

DRAFT MINUTES

Minutes of General Council Meeting – October 19, 2024

Lance Foster for the invocation.

Tim Rhodd called the meeting to order at 9:14 am

Quorum was established.

Executive Committee – all present

June 1, 2024, General Council Meeting Minutes

Dan Lewerenz motions to approve the June 1, 2024 minutes with the correction Olivia had. Mike Frederick seconded the motion. This motion carried All-for, 0-opposed.

October 19, 2024, General Council Meeting Agenda

Olivia Brien asked to add transparency to the agenda.

Karen Kissinger motions to approve the agenda with the addition. Terry Mooney seconded the motion. This motion carried All-for, 0-opposed.

Iowa Tribe of Kansas and Nebraska Financial Reports

Julie Bauman went over the presentation for the casino revenue fund. This ties out the casino revenue to the tribal audit. Julie says this fund is just a checkbook. Julie says we are not auditing 2023 yet.

Rebecca Liberty says we do not need to hear 2022, they need to hear 2023 and 2024.

Julie says the 2022 and the 2023 numbers are compiled.

Olivia Brien said the general council was told they would have the 2022 and the 2023 audits and would like a promise from the EC a date to get them finished.

It was asked if there were policies in place to prevent this from happening again. Julie says yes and these audits will be a good report and the audit is getting done.

Veronica Barber motions to do a forensic audit back to 2019. Elyse Towey seconded the motion. This motion failed 16-for, 48-opposed.

Julie says that we are so far behind that the federal government will look at the audit.

It was asked if we could pay the federal government to audit the tribe.

The federal government can give a plan of action.

Rebecca Liberty said she offered here accounting services last year to help with the audit.

Rebecca asked the treasurer what the plan of action is since the general council has been promised the audit for some time now.

Tim said there is a motion on the floor.

Veronica says she would like to clarify a forensic audit not a federal audit.

Kelli Cheek says she worked on the grants for the tribe and still does. The grants will review the audits.

Russ says the work has to be done on the audits first, so they have information to go off of.

Julie says a forensic audit would take years and years to complete. You also have to have the structure of what they are to specifically look for. Julie says this is for findings and actions.

Rebecca says she works with auditors and has done forensic work. Forensic accounting is to assist the project. She says she has offered her help.

Mary Waite asked what the cost of this type of audit would cost.

Julie says this would be how in depth you chose to go. She would have no idea how to come up with that number.

Yahya says the reason the 2022 audit is not complete, and Julie had some questions on what he had submitted before she was to sign off on the audit.

Olivia asked when the 2022 audit will be done. The financials were done but not the audit.

Yahya says toward the later of November the audit will be complete.

Yahya says they were contracted 9 months ago, and they dug in to find a lot to clean up. Shortly after they started to look at 2023 finding some things needing cleaned up.

The tribe has added staff to the accounting department to keep on task for 2024.

Karen Kissinger says that sometimes with the audit and Julie has a lot of phone work and tracking down employees to get the information she needs to support all of the documents. She was really impressed with how specific the audit has been.

Britni Beck would appreciate knowing what tools are needed and what the timeline may be.

Yahya says let's be specific and 2022 can be complete by late November, 2023 has most of the work prepared for the audit.

Julie says the tribe will work on it from April to August. She loves the work. We have not had that due to a number of things. 2022 she is not going to let it slide. She has been wondering how she is going to get 2023 done. She is not going to sit up here and set a specific date.

Rebecca Liberty says there was a motion made at a previous meeting to have them by October. She mentioned hiring someone to help with the audit to get this done.

Yahya says the tribe has the employees now to get caught up. All of the issues were from previous staff.

The EC has been very supportive of getting the right resources in place.

Olivia asked for an official date to have these audits. She would also like to have an update on all forms of communications by December 1, 2024.

Russ Brien says he is hearing we have the support and are getting the number crunched. Julie is doing what she can to get the 2022 audit finished. He recommends that we get more audit support.

Elyse Towey says they are hearing a lot of excuses as to why these are not done. When they are promised these numbers over and over is not ok.

Elyse says these numbers are more important than purchasing a food truck.

We need to remember that as a general council they are the bosses.

Rebecca Jones says much of the grant funds will go on hold due to no audits.

Russ says in other clients he has worked with in this situation does not mean they are not able to get funds just need to draw down more often.

