

Minutes of General Council Meeting – June 7, 2025

Patt Murphy for the invocation.

Tim Rhodd called the meeting to order at 9:07 am

Quorum was established.

Executive Committee – all present

June 7, 2025, General Council Meeting Agenda

Karen Kissinger motions to approve the agenda. Jim Rhodd seconded the motion. This motion carried with none opposed.

Old Business

Transparency

Olivia asked why the lawyers who are working on the transparency issue are not here. Tim said he does not have that answer. Olivia asked Brad if he knew since he was on that board. Brad said they were invited. Olivia said she had asked them directly and they said they were not invited. Olivia said she would like to have them here at the next meeting. Brad says he will have to ask Tobin. Olivia asked if we could call them because they are aware of this meeting. Olivia said that the transparency initiative was not something that was ever built by the general council. We had specific resolutions that were made and passed and they are not being followed by the executive committee. Olive said that Tony had said at the last meeting they would be attending and Tony also said that the paperwork we had put up on the screen was from the lawyers, they did ask for copies of the signed letters here at this meeting and they are not here. She asked Tony if he had anything to report back to the GC. Olivia said that the EC had said they had cancelled and could not attend but she has spoken with the lawyers and that is not correct. Brad said he do not know who told her that, but they were invited to the last meeting. Olivia said she is getting tired of being lied to by the EC. She would like them at the next GCM and wants to know when, where and how they were invited to the meeting. When, why and how they are not here today. Tim will copy all Joe, Adam, and Tobin to have them all at the next meeting. This was the reason for having this item on the agenda today. Tim asked Tony when the next GCM is. The next GCM will be on July 19, 2025.

Ethics Policy

Missty joined virtually. Misty thanked everyone for letting her join virtually. Misty says she is open to feedback. She says there were six different items requested; she also presented the red-lined version. Misty says this is all available in the members area of the website and all requests have been put in and the requests that have not been addressed we will stop to review. There was one request that all discussion on the ethics policy should not be in executive session. The attorneys said that it will need to stay in

executive session due to sensitive information that this may contain. That initial review needs to stay private to protect the individuals. This has only been legal counsel that weighed in on this not the EC. This was all reviewed by Big Fire Law. The second request is for a removal policy. Legal said it needs to stay within the constitution and election ordinance. The next suggestion is that the decisions actually allow any decision on ethics or financial disclosure allow for continual appeals processes if more evidence comes to life. Legal counsel recommended we could appeal a decision in tribal court but changing this language could lead to a constant investigation over and over. They recommend not leaving the appeals process open to appeal over and over this would slow down the productivity of the government. Another request was the effective date was a lookback period for being able to look back from the time someone was put into office. Legal recommended not to have the lookback period because essentially it is not right to set a rule that did not exist a year ago. Someone said if elected leaders leave office are the guaranteed to get their job back. Legal counsel said this should not be in the ethics policy, but it could be in another policy. Request for disclosure of all expenses for each elected official be included and line by line credit card expenses. They did state that they could request through freedom of information this information but did not need to be in this policy at this time. Missty asked for any questions to this document. Rebecca Liberty asked about the part about getting their job back, the goal is to separate. You either keep the job you had, and you do it less or you get elected and a job is created for you. Tim says that is correct. If you are elected and someone is hired to replace your old position that EC member could not go back to the old job. Missty says this can be done but does not belong in the ethics policy. Rebecca asked if it is not part of this policy then where would it go. If there is no other place for them to go then they just get dropped because there is no place for them to go. Rebecca asked why government employees have credit cards. When do you use credit cards? Tim says his is used for travel. This needs to stay here and be clearly stated of what the separation is. Tim said if people will be able to keep their jobs. If you are an EC member you are just an EC member. Jolene will explain in the meeting later. Olivia says this did not make it to the website. Tim asked Missty if it was posted to the members area of the website. Missty says the initial version made it to the website, but the updated version she was not sure. Tim asked Missty if she is making the red lined changes and she is sending it to the proper folks to get this posted. Missty said it was to be included in the packet with the agenda. Olivia said once again they did not receive it. Brook Herbel says it is under the general council meeting. Rebecca requests we keep things posted under the tab these should be under. Rebecca asked for the next steps on the ethics policy. Missty says the GC should vote to approve or not approve. If not approved today it will be on the next GC meeting agenda.

