



Directors Meeting

Monday, May 16th, 2022

555 S 10th Street, Luxford Studio

MINUTES

II. ADJUSTMENTS TO AGENDA

III. CITY CLERK

IV. MAYOR'S OFFICE

V. DIRECTORS CORRESPONDENCE

1. BP220505-2 Weekly Administrative Approvals – Shelli Reid
2. BP220505-3 Annexation Map 22004 – Shelli Reid
3. BP220505-4 Annexation Map 21005 – Shelli Reid
4. BP220510 -1 Weekly Administrative Approvals – Shelli Reid

VI. BOARDS/COMMITTEE/COMMISSION REPORTS

VII. CONSTITUENT CORRESPONDENCE

1. Fw: Wilderness ruin project – Fran Kaye
2. 5102 Knox Street – James Bunch
3. May 16th City Council Meeting, agenda item 5 J – Ronald Baddorf
4. A Request For Action – Roy Helm
5. Wanted to make sure the Mayor saw the following information... – Maribeth Milner
6. sweat lodges and relations with local Native people – Stephanie Bondi
7. May 9th Public Comment – Wally Graeber

VIII. ADJOURNMENT

Memorandum

Date: May 3, 2022
To: City Clerk
From: Alexis Longstreet, Planning Dept.
Re: Administrative Approvals
cc: Shelli Reid, Planning Dept.

This is a list of City administrative approvals by the Planning Director from April 26, 2022, through May 2, 2022:

Administrative Amendment 22027 to Gateway Shopping Center Pre-Existing Use Permit 3AI, approved on April 26, 2022, to permit light trespass measurements to be taken from the outside of the boundary of the shopping center premise for Area A, on property generally located on 6400 O Street.

Administrative Amendment 22019 to Change of Zone #05061D Southwest Village Planned Unit Development, approved on April 28, 2022, to update the allowed use on Parcel 2 from 225,000 SF of commercial space to 400 Dwelling Units, on property generally located at South Folsom and Southwest Amaranth Lane.

Administrative Amendment 22032 to Special Permit #18021 Hillcrest Community Unit Plan, approved on April 28, 2022, to revise front yard setbacks for Lots 9-18, Block 8, Lots 1-12 & Lots 36-37, Block 9, and Lots 1-9, Block 10, on property generally located at South 93rd Street and A Street.

Administrative Waiver 22002 for Special Permit #08034B Whispering Meadows, approved on May 2, 2022, for an administrative waiver to Chapter 3.35, Section 1.2(b) of the City of Lincoln Design Standards to eliminate the design standard setback requirement for a multi-family dwelling over the district height for Lot 1, Whispering Meadows 5th Addition, on property generally located on Southwest 27th Street and West B Street. Instead the multi-family dwelling will follow the setbacks set in Special Permit#08034B.

