

Minutes of General Council Meeting – October 18, 2025

Tim Rhodd called the meeting to order at 9:00 am

Quorum was established.

Executive Committee – all present

August 17, 2025, General Council Meeting Minutes

David Weaver and Brandy Liberty provide an update on the recent resolution that was passed by the tribe concerning the formation of a language advisory board. The presentation will be shared on the member's area on the website. The Executive Committee will accept questions that will be addressed at the next General Council meeting. You can email questions, feedback, and ideas to executivecommittee@iowas.org.

Tim Rhodd said the next agenda item is Nuweh's financials.

Britni Beck asks if officer updates will be provided at today's meeting. Tim says they will add that to new business.

Brad Campbell presents Nuweh's financials. Someone asks if questions will be accepted at the end of the presentation, or after each presenter speaks. Brad says the forum on November 12th is for questions, that they want to be cognizant of everyone's time in getting through the agendas. Someone says that this is our council now, and so there has already been confusion that they are directed to have conversations directly with Nuweh, not appropriate. We should be communicating with our treasurer who is involved in the conversation. These things that just got slid past us, were asked to be advanced so these meetings would go more quickly. The General Council has questions about these things being slid past them, as well as unfinished business from the last meeting. Brad states there have been three forums since the last meeting, and when the General Council asks Nuweh to do a quarterly forum, that's exactly what we did. Someone states they were asked to do quarterly newsletters, that not everybody can attend the forums. Brad said it was requested of Nuweh to do the forum to answer the questions. Someone states that puts the General Council communicating with Nuweh directly instead of through the treasurer who should be doing the financial business. This person also states that the structure of the forums, that the questions are in advance of seeing the forum, no questions are really being taken during the forum, and then after there is nothing beyond the agenda, so they aren't getting any information from that. We are referred to communicate directly with Nuweh, which then comes back that the information should be coming from the Executive Committee and not the General Council. Brad said that all of the financials go into the EC treasurer. That is there to be posted on the tribal website at their timing. Rebekka Liberty asks Robert if he had the financials, and they just didn't get posted? Robert says they should have been posted, and he's checking right now.

Rebekka states that they weren't three days ago. Then she asks if they did see the financials in advance, is Brad saying they can't ask questions at the general council meeting, which then puts the burden on them to attend another meeting. Brad says Nuweh can be reached anytime Monday through Friday. There is an agenda to run through that the EC tries to put together. Nuweh has put together a quarterly meeting for an hour of their extended time to answer all questions. Rebekka asked if Brad received an email from her. Brad said I sure did. Rebekka says the response was that those questions would not be answered by Nuweh, that that was the responsibility of the treasurer to answer those questions. Brad says no, that he will send the email of the responses he gave to her. He said she asked her questions the day of the forum. He says questions should be submitted 7 days prior to the forum, and he could have left her questions until the quarterly forum, but he didn't. He said he answered every one of her questions. He says he tried to be helpful and do the right thing. Rebekka says the GC should not be speaking to businesses directly, but to go to the member or the treasurer. Olivia Brien makes a motion that Nuweh accepts questions today. Staci McClindon seconded the motion. All in favor, 32 for. All opposed, 5. Motion carried.

Clark Campbell, Kurt Williams, Doug Hoffman, Lamar Hale, Rodney Cox, and Brandy Liberty present on what they are doing with Nuweh and Baxoje and future projects. Britni Beck thanks the employee of Nuweh for coming to introduce themselves and presenting what each one is doing. She does want to point out that when financials are on an agenda, she thinks that everyone is expecting to go over financials. She says none of Q2 is posted in the members area which is unacceptable. Robert says he sent them out at the beginning of October to be posted, and he did not follow up until Britni text him at the beginning of the week. He sent them out again to be posted, and all that was posted was the tribes Q2. He didn't post Nuweh or Grey Snows, so Robert says that is his fault for not following up. Britni asks Robert to clarify who he is. Robert states Tobin. Britni asks what the follow up will be to make sure this doesn't happen again. That in the future, he is following instructions from people he is reporting too. Robert says that something needs to happen, but he is not over him so his supervisor will have to handle that. Britni asks who his supervisor is. Tim says Jolene Walters. Tim tells Jolene she needs to tend to that on Monday. Robert is going to print Nuweh's financials. Grey Snow has theirs, all others are in the packets provided during today's meeting. Brad says that if that's something GC wants them to do, they are happy to do that, they just didn't know it was a public notice to hand those out. He thought it was just supposed to be on the tribal website, and not to be handed out. Someone asks why the financials have to be turned back in. Brad says he will leave that up to EC, but you don't want your financials just floating around. They are on the tribal website. Someone asks what's preventing them from being printed from the tribal website. So once they are posted, they are out there. So handing the financials back in makes no sense. Tim says as far as he is concerned, they are tribal members and should have access to those financials. Britni Beck says she has made an effort to as many forums of Nuweh as she can, and she doesn't feel that they are deep dives into financials, and since this is a business meeting, she does feel this is the appropriate place. She asks Clark who he reports to and what that check and balance looks like. Brad states he is a contract laborer. He is contracted out to do what was on the screen as far as special projects that he does. Britni asks who he reports too. Brad says he

