

SPEAKER'S REPORT

2026 WINTER SESSION
SPEAKER CRYSTALYNE CURLEY



25TH NAVAJO NATION COUNCIL



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SPEAKER'S REPORT

Yá'át'ééh and welcome my colleagues of the 25th Navajo Nation Council, President Dr. Buu Nygren, Madam Vice President Richelle Montoya, Madam Interim Chief Justice Eleanor Shirley, chapter officials, federal, state, and county officials, legislative staff, and most importantly, to our Diné People. Thank you for joining us as we welcome you to the 2026 Winter Council Session.

As we come together this winter season, known as Hai, we reflect on our Diné teachings and values passed down from our elders, which continue to give us strength and endurance to persevere for our families, communities, and our Nation. Many of our homes and communities, near and far, are filled with winter stories and shoe and string games filled with teachings that define our identity and strengthen our foundation, as Diné. As the animals hibernate, we take this time to share our stories, to connect with one another through kinship, K'é, and to thank the Creator for all of the blessings bestowed upon us through the moisture that our lands receive.

Through the teachings of our elders, we are reminded to prepare our homes for the winter season by gathering firewood, blankets, supplies for livestock, and food and water. We strongly encourage our children and grandchildren to help their elders, so they are safe and taken care of through the cold season.

As the 25th Navajo Nation Council marks its third year in office, we recognize that there is much work ahead of us and that our people look to us for change and progress. I thank my colleagues of the 25th Navajo Nation Council for consistently being out in many communities listening to the issues brought forth by our people and offering your support and solutions.

As our grandparents always taught us, Ni'hi'saad ayoo bi'dzil, our spoken words have power to create change that improves the livelihood of our people for many years to come, but we have to work together and move forward on a positive path during this Council session.

I also want to take this opportunity to thank Steven Arviso, who recently announced his resignation from the 25th Navajo Nation Council to focus on his family and personal endeavors. As the Speaker of the 25th Navajo Nation Council, I thank him and his family for their service and sacrifices, and we pray for his continued success as he moves forward.

As the 25th Navajo Nation Council convenes for the Winter Session, I am confident that we will continue to make progress and plan for the future of our Nation. On behalf of the 25th Navajo Nation Council, I again thank our Diné Citizens for your guidance and support moving forward.



Crystalyne Curley, Speaker of the 25th Navajo Nation Council



Speaker Curley has prioritized providing updates during the quarterly Navajo Agency Council meetings.

U.S. Immigration and Customs Enforcement

I recently shared a public message with our Navajo citizens living on and off our Nation regarding the increase in U.S. Immigration and Customs Enforcement (ICE), otherwise known as ICE agents, in urban areas. We have tens of thousands of enrolled Navajo Nation members and other tribal members living in cities like Phoenix, Albuquerque, Denver, and across this country. My colleagues of the 25th Navajo Nation Council are aware that many of our people are feeling the mental and emotional impacts of what they are seeing in the media, and maybe even in their own communities.

We have received inquiries about ICE presence on the Navajo Nation, and we have followed up on those situations, but to date, there has been no confirmed presence of ICE in Navajo communities. We share in the frustration when we receive reports of our people being detained and questioned about their citizenship, but we know that it is also very important to have factual information at all times.

We are the First People of this country, and our citizenship should never be questioned or challenged by anyone, and that continues to be our message to federal agencies and law enforcement. Now, as we move forward, we want all of our citizens to be informed of their rights and to be prepared if they are approached by ICE agents or law enforcement officers.

If our citizens are approached by ICE or other law enforcement officers, please remain calm and try not to escalate the situation, but also remember that you have the right to remain silent. It is very important that our citizens have some form of photo identification when they are in public places, such as a Real ID or a passport.

Based on information that we have gathered, it may take longer to verify a person's identity and citizenship without a state or federal photo ID. If a person shows a Certificate of Indian Blood (CIB), they may be asked to also show a state or federal ID with a photo.

As leaders, we are communicating with congressional members, federal agencies, state officials, other tribes, and tribal coalitions to exchange information and strategize on how to proceed while prioritizing the rights, safety, and well-being of our people. The Native American Rights Funds has shared guidelines

for how to respond to ICE agents, and I continue to encourage our people to carefully review those guidelines and to inform others.

As the Speaker of the Council, I issued a letter to the Navajo Nation President and several of his directors requesting information and urging them to step up their efforts to inform our people and to let us know what they are doing to be proactive. As of today, we have not received a response from the President.

I have also spoken with the Controller of the Navajo Nation to weigh the opportunity to use ARPA funds to support efforts and resources to provide outreach for our citizens in urban areas through the Office of Vital Records. We understand that our people living in cities want the vital records services and resources readily available nearby rather than having to travel hours to obtain them. This Council will take the necessary steps to ensure those resources are fully met.

I have also requested legislation to be considered during the Winter Session to call on federal agencies to recognize and honor tribal identification cards, CIB's, and other forms to help mitigate any potential issues. This legislation will also request additional federal consultation and training for federal law enforcement and direct the Division of Human Resources and Office of Vital Records to expand vital records services to our Navajo citizens on and off the Navajo Nation.

On behalf of the Council, I reassure our citizens that we hear you and that your concerns are a part of the conversations when we talk with federal agencies and others. We will continue advocating for the rights and dignity of Navajo people – wherever our citizens live. We know that these are challenging times, but also remember that we carry within us the strength and resilience of our ancestors. Let's continue to support one another, to pray for one another, and to move forward in a positive way. We will continue to provide more updates and information as we continue to gather facts and push forward.

ARPA Funding – Hardship Assistance

In July 2024, the 25th Navajo Nation Council approved a Hardship Plan through Resolution CMY-28-24, establishing a clear framework for providing hardship assistance in the event the Executive Branch fails to complete ARPA projects or expend federal funds by the December 31, 2026, federal

deadline. This framework was completed long before President Nygren's recent Executive Order and calls for Hardship Assistance.

This plan was developed to protect our Nation and ensure that no ARPA dollars are reverted back to the federal government. The Council has done its part by putting a structure in place so that, if the Executive Branch continues to delay project implementation, the remaining funds can be responsibly redirected to provide direct assistance to our people.

The Executive Branch is responsible for completing ARPA projects and meeting federal expenditure requirements. Should those obligations go unmet, the hardship pathway established by the Council ensures that relief for Navajo families remains a fully viable and responsible option. Recent reports indicate that the available funding may require that only specific populations receive Hardship Assistance, such as elders or others.

The Council remains committed to transparency, prudent fiscal management, and ensuring that ARPA funds ultimately benefit the Navajo people as intended. The Council and its Committees will continue monitoring project performance closely and stands prepared to revisit the hardship provisions outlined in CMY-28-24 should the Nygren Administration continue to fall short of its responsibilities.

Missing and Murdered Diné Relatives Task Force

On behalf of the 25th Navajo Nation Council, we continue to offer prayers and condolences to the family and community of Maleeka "Mollie" Boone. The loss of a child is heartbreaking. I extend my appreciation to the Missing and Murdered Diné Relatives (MMDR) Task Force for making their support and resources available to the family in their time of need.

The MMDR Task Force continues its commitment to supporting families and strengthening coordinated responses to cases involving missing and murdered Diné relatives. Under the leadership of Chair Council Delegate Amber Kanazbah Crotty and Co-Chair Legislative Staff Assistant Tatyana Billy, the Task Force is actively working with families to connect them with law enforcement, advocates, and state assistance programs.

These efforts help to ensure that missing person

cases are shared with the Navajo Nation, nonprofit organizations, and local communities so that families receive support and their loved ones' stories are widely disseminated. The Council's support of this work reinforces the Task Force's mission to center families, accountability, and healing in every aspect of its efforts.

The Task Force continues to strengthen long-term systems by revising the Tribal Community Response Plan and coordinating a training session with the National Criminal Justice Training Center of Fox Valley Technical College to ensure effective and culturally informed responses. In partnership with Navajo Technical University, the Task Force is also finalizing a draft Missing Persons Database to provide centralized updates and ongoing support for families.

Looking ahead to 2026, the Task Force plans to expand education, awareness, and training efforts across the Navajo Nation while continuing to work closely with families and organizations to ensure community readiness and that no Diné relative goes unanswered or unserved.

Dayforce Implementation

The Navajo Nation Council and the Office of the Speaker continue to work with the Executive Branch to mitigate the implementation of the Enterprise Resource Planning (ERP) system, known as Dayforce, and its impact on Navajo Nation employees, including those within the Legislative Branch.

The Dayforce ERP system was implemented by the Department of Personnel Management (DPM), in coordination with the Office of the Controller (OOC), with the objective of modernizing payroll, timekeeping, and human resources operations across the Navajo Nation. The Legislative Branch participated in this implementation in good faith by designating Legislative Staff Assistant Marcarlo Roanhorse and Financial Advisor Clarinda Begay, to support required training, and coordinating with DPM, Payroll, and ERP Support throughout the planning and rollout phases.

Following the system's go-live, several operational and technical challenges became apparent. These challenges included misaligned supervisory and approval roles, delays in updating organizational reporting structures, employee transfer and onboarding synchronization issues, delayed



On behalf of the 25th Navajo Nation Council, Speaker Curley delivered Christmas gifts to the children residing at Hoghan Hozhoni.

leave balance uploads, system access limitations, and restricted supervisor functionality during critical payroll approval periods. As a result, some employees experienced payroll discrepancies, including overpayments, underpayments, or missed pay, despite complying with training requirements and timekeeping instructions.