Mike Frederick says all of the federal agencies are aware of the audits and that all of the grant reporting is up to date. Mike says we are proceeding as normal now with no issues with the funding.

Veronica says feels as the general council they are wanting accountability and responsibility.

Tim asked how far we go back? He has had this on the agenda for the last few months and the tribe is going to legally go after all involved.

Olivia asked to clarify a forensic audit from 2019 until date across all entities. The cost would be great also.

Russ says you have to be looking for an answer to a specific question. Was there fraud? Do we expect embezzlement?

Rebecca says we need to know what we are looking for in this audit?

Mary says does she know what we are doing a forensic on? Payroll-Deposit?

Dan says the motion and counting has started so we need to finish that. Maybe depending on the outcome, we may need more discussion.

Veronica Barber motions to do a forensic audit back to 2019. Elyse Towey seconded the motion. This motion failed 16-for, 48-opposed.

Yahya says he understands everyone's frustration and he feels good about where the tribe is working from here forward.

Yahya says we failed you today by not having the 2022 audit complete.

After the monthly financials are reviewed by the EC they could be posted to the members area.

Nova Deckman motions to have these financials posted to the members area provided every three months 45 turnaround from the quarter close. Rebecca Liberty seconded the motion. This motion carried 56-For, 0-opposed.

Rebekah Jones motions to engage in an outside auditor for the FY 2023 audit to get caught up.

Julie says she can't get the tribe back on schedule and says she will not be doing the 2023 audit. She will not be doing the tribes audit any longer.

The clinic audit is finished for 2023. Julie went over the clinic's audit report. They had a very healthy 2023. There were no questions in regard to the clinic.

Rebekah Jones asked if she will be working on 2022?

Julie says the tribe is getting too big and needs someone that can work on the tribes audits. She can't get these audits done in the timeline the general council is requesting. She just can't get these done in the amount of time they want.

Housing Authority Audit Report

Julie says we are going to be talking about the Housing Authority audit. They have a very healthy balance sheet. Housing got a gold star from the HUD visit that has just passed.

Olivia Brien asked if payroll is reflected in the presentation and if so, where?

Julie says yes, it is and showed where it was in the presentation.

Olivia asked for future reporting whether we could have payroll broke out separately?

Julie says yes, she will split it

Olivia asked Brad how many HUD houses we have and how many are filed?

Brad says That there are 32 ownership houses, and all are filled, Brad also stated that they have 5 rentals and are all filled.

Olivia asked about the apartments?

Brad says there are 25 filled.

Brad says there is nothing we can do with them unless they are taken out of the HUD program. Brad says 1 unit has been taken out of the program and is being rented by UMKC.

Brett asked if this could be done again to apply for a waiver?

Brad says yes, we would have to apply through HUD for the waiver.

Rebecca asked if it is possible that one unit could be used by the tribe for different people. The tribe can utilize it for speaker or contractors?

Brad says yes it could be done.

Rebecca says if there was an apartment used for the tribe it could be budgeted and used rather than sitting empty. She also congratulated Brad as the housing director as he is the longest acting housing director.

It was asked if there are plans to build more houses on the reservation?

Brad says they are working on 8 new homes with a grant they were awarded. They will be income guidelines. Brad explaining they will be on the Nebraska side just past the water tower behind the current elder homes.

Olivia asked what the benefit is if we have HUD apartments they are not using?

Brad says a home is more desired than an apartment.

Olivia asked how we can get homes for individuals That are over income?

Brad says we are working on a grant that if awarded will build homes for the over-income individuals.

Olivia asked if we can send this information out to the members if the funding is awarded.

Tim says the 184 program is also available for this and can be ran through the tribe and can roll over to the tribal members once this is set up.

Britni Beck says she would like to have lot assignments, and the tribe could help out with that loan program.

Brad says with that 184 program that the tribe would pay these loans until you find someone to take over the loan and move in.

Mary asked if purchasing a home on the reservation if there are any tax breaks?

Grey Snow Audit Report

Julie says they done 5 audits with Grey Snow. Julie says they had all of the paperwork in great shape and the audit went very well. The only audit she did not do was Grey Snow Construction. Julie went over the presentation for all 5 other companies with Grey Snow. James Keller asked how many employees make up the payroll number of \$252,834.00 for Green Energy?

The executive committee says 3 employees.

James asked about \$820,216.00 in payroll expenses for Professional Services how many employees?

Julie asked James to wait on these questions until Grey Snow is up here to let her get through the audit?