W OLD CHENEY RD

SW 12TH ST

SW SIERRA MADRE DR

SW 8TH ST

W EL ALAMEDA ST

W PALM CANYON DR

W SANTA CLARA ST

SW GONZALEZ ST

W PANORAMA RD

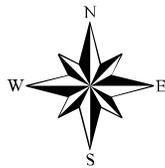
W BELLEZZA ST

W DESERT VISTA DR

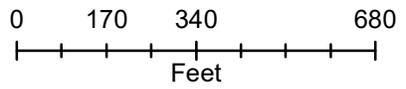
SW 9TH ST

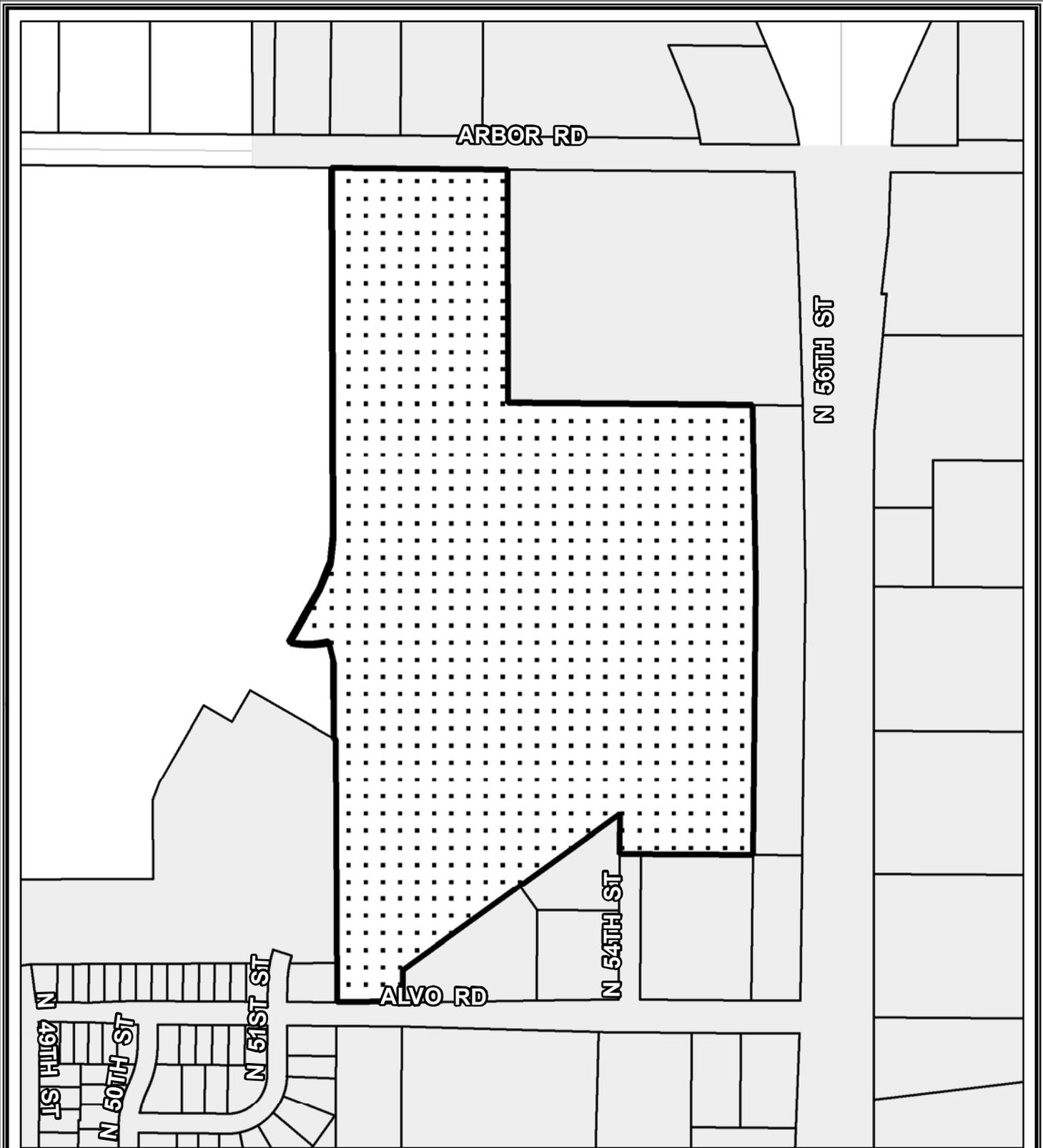
SW 8TH ST

**Annexation by Ordinance
SW 12th St & W Old Cheney Rd
Effective: May 10, 2022**



-  Area of Annexation
-  Tax Parcels
-  Current City Limits

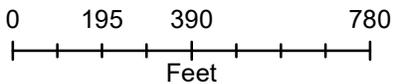




**Annexation by Ordinance
N 56th St & Arbor Rd
Effective: May 10, 2022**



-  Area of Annexation
-  Tax Parcels
-  Current City Limits



f:\its\gis\arcview\ann_notif\Annexation Notification Map.mxd
f:\its\gis\arcview\ann_notif\AN21005.pdf

Memorandum

Date: May 10, 2022
To: City Clerk
From: Alexis Longstreet, Planning Dept.
Re: Administrative Approvals
cc: Shelli Reid, Planning Dept.

This is a list of City administrative approvals by the Planning Director from May 3, 2022, through May 9, 2022:

Waiver 22003 to Design Standard for Outdoor Lighting standard, approved on May 9, 2022, for parking lot light fixture to use a fixture with a glare rating of 4 in lieu of one with a glare rating of 3, on property generally located at Duncan Aviation on 3833 North Park Road.