reports to Brad. Rebekka Liberty wants to clarify what was asked with the forum was this kind of information about the prospects, the future, was what we asked to be presented more in a forum or newsletter, and get that out of the business meeting, so that we are discussing in this meeting not what you will be doing necessarily, but what has been done. In the last meeting, Nuweh predicted that we would be getting all this business, but this business meeting should be about what came out of that. What income came through, what is the profit/loss margin. She says she went back and read the email, and most questions that she asked were answered, but mostly she was reflected back to the forum which was not video graphed. She said she realizes there was some internal decision making, but if it's not videoed, then really what we're getting is a powerpoint. A powerpoint is just an outline of what you're presenting. So there is no real information and detail coming to anybody that missed that online meeting. She says the email response was that her questions came too late, and would put them on the next forum. For the most part, she was directed back to the EC, that Nuweh had given the EC all of the information. The email says it is up to the EC to make sure that it's posted. She asks Brad in the future to not trust that what they send over is posted. Please have someone check to make sure they do get posted. Brad said he is happy to follow up. Rebekka asks that the forum or newsletter happens before the meeting so they have a chance to bring whatever other questions to this meeting. She asks that future meetings be about what has happened instead of what is going to happen. Brad says absolutely. Tim says that there are tribal members bringing up point of order. They want to get back to Robert's Rule of Order, and give everyone a chance to ask their questions. Someone states that there used to be a 2 minute limit, and then the next person ask their question. Tim says that was a standing rule. She says you ask your question and not get the floor for 15 or 20 minutes to ask multiple questions. Rebekka says that's exactly why they wanted to have a meeting in front of this meeting so we didn't have to ask those questions in this meeting. Rebekka asks if she can do the questions that were asked in the last meeting, and then move on. The lady says it's not her, but we are here for a tribal meeting, rules are rules. We need to get back to Robert's Rule of Order. Our chairman needs to get it in order. Rebekka says the questions she asked before, she thinks she has the answers to. She asks EC how much money has been put in from our tribe to Nuweh. Brad states 450. Rebekka asks if 450 is the loan amount. Brad says 450 is the amount of cash the tribe invested to start Nuweh. Tim says before the 450 came into play, there was a contract with Wolf Den Enterprises for \$25,000.00 a month. That went on for 7 or 8 months. After that, there was \$450,000.00 taken out of, not sure what account. There's two \$500,000.00 loans, and then \$100,000.00 revolving line of credit with a credit card. Rebekka asks how much money has the tribe put into Nuweh. Brad says the small business loan and the line of credit are what they use to run the business. Rebekka says at this point what is the debt owed to the tribe. Brad says it showed the 850. Rebekka says so basically the tribe has put in \$850,000.00 into Nuweh. Brad says yes. Someone is asking Tim about calling the meeting to order. Tim says they made the motion to ask questions. This lady states that Rebekka has had the microphone for awhile. Russ Brien says the money that went to Wolf Den is what went to Wolf Den. He says that from what he's been told the 450 was a loan and is not an equity infusion. Is that correct? He says that it is unclear if it's a loan or an equity infusion. How is it being booked? And then the 850, a loan to Nuweh fully guaranteed by the tribe. Nuweh owes Bank of Blue Valley, and the tribe is guaranteeing

that. It's not debt owed to the tribe from Nuweh. Rebekka says the operating agreement didn't say anything about repayment, just to support Brad. Olivia says she was in the 4 million sales pitch for the printing machine with the EC. She says that she did some research after and found that sand trafficking is one of the biggest illegal things happening in our world. The world is short on sand. People steal sand from river banks and sell it to people doing concrete production. She says we are going to be doing concrete production. Additionally, it was discussed doing drones for the military. Those drones have now been used to carry out a genocide in Palestine. She does not feel like these things align with us culturally as a tribe. She does not feel as if sand trafficking, which we are more than likely participating in along the chain of production. Brad says that's a strong statement to make, not that he'll disagree with, but she can make that. Olivia wants to know what we are doing to make sure these are culturally relevant projects that aren't in a direct conflict of what we are as a tribe. Brad says when we set up our boards, we made it to where there was two tribal members as a part of those boards. Also, someone from the EC is chairing those boards. He says we rely on some of those cultural items like that, if there is an issue or a problem. That is why we wanted to involve tribal members into those boards. He asks people to reach out and discuss so they can look into these issues and address them. Olivia wants to know what they are doing moving forward to ensure that we are actually doing what you are saying you're doing. Brad says we will continue to reevaluate all issues and address them. Brook Herbel thanks the Nuweh folks for the information they shared, and wanted to add that the project is driven by the Housing Authority. She also mentions that HGTV is coming here and that is great. Brad adds that one of the items on the marketing list is to get culture information from the tribal elders. Donnell Robidoux Zerkel wants Nuweh to confirm in their operating agreement that the purpose of the Nuweh company is section B, to create and stimulate the economy of the tribe and employment opportunities for tribal members. Brad responds, yes. Donnell asks Brad how many tribal members are employed by Nuweh? Brad says one as a w2 employee. They have two contract laborers that are ITKN members. Donnell wants to know how they advertised for those positions so that every tribal member has access to apply. Brad says W2 employees are posted for members to apply, but contract labor is chosen by the team based on experience, and who can work well with the job offering. Donnell wants to know if Nuweh still has a website that someone manages? Brad says yes. Donnell wants to know if there is a career section on the website? Brad isn't sure but will look. He said they are posted on ITKN's website. Then he is told that Nuweh's website does have a career tab. Donnell wants to know who Nuweh's HR employee is and their qualifications. Brad says the hr email goes into their admin, and then he goes in and pulls it to review from an HR standpoint. Nuweh doesn't have a budget for a full time HR, but they have an assembled team to review. Donnell asks Brad to confirm on page 8 of the operating agreement where it states that all meetings of the board including those matters that are conducted in executive session shall be open to the tribes executive committee. Brad says if it is the operating agreement that has been signed, he's going to say yes. Donnell says so in all regular meetings with the Nuweh board, except those matters conducted in executive session, will be available for all tribal members. Brad says he will review those before he absolutely says yes. Olivia Brien asks if the enterprises are supposed to follow the tribes procurement policy. Robert says yes. Olivia asks Brad why it's not being followed. Brad says Nuweh has its