Elyse says with all of these she didn't mention Grey Snow Construction?

Julie says she did not do an audit on Grey Snow Construction.

Rebecca Liberty asked about the infusions that were put into Grey Snow and would like that broken down? The other thing was the due to and due from?

Rebecca asked about travel and expenses being high did Julie look at these?

Julie says yes there was a scanned copy of the receipts we sent to her for review. Julie says it is shocking but the control structure on travel was good.

Julie says she chose not to do construction because she did not want to.

Veronica asked why she did not do the construction audit?

Julie says she just decided that was one she was not going to do.

Nova Deckman asked since Julie did not do the construction audit if there is a plan to do the audit?

Casino Presentation

Jolene Anderson went over here presentation she had for the casino. Jolene says there are some discrepancies that has held up the audit and at this time we can't talk about these at this time.

Olivia asked if she can give any numbers for 2023? Jolene says not at this time

Olivia asked about the policies and procedures and where they are at with these?

REDW is working on helping with the policies and procedures for the accounting department.

Jolene says they will have the 2024 audit complete on time and there will be some discrepancies then also?

Misty says would it be accurate to state that they can't talk about the discrepancies due to legal reasons?

Jolene says yes that is correct.

Grey Snow Presentation

David Tam introduced himself and went over what Grey Snow is doing among all entities. He looked ahead to the projections for 2025. David talked about the projects that each entity of the business are working on and what is coming up.

James Keller asked what percent of Green Energy is owned by the tribe?

David says 100% but think he is talking about sovereign solutions. David says 51% the tribe and 49% Sun source.

Dan Lewerenz asked if there is a reason why in 2024 the profit is a little more than ¼ the revenue?

Kathy says it is purchase of equipment.

Russ asked if the profit is entity level or Grey Snow share?

Kathy says one slide is the entry level and the other slide is combined is only ½.

The microgrid has panels being delivered.

Peter Gregory with sovereign solutions has worked on the grants and tis will all be 100% owned by the tribe. This system will give you the highest quality energy anywhere.

Veronica asked if there is a goal for the rest of the housing on the reservation? That will be phase III.

Veronica asked what the time frame is on that? David said that is unknown at this time.

Brett asked if once this is done the ownership will transfer over to the homeowner and if there will be anyone trained to take care of these?

David says they are working on the training facility for this.

Peter says these will not fail and is the cleanest power. It will not fail here or anywhere.

Bill Fee asked if this fails does Sun Source get their funds?

Peter says if it were to fail which it wont nobody would get funds.

Mary Waite asked about the costs or if there would be a utility bill?

David says yes there would be a low cost will under the tribes utility service.

Peter says there will never be an increase.

Donnell Zerkel asks how we prioritize these projects?

Peter says the board decodes projects and this on the reservation will be done first and is the highest priority.

David says the Iowa Tribe is the highest priority and other tribes has asked for help getting funding and they are working on that.

Donnell asked when they will install here?

Peter says fall of next year this would start.

Kelli Cheek asked what the savings to the homeowner would be?

Peter says it will be 30% to 40% less.

Rebecca Liberty asked how Grey Snow is awarding contracts?

David says there will be an RFP but now it is all internal work.

Rebecca asked if tribal members can be hired to do some of this work?

David says this is always a top priority.

Rebecca asked what the profit is for just the purchase of the panels?

Peter says it should be 20% profit give or take.

Deann DeRoin asked if solar is the primary source of if any other source will be used?

Peter said solar, solar storage, and in an emergency our regular utility.

Deann asked if solar has been tested in tornado weather?

Peter says this has been tested everywhere.

There will also be two diesel generators that could charge the batteries if needed.

David says they are working on incorporating the wind turbines.

Brett says he don't need to sell him saying nothing is never going to happen.

Brett asked about a way to incentivize the program to conserve and not consume so much.

Tim asked everyone to keep it down because they are having a hard time hearing?

Aimie Krause asked about trash service and why we don't have recycling?