From: [Fran Kaye](#)
To: [Council Packet](#)
Subject: Fw: Wilderness ruin project
Date: Thursday, May 5, 2022 9:33:03 AM

----- Forwarded Message -----

From: Fran Kaye <fkaye1949@yahoo.com>
To: mayor@lincoln.ne.gov <mayor@lincoln.ne.gov>
Sent: Thursday, May 5, 2022, 09:27:50 AM CDT
Subject: Wilderness ruin project

Dear Mayor Gaylor Baird--

According to the news, you have decided not to veto the council's vote on the Wilderness Crossing project.

Please THINK AGAIN!

Yesterday I handed out flyers downtown, explaining the objections of the Lincoln Native community to the development. Most of the people I talked to were sympathetic. There is not much public support for this project. It was pretty ironic to stand in front of the Susan La Flesche sculpture, handing out flyers about how the powers that be in Lincoln are still refusing to respect Native people or to listen to Native concerns. Or maybe the "listening" isn't the problem--maybe there is a lack of "hearing." But like Dr. Susan herself, we will continue to fight on.

Why in the world is it so absolutely crucial for this development to proceed in exactly the manner it was planned BEFORE you knew it compromised important Native sacred places? Why is it IMPOSSIBLE to consider changes, big or small, that would result in a project that is actually BETTER, both pragmatically and philosophically, than a proposal developed without any consultation with the Native community? Aren't you embarrassed to walk past the statue of Dr. Susan when you can't seem to hear her Omaha spiritual descendant, Renee Saunsouci?

Of course the Native community cares about affordable housing--our people are often the ones who are poorly housed--or not housed at all. But this development only provides more housing. Not affordable housing. If you want to provide affordable housing, require all developers set aside 5% of all new development for below market housing of all sorts. It's embarrassing to see all these new apartments springing up all over the outskirts of Lincoln and knowing they do not take Section 8 and they are unaffordable for low-income people. Change that--don't pit poverty against cultural respect.

I've included the text of my flyer below, and I will be passing out more of them today. Please try to HEAR what we are actually saying!

Sincerely yours,
fran kaye

STOP, LISTEN, AND CHANGE IN A GOOD WAY

Lincoln's Native American community of many tribes has asked that their ceremonies and their ties to the land be respected. A dense housing development has been proposed for across First Street from Wilderness Park and one of Lincoln's oldest and most heavily used sacred ceremonial grounds. Lincoln City Council has officially refused to listen to Native leaders. Please join the Native community, its allies, conservationists, and others interested in living respectfully upon the earth in calling on Mayor Leirion Gaylor Baird (mayor@lincoln.ne.gov; 402-441-7511) to veto the Council's decision and make time to rethink the plan.

Wopida, Wibthahon, Megwich, Thanks.

For more information please see https://journalstar.com/news/local/govt-and-politics/watch-now-native-group-sets-up-prayer-camp-on-site-of-proposed-development-near-wilderness/article_a1ceb864-a8fa-5e3c-8f7b-eb9379bfe81c.html

From: [James Bunch](#)
To: [Council Packet](#); [Sandra J. Washington](#); [Bennie R. Shobe](#); [James M. Bowers](#)
Subject: 5102 Knox Street
Date: Thursday, May 5, 2022 3:04:50 PM

My neighbor reported that the Amazon driver took out a branch and the



idiots are taking out an entirely healthy tree? Who's the rocket scientist that made this decision???

ThanxBunch, Jim

From: [Ronald Baddorf](#)
To: [Council Packet](#)
Subject: May 16th City Council Meeting, agenda item 5 J
Date: Friday, May 6, 2022 10:27:51 AM
Attachments: [Letters for Lucy.pdf](#)

Please add to the City Council package for the May 16th Meeting.

Thank you,

Ron and Dee Baddorf

March 3, 2022

City of Lincoln Nebraska
Animal Control
3130 O Street
Lincoln, NE 68510

RE: Request to allow Lucy to remain at 3240 E Summit Blvd

To Whom It May Concern:

I am writing in support of Ronald and Diana Baddorf's hope to retain ownership of Lucy, their domesticated pet pig, at their residence at 3240 E Summit Blvd, Lincoln, NE 68502. We are neighbors just to the north of Mr. and Mrs. Baddorf, and our properties share a long border along the side of our home as well as our backyards.

We have been aware of Lucy for some time and have met her more than once. She is a pleasant animal that clearly enjoys her home and large yard - and loves her treats! Their backyard is clean, well maintained, and definitely does not produce any unpleasant odors due to the presence of Lucy. Their home is well kept, and they continue to make both interior and exterior improvements that serve to enhance not only their home, but also our neighborhood.