own procurement policy. Olivia says it still has to be in one of the tribes? Brad says they align and then the board makes sure they align. Olivia asks for a copy of Nuweh's procurement policy. Brad says yes. Olivia wants to know how it is ethical to oversee your son as a boss. Brad says there are a ton of small businesses across the country that are family driven and managed. Olivia says the tribe has ethics rules about who you can have oversight of that the enterprises should have to follow, and she doesn't think it's appropriate. Brad says he will be happy to address that with the Nuweh board, and if they have an issue with that, they will reassign someone else to overtake that. Tim Rhodd asks what is the exclusive rights to the technology. He wants to know what that specifically means for Nuweh and Baxoje Construction and the tribe. Brad says when it relates to housing, is having those first rights of refusal to be able to go into those tribal communities to do this type of design and development. Tim asks if we own any of the technology? Brad says we will own a piece of equipment that is actually doing it. We will purchase machines as developments are needed. We have already addressed it with the financial institution of being able to back what we need to do as far as the development and the piece of machinery that is used, but we will not own the technology itself. Tim asks if the company SQ4D is tribally or native owned. Brad says no it is individually owned. Tim asks if there is a reason they aren't working with another tribe or tribal entity. Brad says they do not have the technology that is needed. Tim says what if I can say there is and that he's been working with a company for awhile that is native owned. Brad says if that is true and is a fact, he wishes he would have known that months and months ago. Tim asks how SQ4D was found. Brad says research. Brad asks who the top printers are that are doing 3D and 4D printing in the country. Tim says he doesn't know. Brad says that's what I'm saying is that they have done the research, and met with these individuals, seen their machinery, and seen the technology at it's highest level. Tim asks what the highest level is because the company he's working with can get up to 36 feet. He asks if SQ40 can get up to 36 feet. Brad says it can do two stories. Tim says this other company is the better company because they are not only native owned, but they are wanting to work with tribes to bring the technology to them to where they own the technology, and then it's relationship building from tribe to tribe. Brad says to please bring it to them. Tim asks what the cost of the machinery is with SQ4D. Brad says right around a million dollars. Tim says this company is around \$400,000.00. Brad says please bring it to us. Tim says what if I can tell you that this company will lease it to us. He asks are will still going to use SQ4D or this other company. Brad says he can't give him that answer until it's reviewed. Brad asks why nobody came and talked to them about this if they knew it. Tim says because it was already set up through Pasquel and Alfredo with SQ4D. Brad says they didn't know who he was. Brad say he will have Sal step up in there and tell you who he met, how he has the relationship here, and who drives that relationship. Tim says Pasquel was driving that relationship. Brad says no she wasn't. Tim says it's in the tribal minutes. Tim wants to know if this is a gantry system or a robotic arm? He says it's a gantry system, and that there is a lot of logistics and a lot of time that will be taken. Brad says he is excited to have this conversation, he only wishes they would have had it sooner. Tim says he didn't because he was told SQ4D was already in. Brad says that it was never said that it was a done deal. Brook says we at housing were never given another option to consider. Tim says there are other options out there and if they sit there and tell us that they have done the research on all this, but they only

