

# COMANCHE

## A RESOLUTION TO ADOPT LANGUAGE INCENTIVE PROGRAM CNG GUIDELINES

**WHEREAS**, the Comanche Nation is a federally recognized Indian Tribe with a Constitution approved by the Secretary of the Interior of the United States on January 9, 1967, to safeguard tribal rights, powers and privileges to improve the economic, moral, educational, and health status of its members; and

**WHEREAS**, the Comanche Constitution, Article VI, Section 7(f), provides that the Comanche Business Committee has the authority to implement, administer, and report on progress of programs adopted by the Tribal Council; and

**WHEREAS**, the Tribal Council voted during the 2025 General Election to adopt a “language incentive” that would provide monetary payments to tribal members that demonstrate ability in the Comanche language; and

**WHEREAS**, some Comanche Nation tribal government departments and programs who receive CNG funding, did not have CNG Guidelines established to provide employees and directors a reference or guide for client services provided to tribal members, nor a reference or guide that assisted the department or program in improving quality and performance of those client services; and

**WHEREAS**, CNG Guidelines are crucial for ensuring consistency, improving quality, and promoting efficiency across various fields, plus, they provide clear instructions, standards, rules, and recommendations, helping individuals and organizations achieve desired outcomes for client services; and

**WHEREAS**, by adhering to CNG Guidelines, directors and employees can make informed decisions, reduce errors, reduce service denials, produce more approvals, and maintain a high level of performance within; and

**WHEREAS**, certain departments and programs may require amendments to their CNG Guidelines in the future if services are modified, added, or removed, and any revisions or updates to the CNG Guidelines shall be processed through this same Resolution as amendments; and

**NOW THEREFORE BE IT RESOLVED** that the Comanche Business Committee hereby adopts the CNG Guidelines for the Language Incentive that are attached hereto; and

**BE IT FURTHER RESOLVED**, that exceptions to these guidelines may **only** be granted with the written and signed approval of both the Tribal Administrator and Executive Financial Officer; and

**BE IT FURTHER RESOLVED**, an exception report for the Language Incentive must be sent to the Comanche Business Committee each month; and

**BE IT FURTHER RESOLVED**, that any and all prior resolutions in conflict with the adoption and implementation of these CNG Guidelines are hereby null and void.

**BE IT FINALLY RESOLVED**, the Comanche Business Committee, acting for and on behalf of the Comanche Nation, does hereby authorize this Resolution for such intent.

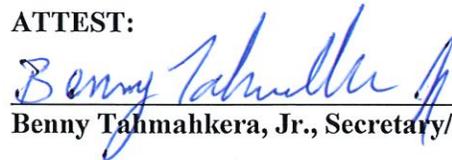
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## CERTIFICATION

The foregoing Resolution was adopted at a regular meeting of the Comanche Business Committee held on the 10<sup>th</sup> day of January, 2026, at the Comanche Nation Tribal Complex, Lawton, Oklahoma, by a majority vote of 6 for, 0 against, and 0 abstaining, a legal quorum being present.

  
Forrest Tahdoahnippah, Chairman

ATTEST:

  
Benny Tahmahkera, Jr., Secretary/Treasurer



## Comanche Language Incentive Program Guidelines

*(For adoption by resolution)*

### 1. Purpose

The purpose of the **Comanche Language Incentive Program** is to encourage and support Comanche tribal members in becoming **fluent speakers of the Comanche language (N̄m̄m̄ Tekwap̄)** within three years. The program promotes self-directed learning, community engagement, and cultural pride by recognizing participants who demonstrate commitment and progress toward fluency.

This initiative supports the Comanche Nation's goal of restoring daily use of *N̄m̄m̄ Tekwap̄* in homes, schools, and community gatherings for generations to come.

### 2. Authority

These guidelines are established under the authority of the **Comanche Nation Business Committee**, as authorized by Resolution No. 08-2026, enacted on January 10, 2026. The program will operate independently of the Comanche Nation Language Department, with evaluation provided by a **five-member Language Incentive Panel** appointed in accordance with these guidelines.

### 3. Program Duration and Fluency Goal

The Comanche Language Incentive Program is an approximately **three-year<sup>1</sup> fluency pathway** designed to guide participants from beginner to fluent speaker through consistent study, practice, and community participation.

Stage	Goal	Approx. Timeframe	Description
<b>Beginner</b>	Foundational Comprehension	Year 1	Learners gain basic vocabulary, pronunciation, and sentence skills using community and self-guided resources.
<b>Conversational</b>	Everyday Communication	Year 2	Learners demonstrate confidence using Comanche for daily interactions and storytelling.

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<sup>1</sup> There are no time requirements or deadlines. Each individual's language journey is unique and time to fluency will depend on starting point, hours spent learning, learning methods, prior experience learning language, and many other factors.

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Stage	Goal	Approx. Timeframe	Description
Fluent Speaker	Functional Fluency	Year 3	Learners demonstrate fluency and cultural understanding through consistent language use and community interaction.

## 4. Objectives

1. Promote independent, self-guided language learning supported by community resources.
2. Recognize individuals who achieve measurable fluency milestones.
3. Strengthen cultural identity through consistent use of the Comanche language.
4. Establish a fair and community-based evaluation process for language achievement.