During this period, the Office of the Speaker prioritized transparency, employee pay protection, and operational continuity. Legislative Branch staff provided extensive hands-on assistance to employees, supervisors, boards, and commissions, including working extended hours during payroll deadlines. Identified issues were documented and sent to the ERP Support email, DPM, Payroll, and OOC through established channels. Interim internal controls were implemented to track leave usage, approvals, and stipend payments, and updated organizational structure workbooks were completed and resubmitted to support system corrections. Concerns regarding communication gaps, response timelines, and the need for clearer centralized guidance were also formally communicated to responsible departments.

To prevent delayed payroll, DPM implemented temporary safeguards to ensure employees received pay while discrepancies were identified for reconciliation. Despite these measures, payroll

inaccuracies continued. On January 12, 2026, the Office of the Controller issued a formal directive to temporarily revert to traditional paper timesheets, pausing Dayforce payroll processing and resetting the payroll implementation timeline to April 2026. The Office of the Controller further committed to ensuring that all affected employees would be made whole for any discrepancies resulting from the initial payroll runs.

While modernization of Navajo Nation systems remains an important long-term goal, this experience highlighted the importance of accurate and current data alignment, stable system configuration, responsive technical support, and clearly defined governance before relying on an enterprise system for payroll processing. The Legislative Branch stressed that the employees should not bear the burden of system implementation challenges, and payroll accuracy must remain a fundamental priority.

The Office of the Speaker remains committed to working collaboratively with DPM, OOC, and all branches to ensure the next rollout process is less stringent on all departments and staff.

Abandoned Uranium Mine Remediation

The Navajo Nation Council has long called for improved federal action and modern remediation

strategies to address the devastating impacts of more than 500 abandoned uranium mines on our lands. These sites continue to affect Navajo families every day, particularly in communities where mine waste remains exposed or insufficiently remediated. The Council is committed to ensuring that any cleanup efforts undertaken on Navajo Nation land prioritize the health, safety, and sovereignty of our people.

We acknowledge the recent action by the Eastern Navajo Land Commission, through Resolution ENLC-02-25, supporting the pursuit of federal funding and encouraging collaboration across Navajo Nation divisions and federal partners. The Navajo Nation continues to monitor the development of innovative, science-based remediation technologies, including DISA's High-Pressure Slurry Ablation (HPSA) system.

The 2022 U.S. EPA treatability study conducted on the Navajo Nation demonstrated the technology's ability to remove and concentrate radionuclides, reducing contaminants in treated coarse fractions by more than 90 percent. Based on these results, the Navajo Nation EPA is confident that HPSA represents a meaningful tool for addressing long-standing contamination in a safer and more effective manner.

The proposed AUM Critical Minerals Commercial-Scale Pilot Program would allow the Navajo Nation, working as a partner and primary subrecipient, to deploy NRC-licensed HPSA units at carefully selected, high-priority sites. This project will provide essential data on how best to remediate legacy mine waste at scale, support restoration of impacted lands, and build technical capacity within the Navajo workforce.

As this effort moves forward, it is critical to inform our people and communities, especially those that are directly impacted by uranium mining. The Council continues to work with federal partners to ensure that mine sites are remediated, to the fullest extent possible, to minimize the devastating health impacts on our people and communities.

Removal Legislation

In November, I introduced Legislation No. 0263-25 to initiate the removal of President Buu Nygren and Vice President Richelle Montoya, which cites extensive findings of malfeasance, misfeasance, and breaches of fiduciary trust duties under Navajo Nation law. The legislation was introduced the same

day that Special Prosecutor Kyle T. Nayback filed a formal ethics complaint in Navajo Nation District Court, alleging multiple violations of the Navajo Nation Ethics in Government Law by President Nygren, including the misuse of government purchase cards, including directing staff to falsify documents to cover personal and family expenses. The legislation also outlines multiple violations of Navajo Nation laws and fiduciary duties by President Nygren.

In accordance with 11 N.N.C. § 240(A), the bill outlines substantial just cause for removal, emphasizing that elected Navajo leaders must act with honesty, balance, and unwavering loyalty to the Diné people. This section of the law also provides the authority for the Council to remove the president and vice president for various violations. This legislation reflects the Council's obligation to uphold the laws of the Navajo Nation, protect the Nation's public funds, and ensure accountability at the highest levels of government.

Many of our Navajo people and a majority of chapters have adopted resolutions calling for the removal of President Nygren and Vice President Montoya for failing to uphold their oath of office and for numerous allegations, some of which are now filed in court. As leaders, we hold chapter resolutions with great value as they represent voices and votes directly from our Navajo people.

Unfortunately, the Window Rock District Court granted President Nygren's request for a temporary restraining order to block the Naabik'iyáti Committee and the Navajo Nation Council from taking action on the legislation.

The court's order remains in place to this day, while many of our Navajo people continue to call for the Office of the President and Vice President to be held accountable. We are hopeful that the court will take action to allow the Council, and the voices of our people, to be heard when this legislation is brought forth for consideration.

Navajo Nation Youth Advisory Council

Through the unanimous passage of Resolution CS-40-25, the 25th Navajo Nation Council overrode the presidential veto that allowed the Navajo Nation Youth Advisory Council to move from the Executive Branch to the Legislative Branch. I extend my appreciation to my Council colleagues for their

tremendous support and for supporting funding for the Youth Advisory Council. This transition presents a great opportunity for our Navajo youth to become more engaged and to have their voices on issues heard throughout our Nation.

The Office of the Speaker recently brought on a new Legislative Staff Assistant, Jacob James, a longtime youth advocate to assist with the development and advancement of the Navajo Nation Youth Advisory Council. He is currently working with Council members to begin recruiting candidates for the vacant Youth Advisory Council positions. Through this collaborative effort, we are optimistic that we will have new members in place in the coming weeks and months ahead.

IHS Realignment

Members of the Health, Education, and Human Services Committee and I participated in two recent Indian Health Service (IHS) Tribal Consultation sessions. Council Delegates Dr. Andy Nez, Germaine Simonson, and I issued comments related to IHS's proposed strategic realignment focused on direct patient care, enterprise and operational management, and support for tribal self-determination.

During the consultations, we reaffirmed the Navajo Nation's healthcare priorities and called for greater transparency from IHS concerning the overall purpose, intent, and expected outcomes of the proposed realignment. We reaffirmed that the Navajo Nation should remain as one Area Office under IHS and not consolidated with any other region. We emphasized the importance of continued and meaningful consultation with tribes as the process moves forward.

In July, we requested that IHS conduct another round of formal tribal consultation once specific realignment options are fully developed to allow for broader tribal input. She stressed that any structural changes within IHS must not come at the expense of healthcare services for Navajo people. A second round of consultations were held recently. I thank Council Delegate Andy Nez for introducing legislation to establish the official position for the Navajo Nation, and we respectfully request the support of the Council to adopt the legislation.

We consistently remind federal partners of the Treaty of 1868 between the Navajo Nation and the United

States, which guarantees the right to healthcare as part of the federal trust responsibility. The Navajo Nation is prepared to work in good faith but will continue to hold the federal government accountable to its treaty obligations.

The Navajo Nation Council remains committed to advocating for policies and actions that protect and strengthen healthcare services for Navajo citizens and uphold the federal government's trust obligations.

Support for Navajo Veterans

The Office of the Speaker, through Legislative Staff Assistant Arthur Hardy, continues to offer support for our Navajo veterans for initiatives such as Resolution CO-53-25, which amended the Navajo Nation Veterans Act and established Veterans Agency Organizations as well as Chapter Veteran Organizations, sponsored by Council Delegate Andy Nez.

We have heard concerns related to housing and additional funding for resources pertaining to the increase in the cost of living for veterans and their families. The Council and the Office of the Speaker have recognized the request of veterans for a "Purple Heart Nation" designation to honor those who have been wounded during their military service.

The Office of the Speaker has begun working with the Navajo Nation Veterans Advisory Council and representatives of the Missing and Murdered Diné Relatives Task Force to create an Alert Code for Veterans who are reported missing due to PTSD or other mental health conditions. This Alert Code is long overdue for our warriors.

The Office of the Speaker continues to lend support to veterans' groups and advocates to pursue and complete health and wellness projects to help veterans. These projects will be ongoing and benefit the greater veteran population that have demanded resources for years. With the support of the veterans community, we can make these projects a reality.

Community Engagement and Outreach

During the month of December, the Council and the Office of the Speaker coordinated several community outreach initiatives across the Navajo Nation. This includes the Council's annual Christmas Tree



Speaker Curley joined the community of Nazlini during the grand opening of their Senior Center on Nov. 12, 2025.

Lighting event, and the donation and delivery of gifts for Navajo children and families.

The Office of the Speaker and the 25th Navajo Nation Council hosted our annual Christmas Tree Lighting event, with the help of sponsors such as Navajo Arts and Craft Enterprise, Bashas', and Navajo Nation Shopping Centers, Inc. Toys 4 Tots provided by the Navajo Nation Police Department were gifted to hundreds of children and their families.

Additionally, the Office of the Speaker delivered Toys 4 Tots to Amá dóó Áłchíní Bighan Inc., Battered Women's Shelter, and St. Michaels Head Start Program. The 25th Navajo Nation Council Delegates and Legislative Branch staff delivered additional gifts to over 70 children from Naomi House, Manuelito Navajo Children's Home, and Hogan Hozhoni.