While we are not fully aware of what the concern is surrounding Lucy, we wanted to be sure to voice our support of her being at their home and in their yard. The Baddorfs are excellent pet owners, clearly love their animals, and respect their neighbors. We hope the city takes this into account and allows them to retain Lucy.

Thank you for your consideration,



Brande' Payne
3230 E Summit Blvd
Lincoln, NE 68502
402-202-2018
branderlpayne@gmail.com

To Lincoln City Council

RE: My neighbor Ron Baddorf and his support animal.

I live right next door to Ron and his wife, and have not had any issues or problems with them having a support animal.

It is rarely seen and then only in their fenced in back yard. When I have seen it, it is always well behaved and not causing any problems to us or any others.

I do not see any reason why they should be denied the comfort and emotional support this animal provides them.

The Baddorfs have always been very good excellent neighbors, and I would hate to lose them over this issue as good neighbors are so hard to come by.

Sincerely Yours:



Erik Bengtsson
3250 East Summit Blvd.
Lincoln Ne 68502

May 3, 2020

It has been brought to my attention that my neighbor's Ron and Dee have been asked to get rid of their beloved pig, Lucy.

Ron and Dee moved into our neighborhood about two years ago and have transformed their house from being an eyesore, to being an inviting and charming home. We are grateful to have them as neighbors.

Anyone who knows Dee, knows she has a caring heart. Whatever topic our conversation lands on, it is apparent that her heart is filled with love and a desire for justice. It is reflected in the way she keeps her home. She decorates her whole front porch and yard for the holidays which is a cheerful gift to everyone on our block. It is also reflected in the way she cares for her family and her animals. It is reflected in her military career as well. She loves children and animals, our country and our freedoms. She has loved our country enough to do two tours in Iraq. This has come at a great personal cost to her, and it is our duty and privilege as Americans to support our veterans for their service. Lucy is a joy. She has a big, curious, loving personality and has brought joy and peace to Dee's life. Lucy is a support pig for Dee.

Our block is a better place because of Ron and Dee, and I ask that you allow Dee to keep Lucy in our neighborhood.

Sincerely,

Melissa Roberts
mdr9876@hotmail.com
402-770-5605
3241 E. Summit Blvd.

May 3, 2022

To Whom It May Concern:

We understand that Ron and Dee are in danger of losing their support pig, Lucy. This makes no sense to us. Both Ron and Dee have served our country with pride and courage. We do not think it is too much to ask that they be allowed to keep Lucy who provides love and comfort to them.

We have never seen Lucy but have heard her when she was standing in front of their front screen door and we were in their driveway visiting for a bit.

To our knowledge, Lucy has never caused any problems with any of the neighbors. The people in our neighborhood, for the most part, have a "live and let live" attitude. You mind your business and we will mind ours.

Lucy has certainly never bothered us. What bothers us is cats using our flower beds for a bathroom. (This is not a big problem in this neighborhood but was in the last neighborhood in which we lived.)

Sincerely,



Ed & Emilie Collins

auntiem51@hotmail.com

(402) 742-6867

3251 E. Summit Blvd.

From: [Ronald Baddorf](#)
To: [Abigail F. Littrell](#); [Council Packet](#)
Subject: May 16th City Council meeting, agenda item 5 J
Date: Friday, May 6, 2022 10:37:15 AM
Attachments: [IMG_1373.png](#)

Wi-Fi Call... VPN 17:05 48%

Profile



Ronald L Baddorf

United States Marine Corps

Your disability rating:
100% service connected

Disability rating >

Personal and contact information >

Military information >

Home Claims Health Profile

From: [Roy Helm](#)
To: [Mayor](#)
Cc: [Council Packet](#)
Subject: A Request For Action
Date: Friday, May 6, 2022 11:01:38 AM

Dear Mayor Gaylor Baird,

As I have become more involved in civic matters by attending our City Council Meetings, I have come to have more appreciation for the work that our city's administrators do along with the burdens that they carry. I have also made it clear that although I may not always agree with a decision or outcome, that I will still hold those who serve in high regard, respecting the decisions that are made and accepting them as a matter of course. However, the recent decision to change the zoning for the parcel of land that borders Wilderness Park, Pioneers Blvd. and Highway 77 has left me disappointed, disillusioned and, quite frankly, appalled.

