

# 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 (N̄mm̄ 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 *N̄mm̄ 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. 82-2026, enacted on May 2, 2026. Incentive payments will be awarded based on successful evaluation provided by a **three to 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	Participant/speaker demonstrates their ability to identify and use practiced vocabulary words and phrases.
<b>Conversational</b>	Everyday Communication	Year 2	Participant/speaker demonstrates their ability to participate in spontaneous spoken or written conversations on familiar topics, creating sentences/questions and series of sentences to ask and answer a variety of questions about familiar topics.

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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.

Stage	Goal	Approx. Timeframe	Description
<b>Fluent Speaker</b>	Functional Fluency	Year 3	Participant/Speaker demonstrates fluency on a wide variety of familiar and general interest topics. Maintains spontaneous spoken conversations and discussions.

#### 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. Participants under the age of eighteen must have their parent's or guardian's consent.
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 three-to-five-member panel.
6. **Ineligibility:**
  - Participants **cannot be current employees of the Comanche Nation Language Department or current employee participating in immersion classes at the Comanche Nation Language Department.**
  - Participants cannot be persons invited to serve on evaluation panels.
7. **Service Area:**
  - **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 Comanche Nation 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 Comanche Nation 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.
10. Any funds owed to the Comanche Nation will be deducted from the total incentive amount awarded.

#### 6. Learning Resources

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

- 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 three Comanche Language Incentive Panel shall evaluate participant for Beginner and Conversational Achievement and determine incentive award. A five-member Comanche Language Incentive Panel shall evaluate participants for Fluent Speaker and determine incentive award.
2. The panel shall consist of:
  - At least two fluent speakers or language educator/advocate, who may be employees of the Language Department; and/or
  - One member of the Comanche Business Committee or Tribal Administration; and/or
  - Two community representatives
3. Assessments shall be conducted as participants incentive award pathway is achieved.
4. Each participant’s assessment shall last **one (1) hour** before the three-member or five-member panel for each (Beginner, Conversational, and Fluent).
5. Evaluations will include oral interviews and conversational demonstrations.

## 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 three-member panel
- **Incentive Award: \$1,000**

### – Conversational Achievement (Suggested Year 2)

- Demonstrates ability to converse comfortably in Comanche
- Uses Comanche in spontaneously spoken or written setting.
- Completes a **one-hour conversational assessment** before the three-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 in conversation or storytelling, 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.

- Beginner Incentive – \$1,000 per qualified participant
- Conversational Incentive – \$2,500 per qualified participant
- Fluent Speaker Incentive– \$5,000 per qualified participant

Awards are contingent upon available funding, adhering to the Comanche Language Incentive Program Guidelines, 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.

## 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 Numu Tekwapu?ha Tubooyu  
(CN Language Department Dictionary)

Numunuu Hubiyanuu  
(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

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