The outreach continued with a Christmas Party hosted by the Office of the Speaker at Naomi House in Joseph City, Arizona, where delegates and staff members spent meaningful time engaging with the children in a warm, family-centered environment. Joined by Council Delegates Germaine Simonson and Shawna Ann Claw, foster children participated in cultural teachings through traditional winter stories and enjoyed festive activities such as

decorating gingerbread cookies, learning string games, and opening Christmas gifts.

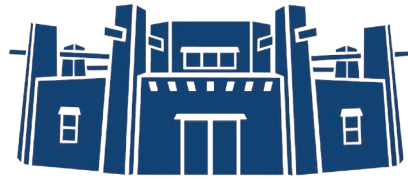
These efforts not only strengthened community bonds through the principles of K'é—kinship, respect, and compassion—but also reaffirmed a continued commitment to supporting and uplifting all Navajo children. We thank our Council colleagues, Legislative Branch staff, and all sponsors who assisted and donated to make this outreach possible.

Closing Remarks

On behalf of the 25th Navajo Nation Council, we thank our Diné people for joining us for the 2026 Winter Council Session. As we move forward, the 25th Navajo Nation Council will continue to voice the concerns brought forth by our Navajo people to help resolve the challenges and put our Nation on a path of healing. We appreciate your continued support and prayers as we move forward together.

Áhé'héé

Crystalyne Curley, Speaker
25th Navajo Nation Council



LEGISLATIVE BRANCH PROGRAMS FY2026 FIRST QUARTER REPORTS

NAVAJO UTAH COMMISSION FISCAL YEAR 2026 – FIRST QUARTER REPORT SUMMARY

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ACCOMPLISHMENTS FROM 1ST QUARTER

- The Navajo Utah Commission conducted a project kick-off meeting with Southwest Business Development Consulting, LLC and subcontractors for the Montezuma Creek Market Analysis Project during the first quarter. Subcontractor, Ardurra, conducted an on-site assessment with NUC and Aneth Chapter on November 20, 2025 to evaluate project site boundaries, utility access, easements, roadways, drainage patterns, and other adjacent infrastructure for four potential project sites. A one-year project period is anticipated for this market analysis project and will be appropriated by matching grants from federal and state sources .
- The Navajo Utah Commission secured \$200,000 from the Utah Navajo Revitalization Fund Board on November 17, 2025, to provide match funding for the Naatsis'Aan Chapter Senior Center Renovation Project. Estimated cost for this project is \$1.3 million and will require continuing collaboration and coordination to secure needed capital.
- The Navajo Utah Commission is working collaboratively with Stewardship Utah and Southeastern Regional Development Agency (SERDA) to seek Utah legislative funding to replace outdated wood stoves in 20 Navajo homes in San Juan County with more efficient heating units and to provide weatherization upgrades. NUC and Stewardship Utah have secured the support and sponsorship of Rep. Logan Monson of District 69 to seek \$100,000 in legislative funding from the 2026 Utah Legislature.
- The Navajo Utah Commission is continuing a partnership with Western Educational Equity Assistance Center (WestEd) to address educational challenges for Navajo students in the San Juan School District (SJSD) and have identified chronic absenteeism and learning outcomes as priorities to address in 2026. NUC staff is conducting monthly Zoom meetings with Dr. Niki Sandoval of WestEd and local stakeholders to plan and prepare for workshops in Monument Valley and Montezuma Creek in the spring of 2026.

GOALS FOR 2ND QUARTER IN FY2026

- Finalized 2026 Utah Legislative priorities that were approved by the Naabik'íyáti' Committee.
- Finalize the selection of housing grant recipients for the Utah Olene Walker Housing Loan Fund (OWHLF) housing project serving the seven Utah chapters.
- Conduct Navajo Utah Water Rights Settlement Act (NUWRSA) work session and promote NUWRSA outreach efforts for Utah chapter communities.
- Plan and schedule a capacity building training session for the seven Utah chapters regarding project management responsibilities.

ISSUES/RECOMMENDATIONS

- The Navajo Utah Commission program absorbed a \$30,000 plus cut in an already lean operating budget and is currently experiencing difficulties in carrying out basic program responsibilities. The FY26 funding reduction is impacting in-person collaboration with Utah chapters, tribal offices, and other governmental agencies. The FY26 budget for NUC is insufficient to accommodate project related travel, office and operating supplies, replacement of outdated office equipment, and mileage reimbursement for commission members to attend NUC meetings.
- Secondly, the Navajo Utah Commission appreciates the need to modernize timekeeping and personnel management, but the transition to Dayforce apparently was rushed and probable issues were overlooked. Finally, internet services for rural offices are slow and unreliable to comply with Dayforce requirements.

OFFICE OF NAVAJO NATION HUMAN RIGHTS COMMISSION FISCAL YEAR 2026 – FIRST QUARTER REPORT SUMMARY

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ACCOMPLISHMENTS FROM 1ST QUARTER

San Juan County Settlement Agreement: The Office met several times with the San Juan County clerk/auditor and his staff. The outcome from these meetings was for San Juan County to share the shapefiles for its new precinct boundaries. The Office would seek from the Navajo Utah Commission the approval to allow the county liaisons to present to the seven chapters without having to take on the two-step process to get on the chapter agenda and make the presentations. The county is concerned that the two-step process often delays the need to work with the chapters because of changes in scheduling with the chapters. The Office met with Navajo Utah Commission but the need to adjust the two-step process was not approved by the Navajo Utah Commission.

Gallup McKinley County School District: Based on the public hearing conducted by the Commission, the Office met with the Gallup McKinley County School District Superintendent to follow up on several issues identified by the Office as life-safety issues. The Office wanted to make sure that the school district is appropriately addressing these urgent concerns raised by Navajo citizens during the public hearings. The following are the issues the Office identified as life-safety issues:

- A. Heating and Cooling System at Tseyiighai Hight School: Pueblo Pintado community members reported that the school facility's heating and cooling system is controlled by the Crownpoint school district office. However, the Superintendent informed the Office that the school had a \$9 million upgrade of the heating and cooling system; it is a state-of-the-art system, controlled by motion sensors. The system is at a constant temperature and if a person walks into a room the system automatically generates heat or cool air. However, the location of the school constantly experiences high and low electrical currents which have an impact on the system.
- B. Navajo Student requiring Specialized Attention: At the Bááháálí public hearing, a parent reported that her child was not provided the proper assistance by the school when the student experienced hardship, yet the school district refused to assist the Navajo student. The Superintendent did acknowledge that it was inappropriate for the school to deny him the necessary assistance. The Navajo student was further assisted and is no longer requiring the special attention.
- C. School Counseling Services: Here were concerns expressed by Navajo citizens during the public hearings that the school district is not accommodating culturally sensitive counseling services to Navajo students. The school district explained that it uses the Columbia counseling structure. When the Office asked if this counseling approach incorporates Navajo cultural values, the Superintendent acknowledged that Columbia approach needs to incorporate Navajo culturally relevant counseling services.

Auto Repair Issues: The Office has been addressing the AAMCO and Corley Nissan auto repair and sales issues for an extended period of time. During the first quarter of FY26, these issues remained to be updated so that the customers involved in these unfortunate transactions are informed. The Office received several calls by consumers seeking updates on these issues. The Office in turn solicits updates from the Arizona Attorney General and New Mexico Department of Justice offices. The AAMCO issue has been stalled due to the fact that the national AAMCO office is slowly addressing the local Flagstaff issues. The Corley Nissan concern is with the New Mexico DOJ. The court case against CarRite included Corley Nissan because the principles in the CarRite case are also involved in the Corley Nissan case.

Observe New Mexico Elections: The Office continues to be an advisory member of the Observe New Mexico Elections (“ONME”) advisory board. There were several board meetings leading up to the November 4, 2025, municipal elections in New Mexico. As an example, the cities of Gallup and Farmington conducted elections. ONME anticipated disruption of the voting activities during the November 4th election, but there were no reported incidents at the polling places. Overall, while there are concerns at various polling places, the November four municipal election was conducted with minimal interruptions.

New Mexico Redistricting Task Force: During the summer months in 2025 the task force solicited and secured New Mexico legislators to become members of the task force. However, the legislators immediately questioned their participation in the task force and two resigned. The original group members that mobilized the task force back in 2020 continued to foster efforts to reinvigorate the need to pursue the legislature to allow New Mexico citizens to vote on establishing the independent redistricting commission. The group is entertaining initiatives to have the legislature, during the 2026 session, recommend federal initiatives to require states to enact laws establishing independent redistricting commissions. The Office strives to protect the voting rights of Navajo citizens when measures are undertaken by legislatures in Arizona, New Mexico and Utah.

UPR process for USA: The Office continued to monitor the United States’ refusal to participate in its November 10, 2025, Universal Periodic Review. In 2006, the United Nations member states agreed that each member state would go through reviews on a periodic basis to assess their implementation of international standards domestically. While the United States is a party to several international treaties that affect the Navajo people, the withdrawal from the UN process has caused concerns worldwide. The international standards are intended to have all nation-states to respect one another and interact with one another in an equal liberum structure. The Commission continues to raise concerns regarding the protection of San Francisco Peaks as a sacred mountain for the Navajo people (Resolution NABIS-58-11). The United States is requested to submit to the UPR by November 2026.

