Executive Committee Regular Meeting Minutes

Date: November 19, 2025

Time: 9:09AM

Attendees

- Missty Slater, Chairman
- James Keller, Committee Vice Chairman
- Robert Hullman, Committee Treasurer
- Brad Campbell, Committee Member

1. CALL TO ORDER

Meeting called to order at 9:09 AM.

2. ROLL CALL

All Executive Committee (EC) members are present except Anthony Fee, Secretary, who has an excused absence.

3. APPROVAL OF MINUTES

Robert Hullman made a motion to table approval of minutes until next week. James Keller seconded the motion. The motion passed 3 in favor, 0 opposed.

4. REUBEN NOAH- MISSION DISCUSSION

Reuben was here to discuss the vision for the mission in the winter months.

5. SCOTT ELROD- INVENTORY LIST

Robert Hullman motioned to go into Executive Session at 9:41AM. James Keller seconded the motion. The motion passed 3 in favor, 0 opposed.

Robert Hullman motioned to conclude the Executive Session at 10:02AM. James Keller seconded. The motion passed 3 in favor, 0 opposed.

6. OLD BUSINESS

6.1 Daycare/ Bobbie Popejoy

Bobbie sent Tony an email and she attached information that needs to be completed before the state does the inspection. The fire marshal still must come out and do their testing. Bobbie is requesting that bills are put in her name once she gets inspected and approved by the state. The Executive Committee has agreed to set a deadline of March 1st, 2026, to switch utility bills over to Bobbie's name. If she gets approved sooner by the state, the utility bills will be switched into her name at that time. James Keller made a motion to accept the March 1st deadline or earlier if approved sooner by the state. Brad Campbell seconded. The motion passed 3 in favor, and 0 opposed.

6.2 Justin Koppa Property

This property has been purchased. Robert Hullman made a motion to table until next week. James Keller seconded. The motion passed 3 in favor, and 0 opposed.

7. NEW BUSINESS

7.1 Opioid Settlement

Robert Hullman made a motion to participate in the settlement. James Keller seconded. The motion passed 3 in favor and 0 opposed.

7.2 NRCS Letter of Support (Heidi Schiell)

Heidi requested a letter from the Tribe giving her permission to communicate with NRCS and USDA and get information on behalf of ITKN when needed. The Executive Committee has agreed to move forward by adding all council and Heidi to the NRCS and USDA. Missty would like Heidi to draft the letter up and she will sign it. James Keller made a motion to move forward with signing and sending the letter. Brad Campbell seconded. The motion passed 3 in favor, and 0 opposed.

7.3 Christmas Bonus

The Christmas Bonus proposal is based on employee years of service as follows. Brad Campbell made a motion to approve Christmas Bonus schedule and Robert Hullman seconded. This motion passed 3 in favor, 0 opposed.

0-90 Days	$0.00
90 Days-1 year	$100.00
2-5 years	$200.00
5-10 years	$250.00
11-15 years	$300.00
16-20 years	$350.00
21-24 years	$400.00
25-35 years	$450.00
35-45+ year	$500.00

7.4 Holiday List

Easter will be observed on Monday April 6, 2026. Birthday time off will be observed during the week of your birthday unless approved by a manager. Brad Campbell made a motion to approve list with adding Easter observation and Birthday. James Keller seconded. The motion passed 3 in favor, and 0 opposed.

7.5 Banishment

James Keller made a motion to enter Executive Session at 11:09AM. Robert Hullman seconded. The motion passed 3 in favor, and 0 opposed.

James Keller made a motion to conclude Executive Session at 11:09AM. Robert Hullman seconded. The motion passed 3 in favor, and 0 opposed.

James Keller has motioned table Banishment until we get more information. Brad Campbell seconded. The motion passed 3 in favor, and 0 opposed.

7.6 Reporting Structure

The issues have been resolved, and no further discussion is needed. There was a request to take this topic off agenda, but it didn't get removed in time.

7.7 General Council Meeting Date

The date for next meeting will be January 24, 2026, and there will be a draft written up for a RFP for catering. An announcement will be posted on Facebook. General Council Meeting will be added to next week's Executive Committee agenda to discuss additional planning and logistics.

8. REVIEW AND PAY VOUCHERS

Robert Hullman made a motion to take an email vote and came back once we have total amount and ensure the votes are reflected in the minutes. Brad Campbell seconded. The motion passed 3 in favor, and 0 opposed.

James Keller made a motion through electronic vote to approve checks totaling $853,018.80, Brad Campbell seconded. The motion passed 3 in favor and 0 opposed.

9. ADJOURNMENT

Robert Hullman made a motion to adjourn the meeting at 11:29AM. Brad Campbell seconded. The motion passed 3 in favor, and 0 opposed.