David says Grey Snow has nothing to do with the trash service.
Brandon says we have checked into it a few times and we would have to haul all of it to Topeka.
Brandon says we are looking into funding to have recycling.
Brandon says we are using the trash flow system.
Tim says Sac and Fox has the recycling program we could partner with.
Olivia Brien asked why we have executive committee members running our businesses rather than focusing on government items?
Brandon says he just oversees it and Jolene is day to day.
Olivia says that is not how it works onsite but will hold the conversation until later.
Rebecca Liberty asked what the infusion was that was given to Grey Snow for start up?
David says he does not remember the general council asking for the Grey Snow capitol infusion but he will get that number.
Rebecca asked Tim if he remember but we will get that number to the general council.
The capitol infusion will be posted on the members area.
Olivia says she would like to see that across the tribe.
Kathy says the money that the tribe infused was put toward several different projects and she will get a number to send out.

Recess for Lunch

Reconvene @ 1:28 pm

Nuweh Update

Brad Campbell talked about Nuweh and what the company is looking into doing.
Brad says all of the contact information for Nuweh is on the website and they can call or email with questions at any time.
Brad says there will be an open house for Nuweh the first week in December.
Brad says Nuweh and Grey Snow are two different markets and going after different projects.
Olivia Brien said she would like to see what those markets are? If they are posted anywhere? Also for Grey Snow<
Brad says Nuweh has it posted on their website.
Brad says Nuweh is the holding company with four board members and a chairman.
Mary Waite asked if the tribe is putting money into Nuweh?
Brad says yes and Mike will talk about this next.
Olivia Brien says she asked back in June what collateral is being put up from the tribe, she would love to have that answer now?
Russ says there are two \$500,000.00 notes and the tribe is the guarantor on all of that along with Nuweh. Russ says no assets of the tribe are being pledged directly.
Olivia says some of that money was supposed to go to other locations, she knows that for a fact. Asked if it is all in loan format and no cash from the tribe.
Brad says the initial seed capitol has gone in, in the amount of \$450,000.00.
Olivia says \$450,000.00 has been given to Nuweh, Is it a loan or given?
Misty Slate asked to talk to the citizens about how we are preventing competition between both businesses?

Brad says different markets are being gone after. We do not want to compete against one another. As two different groups we can both diversify.

Nuweh will have an 8a piece along with a commercial piece.

Olivia asked why the EC started a complete separate business arm and not expand on the current economic development arm? Why reinvent the wheel when we already had everything set up? Why not work within Grey Snow Construction?

Brad says they are different segments of business and both companies will do different things.

Olivia would love to hear it from the EC directly?

Deann DeRoin asked how the Nuweh board was selected?

Brad says there were announcements sent out and the EC reviewed and selected the board members.

Nuweh board members can not benefit for Nuweh business.

Deann asked the geographic area they plan to work in?

Brad says Nuweh will work everywhere and even overseas.

Rebecca Liberty asked if he is a full time employee of Nuweh and not running Bear Claw Construction?

Brad says he is a full time employee of Nuweh.

Rebecca says this will be structured just like Grey Snow but with different emphasis.

Brad says they can have lunch and learns at the casino.

Deann says it was not clear when she asked if the board was receiving a salary?

Brad says he is sorry and he is a full time CEO of Nuweh and is being compensated.

Karen Kissinger says if David and Brad would talk about all of the opportunities out there you would be amazed. If she was younger she would start up the same thing.

Misty Slater explained the operating agreement and how it is set up.

Deb Bryan introduced herself and says she is a Nuweh board member with no board and she is very proud of our tribe.

Rebekka Jones motions that a minimum 7 days before each general council meeting there is a financial report from Nuweh and Grey Snow all subsidiaries under each posted to the members area for time to review. Seconded by Deann DeRoin. Motion carried non opposed.

Misty asked if it was a minimum of 7 days or 7 days?

Olivia says there was a financial slide that was skipped over and she would love to see it.

Brad introduce Mike Rothwell the Nuweh CFO to go over this slide.

Mike is helping Nuweh get started and the slide was a preliminary revenue slide.

Mike says overall \$3,000,000.00 income with \$250,000.00 profit is the prediction.

Deann Derooin asked of a proposed date to raise the \$500,000.00 to repay the tribe?

Brad says Nuweh wants to be out of any backing within 18 months.

Rebecca Liberty says the announcement came last August and would like to see the financials since then?

Brad says they have just got Nuweh up and running and in place.

Rebecca asked when the bank account was opened?

Brad says everything has been finalized in the last 30 days.

Rebecca asked where all of the record keeping has been since it started? Who is the board treasurer?

Brad says Pascale Henn an attorney.

Rebecca said we should have seen a report today for the financials from day one.

Brad says we will have something posted as the motion was stated.

Donnell Zerkel asked if the EC approved the start of this business?