## 5. Eligibility

1. Open to all **enrolled members of the Comanche Nation.**
2. **Participants must be at least thirteen years of age** at the time of registration.
3. Participants must register and commit to using available resources for self-study and practice.
4. Learners may study through elders, fluent speakers, online lessons, recordings, or printed materials.
5. All recognition and awards will be based on assessment by the five-member panel.
6. **Ineligibility:**
  - o Participants **cannot be current employees of the Comanche Nation Language Department or current employee participating in immersion classes at the Comanche Nation Language Department.**
  - o Participants cannot be persons invited to serve on evaluations panels.
7. **Service Area:**
  - o **Comanche tribal members** may participate and will be assessed in person, but may be assessed online via zoom depending on place of residence and ability to travel.
8. The Language Department retains the discretion to require participants with prior language knowledge to skip the Beginner test and begin testing at the Conversational level.
9. The Language Department retains the discretion to require participants to engage in a short pre-screening to ensure they are ready to test at the level they desire.

## 6. Learning Resources

Participants are responsible for their own learning progress; the Language Department recommends that learners seek out the following resources on their own:

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- Elders and fluent speakers as mentors
- Online courses, audio lessons, or mobile apps
- Printed or digital Comanche language materials
- Community classes, ceremonies, and gatherings
- Daily use of the Comanche language in home, school, or workplace
- Resource list “refer to Appendix A”

The program emphasizes *real-world speaking and listening* over classroom attendance.

## 7. Incentive Assessment Panel

1. A five-member **Comanche Language Incentive Assessment Panel** shall evaluate program participants and determine eligibility for incentive awards.
2. The panel shall consist of:
  - At least two (2) fluent speakers or language educators/advocates, who may be employees of the Comanche Language Department
  - One (1) member of the Comanche Business Committee or Tribal Administration
  - Two (2) community representatives
    - **Community representatives shall receive a stipend of \$100 per assessment. Any community representative who is also an employee of the Comanche Nation must be off the clock and not performing regular work duties at the time of the assessment in order to receive the stipend.**
3. Assessments shall be conducted as participants qualify for milestone review.
4. Each participant’s assessment shall last one (1) hour before the five-member panel for each proficiency level (Beginner, Conversational, and Fluent).
5. Evaluations shall include oral interviews, conversational demonstrations, and cultural engagement.

## 8. Incentive Structure

### Beginner Achievement (Suggested Year 1)

- Demonstrates comprehension of basic vocabulary, greetings, simple sentences, and pronunciation
- Shows consistent practice and effort in daily language use
- Completes a **one-hour oral assessment** before the five-member panel
- **Incentive Award: \$1,000**

### Conversational Achievement (Suggested Year 2)

- Demonstrates ability to converse comfortably in Comanche
- Uses Comanche in community, family, or ceremonial settings

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- Completes a **one-hour conversational assessment** before the five-member panel
- **Incentive Award: \$2,500**

## Fluent Achievement (Suggested Year 3)

- Successfully completes a **one-hour fluency assessment** before the five-member panel
- Demonstrates fluent speech, comprehension, and cultural understanding
- **Incentive Award: \$5,000**, “Fluent Speaker” Certificate, and eligibility to serve as mentor or future panel member

## 9. Administration

The **Comanche Nation Language Department** may provide general resource support but shall **not serve as the point of contact or administrator** for this program.

## 10. Funding

Funding for the Comanche Language Incentive Program shall be provided through the **Comanche Nation annual budget**, grants, or approved donations.

- Level I award – \$1,000 per qualified participant
- Level II award – \$2,500 per qualified participant
- Level III award – \$5,000 per qualified participant

Awards are contingent upon available funding and verified completion through the assessment panel.

## 11. Adoption and Implementation

These guidelines shall take effect immediately upon passage by resolution of the **Comanche Nation Business Committee**.

### Appendix A: Language Resources

is attached and incorporated by reference as a supporting document to these guidelines.

Updates to Appendix A may be made by the Comanche Nation Language Department without requiring Comanche Business Committee reapproval.

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## Appendix A

### Language Resources

The following resources are recommended for participants of the **Comanche Language Incentive Program**

#### Online:

talkcomanche.org

<https://www.instagram.com/cnlanguage/> <https://www.facebook.com/CNLanguage/>

<https://www.youtube.com/@CNLanguage> <https://www.webonary.org/comanche/>

<https://mc.miamioh.edu/ilda-comanche/>

[https://education.transparent.com/comanche\\_public](https://education.transparent.com/comanche_public)

#### Printed:

Taa N̄m̄m̄ Tekw̄ap̄pha T̄boop̄

(CN Language Department Dictionary)

N̄m̄m̄m̄ Hubiȳm̄m̄

(Comanche Hymns)

Book of Mark - Global Bible Society

ISBN: 978-1566321761

Comanche Dictionary and Grammar - Robinson & Armagost

ISBN: 978-1-55671-330-9

A Grammar of Comanche – Charney

ISBN: 0-8032-1461-8

**CN Language Department 2025**