brought one? Why? He says he is sitting here saying there is a native tribe that owns one of these, that wants to work directly with us, and not take advantage of us in selling us a one million dollar machine. He doesn't believe in the HGTV because it's a marketing play because this is new technology from Sal and he's trying to get his equipment out to market and use us. Tim also says that Sal is paying for the first two models out of his own pocket. Who else does that and why? Rebekka congratulates Baxoje Construction for predicting their income projection and nearly met that. That's a good thing. She says last year you all did the presentation and talked about all the upcoming projects. It's one year later, looking at the profit/loss statement, it doesn't show any income. Brad says the income comes in through Nuweh, and Nuweh supplies Baxoje with what it needs for operations. Rebekka asks Brad to clarify on the profit/loss and balance sheet. She wants to know what liabilities are showing on the balance sheet. She asks what the LOC liability is for \$300,000.00? Brad says a line of credit. Rebekka says right now it's \$300,000.00, how much out of the \$300,000.00 has been used or is that the amount that has been used. Brad says that is the amount that has been pulled down off of the \$500,000.00. Rebekka asks what the revolver for \$400,000.00 is. Brad says that is the revolver of the small business loan, so \$400,000.00 has been pulled down off of the \$500,000.00. Rebekka would like General Council to note that under the liabilities for Nuweh, there is nothing to the tribe. She says they can't force Nuweh to pay the tribe back. Brad says he does not want them to have to force. He wants to give as much if not all of that back. Rebekka says it's not listed as a liability and the last time she thought it would be. She says YTD Nuweh is showing -\$574,000.00 loss, but the good news is Baxoje Construction broke even. Rebekka asks why the liability owed to Nuweh from Baxoje does not match up. They say due to Nuweh is \$50,000.00. Nuweh has a different amount. Brad says he will check with Mike, and answer that question in a meeting or a forum or with Robert. Rebekka wants to know what happened to the projected income that Nuweh said they would have but don't have? Brad says some of the ones they thought they would get they didn't. Some of the ones they didn't even know about, came about. Rebekka asks when they are talking about projected income possible, can you please provide the expected profit. Brad says that is in the new internal CRM where they are estimating what those fees and percentages are on those contracts to try to get those numbers better. Olivia states that the Navajo nation is one of the top 10 richest nations in the United States. Brandon Roberts says this has nothing to do with the tribe. Olivia says it does. Brandon says no it doesn't and they aren't just going to let her run the room. Olivia asks Brandon to stop talking over her. Tim calls the meeting to order, and tells Brandon to put the mic down, that Olivia has the floor. She wants to know why they turned down this project? She says they told her that in the sales pitch. Brad says he's trying to understand her question. Olivia asks why the Navajo Nation turned down the project when they are one of the richest nations, and we are not. Tim says he has Navajo contacts and that the housing project that they are talking about is not ready yet. As you know the Navajo has different committees and councils. It hasn't even went through those yet. That is coming from a trusted source from the Navajos. Brad says he was just in Phoenix with their financial advisors, and he'll go to them. Olivia says she's not asking Brad to go talk to them, she's asking why this company took the project when even the Navajo Nation wouldn't touch it. Brad says he doesn't work for the Navajo Nation. Olivia says she doesn't want Brad to have a conversation with the Navajo Nation to find

out their reasoning, she would rather it be someone who doesn't have interest in the project. Brad says she can talk to whoever she wants to, but he doesn't answer to the Navajo Nation. Olivia says the GC shouldn't be responsible for telling them where they aren't following the procurement policy. Brad's job as CEO is to follow what is written. Brad says he goes through the Nuweh board for any decision that is made. Olivia asks him to call an emergency meeting on Monday to figure out where they aren't following the policies and procedures, and ensure that the practices moving forward follows those policies. Brad says he is happy to talk to the board about that. JoAnn Alexander motioned to discontinue to stop questions with Nuweh and continue on with the meeting. Tim says an easier way to do that is to call point of order.

Next point of order, profit allocation plan. Russ Brien presents the profit allocation plan. Staci McClindon asks about Russ' statement on money not used in the non general welfare flipping back over to general welfare. What happens is there is a project that comes up that cost more. Why are we not leaving a certain percentage in those other two buckets? Russ gives an example and then says the point is there is money sitting there that we don't want to just sit there and build up. If it's not going to do any good this year for this specific project then it needs to go to the pot to benefit the entire membership. Rebekka Liberty asks if this got lost in the shuffle, that she didn't see it posted. Robert says we had a meeting at the beginning of October to go over all of this. Rebekka says it was supposed to be posted for feedback. Rebekka asks if it can be posted to help streamline the meeting, and asks who feedback goes to. Russ says the feedback would go to Robert. Terry Mooney asks Russ if all the buckets will be filled and all the money go to them. Russ says Robert's going to establish a separate bank account, and then when we do the reporting process with the businesses, and we move the money up, we'll start to see what's in the pot on a trailing 4 quarter period. Terry asks about a pot for land purchases. Russ says that would be a different category, but the opportunity is there. Tim says to add to that that they have a land back nonprofit that is being structured by the attorney's. Olivia says if they do a land back bucket it might be helpful to stimulate what can be used under that bucket. We should be specific on what we spend it on. Russ suggests as far as land use for the tribe to have a land use ordinance. Rebekka agrees and asks if there is a consideration for land bought for solar or housing, were the hunters thought of. Does it impede on their ability to hunt where they have always hunted for years? Russ says he does not know. That is not a profit allocation plan question. Someone moves to have a deadline for questions for the next meeting. Have discussion open until the end of November, and then that will give 4 weeks to gather information to bring to the next meeting for a vote. Missty Slater seconds the motion. No discussion. All in favor-42. Opposed-0. Motion carried.

Jodi Keller motions to keep the meeting going due to being behind. Veronica Barber seconds. Opposed-0. Motion carried.

Reuben blesses the meal.