Hiring of New Staff: It is an audacious effort to advertise and solicit applications for vacant positions in any office in the Navajo government. The Office advertised all vacant positions in the local newspapers which resulted in several applicants for the Policy Analyst and Human Rights Investigator positions. The new staff in the Office are Ms. Shaniya Logg, Policy Analyst, Ms. Aldrian Yellowhair, Human Rights Investigator, and Mr. Brandon James, Human Rights Investigator.

Executive Director Retired: At the end of this quarter, Executive Director Mr. Leonard Gorman officially retired on December 26, 2025. His presence in the office will be deeply missed as he has tirelessly dedicated close to forty years serving the Navajo people and government.

Disparaging Diné Culture: The Office continues to receive concerns from Navajo citizens that individual Navajos are broadcasting their opinions about Diné culture in a negative and disparaging manner. The Office is in communication with the United Nations Special Rapporteur on the Rights of Indigenous Peoples regarding churches degrading Diné culture. The Navajo people have become diversified in their beliefs and practices. It is more evident that Navajo relatives are open to stating negative opinions and disparaging Diné culture, traditions and values. It is a challenge to protect our culture when the negative opinions come from within.

Citizen Complaints: The Commission has 49 cases open, and 11 cases closed. 12 cases filed in the first quarter (1st FY 26).

RESOLUTIONS

NNHRCNOV-33-25: Authorize the Office and Navajo Nation Human Rights Commission to work with University of New Mexico to Publish a Manuscript about the work of the Commission.

CONDITIONS OF APPROPRIATIONS & UNMET NEEDS

NNHRC has a condition of appropriation which is to update its plan of operation by presenting a report to

the Naabik'iyat'i' Committee by the end of the second quarter of FY2026. The Commission has formulated amendments to its enabling legislation and plan of operation and at this time is awaiting legal analysis from the Office of Legislative Counsel before considering it at the Commission level.

Our office received FY 2026 funding to fill an Attorney's position. At this time, the Office is working with Department of Personnel to advertise the position, and all processes are in compliance with the Dayforce system.

PERFORMANCE MEASURES

Budget Form 2 is attached for this reporting cycle. All performance measures were met.

UPCOMING QUARTERLY INITIATIVES

The NNHRC staff will continue to address complaints, improve social media and public information, complete performance measures and perform duties essential to service delivery and accountability.

OFFICE OF LEGISLATIVE COUNSEL FISCAL YEAR 2026 – FIRST QUARTER REPORT SUMMARY

Contact: G. Michelle Espino, Chief Legal Counsel

Email: olc@navajo-nsn.gov

Phone: (928) 871-7166

ACCOMPLISHMENTS FROM 1ST QUARTER

- Provided legal representation for the 2025 Fall Council Session.
- Provided legal services and drafted legislation for the FY 2026 Comprehensive Budget and all related oversight committees hearings and sessions.
- Provided legal services to the Title II Reform Subcommittee and draft amendments to the Council Rules of Order.
- Continued to represent the Navajo Board of Elections Supervisors (NBOES), on election matters.
- Drafted and finalized 98 legislation requests and contract reviews.
- Provided legal guidance and assistance at over 55 Committee/Council meetings and work sessions, as well as over 52 Subcommittee/Boards/Commission meetings, work sessions and administrative hearings.
- OLC upholds its responsibilities to the public by maintaining mandatory training requirements for attorneys and advocates under professional responsibility rules.
- Provided legislative legal services at all Navajo Nation Council and Standing Committee regular and special meetings, leadership meetings and work sessions.

GOALS & PRIORITIES

- Continue to advise and assist the NNC, Standing Committees and sub-committees. Attend all meetings, advising on all procedural and substantive questions.
- Continue to attend all Office of the Speaker meetings to keep abreast of all pertinent information received to ensure that OLC is kept updated and proactive concerning legislative needs, projects, and priorities.
- Continue filling remaining vacant attorney and staff positions to meet the increase in meetings and legislation requests.

ISSUES AND RECOMMENDATIONS

- Upon completion and Council approval of proposed amendments to the Rules of Order for Council and Standing Committee meetings, it is recommended that OLC facilitate a work session to orientate and address questions for Navajo Nation Council Delegates and Legislative Staff.

NAVAJO ELECTION ADMINISTRATION FISCAL YEAR 2026 – FIRST QUARTER REPORT SUMMARY

Contact: Veronica Curley, Interim Executive Director

Phone: (928) 871-6367

Email: veronicacurley@navajo-nsn.gov

ACCOMPLISHMENTS FROM 1ST QUARTER

2025 NAVAJO NATION COUNCIL REAPPORTIONMENT

The Navajo Election Administration provided administrative support to the Navajo Board of Election Supervisors with the 2025 Council Reapportionment Project. The Navajo Election Administration compiled off-reservation voter registration data, scheduled and attended public hearings, compiled presentation packets, and transcribed public hearings recordings, compiled written comments and prepared summary reports.

SPECIAL ELECTIONS/ABSENTEE VOTING

<u>Agency</u>	<u>Chapter</u>	<u>Position</u>	<u>No. of Absentee Voters</u>
Eastern Navajo	Nageezi	School Board	0
Western Navajo	Bodaway	Secretary/Treasurer	18

CAMPAIGN EXPENSE REPORT NON-FLIERS/DISQUALIFICATIONS - 0

OATH OF OFFICES -12

<u>Agency</u>	<u>No. of Oath Administered by Navajo Nation Courts</u>
Chinle Agency	4
Eastern Agency	1
Fort Defiance Agency	3
Western Navajo Agency	4

APPOINTMENTS BY THE NAVAJO BOARD OF ELECTION SUPERVISORS

UNOPPOSED CANDIDATES - 9

<u>Agency</u>	<u>Chapter(s)</u>	<u>No. & Position</u>
Eastern Navajo	Ojo Encino & Counselor	1-Land Board Member (At Large)
	Nahodishgish	1-School Board Member
Fort Defiance	Greasewood Springs	1-School Board
	Jeddito	1-School Board
	Nahata Dziil	1-School Board
	Teesto	1-School Board
Western Navajo	Chilchinbeto	1-Grazing Committee Member
	Oljato	1-School Board
	Tsídii To'ii	1-Secretary/Treasurer

STATEMENT OF GRIEVANCES/HEARINGS/SUPREME COURT APPEALS

Note: Due to lack of a hearing officer, election grievances are not being addressed.

- Grievances filed (1st Quarter)

<u>Agency</u>	<u>Chapter</u>	<u>Position</u>
Chinle	Whippoorwill	President,
		Vice President
		Secretary/Treasurer
Northern	Shiprock	School Board

- Grievances filed with OHA between 06/25 and 9/25 which are pending due to lack of a hearing officer at the Office of Hearings and Appeals

Chinle
Eastern Navajo
Fort Defiance

Lukachukai
Huerfano
St. Michaels
Nahata Dziil

School Board
Secretary/Treasurer
Chapter President
Commissioner

Supreme Court Appeal – Awaiting Decision

Dennehotso

President

VOTER REGISTRATION STATISTICS/VOTER REGISTRATION DRIVES

Total Registered Voter: 141,854 (1,078 - New)

- Chinle Agency: 19,722
- Eastern Navajo Agency: 33,417
- Fort Defiance Agency: 35171
- Northern Navajo Agency: 27,892
- Western Navajo Agency: 25,652

Voter registration drives conducted by NEA: 4

NAVAJO NATION VOTER REGISTRARS

The NEA conducted four (4) Navajo Nation Voter Registrar Trainings. The NEA is continuously recruiting individuals to serve as Navajo Nation Voter Registrars at the chapter level and in metropolitan areas where there is a large population of Diné People

RECALL

In process: 4

Information Inquiries: 6

OTHERS:

- Meeting with Advisory Council on Individuals with Special Needs/RE: Voting in Navajo Nation Elections and Accommodations

The NEA along with Honorable Delegate Dr. Andy Nez and Honorable Eugenia Charles-Newton met with the Advisory Committee twice. The Committee shared their experiences related to voting in Navajo Nation Elections and recommended changes to make voting more accessible. Concerns included the lack of voting equipment specifically for special needs individuals, training for NEA staff and Election Day workers in interacting with special needs individuals, and polling place accessibility. The NEA contacted San Juan-NM and McKinley County Clerk Offices to obtain more information on the voting equipment. Our office was referred to Liberty Vote, a vendor located in California who provided information and cost. With this system, strong internet connection at the polling sites is a must and two (2) tabulators are needed at each polling site to have a steady pace of voters. The Liberty Vote representative cautioned that the company may be unable to accommodate our office due to same day elections being held at the county/state levels.

- Day Force Trainings

As required by Navajo Nation Department of Personnel, the NEA Team attended required applicable trainings such as Clock In/Out, Leave Requests, etc. Other training attended by management were timesheet preparations and Procurement Training.

SECTION TWO: GOALS FOR 2ND QUARTER IN FY2026

- Assist NBOES with presentation to the Naa'bik'iyati' Committee and Navajo Nation Council on the 2025 Navajo Nation Council Reapportionment.

- Election Code Amendment: Recount
- 2026 Candidate Filing Preparation
- UUFB requests for leasing of voting equipment for 2026 Election and NBOES mileage and consultant.
- NEA Team attending training on ADA related topics.
- Attend Election Hearings conducted by Office of Hearings and Appeals.
- Collaboration with County Election Departments regarding 2026 Election preparations.