Donnell says the EC should have expected that from Nuweh?

Elyse Towey says some of the delay came from the EC.

Mary Waite says Elyse you need to have backup for your accusation.

Elyse says this took months and months to get the paperwork to Nuweh.

Brandon said everything takes time and for the most part we were waiting on financials.

Tim said the banking documents were back and forth with the bank and attorneys.

Tim said the employee agreement was not the standard employee agreement.

Tim said to get things right it takes time so it don't slap us in the face later. We want it right.

Mary Asked when the \$450,000.00 was given to Nuweh?

Robert says it was given June 1, 2024.

Rebecca asked if the full \$450,000.00 is still in the bank?

Rebecca said the EC Treasurer needs to have this information.

Brandon said the banking documents were just finalized in the last 15-30 days.

They are asking for some certainty that that money is still there?

Brandon says Robert can see that account at anytime.

This information will be on the members within 30 days.

Olivia says she is not aware of how Nuweh was set up and how the contractors were paid? Nuweh needs to report every penny?

Brad says he was an individual consultant then.

Olivia asked why when they were individual consultants they were not paid out of Nuweh funds? And if they were paid out of tribal funds they should all be paid back?

Brandon says yes they will be paid back.

Brandon says all funds paid to Nuweh will be paid back to the tribe.

Phillip Simmonds motions to move on to the next item. Seconded by Devon Simmonds. This motion carried all for none opposed.

Constitution Committee

Dan Lewerenz says they are not going to spend a lot of time going through all of the proposed changes. Dan thanked everyone on the constitution committee. Dan says if we approve something then the EC send it to the department of the interior, they will then send out a ballot to vote on the changes. This will take a little while, there are more steps that will have to happen before these are approved. Dan says he will make a motions to approve the amendments as submitted and we can open for discussion for amendments if any.

Dan moves to amend the constitution as recommended by the committee. Rebekkah Jones seconded the motion.

Dan asked if there were any amendments to his motion?

Terry Mooney asked if there is anything about voting in the amendments?

Dan says yes there is, this now does not allow absentee voting, they have removed that.

Dan explained why they proposed this change. The constitution does not usually deal with the mechanics of voting it addresses a who can and the other is delegated to the election board to work out the how to. Both of the last efforts of the constitution committee. The first one was about absentee voting.

Robert Popejoy thinks that anyone that does not come here should not have say so in this. If they don't come here they lose their voice. He thinks they need to remove absentee ballots.

Robert Popejoy motions to remove Page 23, Article 9, Section 2 from the proposed changes. Bill Fee seconded the motion.

Donnell Zerkell asked what we are voting on?

Dan says his motion is to approve the whole thing and discuss amendments.

There were questions about not allowing members that are in the military to vote when they are not here?

There was a lengthy discussion on this topic and several different recommendations.

Rebecca Liberty said she thinks this need to be put in as recommended and let the election board will follow what the EC wants which is determined by the general council.

Brett Ramey says if we leave it as it is we can not offer any absentee or write in ballots.

This will not allow military to vote.

Dan says all this does is allow this to happen and after that it will be determined by the election board, EC or general council.

Dan says he is also not a local but has been fortunate enough to get back here to vote.

Phillip Simmonds says in the future we may distrust the EC and this will open it up to anyone to vote. He thinks people that do not or have nothing to do with the tribe should not be allowed to vote.

Veronica Barber says in general most of our programs operate on the service area.

Misty Slater said in theory if this happens if general council is leary of who has the say so. The general council could direct who has the authority.

Brett Ramey there could be people in the military or someone being in the hospital that voting day they will not be able to vote if this is taken out of the proposed amendments.

Jim DeRoin says if the EC would direct the election board allow early voting.

Dan says this would be another change that the committee has not considered.

There was other discussion on early voting.

Rebecca says all of this refers to the election ordinance.

Any tribal member can come into the office to read any ordinance if requested.

Jack Popejoy says this bothers him a lot because Dan said he is not going to go through this in its entirety.

Dan says we went through the whole thing a year ago at the meeting and allowed feedback. We done the same thing in the May meeting. We have presented this a lot and have opened up the GOB for review.

Josh Fee said the people that live here have to deal with it every day. The ones away from here do not have to deal with it.

Veronica Barber says that Dan stated that anyone can go in to read the ordinances, she says she was denied access.

It was asked to dumb this down the recommendations.