Grey Snow presents financials and audit. Someone says her husband who does solar in Wisconsin had reached out to the tribe because there was a posted position for a non

loway board member, and never heard back. She wants to know if there are positions open for people with skill and knowledge of the tribe, and if there is an actual email to be in touch. Missty says to share her contact information with her, and she will communicate with the EC. She also wants to know if they are going to do trainings for these projects? Kathy says there is a training center in Denver. Donnell Robidoux Zerkel says that on the projected page that one of those stated that \$250,000.00 and that \$1 million coming to ITKN. Did she read that correctly? Kathy says yes but she didn't realize that the profit allocation plan was so specific, so now they will operate within the plan. Donnell asks what that has to do with the numbers that are listed. Kathy says so if I put \$1 million coming back to the tribe, and we need to use the calculation in the profit allocation plan. Donnell says so these are projections, and what we actually like to see are real numbers. Kathy asks if they want to see through September. She points out that there are two actuals in the packet in Q2. Donnell asks if there is some forgiveness in the money owed. Kathy said no it's opposite. She says the tribe owed Grey Snow about \$1 million. Grey Snow ended up owing the tribe about \$1 million, and the reason was for old medical insurance bills. Donnell said so it's a wash and we aren't getting any money back. Kathy says we are getting a balance sheet change because the tribe is being relieved of the \$1 million. Donnell asks if that is a typical practice. Kathy says yes. Donnell asks as a CEO is that a typical practice forgiving loans like that? Missty mentions it was brought up at a couple of different meetings that it was request to consider how we forgive the tribes debt. Donnell says she understands but again David and the team have stood up there and said for 8 years now that the economic development would provide money to the tribe. Where is it? We see projections and now this is being forgiven. Where is the money? Kathy explains that the \$250,000.00 has to end up in the profit allocation plan, but the accounting for it wipes it clean. Donnell asks Peter Gregory how much revenue has the training facility in Denver brought in? How much training has been done? He says there is 13 million in assets and probably 2 million in profit. Rebekka Liberty said her request for a clear accounting to ensure that the tribe also accounted for those expenses, and had asked for a distribution so that the GC can see instead of a balance sheet exchange and a forgiveness, I ask for a consideration for Grey Snow to actually distribute the cash that would go to the tribe, so that it was more clear to the GC that Grey Snow did their job to the tribe. She says she believes they passed a motion to let the tribe pay back their obligation and not be held to a profit allocation plan that has not been finalized. She asked if the liabilities to Grey Snow on the balance sheet? Robert says he has invoices. Rebekka says she understands that Grey Snow and the tribe adjusted things to wash, but they asked for a cleaner accounting. Does the tribe show the \$1 million that was owed by Grey Snow that it is forgiven? Did they show the liability to Grey Snow that was also forgiven? Robert says that will all show in 2024. Kathy says it's all posted back in 2024. Rebekka asks if they will get a new financial sheet for 2024 with those adjustments. Robert says, correct. Rebekka asks if Grey Snow will do the same or if it was posted in 2025. Kathy says no, it was posted in 2024, and Julie the auditor is here and will present on that.

Julie Bauman presents the Grey Snow audit.

Julie Bauman presents the Iowa Housing Authority audit for YE September 30, 2024.

After presenting, it's opened up for Q&A:

Brini Beck asks if any of the grants have been terminated or paused. Julie says Title I funds were all paused.

Russell Brien asks to put the assets and liabilities page back up. He asked what the line item for the trust liability represents. Julie explains that it keeps track of participants that have houses. It's like a MEPA account.

Julie Bauman presents Grey Snow Construction audit for 2022 and 2023. Q&A: Mary Waite asks if it could be possible that management owes construction for revenue. Julie says the deposits went through constructions bank accounts, and that Grey Snow Construction will owe Grey Snow Management back.

Olivia Brien asks if Grey Snow Construction is still operating will it be paying back Grey Snow Management for the money owed. Missty says Grey Snow Construction is "frozen" since losing the manager. She does not anticipate construction paying back management unless it is "unfrozen" and funds start coming in again. Someone mentions money in the checking account. Britni Beck states there are some 2024 expenses that aren't reflected in this audit. Britni also mentions there will be some expenses for fixes in 2024.

Olivia Brien asks why the EC approved to start another construction business when this one wasn't profitable and it appears Nuweh, at this point, is not either. Robert Hullman said when it was brought to their attention they were told it was profitable, and that Grey Snow Construction was going to send \$250,000.00 to Nuweh, and then close Grey Snow Construction so there would only be one construction company. Olivia asks to hear from Brandon since he was the manager of Grey Snow Construction, and states that Brandon should know as the person who ran the company. Brandon asks what her question is.

Olivia asks why did EC approve to start a new construction business if this one was not profitable. Brandon says that there were four of them that voted on it. Olivia says she's asking the ones that voted on it to answer that question. Brandon says the construction side did make money, but how Grey Snow Management puts it through there. There's assets that were bought, trucks, trailers, and if they don't want to show that, that's fine. Grey Snow Management can do what they want on that side of it. He states there was truly stuff bought through Grey Snow Construction. He says that every project made at least 10-15%. Olivia asks for proof of that being purchased through Grey Snow Construction, and on Grey Snow Construction's books. Brandon states he couldn't write checks. Olivia asks if Brandon has any receipts or proof, because she doesn't understand how Brandon specifically doesn't know what the status of Grey Snow Construction before moving from Grey Snow and then voting on Nuweh. Brandon states Grey Snow would have proof. Olivia says so you're saying that Grey Snow Construction did make money, but your (Brandon) saying that because of how Grey Snow Management put money through for trucks and trailers, that we didn't make any money. Brandon states he ran the construction, but he didn't do anything with the money. He had no clue. All he did was send in invoices, and they paid the bills. He made sure jobs were completed. He never saw any money, nor allowed to write any checks. Olivia asks if he worked with