EASTERN NAVAJO LAND COMMISSION FISCAL YEAR 2026 – FIRST QUARTER REPORT SUMMARY

Contact: Leonard Tsosie, Executive Director

Phone: 505-786-2431

Email: Ltosie44@navajo-nsn.gov

ACCOMPLISHMENTS FROM 1ST QUARTER

- The FY2026 budgets for the Eastern Navajo Land Commission (Commission) and its Eastern Navajo Land Commission Office (Office) worked with Speaker's office to submit a budget for FY2026. For the office and Commission FY2026 budgets, requests were made for regular budgets, fixed cost budget and unmet needs budget. Recently, the budgets for the regular operation budget and fixed cost budget for office rental were granted, but not the Unmet Needs budget. ENLC budget was included in the comprehensive budget passed by the Navajo Nation Council at a reduced amount. The reduced budget is having an impact on the operation of the Commission and Office, but the Office is doing its best to meet its services.
- Recently, the Office discovered more recent data regarding the Land Buy-back (LBB). The Office no longer accepts the booklet edition of the LBB and is now incorporating the new data to make the LBB maps for the 29 Eastern Navajo Agency (ENA) Chapters more current. Also, the Office has undertaken the effort to incorporate new data on the Navajo Nation percent interest in Land Buy-back (LBB) land additions. Maps will be made for the ENA Chapters. Upon full completion, a digital booklet will be published for use by Chapters, NN departments and the public.
- The Office continues to deliver LBB maps to ENA Chapters and some of the Land Use Committees (e.g., Littlewater, Crownpoint, Alamo Chapters). Newly elected Chapter officials are requesting maps. Although being a planning entity for Chapters is not in the plan of operation for the Office, the Office has been helping Chapters with its requests. Chapters are requesting more developed maps from the Office. In fact, ENLC LBB maps are the preferred maps now because they show Indian Allotment numbers and the interest share of the Navajo Nation.
- Continue to give reports at Eastern Navajo Agency Council (ENAC) meetings like the recent meeting at Counselor Chapter where the Director assisted NNEPA office on a Resolution presentation.
- Continue to monitor Eastern Navajo Joint Land Board to obtain approval of the Memorandum of Understanding (MOU) with BIA, BLM and Navajo Nation regarding grazing. Due to budget uncertainties because of the federal shutdown, not much has happened. BIA appears to be renewing grazing permits for ENA.
- Continue to attend or assist the Navajo Nation Office of the President & Vice President (OPVP) and DURAC Uranium Leadership meetings in a different format. In the last Quarter, the ENLC and its office participated in plans to brief OPVP and Navajo Nation Council (NNC) leadership along with Navajo Nation Environmental Protection (NNEPA) to design and plan a different approach to remediation of uranium mining waste. NNEPA, in consultation with DISA, applied for a federal grant. The Commission passed a Resolution in support of the grant.
- Continue to attend meetings and give comments to U.S. Environmental Protection Agency (USEPA) and others regarding remediation of Uranium mining waste. Before, worked closely with NNEPA to examine the use of new technology called High-Pressure Slurry Ablation (HPSA) as to minimize uranium mining waste. This is part of the new approach in public-private partnership with BHP. USEPA has

recently announced that it signed an action memo to finalize the plan to transport low-level radioactive material from the Church Rock site to the Red Rock Landfill property near Thoreau Chapter. USEPA has announced action plans for mining waste near Mariano Lake and Smith Lake. To our disappointment, USEPA is proceeding with its Cap-In-Place (CIP) alternative. USEPA did not consider ENLC (neither the Navajo Nation or Thoreau Chapter's) request to remove the waste from Navajoland or its objections to the proposed repository in Thoreau, NM. Due to the reluctance of USEPA to remove uranium mining waste from Navajoland, the policy is being reexamined. Director attended the Resources & Development Committee (RDC) meeting with USEPA to air concerns about USEPA reluctance and about its plans to do regional repositories at the borders of Navajo Nation. RDC has positively accepted the new approach. Previously, met with Congressman Jamie Raskin and Congresswoman Teresa Leger-Fernandez to seek their assistance with Senator Mark Kelly's bill and with federal departments. ENLC Director worked with various Principle Responsible Parties (PRP) and NNEPA to plan an alternative to USEPA CIP alternatives. PRPs are accepting on the new approach. President Nygren has requested an action plan and the Office has been working with NNEPA and others to compile such a plan for the President to review. The plan or Playbook has been developed and ready for review.

- The Commission Chairman and Director accompanied Navajo Nation leadership to Washington, D.C., to meet with several federal agencies. As result, an EPA department director held a facilitating session in December with various Navajo Nation and federal agencies.
- At an ENAC meeting, the Office was made aware of possible uranium mining in the Mt. Taylor area. NNEPA also apprised the ENLC Office. The Office is monitoring uranium transport issue.
- The Office met with Commission Chairman and Crownpoint Chapter to advise of the presence of uranium within the Chapter boundaries. Further discussion is being planned.
- Previously, the Office and NNEPA worked with Sen. George Munoz's office regarding SB316 regarding uranium transport. The Office called upon NNEPA, NNDOJ and DURAC to assist with amendments. ENLC met with Sen. Munoz in Santa Fe during the NM legislative session. SB316 did not pass, but ENLC Office has recommended presentations to the NM legislative interim committee for further discussions. The New Mexico State legislature is in its 30-day session. Commission Chairman has added AUM waste cleanup as one of Navajo Nation legislative priorities. The Office is monitoring Sen. Jeff Steinborn proposed bill on uranium cleanup.
- Continue to monitor ENLC's recommendation to DURAC office to get recommendations for an additional commission position that will represent ENC and an at-large position. Before, submitted necessary recommendation documents to DURAC and Office of Legislative Counsel which prepared the legislation. ENLC Director attended DURAC meeting at Thoreau Chapter. It appears that all of DURAC Commissioner positions have been filled and DURAC is beginning to hold meetings again. ENLC intends to work further with DURAC and has attended meetings with them.
- Held various meetings regarding the plight of Rock Springs Chapter Navajo families living on private lands owned by Gallup Land Partners. The leases have expired and the effort, in concert with OPVP and NLD, is to work out a solution. The ENLC Office continues to monitor the progress. Navajo Nation Land Department Office has stated its position. OPVP was encouraged to negotiate on the land acquisition. Recently, a meeting was held with Rock Spring Chapter to give them a report. The non-Navajo landowner was not accepting of NN's offer to purchase the lands for the benefit of the residents. A different plan is being looked at. A map for the different plan was developed for the Chapter and the Office is currently awaiting the Chapter's response. OPVP wants to reinstate the discussions.
- Previously, the Commission met with the Regional BIA office in a leadership meeting to begin preparations for a Fee-to-Trust application to BIA. ENLC also managed to have the President sign a letter deferring to ENLC to submit a fee-to-trust application to BIA. ENLC Office is working on some possible alternatives to submission of an application for fee-to-trust conversion of Navajo Nation fee lands (approx. 380,000 acres). Due to federal office and budget certainties, not much has happened. Now that a new ENA Superintendent has been announced, ENLC Office will start the discussion again. This is part of the NELI effort and is a priority for the Office. The Office has invested into drones to study tribal fee lands. The Office is also looking at other alternatives for the Fee-to-Trust effort.

- Continue to monitor NN Department of Agriculture's request to acquire a land withdrawal or assignment for its office and livestock processing facility on land west of Crownpoint, NM. BIA notified the ENLC Office that this may be land that is equivalent to tribal trust land. Upon confirmation, ENLC will assist the department to prepare the proper land withdrawal.
- Continue to create maps for Navajo allottees when referred from BIA. Lands represent a valuable asset for the Navajo Nation and individual Navajo allottees, but BIA has diminished its GIS work to near zero. The Office would like to work with Navajo Nation leadership to have BIA reinvest into taking care of Navajo lands.
- ENLC met with BLM to discuss the programmatic agreement (PA) and is awaiting further meetings. BLM has advised that the new discussion on PA does not involve Navajo lands. The Office is reluctant to accept such a view and is monitoring the new discussions.
- Certain members of ENLC and the Office met with BLM to discuss the plan for the acquisition of federal disposal lands (approximately 340,000 acres) in Eastern Navajo Agency. Before, the Office, in coordination with the Chairman, requested President Nygren to defer to the ENLC to submit the application. He has signed a letter to that effect. Due to federal office and budget certainties, not much has happened. This is part of the NELI effort.
- The Office is now using ARC GIS Pro software version. Before, the Office sought a license with NN Land Department, but eventually decided to get its own software. The Office is highly dependent on GIS work and alternatives need to be examined for GIS work for the Office. The Office is working with a recent graduate for training as a GIS Technician trainee. The Office is looking at ways to hire the trainee.
- Previously, the Commission and Office met with various offices on the divided/undivided oil & gas leasing in northern ENA like BLM, BIA and FIMO in an attempt to resolve the issues for the benefit of Navajo allottees. ENLC is proud to report that it convinced BLM to change its policy as to give preference to Navajo Indian Allottees' lands (Indian Allotments). Recently, ENLC held an update meeting with BLM and oil/gas operators. No new issues have arisen with respect to this issue and it appears that this issue is resolved.
- Before, procured from a law firm the documents of legal litigation acquired through the years; and made plans to prepare the documents for archiving. ENLC will make preparations for receiving further documents. The procurement of the equipment for archival has been done and the staff is beginning to work on this effort. The Office has planned the incorporation of the historical land information into a database. The database has already been used to identify allottees who lost their Indian Allotments when Chaco Canyon Historical Park (CCHP) was formed. The Commission plans to meet soon with CCHP about these issues.
- ENLC used to meet and dialogue with the Regional BIA Office to discuss the many land issues in ENA. ENLC will continue these dialogues. Due to the federal government shutdown, uncertainty on BIA functions have arisen.
- Had discussion with Navajo Nation Oil & Gas Company (NNOGC) regarding oil and gas reserves in ENA.
- Before, ENLC Director participated in consultation meetings with the US Department of the Interior (DOI) along with the Speaker's Office to encourage the Trump administration to not do away with ENA BIA office. Director attended the federal Indian Energy Resources meeting in Lakewood, CO, near Denver. This continues to be a concern with many federal programs being targeted for closures. Much of the Commission and Office's work depends on dialogues with federal agencies.
- ENLC and its Office has been working with the Department of Interior to rescind the Chaco Canyon Land Withdrawal Order while being mindful of the Navajo Nation Department of Justice's lawsuit regarding the same matter. Possible settlement talks are underway and the Office has been involved. This has reached the stage of consultation. The Commission and Office recently attended the consultation with BLM and is thankful for Speaker Curley and Chairperson Jesus attending.
- ENLC Office has finalized the contract for its legal consultant. The Office will be working to renew the contract. The final authorization for the contract has not been given.
- ENLC Office, at the direction of ENLC Chairman, has been working with BLM and some ENA Chapters