Rebekkah Jones says speak for yourself she feels very comfortable voting today.

They are asking if they table this individuals will participate and listen?

Jessica Mendez says she has not read through this but she has attended a few meeting.

She said this is dumbed down her eight year old could understand it.

Rebecca asked Robert if it is possible to have another meeting that is just in regards to the constitution recommended changes?

Robert Popejoy motions to leave the constitution the way it is on absentee voting. Bill

Fee seconded the motion. This motion carried 35-for, 26-opposed

Misty Salter motions to table Dans motion. Russ Brien seconded the motion.

Veronica Barber says if we don't table it can we set a special meeting to bring this back up.

This motion will set it aside until we pick it back up again.

Misty said if we vote the motion to table down we could discuss this in a future meeting.

Misty withdraws her motion.

Dan withdraws his motion for the changes to pass.

Dan says his report is done.

Rebecca Liberty says in June we opened this up another 30 days to comment.

Rebecca Liberty motions to set up a meeting on January 25, 2025 @ 9 am to only discuss the constitution if there is bad weather the date will be TBD. Peggy Libel seconded the motion. This motion carried 35-for, 4-opposed.

Donnell asked if this could be virtual?

The answer is no due to a vote.

Wesley Hullman motions to adjourn the meeting. Robert Popejoy seconded the motion.

This motion failed.

Rebekkah Jones motions to cover the travel costs for Dan Lewerenz and Sarah James and any other constitution committee members for the January 25, 2025 meeting. Aimie Krause seconded the motion. This motion carried 40-for, 1-opposed.

Rebecca Liberty says if they want to leave then leave. Those that have drove here deserve to hear the information.

Donnell says the informational updates can be set for just five minutes.

Britni Beck motions to strike Wesley Hullman previous motion. Olivia seconded the motion. This motion carried.

Revenue Allocation Plan

Olivia says we need to set up one in person meeting and two online community meetings to discuss. These meetings will be set up.

Two days ago they were told that the powwow committee needed to make a report here and were given to short of notice.

Olivia says the motion was made to put out the agenda 60 days prior to the meeting that way the powwow committee would have had an idea they were to report at this meeting. Donnell asked to clarify if we had a meeting just this past Wednesday we should. It was stated that there was not meeting this past Wednesday.

Needs Assessment

What is the strategy for the past needs assessment?

Donnell asks what strategy has the EC came up with from the data that was given to us.

Tim said EC which one would like to take that one?

Donnell says the EC gets together every week, what has been talked about in regards to the plan?

Donnell asked if there everyone was in attendance to the EC meetings?

Tim asked how we do a strategy with a needs assessment that is years outdated?

Rebecca Liberty motions to do a new needs assessment for the local and the service area with a streamlined process.

Olivia would like to recommend that we get a whole new needs assessment because the information that we got is no good and we paid to much money to do this assessment.

The EC come to the general council by next meeting with a plan.

Donnell Zerkel seconds the motion. This motion carried with all in favor and none opposed.

Britni Beck Frequency of General Council Meetings

Britni Beck motions to have general council meetings quarterly.

This would allow for greater awareness and opportunities for involvement and transparency.

This could also help the council out so they are not doing all of the heavy lifting. Faster meetings.

Dustin seconded the motion. This motion carried all for and none opposed.

Jim DeRoin says we have went through this before and nobody showed up.

Rebecca says you do not need a quorum for an informational meeting.

Brett Ramey says the other two meetings can be informational meetings.

Olivia says she has a concern that if we call them informational meeting could we do business if there is a quorum so why call them informational and not regular general council meetings.

Russ says these are all special meetings with the exception of the October meeting, if a quorum shows up you do meetings if no quorum you do not.

Olivia Brien Transparency

Olivia moves to require the executive committee to ensure that meeting minutes., agendas and resolutions from all general council and executive committee meetings are shared in a timely manner to the members area of the tribal website.

For executive meetings:

1. Agendas will be posted on the members area by the end of the day Monday before all non-emergency meetings of the executive committee, and
2. Approved meeting minutes and corresponding resolutions will be posted on the members area by the end of the day on Thursday after their approval.

For General Council Meetings:

1. A general council meeting packet, including a complete draft agenda and unapproved meeting minutes from the previous general council meeting, will be posted on the members area no less than 60 days before each general council meeting, and
2. An update draft agenda to reflect submitted general council member agenda additions will be posted on the members area no less than 7 days before each general council meeting, and
3. Approved meeting minutes will be posted on the members area by the end of the day the Thursday after their approval.