Rebecca motions that we post this appropriately on the website, emailed to the GC, and comments or questions be sent to Brad Campbell and put on the July 19, 2025, agenda for a vote. Britni Beck seconded the motion. This motion carried all in favor.

Questions or comments will go directly to Missty.

Rebecca said the Ethics and Financial Disclosure was all one and asked if it was split into two different. Britni Beck asked if the transparency will be added under old business at the next meeting.

Elected Positions and Duties

Tim said what we have done is recreated the EC positions, they have been drafted and sent over to the attorney for review. Right now, it is a stipend rather than a wage. This will separate the EC from day-to-day jobs. For future EC members it is only a stipend rather than a wage. Tim said this will allow the EC to attend Indian country settings and conferences. Jolene says each EC member has a stipend under the EC and also a job description for their regular job. Tim says there is not going to be a lot of individuals that will run for election for the \$500.00 a week stipend, but he hopes that we can get a full-time salary for the EC in the near future. Tim says from a budget standpoint it is just not able to be done right now but if we give ourselves a little time we can get to that. This is a steppingstone as to where we need to be as a tribe.

Rebecca Liberty asked if all EC members will be part time. Tim said all of the positions will be part time. Rebecca asked if the tribal chairperson will be a full-time position. Tim said it will be a stipend position. Rebecca said if she were to run for chair would she just expect a stipend for attending meetings. Rebecca asked no matter what position it will be a stipend of \$26,000.00 per year. Rebecca says Brad has a full-time position and he still holds the housing director plus the \$500.00 per meeting stipend. Tim said take the base out since there could be a fluctuation of meetings due to weather or other reasons. Tim said none of the positions will be full-time and the director will be doing all of the other day-to-day things. Russ explained Rebecca's question and said she is asking if you show up on Wednesday and what are the EC commitments for Monday, Tuesday, Thursday, Friday, Saturday and Sunday. The conversation is to keep it separate but the people that want to run want to know what the commitment is full time or one day a week. Tim asked what her solution was. Tim said take the base out and it is a \$500.00 per meeting stipend. Rebecca says the chair needs to be full time. Tim said they all need to be full-time, but we cannot afford it right now. Right now, there will be no full time. Rebecca asked if the proposal is to have the chairperson full-time and will be the first full-time. The chairperson will not be handling the day-to-day business it will be the general manager. Tim asked what she would like to see. She is just asking what the expected hours are if someone wants to run for a position. Tim said this will be all spelled out when this is all finished. Rebecca said it seems that the member does not need to be full-time, but the chairperson needs to be a full-time position. Jolene says the chairperson and the treasurer according to the job duties of the constitution could be full-time. Rebecca said there should be separation as the treasurer. Jolene says there is a team working on the job duties. Rebecca says nobody would want to give up their job to run for the chairperson at \$26,000.00 per hour. Britni Beck says there is some confusion and wants clarification in what the non-elected duties are. She agrees with Rebecca and some of the EC need to be full time positions. She would like to hear the long-term plan and feels there needs to be a separate meeting to get this all spelled out. She said she heard Tim say that we cannot afford it, Britni would like to see that because the GC does not see a budget to see what that looks like. Britni says they need to see what a person would be running for and the structure for the EC. Who will be holding the EC accountable for

their duties? Tim said that will be the GM and the tribal administrator. Tim said if the GC would like to see something different then they can tell us what they want. Jolene worked on these and went based on how our tribe works and how other tribes do it. Britni asked if we will be splitting paychecks immediately. Tim said it will be as soon as this is approved. Brini asked if an EC member misses a meeting will they receive the stipend. Jolene says they will not get the stipend only if they attend.

Patt Murphy motions to furnish the GC a job description and the salaries the EC would be expected to receive. Veronica Barber seconded the motion. Motion carried 20-for, 0-opposed.