contractors and signed anything or work with contractors. Brandon says to get work done, but it was sent to EC and the Grey Snow board for approval. Olivia asks if what Brandon is saying is that he had zero idea of what the financials for Grey Snow Construction looked like, until he left Grey Snow Construction, got on EC, and voted on Nuweh, that this is all brand new news to him. That he didn't know about any of Grey Snow Construction's financials at all. Brandon stated that he wouldn't have seen any of those until he got on EC. Olivia asks Brandon if he had zero idea of what stuff costs. Brandon states he knew every project made money because he oversaw each project. He says if they did a \$10,000.00 project, and had \$7,000.00 in it, they made \$3,000.00. It's simple math. He also stated that every single project made money. Olivia asks why they are \$600,000.00 in the hole. Brandon says that Grey Snow Management Solutions was taking money for who knows what, accounting, and this and that. Brandon states that the Grey Snow board (EC) hired 30 people to do what? Grey Snow Construction was the only business doing any business making money. Olivia states that we aren't talking about those other businesses. Brandon states that Grey Snow Construction was the only business making any money, so pretty much their money was helping fund the other businesses under Grey Snow. Olivia asks Brandon to stop talking over her, and he says oh, I'm sorry. Olivia states that none of the 30 employees has anything to do with Grey Snow Construction. Brandon states that it's all the same, that all 30 companies were under Grey Snow. Olivia says that they are under Grey Snow, but they are all their own LLC's. Brandon says they weren't at that time, that they were all under one checkbook. Olivia asks Brandon to please let her speak. She states that the report Julie just gave was for Grey Snow Construction. Brandon says Grey Snow Solutions, it's all the same. Olivia says on the board behind him it says Grey Snow Construction. Brandon says they can put it that way, but we all know it's the same. Olivia says so you're saying that you have zero liability on any knowledge because he had no idea about any financing and has no idea about anything, that it was all Grey Snow Solutions, and he gets to wash his hands of anything that happened. Brandon says that's her opinion. Olivia asks if that's his opinion. Brandon says no. Julie speaks more on the topic.

Brad Campbell speaks on Nuweh being another revenue source. Grey Snow Construction was supposed to be moved under Nuweh. It didn't move over due to some liability they didn't want moving over under Nuweh, so it was decided for Nuweh to start their own construction company and have a fresh start, and move forward on their own. Someone stated they remember that discussion and the reason it was not moved over was the liability. The board had the financials, and asked if the EC and Nuweh wanted those liabilities.

Veronica Barber asks if all of this was run under the same tax identification number. She thought all of these companies had their own EIN's. Julie Bauman states that Grey Snow Management Solutions tax id number is what is running the payroll. The LLC's have their own EIN's, but GSMS houses the payroll so we have 7 entities running separate payroll. Veronica asks if they are filing their own taxes. Julie says they don't file taxes. Mary Waite says the bottom line for her is how much money is in the Grey Snow Construction checkbook, and are we waiting on additional expenses to come down from that checkbook, and do we know exactly what we owe management because of issues with Uninet (?) providing the correct information. How do we know what we owe

management is correct? She questions the \$600,000.00 that is owed to management, can it be proved. Julie goes over where she got that number.

Olivia says that contradicting information was given today regarding the financials and liabilities being moved from Grey Snow Construction over to Nuweh. The GC was told there was no information on the financials but they had in the meeting that there was liabilities. How can you not know there are liabilities but also know there are liabilities, and say today that you didn't know when you may have. Olivia is asking Brandon to answer. Brandon says there were not liabilities at the time. Olivia states that that was the opposite of what was being said. Brandon says if Grey Snow knew it, then that's fine, but construction didn't know about it. Someone brought it to the EC. Brandon says if she did, I don't remember it. Brandon says they were not allowed to see anything from Grey Snow for a long time. It was kept secret and still is. Missty says she remembers telling EC that the cash balance is not the same as the actual balance for Grey Snow, as Chief of Staff. Tim validates that what Missty said is accurate. The liabilities were there, and that is the reason Nuweh and Baxoje Construction evolved. The Nuweh board did not want to assume those liabilities. Tim states "we all knew."

