

Iowa Tribe of Kansas and Nebraska
Executive Committee Minutes
May 14, 2025

Call to Order

Tim called the meeting to order at 9:01 am

Roll Call

Timothy N. Rhodd, Chairman
Brandon Roberts, Vice Chairman
Anthony Fee, Secretary
Brad Campbell, Member
Robert Hullman, Treasurer

Approval of The Minutes

Robert motions to approve the April 30, 2025, and May 7, 2025, minutes as read. Brandon seconded the motion. This motion carried 4-for, 0-opposed.

Tony motions to add Grey Snow Sanitation and Accounting Services Contract to the agenda. Brad seconded the motion. This motion carried 4-for, 0-opposed.

Veronica Barber

1. Veronica asked if it is normal to have the attorney attend while a tribal member is reviewing policies. Tony said no, it is not normal and when she reviewed what she reviewed the attorney did not attend.
2. Veronica asked about a discussion about banning in June of last year and the notes say that Tim said that Veronica had come in to review those documents. She is not disputing what was said but she could not review the banishment policy if there was not one in place. She would like clarification that she reviewed the procurement policy and not the banishment policy. Tim said it needs to be noted that it is the tribes' inherent right to banish individuals from their lands. Veronica said she is not talking about that. Tim said he is supporting her change and an addition of the tribe's inherent right. Veronica says she has asked to see the banning policy for over a year. Veronica asked Tony why she was not told there was no banning policy in place.
3. Veronica asked why it went from debarment to banning. She has an email from Missty stating this. Tim said that did not happen. Veronica would like a definition of barring. Veronica provided the email from Missty. Tim said we will have to talk to Missty and clarify. Veronica is asking what Kim is barred for. Tim says he is not barred he is banned. She would like a corrected version of the letter stating he is banned. She would like to know what he is banned from. Tim said he is banned from any and all tribal property. Tim said terroristic threats to the Bee Farm and the bee hives and bid rigging with Vernon and Luke being in charge of getting the bids on the sand and salt shed. There were two bids received, and they were not bidding on the exact same thing. Both contractors were called and went over the bid to get them bidding on the same thing. The bids were corrected, and the tribal members bid was selected due to being within 10%.

4. Veronica said she had another question; she has talked to a lot of contractors in the last two years. She asked Tony if he had ever approached a contractor and asked them if they lowered their bid they could have the bid. Veronica said like Kyle Knudson. Tony said Kyle had bid on a job for dirt work at the seed facility and had the lower bid and was selected by the EC. Tony said he did then talk to Kyle and see if he could do the work for less. Kyle said yes, I can do it, so Tony stated that he felt since Kyle was already selected for the job he looks at this as saving \$10,000.00 for the tribe. Tony don't see a problem with that at all. Tony then asked for a list of the contractors Veronica is referring to so he could contact them all to verify anything they had told Veronica. Tony stated he would call Kyle Knudson to find out what he had told Veronica. Tony stated that he has never had a bid, for example Aaron Davis, a tribal member and Meyer Home Center non-tribal bid a project and Tony call Aaron and say you are the higher bid could you lower your bid to get the bid. Tony said he has never done that at all.
5. Veronica asked when the tribe has vehicles and things for sale, and they are up for sealed bids how does that process work. Tony said they are posted as accepting sealed bids. The bids are turned in to Tony in a sealed envelope. The bids are then taken into the next EC meeting and opened by one of the EC members. Veronica asked if Tony is bidding is he present while they are opened. Tony says yes, he is in the meeting and that his bids are sealed just like all of the rest of the bids. Brandon says that is why we went to the auction, and this could not be questioned.
6. Veronica asked Tim in his motion for the extension of the protection order she feels he drug the entire general council in on it. Tim said he did not. It was brought up in the meeting by Veronica. Tim said others have brought it up also. Veronica said no one else brought it up. Tim said yes Rebecca Liberty brought it up. Veronica says also with Rebecca Liberty when she made her big speech in June of 2024 in Tims motion for the extension of the protection order he stated that Rebecca Liberty brought up the personal matters and she did not. Tim said she did, and it was after the fact. Tim said Veronica brought it up in the meeting and that opened the door for individuals to ask questions. Veronica said since the protection order was issued, she has never brought anything personal. Tim said "why are you asking this and what is it going to determine for her. Veronica said what it is going to determine. Tim said he thinks she is only getting one side of the story here from the things he has done to Tim and continues to do to him, and he has the facts in a folder here. Tim said he can bring it in and go through it right now or we can bring it to the general council. Veronica says what Rebecca presented was not tied to any specific circumstance or incident. Tim said she had just all of a sudden wanted to talk about banishment after Veronica had brought it up in previous meetings. Veronica said she had brought it up one time in October of 2023 and her point is what she presented in that meeting anything. Tim said this is all related and it continues to be brought up after Veronica had brought it up at the general council meeting. Veronica says she don't know what Rebeccas thought patterns are. Tim said what he is saying is when Veronica brought it up to the general council and has caused the ripple effect for Rebecca Liberty to come in and ask about all of these things. Veronica says she is not in control of anyone else's actions, and he can't accuse her of that. Tim says he is not saying she can control anyone's actions. Tim said no he is not saying that. The reason he is filing for an extension is Kim has been driving by his house and driving by Andys house is why he was going to get and extension. Tim said he is tired of harassment and tired of lies and if