Olivia says being hesitant to share this is the reason these things need to separate out completely. So you can't have someone being the actual treasurer and then their job description what their job description as an EC members stops when they are no longer in a meeting, that is no appropriate we need to have if they are protected as an employee which means they can not be punished in the same way an EC member can. We have run into this problem in the past. We need to have very deviated with the roles and responsibilities and that means zero overlap. She supports having a description for each of the EC members and if we are saying these will be done by stipend and they will be overlapping then we need to know how if someone does something that is not appropriate as an EC member or an employee how they are treated in that situation. Rebecca just wanted to respond to Tims reactions, she said we see the progress and it is not always easy. She knows we are laying the groundwork and doing it. They want to participate in the process. Tim said we will send this out for public comment and then send it over to the attorneys for review.

Britni Beck moves that we hold a special meeting before the next general council meeting to discuss the government setup they desire to see. Veronica Barber seconded the motion. 19-for, 0-opposed.

Olivia asked if the meeting could be remote and sent out through all media channels. Britni approves the amendment to her motion. This motion carried.

Rebecca Liberty asked Britni if the urgency is so people will know if they want to run for the EC.

Russ Brien asked to restate the motion. Tony read the motion. Britni asked for this to go on the next general council meeting for an update.

Board Minutes

This was a question asking when the board minutes will be posted online again. Tony says they are being posted.

Olivia motions to post all board minutes be posted to the members area with the deadlines the same as the EC minutes. Britni Beck seconded the motion. This motion carried 10-for, 2-opposed.

Rebecca Liberty asked to clarify why those that voted no to please explain why. Karen Kissinger said there are individual or personnel issues that should not be published due to their privacy. Russ Brien said you have an attorney on their board Pascale Henn is on the board. Karen says no we do not that is Nuweh. Russ said all board members should know how to go into executive session. Tim said the only thing he sees with all the board minutes is another tribe getting their hands on them and doing some of the things we are trying to do before we can do it, and another board would be the clinic with HIPPA. Russ says anything that is confidential, or personnel should be in executive session and when you come out of executive session is when you take action. Olivia says she thinks it is a wonderful time where we can learn from, she thinks it would be wonderful if our EC can provide some sort of training for Roberts rules of order. There are a lot of places that offer that training this would help people become successful. Tim said we used to do that, and we had them come out here for the training. Tim said maybe Russ or Dan could be present. The new board members could attend these courses. Rebecca says onboarding for new board members and had to do training before attending. It should be any new board members. The EC appoints the new board members. Rebecca says there should never be a time when the health board discusses anything regarding HIPPA. Tim said there are compliance reports or complaints about patient care and the compliance officer reports to the board. Rebecca says the reason she said that she had to redact any information she had on the board she sat on.

Codes/Ordinances/Policies

This was Rebecca Liberty that put this on the agenda. Missty gave an update on some of this. Rebecca says she attended a meeting and discussed the banning/removal policy. Missty is working on all these policies. Rebecca asked why the resolution is still on the members area of the site when at this meeting the EC rescinded it. Tony will have Emily will take this down. Rebecca asked how many have been either banned or removed. Tim said we have over one hundred either banned or barred. Rebecca asked how we done this with no policy or procedure. Tim said we are working on that policy now. Rebecca asked for a list of why these over one hundred were banned. Tim said he does not know why individuals were banned. Russ said we should differentiate between gaming banning someone and the government banning someone. There needs to be a clear definition of what banning is. Tim said not allowed to come onto tribal property. Tim said he can give a list of people banned by the government. The resolution was only for the government. These are people that have committed a crime against the tribe. Rebecca asked if there is a policy of what crime it takes to be banned. Russ says if someone does something at the gaming facility it is a gaming issue. Rebecca said if an employee who did not commit a crime but just done something that got them fired and has also been banned. Tim said there are no employees that have been banned. Tim said this was Tyler Hays and he was kicking our chickens. Tim said we could have taken the criminal side but chose not to just ban him. She wants it addressed in the policy case by case. Rebecca says the EC could decide if they ban or prosecute. This could be an abuse of power. Rebecca says if it is applied equally. Veronica has a question about due process, she said there are consequences for the EC if due process is not followed. Tim said what has not been followed. Tim said there is not a policy now because it is the tribes' inherent right to ban.