to identify Customary Land Users (CLU). 72 locations have been identified and efforts are now being undertaken to determine if these are Navajo families living on BLM lands. The Office has been waiting for two Chapters to submit its listing. Upon final determination, ENLC hopes to negotiate with BLM to allow for infrastructure developments to the Navajo homes on BLM lands. The Office has met with all Chapters and now is at a stage to develop a plan.

Section Two: Goals in FY2026:

- Finish LBB maps, give PDF digital copies to Navajo Land Department, ENA Chapter officials, and paper copies to libraries
- Work with Joint Land Board to finish the MOU with NN, BLM and BIA; and seek approvals by NNC and RDC
- Continue to assist Chapters with the land use meeting requests. Education of ENLC's mission with newly installed Chapter officers will be planned.
- Continue to work with NN EPA and US EPA on uranium mining waste remediation. It is hoped that HPSA verification study will occur soon.
- Engage in meaningful dialogue with NM and OPVP (NN EPA office) regarding the use of Ambrosia Lake for repository and the use of new technology to minimize uranium mining waste and continue to be supportive of NN EPA. Encourage the testing or study of the new technology.
- Continue to work with Principal Responsible Parties (PRPs) to develop workforce development and other related matters for the teaching of heavy equipment operation. Navajo Nation Workforce Development Office will be contacted to assist in developing such a training program.
- Work with NNC's Resources & Development Committee (RDC) to incorporate the use of technology in minimizing uranium mining waste as part of the plan for cleanup. Work with RDC and NNC to develop a position statement for NN.
- Implement the cultural site visits
- Monitor the FY2026 budget and continue to make continued requests for unmet needs budget for the ENLC and the office.
- Finalize land withdrawal for Navajo Nation Department of Agriculture office in ENA
- Start the process of submitting a Fee-to-Trust application, including drone-based studies of possible environmental hazards on NN Fee lands; or work on an alternative plan.
- Start the process for submitting an application for Federal disposal lands, including drone-based studies of possible environmental hazards on surplus lands; or, work on an alternative plan.
- Continue to create maps for upcoming proposed projects
- Hire a new GIS Technician Aide position or a Project Specialist position.
- Improve or upgrade the mapping software and equipment for the Office.
- Begin archiving of documents and maps, including the use of database.
- Work with BLM regarding programmatic agreement.
- Make preparations for further meetings of ENLC with the federal government in Washington, DC, for Navajo Nation leadership meetings.
- Prepare further dialogues with Regional BIA office on the many land issues.
- Monitor the federal grant application.
- Implement performance evaluations of staff members.
- Assist ENLC Chairman in planning the development of better roads for CR7900 Road and N46 Road.

Section Three: Issues/Recommendations:

- Increased budgeting of unmet needs will go a long way to accomplishing the goals of ENLC
- Convince NN Executive branch offices to support deference to and respect ENLC to apply for fee-to-trust land conversions and the federal disposal lands
- Coordinate with NNEPA to procure Congressional assistance re uranium remediation issues
- Encourage the Navajo Nation, federal and state offices to adopt the new and different approach on uranium cleanup. Continue to support Disa-NNEPA grant application.
- Continue to work on land acquisitions in ENA.

- Assist in the streamlining of contracts for consultants.

NAVAJO NATION OFFICE OF ETHICS AND RULES FISCAL YEAR 2026 – FIRST QUARTER REPORT SUMMARY

Contact: Rodriquez Morris, Executive Director

Phone: (928) 871-6369

Email: rodriquez.morris@navajo-nsn.gov

ACCOMPLISHMENTS FROM 1ST QUARTER

- Rodriquez Morris was hired as the Executive Director on November 17, 2025, to manage and oversee operations of the Ethics & Rules Office. The Ethics and Rules Office have assumed the duties and responsibilities for all our filings and to prosecute all who have violated the Navajo Nation Ethics in Government Law and the Standards of Conduct. The Ethics and Rules Office also filled the vacant position for Presenting Officer position, thus the Director and the Presenting Officer have assumed all legal duties and responsibility for all cases within the Ethics and Rules Office. The Ethics and Rules Office also has a contract attorney who acted as legal counsel prior to November 17, 2025, and the contract attorney will continue in his capacity to complete cases he was assigned and to also serve as a conflict attorney where the Ethics and Rules Director and the Presenting Officer are conflicted in cases.
- The Ethics and Rules Office have met with other Navajo Nation Departments to include the Office of the Auditor General, the Office of the Prosecutor-White Collar Crime Unit, the Administrative Services Center, Division of Community Development to continue working in collaborative efforts to refer, investigate and prosecute cases for ethics violations.
- The Ethics and Rules Office is working on establishing a signed agreement, the Three Pillars Agreement with the Office of the Auditor General and the Navajo Nation Office of the Prosecutor, White Collar Crimes to collaborate to refer, investigate and prosecute government corruption.
- The Ethics and Rules Office collected \$ 3,265.00 in restitution payments this 1st Quarter for FY2026.
- The Ethics and Rules Office completed 318 ethics clearances for individuals that have applied for employment, Business Leases, candidacy and veteran loans with the Navajo Nation this quarter.
- The Ethics and Rules Office filed one (1) new ethics case and has had three (3) ethics hearings that were set for this quarter. The Ethics and Rules Office had three (3) Ethics cases that were continued with one pending for review by the Navajo Nation Supreme Court.
- The Ethics and Rules Office did presentations of the Navajo Nation Ethics in Government Law and Standards of Conduct for the following Navajo Nation programs: Dine Bi Olta School Board, the San Juan Chapter Officials, Staff and Delegate.
- The Ethics and Rules Office met with two hundred sixty-seven (267) individuals for consultation or to mediate issues concerning possible Ethics violations and for intakes.
- The Ethics and Rules Office met with eight (08) different Navajo Nation departments and programs concerning possible ethics violations and recommendations.
- The Ethics and Rules Office received thirty-two (32) new ethics intakes this quarter.
- The Ethics and Rules Office is fully staffed with an Executive Director, a Presenting Officer, 4 Ethics Investigators, 1 Senior Office Specialist and 1 Office Aide.

Goals for 2nd Quarter in FY2026

- A conflict plan will be set in place by the Director and the Presenting Officer as both are barred to practice law and are required to establish a plan to address any conflict cases or matters for the Ethics and Rules Office.
- Review the work completed by the prior administration for the plan of operation for the Ethics and Rules Office and to set up work sessions with the Law & Order Committee for FY2026 to complete amendments.
- Continue review of all cases within the Ethics and Rules Office and make legal determinations to initiate preliminary inquiries, investigations, referrals and/or prosecution of cases for all new case intakes and backlog of cases.

- Continue to provide in person consultations for the Navajo Naiton public, Chapter Officials and Staff, Delegates, Navajo Nation Departments and entities for new case intakes and/or referrals to appropriate venues or other Navajo Nation Departments.
- Set to meet with the Navajo Nation Department of Justice, Chapter Unit, to reestablish a working relationship to serve all 110 Chapters with intakes, mediation and other services per Navajo Nation law, policies and procedures.
- Set to meet with the Navajo Elections Administration to reestablish an agreement to collaborate with the NEA for ethics clearances for elected officials, and removal procedures for elected officials who are found in violation of ethics laws.
- Continue work to support the Special Prosecutor to assist with ongoing investigations, location of witnesses and other tasks as identified by the Special Prosecutor.
- Continue collecting restitutions owed to the Navajo Nation by filing on the Respondents that are not in compliance and working on other solutions to collect restitution owed to the Navajo Nation. To also file for wage garnishment within the Navajo Nation District Court.
- Initiate work group with the Division of Community Development, Administrative Services Centers, Navajo Nation Prosecutor's White-Collar Crime Unite, Navajo Nation Department of Justice, Navajo Elections Administration, and Office of Government Development in providing annual training for the 110 Chapters. (The Ethics and Rules Office used to work with the aforementioned departments to host the Governance Conference for elected officials and government officials after election cycles to provide training to officials from Chapter governments.)
- Continuing Ethics in Government Law/Standards of Conduct training for Chapters, School Boards, and other Navajo Nation Departments, and the public including training for newly hired employees.
- Continue work to review and amend §3780, Sanctions and Penalties of the ethics code to increase penalties to reflect the current violations of the law we are now investigating.
- Review the work completed on the laws and policies & procedures to commence work in the revision and amendments to the ethics laws, policies, and procedures.
- Continue with transition with the new chain of command in management and goal projections.

