



Gila River Indian Community Utility Authority

Policy Number: 03-25-14-01
Date Adopted: March 25, 2014
Date Revised: September 30, 2014

SUBJECT: GRICUA BOARD YOUTH INTERNSHIP

I. OBJECTIVE

To provide a policy and procedure for selecting a Gila River Indian Community (GRIC or Community) Member High School or College Student under the age of 25, in good standing, to participate as an ad hoc member of the Gila River Indian Community Utility Authority (GRICUA) Board and to provide a policy and procedure for the individual to function with the GRICUA Board.

To promote and develop young adults by offering opportunities to experience board level interaction and participation in the function of a successful business. The goal is to develop the skills, knowledge and build an understanding of the business components of a successful company. The student will gain insight into the interaction of the company with different entities, including the customer base the government of the Gila River Indian Community and industry associations. The long-range goal is to prepare young adults for contributing to the business community of the GRIC.

II. GOALS

The goals of this policy include but are not limited to the following:

- Provide exposure to the role of a Community Board of Directors.
 - Provide an understanding of the Board of Directors duties and responsibilities within the Community's tribal organization.
 - Introduce the student to issues and topics of discussion that impact service delivery to the residential and commercial customers of the company.
-

- Provide exposure to the energy issues affecting the Gila River Indian Community
- Provide insight into establishing goals and objectives and long-term planning for the future of the company.
- Provide the importance of working with budgets to complete projects of the company.
- Provide exposure of working within guidelines and regulations and to gain an understanding of the importance of doing so.
- Provide an understanding of successful management practices based upon board level interaction with the general manager.
- Provide training in resolving issues;
- Provide understanding of the decision making process; and
- Provide understanding of how a business operates.

III. REQUIREMENTS

To participate in this program, the High School or College Student must meet the following requirements:

- Complete the application, provide a resume and prepare an essay that is responsive to question(s) include as part of the application.
- Provide copy of an official transcript displaying a Grade Point Average of 2.5 or above.
- Must be able to attend GRICUA's monthly regular Board meeting and preferably at least one or two meetings such as district or committee or council meetings within the Community.
- Should have a valid driver's license and have own transportation to meeting.
- Be available to interview with the GRICUA Board.

IV. GUIDELINES

The following guidelines will apply to the selected High School or College Student:

- Compensation will be paid to reflect time for preparation and attendance at the regular monthly GRICUA Board Meeting.
- A confidentiality agreement will have to be signed prior to being able to participate in any GRICUA Board Meetings.
- This will be a non-voting position, though the individual will be allowed to participate in the GRICUA Board discussions.
- The individual will not be allowed to participate in any Executive Sessions of the GRICUA Board.
- The individual must display professional behavior at all times.
- The term of the Youth Board member will be a minimum of three (3) months and up to a year.

- The board can revise or amend the Youth Board member policy as necessary.

V. RESPONSIBILITY

- A. It shall be the responsibility of the GRICUA Board Chairman and GRICUA Board Members to administer this policy and to oversee the activities of the selected individual.

Submitted and certified to this 6th day of October, 2014.



GRICUA Board Secretary