Veronica said in the October meeting the procurement policy was not followed. Tim said he is banned and not bared. Veronica said Tim stated that it is in our procurement policy would you like to review it. Veronica said she then went to Tonys office and read the procurement policy, and it was not followed. May 14 of this year Tim and Tony confirmed that. Tim asked what procurement has to do with banning. Procurement is how the tribe purchases items. Veronica asked if there are any consequences for the policy not being followed. Tim said there is no policy in place. Veronica said Tim told her in October of 2023 that her husband was banned under the procurement policy. Veronica says there is a due process in that procurement policy that was not followed. Number one he should have a letter prior to the one from the attorney about the banning prior to the one from the attorney from the attorney. Tim said that Steve had sent the letter. Tim said the letter from the attorney stated barred. She got an email from Missty stating banned. Russ said if Tim said that it was probably a mistake. Veronica asked Tony about the difference between disbarment and banning. Russ asked what policy was violated. Veronica says the procurement policy was not followed. Rebecca said any policy that the EC has what would happen if the EC did not follow the policy. The ethics policy will address what happens if the EC does not follow the policy. There was not anything in place before, but the ethics policy is in place now to address what happens if it is not followed by the EC. Who is the ultimate decision maker and what is the recourse of not following a policy? Russ says the power of the GC to do something, and the court could do something. Russ says people have the right to appeal the procurement policy. Russ has never seen anything go to court regarding an appeal of the procurement policy. Rus says typically the procurement officer makes these decisions. Rebecca says all of this conversation for the last year, and the EC is responding by redoing the resolution and there is a path in place. Rebecca says this is the GC responsibility to read and make comments. Rebbeca says please pay attention to the resolution that was passed and rescinded and make your comments. The EC is opening things up for response so the GC can not blame the EC if they do not respond. Veronica Barber asked why some ordinances are enforced and some are not. An example is having these small children on motorized vehicles. Veronica asked if there was an ordinance and it not being enforced. Tim said there were complaints. Veronica asked why they were not enforced. Olivia said they had been told that they were going to be shared. She is asking for the existing codes to be put on the members area of the website. Tony will let Missty know that we need to get the codes and ordinances posted.

Reporting

Britni Beck says in article 12 section 2 that we follow Roberts rules. #4 is reports and article 11 duties of officers if you read through the duties of officers, it says the secretary is responsible for the minutes in which we get and the treasurer is responsible for reporting and shall make appropriate reports and we are not getting these reports. Britni thought that someone said there was a motion from a previous meeting. Rebecca said the GC asked from each meeting to have a business report for each entity to report just as grey snow does and each entity of the tribe to report with financials and the reports to be at every meeting. They also asked for the actual report for the CARES and ARPA report. Tim said he has the farm. Robert says he has it all with him if anyone wants to look at them. Britni would like to have quarterly and year to date financial report to every

quarterly general council meeting and also monthly report of tribal financial report at on EC meeting per month so all EC members are on the same page of what is going on so they can answer questions as they are asked. Rebecca said we did declare the semi-annual meeting in April or May, and the previous year's numbers should be presented at that meeting. Not the January meeting because there is not enough time. Britni said October 2024 to have the financials posted asking to get these posted. She is asking for a report on what the EC does.

Britni motions to have quarterly and year to date financial reporting of the tribal financials including the departments and the casino and the economic development entities to every quarterly general council meeting for the monthly tribal financials to be presented at one EC meeting per month and at the very least verbal reports from each of the officials of what they have been working on at every general council meeting. Dusty seconded the motion. This motion carried 14-for, 1-opposed.