it continues, he is going to go after civil and he is tired of it. Veronica says she is not here to discuss personal things. Tim said this is all tribal and she knows why he has been banned. Tim said that Kim has even said that he does not want to be on tribal property so why are we even discussing this? It is over. Veronica said she brought up the June thing which brought the general council into this. Tim said then she should not have brought it up at the general council meeting. Veronica said she wanted to know why Tim had filed a protection order on her when she did not curse, she did not threaten or anything. Tim said to you, because of her continued harassment via text messages and all of that stuff. Veronica said she did not curse or threaten Tim. Tim said it takes three incidents and the three were there. Tim said this doesn't matter it was in the past. He said she knows why he was banned, and we are going to change it back from barred to banned. This will open up contracts for her to do business, it is fine he just can't come on tribal property. Veronica says he does not want to. Tim said OK then why are we here discussing this. Veronica said she wanted clarification of what some of this stuff meant. They get the letter stating he is barred, and she gets the email from Missty stating he is banned. Tim said that was not his mistake, there were mistakes made, and we will rectify those and have the attorney letter changed from barred to banned. This was just to clarify some things because of the definition and defining of some things. Veronica asked if we have policies in place and we are not following them what repercussions there are for those. She says like for the procurement policy when she came in to review it, she asked Tony where the first letter was that he was supposed to have received. Tony said he had no idea. She asked if it was in this building anywhere. Tony said the attorney would have a copy. Tim said that would have been in the HR office. Veronica said she asked Tony who did the investigation, and he did not know. She asked Tony who filed the complaint and what supporting documents there were. Tony had no idea what she was talking about, and she had to read it from the book and Jolene was present. Veronica asked Tony what was presented at the meeting to bar or ban him or whatever. Tony said well nothing the EC were just told about it. Tony said read the minutes when this was done. Tony then said that anything to do with Kim Barber is not for Veronica to come in and request. Veronica said if there are policies and they are not followed then what is the repercussion? She said recently our right to have these documents online was taken from us without a formal policy in place. She said she did not get to finish her question at the meeting; it was if we would rescind the decision to ban all of these people that have been banned due to no policy being in place and what protocol was followed. So will that be revisited since there is no policy in place. Tim said the tribe has an inherent right we don't need a policy for banishment. Tim said there is a court case out there. Veronica says she is saying in general. Since their privilege was taken for reviewing documents online since there was no policy in place. Tim says in general all policies are being worked on. Tony says there was no policy in place to post online, and the general council still approved to post information online. He was directed not to continue posting online. He then got tired of the complaints and has since started to post online again and if anything comes back on the tribe it will be in the general councils' hands. Veronica asked what requires a policy and what does not require a policy. If we are not following a policy, then what repercussions are there. These are some things that concern them as citizens. Brandon said he thinks that is why it was laid out over at the general council meeting as to why we can't post right now and the two or three people who think they are above everybody they

said we are going to do this. So, the general council can take the ass chewing when someone takes a screenshot of something and shares it everywhere. That gives the tribe no control to keep that information for tribal members and safe. This could cause other tribes to get our tribes' information. On the removal policy she is asking if that is in place or not. Robert said it was in place until Rebecca Liberty came in and had concerns, so it was rescinded. How will this affect people that have been banned. Tim said they are on that list for a reason and should not be taken off of the list. Veronica says there were great concerns with the policy and gave some examples. Brandon says that was why it was rescinded by all the general council to make suggested changes, and the EC will review it again. Tim hopes the general council does this with every resolution and law that is put into place. Tim said get on the code committee and work on these. Veronica thanked the EC for clarification. Tony reminded Veronica of the list of contractors so he can reach out to them. Tony says he does not want people thinking anything other than the truth.