There were those who spoke with more knowledge, passion and eloquence than myself at the public hearing and I whole heartedly support their positions on why this is a bad idea not just for our community, but for our souls as well. I will not go into a lot of detail or submit a litany of documents and supporting data with my concern as I am confident that you have already received plenty already, but rather, I will take a more lay-person approach and view as I make my request. Inasmuch as our city is in need for more housing, this proposed development will do nothing to fill a void in the most necessary housing need, which is for low income and entry level homes as the developers stated that the homes in this development will be at "market value" prices. Secondly, no matter the precautions taken, this will have a significant impact on the habitat and migration patterns of the wildlife that rely on Wilderness Park for sanctuary.

Perhaps the most significant concern is the impact that this proposed development will have to the indigenous people who consider this land to be sacred and vital to their spiritual sovereignty and who, by the action taken by the City Council, seem to be kept invisible and ostracized by the white community. We have a tremendous opportunity before us to show respect and attempt to in some small part, to reconcile past transgressions. While this land has been targeted for development, the proposed change is, in my opinion, an overreach and wholly inappropriate for the location. My alternative is to return this land to the indigenous peoples from whom it was taken and allow them to develop this property as they see fit, which will not heal all wounds but would be a means of recognizing and respecting those who have been marginalized and ignored.

Normally, I would "respectfully request" your consideration and support for this position, but this matter cries out for me to implore you to invoke your veto powers and overturn the decision rendered by our City Council in order that we may come to a less intrusive resolution. I hold no ill will towards any City Council members for their actions on this matter, nor will I hold you in contempt should you not heed my request, I will merely be a very wounded constituent who will be weeping alongside my native brothers and sisters.

Regards,

Roy Helm (he, him, his)
2750 South 13th St.
Lincoln, NE 68502-3614
Otoe & Pawnee Land
Cell: 402.405.5984

"Don't judge each day by the harvest you reap but by the seeds that you plant." - Robert Louis Stevenson



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From: [Maribeth Milner](#)
To: [Mayor](#)
Cc: [Council Packet](#)
Subject: Wanted to make sure the Mayor saw the following information...
Date: Friday, May 6, 2022 11:55:35 PM



We can and need to do better...

Maribeth

header_title.gif



A Message from our Native Relatives at Niskithe Prayer Camp

The Native Community in Lincoln, NE have been facing a struggle with the City of Lincoln as both of their Sacred ceremonial sites are being threatened. Below is the message that the community made in response to the City's actions.

Here is a link to an International petition that has been started in response to this threat to their religious practices. <https://www.change.org/p/support-indigenous-human-civil-rights-in-nebraska-us>

Niskithe Prayer Camp

Hau Mitakuye Pi. Hello my relatives.

Today, we are here holding prayer space in a peaceful manner in an attempt to bring light to our cultural and spiritual practices.

We are here today so that those who attempted to erase our voice, erase our history, erase our identity will know that they will never win.

We are here because we won't be forgotten. We are here because we won't be pushed back into the history books. We are here because we won't be erased. We will not accept the actions of the Manzitto Brothers, the Catholic Church, the City of Lincoln Planning Commission to decide the fate of sacred ceremonial land without any engagement of the Native community who worships there. And we will not silently accept the act of erasure and cultural genocide that occurred in the Lincoln City Council on April 25th, 2022.

For centuries, the Indigenous Peoples of many nations converged on this part of Lancaster County to gather the salt here in the Salt Creek Basin. The UMÓⁿHOⁿ (Omaha) called this land "Niskithe," or salt water. Their women used eagle feathers to collect the salt, which their people used to cure buffalo meat. To this day, this land remains a place of intertribal gatherings.

In the 1970s Chief Leonard Crow Dog, a revered Sicangu Lakota spiritual leader, established the sweat lodge that would become known as the Fish Farm. For generations, people of many nations have come here to hold their traditional ceremonies, to pray, and to heal. Thousands of Lincoln's Native Community consider this lodge, this land, and these waters as their spiritual home, their

sanctuary, and a life-sustaining place.

Last week, the Lincoln City Council approved several ordinances that put that lodge and the sacred land on which it stands, in danger. A megadevelopment proposed by the development company Manzitto, and condoned by the Lincoln Catholic Diocese, were formally greenlit by the Lincoln Planning Commission and the Lincoln City Council directly across the street from the Fish Farm sweat lodge and Oyate Lodge. The natural and agricultural environment that currently surrounds these lodges will be developed into a densely packed urban residential area, disrupting and displacing the ceremonies at the Fish Farm.

