden, Executive Director
TSWAN
PO Box 505
Cheney, Wa 99004

TSWAN December 2009 Meeting

AND 8-HOUR HAZWOPER RE-CERTIFICATION TRAINING

Who: Coeur d'Alene Tribe Hosting
Where: Coeur d'Alene Tribal Casino, Worley, Idaho
When: HAZWOPER Re-Certification Training, December 8th
TSWAN Meeting, December 9th-10th

Please contact TSWAN for further information or to arrange reservations for the class or meeting.

Phone: 509-235-6007

Fax: 509-235-2105

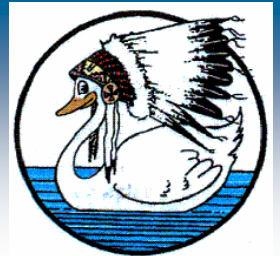
E-mail: ksnowden@tswan.org

ewelk@tswan.org

509-701-0772 Cell

TSWAN

Tribal Solid Waste Advisory Network



TSWAN Meeting Minutes
September 16-17, 2009
Lewiston, Idaho

ATTENDANCE: Joeneal Hicks, *Cheesh-Na Tribe*; Bill Denton, *Coeur d'Alene Tribe*; Danny Joe Stensgar, Pete Palmer, *Colville Confederated Tribes*; Lewis Younger, *Confederated Tribes of the Grand Ronde*; Kevin Greenleaf, *Kootenai Tribe*; Alex Panamaroff, *Native Village of Larsen Bay*; Steve Pendleton, *Makah Tribe*; Ron Wassillie, *Newhalen Tribal Council*; John Wheaton, *Nez Perce Tribe*; Karl Braden, Tom Gibbons, *Quinault Indian Nation*; Claire Wood, *Confederated Tribes of the Siletz*; Cindy Spiry, *Snoqualmie Tribe*; David Ernst, *Spokane Tribe*; Bonnie Burke, *Umatilla Tribe*; Kami Snowden, Anne Bailey, Elaine Welk, *TSWAN*.

Absent Tribes: *AVCP; Chehalis; Chignik; Kalispel; Levelock Village; Muckleshoot Tribe; Nunakauyarmiut; Native Village of Eklutna; Native Village of Port Lions; Native Village of Ouzinkie; Native Village of Venetie; Old Harbor Village;; Shoshone-Bannock; Sun'aq Tribe of Kodiak; Tulalip Tribe; Warm Spring; Yakama Nation.*

Guests in Attendance: Kelcee Palmer, *Colville Tribe*; Al LaTourette, Fran Stefan, *USEPA*; Don Chalmers, *Sparrowhawk*; Jennifer Williams, *ITEP*; Ted Jacobson, *Circuit Rider, AK*.

Danny Joe Stensgar, President of TSWAN welcomed the members present and thanked them for attending. He thanked John Wheaton of the Nez Perce Tribe for hosting the meeting and turned the agenda items over to Kami Snowden, Executive Director of TSWAN.

Kami Snowden introduced Sparrowhawk Consulting, the consultants for TSWAN's Strategic Plan Template, and turned the meeting over to Don Chalmers for his presentation of the 32 page plan that has been approved by the TSWAN Board.

Don congratulated the TSWAN Board on the tremendous team effort and many hours they have put forth in getting a final version of the plan worked out. He gave a power point presentation on the final version (see power point notes). He said the next step is implementation and to that end suggested a couple of tribes volunteer to be case studies on how the plan works. Kami Snowden assured members that staff would be available to provide technical support. Steve Pendleton of the Makah Tribe pointed out how important it will be for tribes to model this plan. Chalmers said that finding private as well as federal funding sources might be easier right now during the Obama Administration.

Bonnie Burke of the Umatilla Tribe volunteered to use the plan as a model to seek funding sources for their Strategic Health Plan. She thought it would be a good tool for them to work through in their search for funding as their Solid Waste Program seems to always have to find their own funding sources.