Issues/Recommendations

- Seek out additional supplemental funds to establish additional positions for the Ethics & Rules Office.
- Work on evaluation and step increases for current staff.
- Work with the Law & Order Committee on code and policy amendments.
- Establish online legal research resources for ethics legal staff.
- Identity training opportunities for all ethics staff for FY2026, professional development.
- Address and reduce case backlog.

NAVAJO NATION LABOR COMMISSION FISCAL YEAR 2026 – FIRST QUARTER REPORT SUMMARY

Contact: Leffew R. Denny, Navajo Nation Labor Commission
Phone: (928) 871-6805

ACCOMPLISHMENTS FROM 1ST QUARTER

- The NNLC continues to conduct formal hearings as mandated by the NPEA. The staff are processing complaints from start to finish and comply with the NPEA, adopted Case Management Policy, Fiscal Year performance measures.
- The NNLC office continues to successfully hear grievance cases. We continue to assist parties and await a final decision from the NNLC presiding members.
- The NNLC members made amendments to the NNLC Rules and are in the process of finalizing them.
- The Commission staff have continued to process complaints to the end, scan and store. We continue to

dispose of pleadings, exhibits etc. of closed cases.

- NNLC closed cases are being scanned for further storage.
- NNLC continues to participate in the 25th NNC/Committee meetings

ISSUES/RECOMMENDATIONS:

- NN Presidential Appointment of NNLC Membership per CJY-42-16. Continue to refer candidate(s) to appointing authority.
- Efficient use of allocated funds
- NNLC requested assistance of the IT staff for a Zoom account for NNLC hearings. NNLC office is still in need of permanent account for future hearings.
- Re-classifying/Finalize the Programs and Projects Specialist position.
- NNLC & staff will continue to preserve substantial rights of all employees and employers in accordance to Navajo Law.
- Create a website for the NNLC office.

NAVAJO NATION OFFICE OF AUDITOR GENERAL FISCAL YEAR 2026 – FIRST QUARTER REPORT SUMMARY

Contact: Jeanine Jones, Auditor General

Email: jeanine.jones@navajo-nsn.gov

Phone: (928) 871-6303

ACCOMPLISHMENTS FROM 1ST QUARTER

Internal Audits – 1 report

- NACE
- San Juan Chapter

Corrective Action Plan Follow-up Reviews – 3 reports

- Tsayato Chapter
- Nahata Dzill Chapter
- Whitehorse Lake Chapter

Investigation – 5 referrals

- Whitecone Chapter
- Wide Ruins Chapter
- Teesto Chapter
- NACE
- Whippoorwill Chapter

Goals for FY2026 First Quarter (planned/ongoing projects and activities)

- Cameron Chapter Internal Audit
- Low Mountain Chapter Internal Audit
- Whitecone Chapter F/U Audit
- Tohatchi Chapter F/U Audit
- Shonto Chapter F/U Audit
- Leupp Chapter F/U Audit
- Office of the Speaker Special Review
- Agriculture Infrastructure Fund Performance Audit (Outsourced)
- Chapter Debit/Credit Card Report
- IDSA/ZenniHome Initial Audit
- Native Community Capital Initial Audit
- Directives (6): (1) The OPVP contract failed due to pending signature and it now passed the audit start

date/no budget. (2) Audits for IDSA/Zennihome and Native Community Capital are currently underway, being conducted by our internal audit team. (3) Social Services and the Department of Health are still under evaluation to determine whether their audits will be outsourced or handled in-house. Both departments receive federal funding and are audited by KPMG; however, we are assessing the use of the general funds within each to determine the appropriate audit approach. (4) Fleet Management. (5) Native Broadcast Enterprise. (6) Judicial hiring practices. Currently, there are not enough outsource funds to cover these audits, unmet need of \$314,091 for outsourcing.

- Complete four (4) reviews of corrective action plans submitted to the Auditor General in response to audit reports; continue to work with chapters and programs in revising these corrective action plans and waiting on three (3) chapter resolutions. Thereafter, work with the delegates through the legislative process to obtain formal approval of the corrective action plans. Obtained sponsorship for eight (8) legislations to approve the CAP that will be going through.
- Plan of Operation: Completed the amendments to the Plan of Operation and currently at LOC for review since July 2025. Presented to BFC for an update. In a recent meeting with BFC Chair Shaandiin Parrish and Controller Sean McCabe, we decided to move the fraud hotline to OAG. I will be planning on working a PCQ for an investigator, moving the fraud email to our office and setting up a line specifically for fraud reporting. The fraud hotline will be added to the Plan of Operation after we receive feedback from the LOC.
- Continue to work with Administrative Service Centers on chapter audits, corrective action plans, sanctions and LGA certification reviews.
- Continue to work with ERO and WCCU on fraud, waste and abuse for chapters and programs.
- Website: Complete tasks to update the OAG website; continue to work with Realtime Solutions.
- Work with the consultant to analyze chapter financial data based on their MIP accounting systems to generate reports on expenditures and available fund balances.
- Complete CMCA quarterly reports

Issues/Recommendations

- The OPVP audit was scheduled to begin on September 1, 2025, as outlined in the contract. However, the contract remains unsigned by LOC, and no explanation has been provided regarding the delay. Given that the scheduled start date has passed and the funds are no longer there. RFP will be advertised again.
- Continue to recruit applicants to fill three (3) vacant Principal and Auditor positions and will continue to advertise and recruit as diligently as possible. Working on promoting two (2) Assoc. Auditors to Auditors so I can open 2 Assoc. Auditor positions.
- I attempted to promote two Associate Auditors, but we have encountered challenges with the DPM process. I am concerned about the possibility of losing another employee due to the slow pace of these promotions, especially since both individuals are fully capable of handling the required tasks and responsibilities.

OFFICE OF NAVAJO GOVERNMENT DEVELOPMENT FISCAL YEAR 2026 – FIRST QUARTER REPORT SUMMARY

Contact: Harrison Tsosie, Executive Director

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ACCOMPLISHMENTS FROM 1ST QUARTER

The Commission and Office of Navajo Government Development have made public presentations to Navajo communities, chapters, universities and state elected officials. The Plan of Operation for the Commission and Office of Navajo Government Development provides that the Commission and Office have the power to encourage the public, private and public organizations. Chapters, traditional Navajo leaders, including Native ceremonial practitioners (medicine men), to actively participate in carrying out the purpose of the Commission and to conduct public hearings. The Commission shall give due consideration to traditional

values and philosophical views of the Navajo People and to assist with producing educational materials designed to educate all Navajo Nation stakeholders and the public on the history, structure, and development of the Navajo Nation government.

In addition to ongoing research and administrative operations of ONGD, the following highlights key accomplishments achieved by the ONGD during the First Quarter of Fiscal Year 2026:

Program Performance Criteria Goal Statements

Work on the Navajo Government Reform Project

Goal: 2 Actual: 10

1. Compiled data from the responses from the Navajo voters on possible changes to the government reform proposal. In the outreach efforts, twenty-four outreach/presentations have been made since the unveiling of the document, Diyin Nohookaa' Dine'e, on July 16, 2025 at Chinle High School, Arizona.
2. The Office of Navajo Government Development completed a survey and Survey Report titled Dine Bi Nahata which was provided to the Navajo Nation Council during the 2025 Summer Session.
3. Developed the educational materials and public outreach tools to accompany the release of the Diyin Nohookaa' Dine'e Bi Beehaz'aanii Bitse Silei, ensuring the Navajo People are informed ahead of the reform referendum.
4. ONGD attended presentations that involved land use, agriculture, and mineral resources for the land tenor use reference. Other presentations included USDA, Arizona Department of Health, American Student Support Services at ASU, Office of Indigenous Student Success, & Bureau of Indian Affairs.

Draft the government reform proposal (measure by articles, sections)

Goal: 3 Actual: 3

1. Drafted and completed a comprehensive summary of the Diyin Nohookaa Dine'e Bi Beehaz'aanii Bitse Silei, Sa'ah Naghai Bik'eh Hózhóón - Collective Will that shortens the working document into smaller summaries to help with comprehension.
2. Drafted and reviewed a few sections on the Navajo Government Reform Project, "Article XIX Chief Executive Officers" created two additional sections called "Government Services" and "People Services". Made additional changes to the public input from community meetings.
3. Reviewed Title II of the Navajo Nation Code concerning the Legislative Branch and Executive Branch section to compare with the proposed document. Another session which is being reviewed is the separation of powers and checks and balances in government.
4. Began to make revisions to the draft proposal based on recommendations and comments received at the public meetings.

Empower the Diné by proposing amendments to the initiative procedure in Title II.