An archive of all executive committee and general council meeting agendas, minutes, and resolutions will be created and maintained, including all future and past agendas, minutes and resolutions. This is to be accomplished in two stages.

1. November 1, 2023, to June 1, 2024 – Available on the online archive by January 1, 2025, and
2. October 31, 2023, and earlier – the EC will provide a plan by the next general council meeting.

This motion was seconded by Misty Slater. All in favor non opposed

Ethics Policy and Financial Disclosure Process

I motion to require the executive committee to draft an ethics policy and financial disclosure process for elected tribal officials. This draft is to be distributed no later than 60 days after this meeting in the following ways:

1. Posted on the members area of the website, and
2. Mail a copy to each individual member of the general council, including a letter describing the process.

After the draft has been distributed, the executive committee must collect comments by:

1. Hosting a comment meeting open to members of the general council, held both virtually and in person outside of tribal business hours, and
2. Collecting written, mailed, and emailed comments.

Finally, the executive committee must provide a final draft, including comments and the executive committees responses to those comments, for the general council to vote upon at the next general council meeting.

Phillip asked if the is regards to them as an elected official but has nothing to do with their hired position.

Missty says it is quite common to have this process and will not be hard to draft this.

Missty says in part salary and another part is if someone receives a check and then signs a contact with that company.

Donnell asks if all EC are all employees? Getting paid and benefits? Are we held to the handbook?

Missty says the EC can not be fired since they are elected officials.

Rebecca Liberty asks if the EC receives two paychecks?

The answer is the EC receives one paycheck.

Rebecca says there should be separation as an employee and as EC.

Olivia says you are an elected official when you wake up in the morning and an elected official when you put your head on the pillow.

Britni Beck seconded the motion. This motion carried all in favor with none opposed.

Tim said we could record video of the meetings so the members that can't attend to see. Olivia says she has spoke to the CIO and this can be done.

Veronica Barber motions to get a camera to record these meetings and the EC meetings and have them posted.

Elyse says please explain to everyone how and where the meetings are being recorded.

Job says the 360 camera only records for an hour, he will look into a camera for this.

Britni Beck CERNA Update

1. Britni introduced herself and gave an overview of CERNA.
2. This program promotes climate smart commodities.
3. A lot of farmers in the state are doing regenerative agriculture.
4. The goal is stewardship of the land.
5. The goal is to have farmers cover crop and no till.
6. Provide technical assistance for Haney soil tests.
7. Help provide opportunities for our producers.
8. The big part of our program is education to equip farmers and ranchers with the tools.
9. This is not a regulatory program.
10. The question was asked if our tribal lands are in the program?

11. Britni said yes are tribal lands are in the program.

Powwow Update

1. Rebekka Schlichting thanked everyone for supporting their efforts with the powwow and also thanked the EC for funding the powwow.
2. She thanked all of the powwow committee for their time on the committee.
3. She introduced all of the committee even the individuals that could not be here today.
4. Says they had a slightly lower attendance this year due to the weather forecast.
5. Sunday the powwow was held in the George Ogden Building due to weather.
6. They had a breakfast on Sunday with the Southern Ioways.
7. They used the tribes vegetables at the breakfast.
8. They would like to see more from our community attend the powwows.
9. In the future they are going to be looking into the Boys and Girls club for the powwow if there is bad weather.
10. They do have shirts for sale at \$20.00 a piece. Contact the powwow committee if anyone would like to purchase a shirt. They have shirts from last year also.
11. Rebekka says they are planning on making more and more events and thanked Rebecca Liberty for the horse ride.

Farm Team Update

1. Tim says they have started the 2024 harvest. The average yield is 59.89 bushels per acre for beans.
2. The laying operation should be producing 15 dozen per day once they get to laying at full capacity.
3. The cattle operation has 76 replacement heifers for spring calving, waiting on preg checks on them.
4. We have 18 Fall pairs, 8 yearling steers, 12 butcher cows, 6 misc. yearling and 2 bulls. We are taking cattle to finishing to butcher and are putting this into the food box.
5. We are getting sicka deer to incorporate into the food as medicine boxes.
6. This is the closest species to whitetail and finish these out to have processed.
7. First inter tribal trade will be coming soon.
8. Corn is still a little wet and have not moved into corn due to it being wet and did not want to spend the money to dry the corn.
9. We have had about \$90,000.00 in sale though the vegetables and flowers.
10. The farm will be broken out in the audit.
11. Rebecca asked about seeing a farm income statement with financials.
12. Tim said we need to have this throughout the tribe.
13. Tim said we are focusing on the bottom line.
14. Tim will lay everything out at the next meeting.
15. Once the audit is finished we will have financials available for each entity.
16. Veronica Barber asked if we have pollinator mixes for sale.
17. Tim says this will be once the seed facility is up and running.
18. Veronica is asking about flowers for home.
19. Tim said we have \$5.00 mums and everyone still here can get 2 pumpkins.