John Wheaton of the Nez Perce said that his department is considered a “service to the tribe” and that with TSWAN to provide technical help working the plan, his department could try to work through the plan also. Don Chalmers suggested that the tribes AND vendors could join forces to use the template together. John wanted to know if TSWAN knows how Rural Development has changed, as he said there seems to be disconnection between strategic planning and use. There is also a need for “expenses” to be audited. Kami Snowden pointed out that the planning documents are vital to the budgeting process and that there is an entire chapter on ‘needs assessment’ in the plan. Also, they have added a portion to the IWMP Template on rate structures and that these would be valuable tools.

Cindy Spiry of the Snoqualmie Tribe, after discussion of the potential for implementation, volunteered her department to participate also.

Anne Bailey gave an update on the IWMP Template, saying that how the plan shows ‘sustainability’ will be vital to success. John Wheaton of the Nez Perce wanted to know how the IWMP tabulated illegal dumps, as he said they are trying to change the codes and get buy-in from the community. Danny Joe Stensgar suggested that perhaps they should work with their HUD program on the codes and funding sources. Kami reported that in working with David Ernst on RFPs, the need for these in the IWMP Template had become clear, and is going to make the RFQP an appendix to the IWMP template.

Morning Break

Carolyn Gangmark of the EPA Green Star Program gave a presentation via teleconference and power point after the morning break. Green Star Programs encourage recycling, energy star program use, and green building standards among other things. In Alaska, the Green Star Program has been used to prevent pollution. The Governor’s office supports it and the Chamber of Commerce runs it. They have developed their own list of criteria as to what qualifies for the Green Star Program. They set consumable measures and when a business has met a set number of these measurable, they are awarded a Green Star in their business window. As the program has progressed in Alaska, winners have been added to the board that runs the program. The goal is to track energy savings.

Carolyn was suggesting that this Green Star program might be adapted by the tribes for their casinos. She said, for example, they could each recruit an intern; agree on environmental goals; choose a logo and fee; develop guidance materials; advertise and recruit through TSWAN with a call to action; and take ownership in the program from design to implementation. This should be a tribal run program, not one dictated by EPA. Carolyn said Kim Coval, the manager of the Alaska Green Star Program, is willing to help in anyway and maybe reached via email at: kim@greenstar.inc.org

The benefits are a self run program; simple, effective and inexpensive; and works as part of TSWAN; Awardees become stockholders for excellence; amplifies the tribal voice in shaping markets; one year, rotating internships give young training and opportunities; and the casinos can benefit by being part of a green credential program.

To reach Carolyn Gangmark for further assistance and information, please call her at 206-553-4072 or you may reach her by email: gangmark.carolyn@epa.gov

Before the lunch break, John Wheaton of the Nez Perce host tribe had arranged buses to take members to tour the Nez Perce Museum and Visitor's Center just east of Lewiston. We were treated to a movie on the history of the Nez Perce and a tour of the museum during which many of the artifacts were appreciated.

TRIBAL UPDATES

Coeur d'Alene Tribe – Bill Denton

Bill said they are just finishing up their two grants on Household Hazardous Waste outreach and Casino Green Practices. Their casino has made progress and is going to take a look at a LEED certification.

With the HHW outreach program, they held three community meetings, aided by TSWAN staff, to educate the public on household hazardous waste and proper disposal methods. They have also purchased six composting bins and presented a workshop on composting. The bins are being distributed throughout the tribe.

Umatilla Tribes. Bonnie Burke

Bonnie reported on their new 2010 Peterbuilt Truck with the automated arm. She said it means redoing two of their major routes and changing the service to people on those routes. They have purchased 300 sixty-five gallon rollcarts for the routes and are teaching people how to use them and set them up for pickup. She said patience is needed on all sides, but they look forward to the added efficiency and fewer on the job injuries this truck will provide.

Bonnie said they have applied for a grant through DEQ for HHW set up. They would get shelves, an eye wash station, concrete slab improvements, shower, and new lockers with protective wear for their workers.

Teddi Bronson is working on an emergency response plan. This requires some IWMP revisions and code updating.

Bonnie is applying for an EPA compost grant. She hopes to purchase a tub grinder if she gets the grant. She wants to stop 'road composting.' She said they have lost some employees and are hiring CDL drivers. And she reports that their department broke even this year, but is not a for profit department yet.