Rebecca says the amendment is to have a governmental newsletter of the EC has been doing so we do not have to spend a lot of time here at these meetings. Rebecca says she is assuming Britni is asking for governmental side of things rather than business side. Britni says she is not sure what these things are and where they are dividing things. Karen Kissinger asks if all entities need to report financials at every quarterly GC meeting. Karen says our meetings will last 10 hours if we are going to do all of this reporting. Britni says it could be viewed and presented handouts she does not think this is that big of deal. Rebecca says if they are posted online in advance, they could send the questions to the treasurer in advance so the treasurer could be ready to respond. Robert says they were posted the first meeting of the year. They need to see the quarterly reports. Robert says these were posted 7 days prior to the meeting and we will get all of these posted for the July meeting. We did not post due to the transparency issue we are now posting, and they will get posted. Britni is just saying we need the number, and it does not appear that anyone is paying attention to the casino. Jolene and Gaming come down for the casino every other week and report to the EC. Sometimes they may not make it every other week. Olivia said it is kind of disappointing about the motions that are being made and not being followed through with. The videos are supposed to be online of the EC meeting and the General Council Meetings. Tony said that is part of the transparency with Tobin. Olivia said that we are not following the order of the general council and the constitution if these videos are not put online. Terry Mooney said we need to go to the meeting and tell them what to do and what they are not doing right, election is coming up and if we don't like what they are doing then don't vote for them but to hear this over and over and over again gets old. Terry says to have a special meeting every Wednesday and tells them what to do and we will not need an EC. Elyse Towey said she totally understands what Terry is saying because Tim has said they give up every Saturday the is a GC meeting. But the EC needs to follow what the GC asks them to do, and it is people's right to stand up and talk. If you do not like that then do not come to the meeting. Rebecca said When she saw meeting notes and sent a note and the EC responded she really appreciated that, they took the time to read the response and respond. She says if you do not respond to the things on the members are with questions the EC cannot answer and the meetings last longer. They are not trying to run the ECs lives or business just want the answers. Britni

asked if the EC would like to either report at the general council meeting or put something on the members area. Olivia says she would like to recommend that the EC do a live recording of what the EC has done since the last meeting. This could be posted online at regular intervals. Tim said he do not know if it would work or not until we tried it. Mike Shae said the general council just badger the EC and when he goes to the office and sees the EC very busy. Mike said Tony ordered a motor for the police vehicle that was going to cost \$13,000 and he got it for \$3,000. Brandon went to a meeting with Mike in the evening. Mike mentioned a rape that happened. Several asked if he should be talking about that. Mike said it is not confidential there are reports. He said the EC deserves more than what the members give them. Rebecca says anyone up here will tell him she reaches out to the EC for answers. Rebecca says that is why they need to separate the government for the day to day. Rebecca says we should not text them we should email them. She says she is not grandstanding. The GC is working with the EC and get upset when they have to repeat what they ask for in previous meetings. Rebecca said please forgive me if you think I am grandstanding. Britni says she likes Rebecca idea but do not feel the EC has time, so she is not accepting the amendment.

Needs Assessment

Tim said the update is we have the funds, and they are working on putting the questions for the needs assessment. There was \$80,000.00 that was sent to the tribe, and we will be utilizing this funding but will not use all of the funding for the needs assessment. Jolene said we are in phase one right now. The clinic, Tobin and Emily is working on this now. They have sent out requests sent out for updated addresses and emails before moving to phase II.

Revenue Allocation Plan

Tim said Russ and Robert have been working on this and it is not going to be something that is done overnight, it is going to take a while. Russ says let us call it the Net Profits. Russ apologized to all of the relatives for being rude or argumentative, he came in tired and grumpy. Russ says we did have an online community meeting and did get a lot of feedback. Russ says this is all on him and not Robert, but he will have this put together by the meeting in July. Russ went over a few comments that we submitted for the online meeting. There were comments wanting a bucket to support the national park, Greenspace environmental bucket, Specific for supporting revitalization of our language, one comment was a general welfare bucket to send out to the members, food, housing and welfare assistance to any member of the tribe and not according to their address. All of the businesses will be sending quarterly dividends to this fund. Russ suggests that in the third quarter the general council meeting set the percentages that go into each bucket. Then in the fourth quarter the committees will present proposals, and the committee will decide where the funds go. One community member wanted to use a bucket as a supplemental for anything the EC does not fund. Rebecca says the revenue allocation plan is in the process. What happens with the funds that are sitting there waiting to go into these buckets and can we use these funds to pay the debts that the tribe owes to like Grey Snow? Russ says these entities should be moving 20% of net profits over to the set aside account. Rebecca said she brought this to the last meeting with Grey Snow, and they are considering wiping the plate clean. Rebecca says that for the tribe not to have the

debt on the tribes' books could these funds be used to pay these debts. Rebecca says since there is not a plan in place could these books be wiped clean. Russ says yes you could do that. Karen says it stays on Grey Snows books, and they do not like it, they are waiting on the EC for directions to remove it from the books. Rebecca says it would just go away if it was using the funds that Grey Snow was going to put into the revenue allocation plan. Russ says Grey Snow could send over \$250,000 and then the tribe send it right back to pay off the tribe's debt.