20. Tim explained how the food box program works.
21. Tim says we will be bringing Bison back to the reservation soon. Tim said Kickapoo has reached out asking the tribe if they were interested in purchasing their Bison.
22. Elyse Towey appreciates the food as medicine and feels like she got a lot. She is glad it is happening.

United Tribes Update

1. Does not have anything.

National Park Update

1. Brett Ramey spoke about the national park, the purpose is to allow tribal members out in the area, the land stewardship part.
2. The mission has art exhibits, Tony was out there shredding the mission land.
3. Restoring prairie here, for wildlife habitat, returning prairie here to the reservation.
4. They drilled in prairie in several areas but did not expect to see that come up this year. This will take two years. In the bluffs it is to control noxious weeds, he has been working on this for the most part.

Communications Update

1. Rebecca Liberty says she has a friend that is willing to do a newsletter at no cost.
2. They still have two more interviews for the communications director.
3. Tim asked if we would contract with Rebeccas friend to do a newsletter.
4. At this point it would be zero dollars.

Boys and Girls Club Update

1. This started as a community center and then was set up with the Boys and Girls Club of America.
2. Karen Kissinger says thanks for including them on the meeting
3. Paul Walker introduced herself and the board and the employees.
4. The facility is up to standards on the safety check.
5. She went over the daily schedule for the children that come to the facility.
6. They will be doing beading, language beading and other things.
7. They have around 20 after school and all are native.
8. Karen says they all be attending a training in Arizona. Biggest native summit ever.

Cina Akidawe Update

1. Peggy Libel says that NAFS is now Cina Akidawe so yes NAFS does still exist but under a different name.
2. Peggy is thrilled to be working for her tribe.
3. Peggy says she can test, diagnose and do therapy with her license.
4. Peggy introduced her staff and what programs they are operating.
5. Peggy says Cina Akidawe supports all of their programs with grants and does not ask for the tribes help.

6. This has been a dream for Peggy to come back and work for her tribe.
7. Social Services helps members in many different ways with different programs.
8. They do not have a lot of foster parents, so she is asking if anyone is interested please become a foster parent.
9. Peggy gave numbers on the amount of clients for each of the programs.

THPO Update

1. Brett Ramey gave a THPO update and says Alan has done 2000 reviews.
2. They will be at Effigy Mounds next week.
3. They are going to be doing water monitoring on the Yellow River from some funds from USGS.
4. Rebecca Liberty asked how many reburials we have done this year.
5. Brett says just one.

Structure of Government vs. Business

1. Rebecca Liberty asks if we are hiring a Chief of Staff?
2. Tim says there are no plans at this time to hire for that position.
3. Tim says all of that will change soon with the CDC funds.
4. The CDC will provide education to diversify our operations here on the reservation.
5. The Chief of Staff was spear heading the policy updates.
6. Rebecca says for instance the barment policy and she don't want to see these policies dropped.
7. Olivia says why are we not hiring a Chief of Staff.
8. Robert says it was never put back on the agenda.
9. Robert says we did not have an HR but we do now.
10. Brandon says the CIO will work with HR on the policies.
11. Tim says he is in full support to hire a new Chief of Staff.
12. All EC agree to look into replacing Missty as Chief of Staff.
13. Brandon says we said we were going to look at it as soon as we have an HR.
14. Olivia feels that not having an HR is a bad excuse because there were employees hired with no HR.
15. Brandon says we hired two people.
16. Olivia says that is two to many without the proper staff.
17. Olivia says the org chart is not current and there are empty spots.
18. Robert says the org chart is here and is up to date.

Adjournment

Karen Kissinger motions to adjourn

Elyse Towey seconded the motion.

0-opposed

Meeting adjourned at 6:31 pm