Peggy Libel

1. There was a plan to have a golden moccasin program. They are just looking for approval to move forward with the moccasin project since the money is here. All agree to move forward with the project. This would be a way to get the seniors back in the meal site to eat lunch. If needed they can drive to get some of the seniors to the meal site. They will handle all of the invitations and transportation if needed.

Donell Zerkel

1. Donell sent over a job description for an Executive Director of Alignment, Organizational and Culture. Donell said she sent this out late last night. Brad asked if this was for the director of the CDC. Donell says if this work happens it needs to happen sooner than later and could be connected to the CDC. Robert says he is good. Donell says you are good to move forward. Robert said he is good to move onto here next topic.
2. Donell went over what this position will entail and how it will work and how it aligns with the CDC.
3. Brad said when he looks at the wage we are supposed to be hiring a general manager, and the responsibilities are the same.
4. Donell says that it is fine you could take the things the general manager does and take them out of this job description.
5. Tim said we need to look at all of the job positions and see how the job descriptions line up and then get them advertised.

Casino Management/Gaming Commission

1. Gaming says 76 state inspections were done, and all machines are working properly.
2. The accounting policies and procedures are complete.
3. Gaming will start ordering supplies on their own rather than have Lindsey order for them.
4. They had a zoom meeting with Richard McGee, and they are waiting for updates.
5. The 2023 audit is in the final process, and they are preparing for the 2024 audit.
6. The taxes have been submitted.
7. They have submitted a monthly expense report.
8. They are working on the flyer for the rodeo.

9. They will use the food trailer for the rodeo and have the fireworks on June 28.
10. They are working on getting quotes to repair the awning.
11. They will be renting a lift to get the arches painted and the sign fixed.

Old Business

Daycare Update

Brandon is asking for the approval to purchase the kiddie cushion for the play are in the amount of \$7,853.80 from Grimms Gardens.

Brandon motions to purchase the kiddie cushion in the amount of \$7,853.80 from Grimms Gardens. Tony seconded the motion. This motion carried 4-for, 0-opposed.

May 2, 2025, General Council Meeting Recap

The accounting services will be posted as requested.

June 7, 2025, General Council Meeting Prep

We will work off of the agenda from May 2, 2025, and finish just what did not get finished with that meeting.

Charitable Contribution Request

Fireballs softball is requesting a \$500.00 donation for three tribal members travel and being on the team.

Robert motions to approve the request in the amount of \$500.00. Tony seconded the motion. This motion carried 4-for, 0-opposed.

Hiawatha baseball and softball is asking for a \$10,000.00 donation to help build the new field in Hiawatha,

Robert motions to approve the request in the amount of \$10,000.00 and have it split between all entities so each entity can have their name on the advertisement board at the field. Brad seconded the motion. This motion carried 4-for, 0-opposed.

Rulo Building

This item was postponed.

Grey Snow Sanitation

This was a bid for trading in the old truck and the old, wrecked truck for a new one in the amount of \$131,910. All agree to keep the wrecked truck and have it repaired and offer \$140,000.00 to trade our one old truck for the new one.

Accounting Service Contract

We will not be doing the 2024 contract with Akana. The 2023 contract will be modified with deadlines for Akana.

Brandon motions to approve this with a \$1,000.00 per day fine for everyday past the deadline. Tony seconded the motion. This motion carried 4-for, 0-opposed.

New Business

Resolution 25-R-08 Enrollment

Brad motions to approve resolution 25-R-08. Tony seconded the motion. This motion carried 4-for, 0-opposed.

EC Meeting Format

The EC will start August 1, 2025, formatting the agenda to follow the constitution.

Community Texting Line

All agree to use the text caster through the casino.

EPA Department

There was some discussion in regard to the EPA department and its employees. They will move the offices from the Rock Church to the administrative offices.

501c for Boys and Girls Club

Robert will call the attorney to get this process started.

Employee Discussion

Brad motions to enter into executive session at 12:19. Brandon seconded the motion. This motion carried 4-for, 0-opposed.

This was an employee discussion.

Robert motions to exit executive session at 12:38. Brad seconded the motion. This motion carried 4-for, 0-opposed.

Adjournment

Brad motions to adjourn at 12:39 pm. Robert seconded the motion. This motion carried 4-for, 0-opposed.

Timothy N. Rhodd, Chairman
Iowa Tribe of Kansas and Nebraska

ATTEST:

Anthony G. Fee, Secretary
Iowa Tribe of Kansas and Nebraska