



Dear Comanche Nation Tribal Members,

I would like to take a moment to address the resolution that has been brought forth to terminate the Tribal Administrator based on allegations of creating a hostile work environment.

As your Tribal Administrator, I understand that leadership comes with scrutiny and difficult decisions. However, I want to be clear, this resolution is not based on facts or a full understanding of the circumstances surrounding my service to the Comanche Nation. Over the past 10 months, I have worked tirelessly to bring structure, accountability, and transparency to the Comanche Nation government. In doing so, I have encountered significant adversity, including resistance to change and behavior from some that could be described as unethical and unprofessional.

What some may perceive as “hostility” is, in reality, a firm commitment to uphold the integrity of our policies, safeguard the Nation’s resources, and ensure that all departments operate in the best interest of the Comanche people. Change is never easy and accountability is often uncomfortable, but standing up for what is right should never be mistaken for hostility.

I serve with a passionate and servant heart, and I take great pride in the role I have been entrusted with. From the beginning, I have been committed to delivering on my promise to raise accountability and expectations within our Nation’s workforce. My focus has never been on personalities, but on performance, ethics, and results.

As a leader, I believe in asking important questions of our directors: Are they effective in their roles? Are they meeting deadlines? Are they adhering to policy and procedures? Are they serving to be fair for all or just a select few? Are they modeling integrity in their daily work? These are not unreasonable expectations; they are the foundation of professionalism and service excellence.

I acknowledge that perception matters. If my delivery of these expectations were interpreted as harsh or hostile, I take full responsibility and will work to improve how I communicate. I will make adjustments of my approach, but I will not lower the expectations, because I truly believe that when we aim for the stars, even if we fall short, we will still make meaningful progress. This is the mindset I bring to this role.



Accountability must apply at every level: Leadership, Administration, Directors, and front-line staff. Every tribal dollar spent on our employees is an investment in our people, and our members deserve to see that investment reflected in strong work ethic, integrity, and results.

I hold myself to the same expectations. I have made difficult decisions, including approving terminations with documentation of individuals I care about, not because I wanted to, but because it was the right thing to do. That is the weight of leadership; doing what is right, even when it is hard. I remain committed to building a government that is accountable, ethical, and worthy of the Comanche Nation tribal members.

Respectfully,

A handwritten signature in blue ink that reads 'Lisa Dawsey'. The signature is fluid and cursive, with the first name 'Lisa' being more prominent than the last name 'Dawsey'.

Lisa Dawsey
Comanche Nation
Tribal Administrator