Cheesh-Na Tribe of Alaska – Joeneal Hicks

Joe reports that there has been some re-organizing of their tribal council. He has been elected to the National Tribal Water Council which is working on a white paper on Alaska water quality issues. He is also representative to the state EPA on National Climate Change Council. By utilizing the Tribal Fish and Wildlife Service, they hope to establish a

Watershed Council. There are 15 entities involved in this process. They are using a BIA water resource grant.

Recently, they have completed an electronics recycling site. The center is in Slidin and is starting up now.

Their tribe is updating their IWMP. And their village has a \$2M IHS 'sinkwater' project underway. They are also establishing a fire department. He said this was the first year his village has ever experienced a flood.

Native Village of Larson Bay - Alex Panamaroff

Alex said he is finishing his first year under IGAP and has probably spent 80% of his time in training. He really enjoys the TSWAN reports as they give him a direction to prepare for his future. He has just completed a HAZWOPER training and works through two governments: tribal and city. The city controls the dumpsites.

As part of a ROLO program survey of the city, there has been an 80-90% increase costs. They are also starting an assessment of 3 or 4 brownfield sites, and must be careful on how they proceed. They have not found a metal recycling company yet. They would like to get the hulls in their village cleaned up and are also working on mercury and CFC recycling program.

Alex reports they received some recycling containers with crushers for cans and they have distributed them throughout the community. They are being well received and used, but now the storage of the crushed metal cans has become an issue, especially in winter when they do not have the ships coming in to backhaul. They have twice a month pickup in summer.

Spokane Tribe - David Ernst

David reports good news in that IHS has set \$300,000 aside for the Spokane Tribe's SW site on the West End location. However, he reports bad news in that this is only a secondary site, not the primary site which is located at Wellpinit and is where they really need the funding to make BOTH sites operational. David is struggling to get IHS to approve the funding for the Wellpinit site use.

Funding of \$56,000 is still available for a container, but must be spent by the end of September. Kami Snowden of TSWAN drafted an RFQP for the tribe to issue and seeks answers to their collection, equipment, handling, and disposal needs for waste streams. Ernst is completing his edits and anticipates advertising the RFQP in the next couple of weeks. David also reports that in their continued efforts to secure funding through the USDA, they are continually told that they do not need a grant, but need to sign-up for a loan. Their budget is so tight that he doesn't understand the reasoning behind this and is looking for ways to work through this process. At this time, they feel USDA has ceased to be a viable funding source for them.

Colville Confederated Tribes – Pete Palmer

Pete reports that they are all working double time after losing four program managers for their recycling program. They are working on OSHA safety requirements before the budgeting cycle ends at the end of the month. They are making their positions more 'tech' oriented because of the shortage of help. They are continuing to get lots of cardboard for recycling, and also white goods, metals, tires, and used office furniture which they have been able to use in other departments and places.

The Colvilles are part of WasteWise and Pete is researching that role and all that is involved. The recycling program may not be funded again in the future. Pete reports some conflicts with the tribal 'confidential' shredding program and inmates being used to for the job. So, they are investigating having the offices do their own shredding and the equipment necessary.

Solid waste on tribal lands held by non-tribal members is an issue. They are researching ways to change codes to bring these issues under tribal control.

Businesses are hauling in large loads and leaving debris that attracts animals. They are working with HUD to create a "Go Green" project for housing/contractors. Now they are going to require that the debris be stacked and covered, and they are working through the loopholes of owned homes versus leased homes, as owned homes no longer fall under HUD jurisdiction.

SWAC is working to close the Nespelem transfer site because of safety issues. The first step is to implement the IWMP which is what they are trying to do. They are working on a SW Code and the contractors are the most problematic.

Kami Snowden reports that she is working with the Inchelium School District. And Danny Joe says that they are very interested in pursuing 'green' projects.

Nez Perce Tribe – John Wheaton

John reports there is some turmoil in the Lapwai Valley as the City of Lapwai has decided to contract with a new contractor. He stated there are some changes in the facilities due to the new contractor not having all the equipment necessary to maintain the current system, and hopes this will not create new problems. Kami pointed out possible conflict of interest since the new contractor is the son of the city clerk.