Olivia says to Brandon that this is the third meeting that she has pointed out lies from the EC. This is the second from him directly, and wants to know what is going on. Does he have the meeting minutes from that day that he can show that he did not know about that in that meeting, and asks that he bring them. Brandon said that the way the liabilities were understood that it was Grey Snows liabilities, not Grey Snow Construction itself. He says if they want to sit there and say it was Grey Snow Construction then they can do that, but it's not how he understood it, and he is not lying. He's saying the way GSMS handled all the money and everything that was coming in there. He can't help it that Grey Snow Construction was making all that money, and they didn't want to put it back into Construction. There was a million dollars put into Grey Snow Construction. Three days later \$750,000.00 was taken out. Then the next day \$300,000.00 was taken out. Brandon states he didn't see that until he got on EC and started asking questions. He said the Grey Snow board told him he's not allowed to ask questions. He said he's not lying about it, he didn't realize there was liabilities on the Construction. Olivia asks if the Grey Snow board actually told the EC they were not allowed to ask questions about their own entity. Olivia asked if EC was talking to themselves but didn't know their own information. She asks what is happening, and when did this meeting occur. Was it after you were all in office? We didn't talk about moving Nuweh over until after you were all in office. Grey snow board, effectively EC, didn't know and wasn't allowing EC to know the information. Brandon stated the Grey Snow board was established before the three new members were elected into office, and doesn't know where she's getting that. The prior EC made a Grey Snow board. He states it was switched in a meeting that went into an executive session, and Tim wouldn't allow him to be a part of it. Tim says he did not kick anyone out. Brandon says he is talking and let him finish. Tim says ok, and then I will finish and shed light on all this. Elyse Towey asks how EC is getting anything done, and Tim says we don't. Elyse says he can't say that because we've all heard it. Tim states she hasn't lived it and sat in the EC room with the new ones, and she's not a part of it. Elyse says it doesn't matter. Tim says he'll quit, and won't respond anymore. Elyse says we are \$600,000.00 in debt. Tim says we are \$600,000.00 in debt on the construction because of the liabilities. The craftsmanship and work done by the providers that was not done. Grey

Snow Management had to go out and hire other contractors. The health board reached out at this time to a company that came in to review the work done by Grey Snow Construction. Nobody knew the company. He was hired by the clinic to come in and do an evaluation of the projects. He came with all the inefficiencies, and those are the liabilities that Grey Snow had to pick up for the construction, and had to have other contractors come in and get the work of craftsmanship up to speed. Not only the clinic, but also United Tribes with a leak. There were also issues and Grandview Oil with the walk-in cooler. Finally, called the original company to come back and fix that. Almost every construction project had issues, and it cost the tribe more. Jim DeRoin states the greenhouse is another project with issues. Tim states if they check the minutes from the clinic and those other areas, they will see the dollar amounts and the issues that lead to where they are at today.

Brook Herbel asks if there was any ARPA funds allocated to Grey Snow Construction. If so how much, and is any of it a risk with compliance. Julies says no. Julie thanks everyone for letting her present.

Olivia Brien makes a motion that a thorough review analysis of Grey Snow Construction vendors is completed to identify where the issues with past construction projects, and prices/costs associated with projects. Then to move with refusing to allow those vendors to provide services for our tribe in the future. Loren Burn (?) seconded the motion. Mary Waite asks to wait to get the audit for 2024 to see how much debt we owe, and what other expenses are coming out of the Grey Snow Construction checkbook. Mary states she doesn't think the figure is correct based off of the issues she's heard about with Uninet. She suggests waiting until the next meeting to discuss this matter again. Rebekkah Jones wants to clarify what the motion is and if she's hearing right that it's being asked to hold contractors accountable, and a list of shotty contractors so they aren't used again. Votes in favor, 27. Votes opposed, 5. Motion carried. Tim asks how GC wants the final report handled as far as getting it to them. They said to put it on the members area. Jim DeRoin expressed concern with blackballing all these contractors, that the tribe might have a hard time getting any work done. Tim says the contractors have to want to bid on the job. Grey Snow is asked how long that would take to get that report done. Missty offers to call David and Kathy to get an estimated timeframe on when that can be done.

Robert Hullman gives a report on the other audit with Moss Adams/Baker Tilly. He states he's been having a weekly meeting with the auditors. They are currently auditing samples that were sent to them. Last time frame he had was still middle of October. Once we get everything turned over to them, we will reach out to different firms, and get quotes for 2024. Moss Adams gave recommendations, and he has 2 proposals. Waiting on 2023 to be finished. Hoping to have 2024 completed by the end of the year if everything goes right. Tim speaks on Robert working with the accounting staff, and all internal controls. Policies are being updated Once that is complete, training will be done with all employees so we don't get in this situation again. Hoping policies are updated within 3-6 months.

Britni Beck asks if we are looking for a replacement for Yahya. Tim says yes. She asks when that is expected. Tim says Moss Adams has suggested some firms. He states that if

the current contract with Yahya isn't fulfilled, there could be a lawsuit because work wasn't done. Britni asks if we are entitled to any kind of reimbursement, or have they been paid in full. It was her understanding that they were supposed to be providing some procedures and helping putting some structural stuff in place. Tim states some of that stuff has been done, but if Yahya continues to not deliver, then the contract will be terminated, and gone after to recoup money back for work not done. Someone else asks if this is for current or past accounting. Tim mentions previous stuff with Brobst accounting. He says we have to get through all of it, and then go back and see what Brobst Accounting and Yahya didn't follow through on. All of EC is in agreement with going after these companies. Britni asked how far behind they are with delivering. Robert says the deadline was the first week of July. They asked for another week. They were suppose to have everything turned over the middle of July. He stated Moss Adams is currently auditing, and we are getting there slowly.

Brook Herbel asks for clarification on the two proposals. She asked if there was solicitation for those because it sounds like a recommendation from Moss Adams. She asks to be educated where that stuff is because she's not seeing a lot of solicitation from the tribe for work to be done. As far as the procurement policy, there should be a solicitation for proposals to help alleviate some of those contractors jobs. Robert states they took Moss Adam recommendations, but nothing has been put out yet because they don't know what time frame they are looking at. Robert states there will be an RFP coming later when he knows when he can use them.