Goal: 1 Actual: 1

1. The Office developed proposed amendments to the initiative procedure in Title II of the Navajo Nation Code.
2. Several proposed amendments were incorporated and approved by the Commission on Navajo Government Development through resolution; additional recommendations remain under review and continue to be discussed.
3. The Office has reached out to Council Delegates to seek sponsorship for the introduction of the proposed amendments to Title II.
4. The office recorded and documented the majority of the public responses and recommendations collected during the community presentations and outreach.

Public Engagements regarding Navajo Government Reform Project proposal.

Goal: 3 Actual: 15

1. ONGD staff conducted presentations, and public outreach in highly populated areas such as the Navajo Nation Fairs, public gathering spaces, shopping areas, and engaged with Navajo voters through social media to gather input on the government reform proposal.

2. Public announcements were made at chapter meetings and agency council meetings to provide opportunities for presentations on the document.
3. ONGD staff presented resolutions seeking support at agency council meetings, responded to questions, and addressed concerns related to the proposal
4. ONGD staff traveled to Northern Arizona University, and Arizona State University to deliver a presentation to students and surrounding communities.
5. The office maintained ongoing communication with the Office of the President and Vice President regarding the nomination for the Executive appointee vacancy; the office is currently awaiting selection.
6. The office communicated to multiple Navajo Nation Delegates to seek sponsorship for legislation related to four commissioner nominees and is awaiting the drafting of the respective legislations.
7. ONGD submitted resolutions to Agency Council requesting support in securing supplemental funding from the 25th Navajo Nation Council to continue outreach and implementation efforts associated with the proposal initiatives.

Develop proposals for alternative forms of central and chapter government

Goal: 3 Actual: 4

1. ONGD & CNGD continued to work on the Navajo Government Reform Project by developing, revising, and updating the proposal for reforming the central and chapter government structure. The proposal remains in draft form until the conclusion of outreach initiatives in March and is protected by the Navajo Nation Privacy & Access to Information Act.
2. The office made ongoing adjustments and additions to the draft proposal based on public input received throughout the quarter.
3. ONGD Staff conducted in-depth research into the foundations of federal Indian law to further develop and refine its presentation on the concept of a constitution and its relationship to the Will of the People. The updated presentation was shared with the CNGD Commissioners this quarter, building upon prior discussions and broadening the legal and philosophical framework of the reform effort.
4. ONGD Staff further examined the principles of democracy and delivered an enhanced presentation at the Navajo Nation Museum. This quarter's session revisited core democratic values and incorporated new perspectives to highlight their continued relevance and importance for the Navajo people.
5. CNGD and ONGD will continue hosting public informational meetings to gather input and recommendations from the Navajo people regarding the developed Navajo Government Reform Proposal.

NAVAJO NATION COMMISSION ON EMERGENCY MANAGEMENT FISCAL YEAR 2026 – FIRST QUARTER REPORT SUMMARY

Contact: Marcarlo Roanhorse, Chairman
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ACCOMPLISHMENTS FROM 1ST QUARTER

From January 9, 2025, through January 23, 2026, the Navajo Nation Commission on Emergency Management (CEM) completed its first full year of service under its current membership and leadership. During this reporting period, the Commission carried out its statutory responsibilities to review emergency conditions, consider and act upon emergency declarations, and provide legislative oversight in coordination with the Department of Emergency Management (DEM), Navajo Nation Chapters, and Navajo Nation leadership.

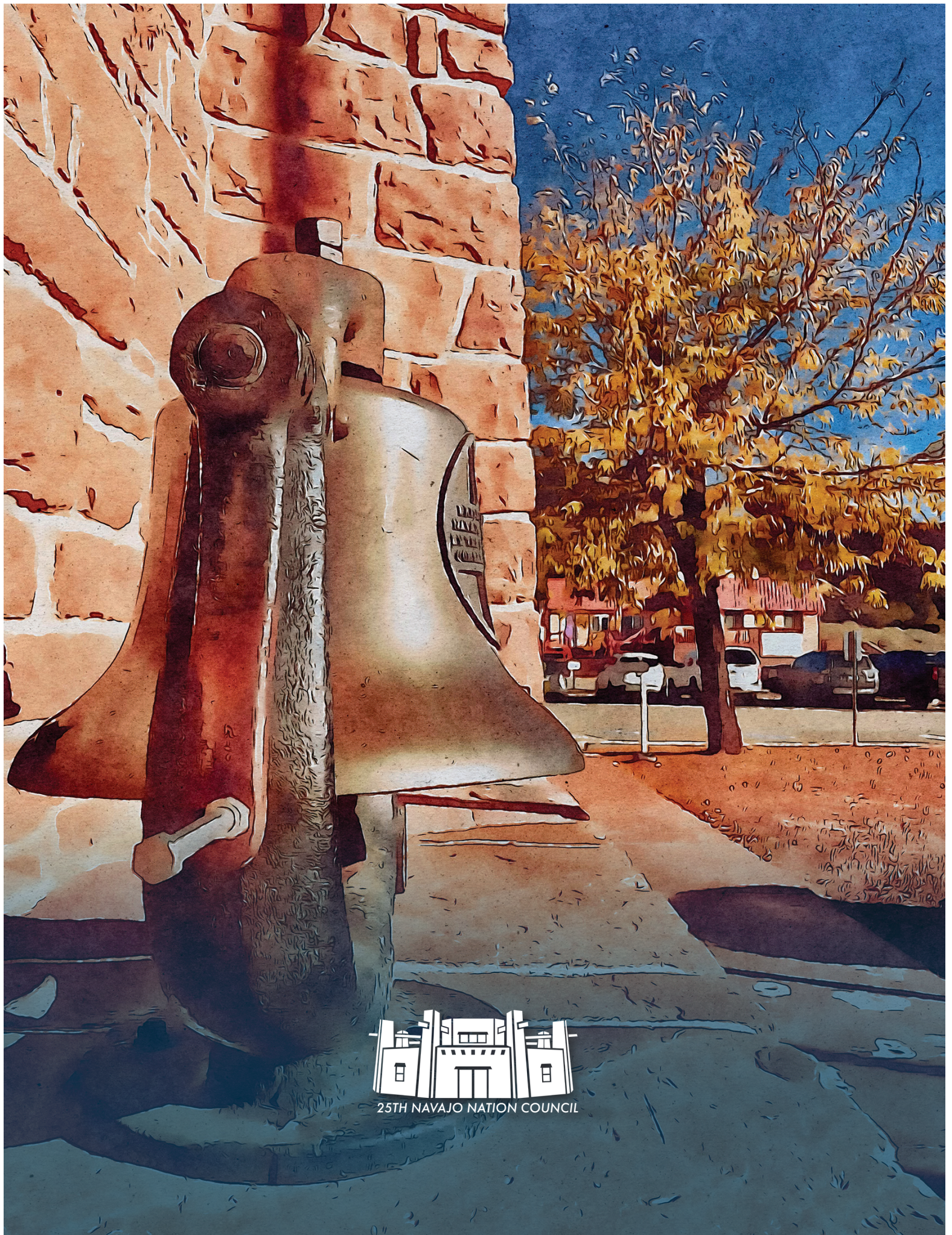
- On October 14, 2025, the Commission adopted Resolution CEM 25-011, declaring a localized State of Emergency for the Birdsprings and Dennehotso Chapters due to severe monsoonal flooding. Reports submitted by DEM documented full Emergency Operations Center activation, impacts to multiple

families, evacuations, roadway washouts, dam failures, and water rescue operations. DEM further identified public health concerns related to potential water contamination and noted operational challenges related to training, interdepartmental coordination, and administrative processes.

- On December 10, 2025, the Commission adopted Resolution CEM 25-012, deactivating the August 28, 2024, flooding emergency after DEM confirmed that conditions associated with that declaration had subsided. During the same meeting, the Commission adopted Resolution CEM 25-013, extending the September 21, 2025, State of Emergency for Western Navajo Agency communities in Utah impacted by severe thunderstorms and tornadoes, based on ongoing recovery needs.
- DEM reports related to Resolution CEM 25-010 detailed that two EF-2 tornadoes impacted the Aneth, Utah area on September 13, 2025. The incident resulted in one home destroyed, two homes sustaining major damage, and three families displaced. No injuries were reported. DEM documented emergency expenditures totaling \$272,480.81, which were submitted for federal consideration. Recovery efforts for one affected household remained ongoing at the close of the reporting period.
- On January 23, 2026, the Commission convened a Special Meeting and adopted Resolution CEM 26-001, declaring a State of Emergency for the Navajo Nation due to severe winter snowstorms and anticipated snowmelt impacts. The declaration emphasized preemptive measures, coordinated resource deployment, and protection of isolated and vulnerable communities, with a defined deactivation date unless extended by further Commission action.
- Throughout the reporting period, the Commission provided briefings to the Law and Order Committee, addressing emergency declaration processes, documentation requirements, federal assistance thresholds, use of Chapter Emergency Funds, and coordination between CEM and DEM. These discussions identified areas for continued improvement, including training consistency, documentation practices, administrative coordination, and interagency communication.
- As the Commission enters its second year of service, it does so with increased operational insight, strengthened coordination with DEM and Navajo Nation Chapters, and a continued focus on effective emergency governance to protect public health, safety, and community infrastructure across the Navajo Nation.



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25TH NAVAJO NATION COUNCIL