It will cause irreparable harm to the land, water, and non-human relatives; and to the mental, physical, and spiritual well-being of the people who pray there. Though there was a huge community outpouring of support for the Native Community and the Fish Farm sweat lodge, the City council failed to even mention the word Sweat Lodge or Ceremony when deciding the fate of that land. They failed to acknowledge the Native Elders and community members present at the meeting, and they passed a series of devastating ordinances without formal, meaningful engagement with the Native Community. They pointed to the need to provide more housing for the people of Lincoln, which we understand deeply and respect, but not at any cost. Not if the price is cultural Genocide. And especially when the proposed development will not offer any affordable housing whatsoever.

We rise because we have been guided by Spirit to rise. We rise to acknowledge that the genocidal acts of the 19th century that violently removed Indigenous peoples from their homelands and criminalized Native ceremonies, have not stopped, they have simply evolved. We rise to honor our Missing and Murdered Indigenous Relatives because settler colonial land development has always been synonymous with violence and murder. We rise with the spirit of the Land Back movement within us, because we know that if land were rematriated to Native stewardship, the epidemic of missing and murdered Indigenous people would end, mass extinction of our non-human relatives would end, biodiversity would be protected, and ecological balance would be restored. We rise to advocate for the rights of Nature, and for the right of Salt Creek to exist unharmed by degradation and pollution caused by rushed, urban development.

There are still ways to mitigate the harmful impact this development will have on Wilderness Park and our sacred purification lodge, or inipi.

We the people and community of Niskítthe Prayer Camp formally submit the following asks:

We ask

to be seen.

for respect.

for our city leaders to acknowledge our existence.

for the land, our ceremonies, and our religious rights to be protected.

We ask

for the Mayor to veto the City Council's decisions related to the lands in proximity to the sweat lodges known as the Fish Farm and Oyate Lodge.

for the City Council to be held accountable for their actions by:

- Apologizing for their failure to acknowledge the concerns of the local Native American community at the City Council meeting on April 25th, 2022;
- agreeing to engage in a process of transformative and restorative justice with members of the Native community and their allies.
- Reading into the public record that the City Council perpetuated Indigenous erasure, knowingly approved policy that would desecrate sacred ceremonial grounds and facilitate the displacement of the only two sweat lodges within the city of Lincoln, which thereby perpetuated the legacy of cultural genocide against Indigenous Peoples.

We Ask

for structural change to occur across all city of Lincoln offices so this never happens again. This should include but not be limited to:

- The creation of an Native Advisory Committee for the City of Lincoln, chosen by the Lincoln Native American Community to include Elders, youth, and adults, which would be required by municipal code to be engaged with for any issues that impact the Native Community.
- The appointment of members of the Native Advisory Committee to specific departments, such as the Planning Commission, and involved in such efforts as comprehensive planning for the city.

For the Catholic Church to apologize for and acknowledge the harm they committed by excluding Native people from conversations about land use and sale.

For the Catholic Church to reconsider the contract with the Manzitto and meaningfully engage with the Native Community to identify a better solution.

For the developer, Manzitto, to withdraw from the sales contract.

For Manzitto to invite the Niskithe Prayer Camp leaders to a meeting to discuss solutions to the issues caused by their proposed development.

For all development companies in this community to commit to good-faith engagement with the Native Community when a development has the potential to disrupt the cultural, spiritual, mental, and physical wellbeing of Native Americans in Lincoln.

For the County Board of Commissioners to enact policy that protects and mandates special religious protections for Indigenous ceremonial sites.

For changes to the City of Lincoln governing documents that mandate special religious protections for Indigenous ceremonial sites.

We plan to prayerfully occupy this land until we have been meaningfully engaged by city officials, the Catholic Diocese, and Manzitto. We humbly make ourselves available to them and ask that they call us 402-370-5770, or email us at niskitheprayercamp@gmail.com to begin to engage with us in good faith.

We believe that our spiritual values, and guidance from Creator will help us stay focused in prayer as we occupy this land, and as we strive to protect our ceremonies and Mother Earth, who sustains us, for the generations to come.

We are here. We will remain. We are strong.