Other items reported are the finalizing of a grant this week for an Enterprise Fund. They have received a \$65,000 recycling grant to provide trucks, bins, trailers, etc. Idaho SW Systems has proposed a regional landfill in North Idaho that would gather trash and compact it into bins for storage. Clearwater County, Idaho has a glass crushing facility. The crush is used for daily cover. And Lewis & Clark Recyclers has ER drums and will contract for paper pickup at \$22. The tribe has received a composting grant to get a chipper and mulcher.

John is hoping to use the new TSWAN Strategic Plan to update their IWMP. They have applied for an EPA operations grant to maintain their equipment.

Quinault Indian Nation - Tom Gibbons & Karl Braden

Tom Gibbons is the new Water Quality Leader for the Quinault Nation. He said their planning department actually handles the SW collection. However, he is involved in the illegal dumpsite cleanup, which he and Karl have been inventorying since his arrival. He said there are 20-30 sites over a 50-60 miles area. They have identified them and will be working on closure and cleanup. There are some fee and Trust issues, especially around an old abandon cedar mill and there are many abandon cars left on site. It may be feasible to use contractors to separate out the metals, but they need to resolve some ownership issues. Karl is planning to attend the TSWAN IWMP Template training in Tulalip in October. Tom also reported that the Japanese Knotweed has become a real problem in their waterways in the area. They are using chemicals to kill it back, but it is a several phase process.

Kootenai Tribe - Kevin Greenleaf.

Kevin reports that the Waste Management Plan revision is still underway, and they are getting more casino figures in for that process. They are 35 members on 2000 acres. He said the county there manages the landfill and has an aggressive recycling program which may become mandatory. Their tribe recycles everything possible. The Reservation recycling plan is paid for by tribal fees so far. As part of their green program, TVs were donated from the casino to the tribal members as part of their updating program.

Newhalen Tribe – Ron Wassillie

Ron reports that they applied for another grant through AMDHC which was turned down. They have been doing some burning, which is allowed in Alaska. Ron has collected 500 gallons of waste oil from local utilities which will be used for winter heating for their shop.

Confederated Tribes of the Grand Ronde - Lewis Younger

Lewis reported some of the many grants that have been awarded to the Grand Ronde. He said all of their managers were sent to grant writing school and that is a big part of their success in getting so many awards. He offered an open invitation to any TSWAN member delegates. He said if they will pay their own travel to Grand Ronde, they will pay for their stay and give them all the assistance they can with grant writing. It was decided to hold a TSWAN meeting there next year with a grant writing workshop. But member delegates are encouraged to take Lewis up on this generous offer to help them with the grant funding issues.

Confederated Tribes of the Siletz – Claire Wood

This was Claire's first TSWAN meeting and she said she was very pleased and excited by what she was hearing, the networking and sharing of information available. She said she is looking forward to attending the TSWAN IWMP Template training in Pendleton, Oregon in October.

Snoqualmie Tribe - Cindy Spiry

Cindy said she plans to attend the TSWAN IWMP Template training in Tulalip in early October. The Snoqualmie have joined WasteWise and are working on the requirements for

that. They are also working with King County on a \$5000 Hazardous Waste event/collection. TSWAN will be involved and helping.

They have GAP funding to finish their open dump cleanup.

The Snoqualmie Tribe is working with TSWAN, King County, and the City of Seattle on a Green Building for Hotels program.

They are also partnering with TSWAN and EPA on a Green Building Conference to be held next year in the Seattle area. She reports that Everett has completed a green transfer station which we hope to tour.

Thursday, September 17, 2009

Tribal Caucus

Due to fire emergency on the Colville Reservation, Danny Joe Stensgar was unable to attend and lead the meeting.

Kami Snowden, Executive Director, advised that TSWAN has submitted a grant to EPA for lead training and equipment. The training calls for 20 members to be trained as Lead Inspectors, and 20 people to be trained as Lead Assessors and for the purchase of two XRF machines that detect lead. The machines would be the property of TSWAN but would be made available to member tribes as they move forward in lead elimination programs in their communities. Snowden received notice the application had been received by the proper department in EPA, but has not, to date, been notified if an award will be granted.