Rebecca motions to ask Grey Snow to issue a check of \$300,000.00 to the tribe and then the tribe and within 3 days pay the funds right back to Grey Snow to get the books cleaned up.

Olivia asked if the revenue allocation plan funds are coming straight back to be utilized by the tribe just for the current year. Russ says it would be for 2025 and then dividends for 2026. Britni says the funds owed to Grey Snow is \$300,000 so that is the amount about which we are talking. This would be a solution to get that debt taken care of, but it will take away from the 2025 funds. Russ says it would be a decision to clear up the debt or to let the \$300,000 set there. Rebecca says if it happens this week that it will be done and the books will be clear. Russ says year one of the plans There may be no profits, they could get hit by a \$10 million lawsuit. Dustin Beck says this looks like a good plan for everyone if that works to do but it needs a very defined turn around time. Russ says both Grey Snow and the tribe should talk to their auditors for recommendations. Britni asked if there is anything that has to be done to have it work with the operating agreement. Russ says he do not remember being in there. Britni says she thought it was contingent to the profit allocation plan. Karen says they are ready to put it into the account. Rebecca says it was discussed at the last meeting and Grey Snow was willing to write it off, but they need a paper trail. Olivia asked if there should be more information and this be discussed in the July meeting. Tim said that is what he would recommend getting more information for the July meeting.

Rebecca amends the motion to have the information at the next meeting ahead of the allocation plan. Jim stated that we are one member short of a quorum.

Britini says she would like to give a high-level summary that there is \$300,000.00 on the books owed to Grey Snow and the operating agreement states that all net profits be distributed voted on by the Grey Snow board and the EC.

Jim Rhodd motions to adjourn. Tim stated that there is no quorum, so this is just an informational meeting.

Human Resource

Britni Beck said this topic can tie back to the discussion during the codes and ordinances topic which ties back to the enforcement or lack of enforcement within tribal ordinances, codes and policies. She originally put this on months ago and it goes back to HR ethics, and it goes back to employees' tribal citizens and an appeals process that is lacking. There is something in the handbook but that lightly addresses employees. If there is

anything in the works to have Missty work on to have a grievance policy. Also, the separation of employee and non-employee appeal process. There is a need to revise the appeals policy within the handbook and for those hired overseas to hold them accountable. Tim will put that on Missty's radar and Britni will work with Missty on these items. Rebecca asked if there is a process in place and please include that like first warning and second warning or the steps to be reprimanded. Rebecca says from the outside looking at it does not look good if someone is terminated. Veronica asked if there is a current HR in the office. Tim said no we are using Grey Snow HR to fill the gap until we get the new policies in place. Tim said we should have the general manager at that time, and they will be able to attend training. Jolene says that HR training is in July. Olivia said that the RFP's and such and the other positions that are coming up we have a hard time filling positions. She is wondering if Emily could put something together that could go out via email also to let them know a position is coming up. Olivia says she do not know if things are going on indeed and such but when she was with the tribe the tribe was not using indeed. Tim said we are using indeed and such and getting applications world-wide. Rebecca said she thought they were posted 30 days, but it is 15 days. Rebecca said she would like to see those jobs stay posted and not just go away. Tim asked Rebecca to send Jolene and Emily an email to get her request figured out.

CDC Community Development Corporation

Tim says legal will be working on getting the CDC set up and this will create about three jobs. This will just help the surrounding community with workshops. This will bring in training opportunities for tribal members. This will help individuals that are looking to set up a business with help to set that up. Tim explained how the CDC will work. Rebecca asked if the financials will be posted online. Robert said he has them here and they will be posted online.

Meeting adjourned a 12:14 pm