WibthahoN. Pilamayaye. Pilamaya yelo. Wado.

Peace,
Ron Todd-Meyer, President
Nebraskans for Peace

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Nebraskans for Peace
PO Box 83466 | Lincoln, NE 68501
Website: www.nebraskansforpeace.org
Email: nfpstate@nebraskansforpeace.org

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From: [bondist](#)
To: [Mayor](#); [Council Packet](#)
Subject: sweat lodges and relations with local Native people
Date: Sunday, May 8, 2022 12:07:23 PM



My letter submitted to Lincoln Journal Star. This is an important moment in our relationship with Indigenous Peoples in Lincoln and Nebraska more broadly.

When I first heard Manzitto planned a development on land owned by the Catholic dioceses near Wilderness Park and the sweat lodges, I didn't understand the significance.

It wasn't until I heard a Native friend say "It's like genocide. They're trying to erase us again." that I really started paying attention.

I still don't understand entirely because I've never developed a relationship with the land. My religion has never been illegal and no one ever tried to cut my hair or change my language to get me to fit into the dominant culture.

Here's the thing the City Council, the Mayor, and the Church missed, we don't have to understand to be respectful. It's bigger than us so we must let go.

We can slow down and ask, What is the message of sitting in the rain for several days and risking arrest? The sweat lodges are crucial to the vitality of many of this area's Native people and this development threatens them. There are not many sweat lodges given that Native spirituality was illegal until 1978. Don't focus on how the city does things – this past has been marked by genocide and trauma-- or get caught in details about whether the sweat lodges are on the proposed development directly, forge a new path in partnership with our relatives who are earnestly asking to be respected. It's not too late to get everyone together to do the right thing, which is follow the lead of the Native people.

Warmly, Stephanie

Have you heard about Earnest Jackson? You can help!
www.SendEarnestHome.com and spread the word.

Stephanie Bondi
[@S_Bondi](#)
she/they

From: [Wally Graeber](#)
To: [James M. Bowers](#); [Richard W. Meginnis](#); [Tammy J. Ward](#); [Jane Raybould](#); [Bennie R. Shobe](#); [Sandra J. Washington](#); [Tom J. Beckius](#)
Subject: May 9th Public Comment
Date: Monday, May 9, 2022 4:38:10 PM



Hi Lincoln City Council-

Thanks for your hard work serving our Lincoln community, your thoughtful preparation for meetings, and your focused determination to make Lincoln a safe, joyful, and fair place to live, work and play.

I am currently standing beside my relatives at the [Niskithe Prayer Camp](#). I have been visiting the site, currently owned by the Catholic Bishop of Lincoln and soon to be held by Sam Manzitto Jr, Jane Manzitto, and Darla Servi of Wilderness Crossing, LLC.

The community here at the prayer camp requests your presence on the land currently occupied. Though you cannot all come out at the same time, we would like to extend the invitation to join us in ceremony. This sacred space that has been created as on Monday, 5/2 is a space to connect, learn, laugh, discuss, and gain a deeper understanding of indigenous life. This Native perspective, if embraced, could be a place for healing, reconciliation, prayer, and growth.

Might you consider showing up and engaging in the coming days? I would be happy to stand alongside you in this difficult, stressful, and anxiety-ridden time. I have been in your shoes before and know a bit about the feeling of being publicly called out, shamed, and ridiculed. This space is just the opposite and is compassionate, honoring, understanding, and open to healing.

Can you find it somewhere in your hearts to walk together into this space this week with me? I appreciate you all and the ways you have shown up for this development so far. This is just one more step to take to learn from the process as a larger Lincoln community and the responsibility we all have to listen to our Native relatives like Renee, Kevin, Autumn, Erin, and so many more who have given up so much in their lives to exist with their culture, identity, and sacred religious practices.

I appreciate each of you and would like to be a conduit for engagement if you feel you are willing to step into a place of discomfort.

With love and courage,

Wally Graeber

[pronouns](#): he/him/his

As a leader, I acknowledge the land I inhabit occupies the ancestral and contemporary territory of the Pâri ([Pawnee](#)), the Otoe-Missouria ([Jiwere](#)), and the Očhéthi Šakowinŋations ([Sioux](#)) nations

Might you want to set some time aside on my calendar to connect? If so, please [click here](#) to reserve up to an hour together in the coming weeks. :)

"Everything is impossible until it happens." -Nelson Mandela

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