Snowden also advised the TSWAN received the full amount of dollars requested from the GAP program. The award begins October 1, 2009 through September 30, 2010. The primary workplans of the grant include: Support of infrastructure for the TSWAN organization; Writing an IWMP template for our member Alaskan villages; Hiring of a Program Coordinator; and 3 day training session addressing Source Reduction, Recycling, Composting, Construction and Demolition Waste Handling and Alternatives, Electronic Waste, and Greenhousing Effects.

Snowden also advised that TSWAN will receive another hazardous waste grant for approximately \$60,000 to provide three more meth lab awareness trainings. Snowden was told by EPA that the TSWAN proposal received the highest score nationally and Snowden attributes this to our strong partnerships with the University of Washington and the Washington State Patrol Task Force. TSWAN has the most interactive certification program for meth lab awareness, and the training has the attention of many, including tribes from outside Region 10 and federal agencies housed in Washington D.C. The trainings will take place over 18 months beginning approximately the first of December, 2009 through May 2011.

Before leaving the subject of grants, Snowden asked for input from TSWAN members for the upcoming FY 2011 GAP program. This application typically opens in October and is due before the end of the year. Please contact Snowden with your input and ideas for the organization.

Snowden asked the group to provide reaction and feedback regarding the potential for TSWAN to spearhead a Tribal Green program similar to the Green Star program described the previous day by Carolyn Gangmark. After discussion it was unanimously agreed that TSWAN should seek to develop such a program for tribes, and a subcommittee was formed to begin working on the criteria for a tribal business to gain recognition as a green business. The committee will report at the next meeting, with the hopes of unveiling and kicking off the program at the Green Building Conference next spring should it take place.

Snowden asked members to respond to training needs. TSWAN has moved through a list of requested trainings developed back in 2002 so it's time to renew that list and begin planning for new member training opportunities. Responses included:

- HAZWOPER 8-Hour Recertification
- 40-Hour HAZWOPER
- Construction/Demolition Waste Handling Certification
- Asbestos Handling Certification
- Grant Writing
- E-Waste; TSWAN should become a leader in finding reputable and reliable end recyclers and educate others so our E-Waste does NOT get sent to third world countries where they are contaminating health and environment.
- Oil Spill Response Training; Tom Gibbons, Steve Pendleton, Ronald Wassillie and Vince Cooke have all volunteered to help steer and/or provide some of this training.
- Ordinance and Code Development
- Executive Board Training

Snowden will research each training recommendation and put together a proposal for training times/ locations and funding options.

Reporting on an Executive Board meeting, Snowden explained to the group the conversation surrounding adding a fifth member to the board. The reason for this, in part, was to avoid ties when voting as a Board, and to add a position that would aid in the development of corporate documents (i.e., By Laws, TSWAN resolutions, etc.). After discussion Steve Pendleton moved to amend the bylaws and add the Board position of Parliamentarian. David Ernst seconded the motion. Motion passed unanimously upon vote. Snowden will draft the bylaw revision and include the Parliamentarian position description and send to all members prior to the next meeting so comments and edits can be made prior to the meeting where they will be voted upon. Snowden also noted that the Executive Board will be up for elections at the Spring 2010 meeting, so please be considering who might be nominated for each position of President, Vice President, Secretary, Treasurer and Parliamentarian.

The present members also discussed the possibility of planning TSWAN meetings one year into the future. By doing so everyone has the meetings already scheduled on their calendars in hopes of avoiding other conflicts; it would allow host tribes to have plenty of planning time as well as ample time to invite guest speakers and presenters; and it helps in the budgeting process knowing where our meetings will be held. It was unanimously agreed that we should plan a year in advance. Exact dates will be researched by Snowden/staff to come up with a list of possible dates that have little or no conflict with other tribal gatherings.

In the near future however, the next TSWAN meeting will be held in Worley, Idaho at the Coeur d'Alene Tribal Casino and hosted by the Coeur d'Alene Tribe on December 9-10, 2009. TSWAN will also provide an 8-hour HAZWOPER training the day prior to the meetings, December 8, 2009 at the same location. People interested in the training should contact Snowden ASAP.

Having no further business to come before the group, Lewis Younger moved to adjourn, seconded by Cindy Spiry. Motion passed unanimously. Meeting adjourned.