



# LEADERSHIP

## Board of Directors

Twelve Clans is overseen by a five-member Board of Directors who play a pivotal role in the direction of the company. The composition of the board reflects a wealth of experience and a deep connection to the diverse interests of the communities they represent. These leaders are not only well-qualified but also well-accomplished, bringing a wealth of knowledge, cultural sensitivity, and a profound understanding of the unique challenges and opportunities that the organization faces. Their collective expertise contributes to the formulation and execution of strategic initiatives, ensuring that Twelve Clans aligns with the values and aspirations of the Ho-Chunk Nation.



### Joe Brown Thunder

President

Ho-Chunk Nation

CEO, Buffalo Nickel Creative

Joseph Brown Thunder is a distinguished member of the Ho-Chunk Nation, contributing to the business world as a specialized business development consultant. His focus lies in strategic marketing communications, particularly for sports initiatives and culturally based for-profit and non-profit organizations.

As a testament to his entrepreneurial spirit, Joseph co-founded Buffalo Nickel Creative, where he serves as the Chief Executive. Buffalo Nickel Creative is a full-service advertising company, offering a range of services such as branding, marketing campaigns, and creative design solutions.

His role as a business development consultant and CEO of Buffalo Nickel Creative showcases not only his expertise in marketing but also his leadership and entrepreneurial skills.



### Susan Waukon

Vice President

Ho-Chunk Nation

Program Manager, National Indian Carbon Coalition

Susan Waukon, a member of the Ho-Chunk Nation, has a rich history of public service and contributions to tribal economic development. After completing a four-year term as an elected official for the Ho-Chunk Nation, Susan transitioned to roles within the federal government and energy companies, focusing on tribal liaison and business relationships.

Currently, Susan serves as a Program Manager for a tribal organization dedicated to supporting tribal nations and members regarding land preservation, mitigating the effects of climate change, and generating sustainable income for tribal communities.

Committed to continuous growth, Susan is actively refining her skill set as a proud master's degree student at Cornell University, where she is immersed in non-profit leadership studies. Through her diverse experiences and ongoing education, Susan exemplifies a dedicated leader striving to make a positive impact on tribal communities and the broader field of non-profit work.





## Tanya Gibbs, JD

Secretary & Treasurer

Little Traverse Bay Bands of Odawa Indians  
Attorney, Rosette, LLP.

Attorney Tanya Gibbs is an enrolled citizen of the Little Traverse Bay Bands of Odawa Indians. She holds a bachelor's degree in political theory and constitutional democracy from James Madison College at Michigan State University. Additionally, graduating magna cum laude, she earned her Juris Doctor (J.D.) from Western Michigan Thomas M. Cooley Law School, specializing in business transactions, as evidenced by her certificate in the field.

Currently serving as a partner at Rosette, LLP, Tanya has carved out her niche in the legal landscape with a principal focus on non-gaming economic development areas such as business law, transactions, and economic initiatives that don't involve gaming activities.

As a professional with a background in political theory and constitutional democracy, coupled with her legal education and focus on business transactions, Tanya Gibbs brings a unique perspective to her role as an attorney, contributing to the broader development and legal landscape within tribal contexts, aligning with Twelve Clans' vision.



## Joe Nayquonabe

Director

Mille Lacs Band of Ojibwe

CEO, Mille Lacs Corporate Ventures

Joseph Nayquonabe, a tribal member of the Mille Lacs Band of Ojibwe, is a seasoned marketing and management professional whose career has been dedicated to the transformative evolution of growth and prosperity within American Indian tribal economies. Currently holding the position of CEO and Chair of the Board of Directors for Mille Lacs Corporate Ventures, Nayquonabe plays a pivotal role in shaping the economic landscape.

With a keen focus on innovation, Nayquonabe has consistently reimagined and reinvented strategies to ensure sustainable development within his tribes' economy. His leadership extends to the meticulous analysis of new business opportunities, contributing to the strategic expansion and diversification of Mille Lacs Corporate Ventures.



## Michael J. Roberts, JD, MBA

CEO, Twelve Clans, Inc.

Sisseton Wahpeton Oyate

Michael J. Roberts, a tribal member of the Sisseton Wahpeton Oyate, is a distinguished professional with a wealth of experience spanning more than 25 years of working with tribal governments and Native-owned economic development businesses. His extensive career has been marked by exemplary executive leadership in various domains, including corporate strategy, business development, marketing management, finance, and business planning.

In his role as an executive professional, particularly with several Section 17 corporations, Roberts has demonstrated a remarkable ability to navigate and succeed in challenging environments. His strategic acumen has been pivotal in not only managing corporate resources effectively but also in driving the future development of tribal corporations.

With a deep commitment to the economic development of tribal entities, Michael J. Roberts stands as a testament to effective leadership and strategic vision within the Native-owned business landscape. His multifaceted expertise contributes significantly to the sustainable growth and success of tribal corporations.