Someone asks if we pay the auditors in advance before they do the job. Tim says no, not necessarily. He states there were services in his contract that he was going to provide to the tribe such as the internal controls and policies. If Yahya doesn't follow through on the terms of the contract, he will be held liable for already being paid, and not following through. Not following through is delaying us from getting the audits done, and that comes with a cost that he would be responsible for. It can jeopardize future funding and bonding.

Someone asks where we are with the IDC rate. Robert states we are waiting on the 2023 audit to be completed. We were told to use 2021 IDC rate until the audits are done.

Missty was able to call David on the timeline of the review of vendors. David said 6 months with most of that timeline working with the vendors to get that information from them. He also shared this information was requested from Clinic construction projects, and got very little response because they were already paid for those jobs. Could possibly get a lot of unresponsive vendors that don't want to provide additional justification. Missty stated to keep in mind if that is the outcome they receive, how do they want to handle unresponsive vendors.

Elyse states that the shotty vendors who have already been paid, and don't cooperate need to be sent a letter from our lawyers stating they have a certain timeframe to respond, or legal action will be taken.

Olivia states to let them know why they are doing this so they can retain their status as a contractor with future projects.

Jolene Walters agrees that if they can't work positive with us, that they shouldn't be considered a positive contractor to work with.

Mary Waite asks when we hire the vendors, do they not get asked to provide performance bonds. Tim states he isn't sure if that was done or not. Brandon states that would have been up to Grey Snow.

Dillon McCartney states the question asked after Brandon's response was "what did you do?" Dillon commented what was so important about it that Grey Snow Construction is now frozen, and you're on the EC. Brandon states he wanted to be Vice Chair and also oversee Grey Snow Construction, but a week before he was put on EC, they voted to make the Vice Chair position full time. It was not his choice. Tim asks Missty to pull documents from a legal attorney to figure out what best options could be provided with EC duties for a later date.

Unfinished Business

Rebekka Jones comments that all but one position, she believes, must be elected by GC, but there are provisions in our constitution that allow for the positions to be appointed if we have a vacancy in one of the positions, so they don't have to necessarily be elected. Language should be added to "or appointed in accordance with the constitution." Rebekka comments on number 22 of the charimans-no salary or wages paid, the official receives a stipend only, and asks what is up with that? Tim states that's what it was going to be, but a few weeks ago it was changed again, so we left it, and that's why we are having this meeting here.

Rebecca Liberty asked not to include the \$500,000.00 for the infusion to Grey Snow included in the financials.

Tim says \$500,000.00 was not the infused amount, he thinks it was around \$4,200,000.00.

Chris Walters motions to approve the minutes with the amendments including spelling and grammar corrections. Jimmy Rhodd seconded the motion. This motion carried 23-for, 5-opposed.

Rebekka Jones asked that we not approve the minutes until the spelling and grammar errors are corrected.

January 25, 2025, General Council Meeting Agenda

Britni Beck asked to add executive positions and duties & order of business.

Rebecca Liberty asked to add Grey Snow financials, ITKN financials and status of the audits, Nuweh financials/Report from treasurer of Nuweh, Report of assistance from housing per request at previous meeting, support for homeowners in need of updates and repairs, and status of eye program.

Olivia Brien asked to add transparency motion, video recordings, codes/ordinances, and board meeting minutes.

Donnell Zerkel asked to add revenue allocation plan.
Misty Slater motions to approve the agenda with the above items added. Britni Beck seconded the motion. This motion carried with 0-opposed.

Unfinished Business

Constitution Committee Proposed Amendments

#1 Patrice Lewerenz motions to approve proposed amendment #1. Deborah Ebke seconded the motion. This motion carried 46-for, 0-opposed. See Attached

#2 Josie Norris motions to approve proposed amendment #2. Olivia Brien seconded the motion. This motion carried 51-for, 0-opposed. See attached.

#3 Russ Brien motions to approve proposed amendment #3. Rebecca Liberty seconded the motion. This motion carried 45-for, 0-opposed. See attached.

Rebecca Liberty motions to move the items that need less discussion to the top of the approval list and the items that need more discussion to the bottom of the approval list. This motion failed due to the lack of a second. See attached.

Dan said the constitution committee did not want to make judgement calls on which one would take longer, and which one would take less time so they presented them this way.

Rebecca says she has a list of the ones that seems to need more discussion, Motion #8 and #9 need to go to the end of the list, then the preamble, and #12 needs to go last.

#4 Debbie Ebke motions to approve proposed amendment #4. Chris Walters seconded the motion. This motion carried 38-for, 5-opposed. See attached.

Donnell Zerkel asked to explain the purpose of the preamble.
Dan says a preamble serves as a mission statement or a value statement. It sets the tone and then you have the articles.

#5 Debbie Ebke motions to approve proposed amendment #5. Andrea Norris seconded the motion. This motion carried 40-for, 5-opposed.

Jim DeRoin don't understand what they are trying to do.

Dan Lewrenz says any member can be enrolled, but not all have.

Dan clarified how the constitution and how it reads, when you are born you are a member but not an enrolled member.

Rebecca Liberty says in section 221, it says only citizens of the Tribe shall be eligible for enrollment should be member.

Dan says we wrote this so citizen and member mean the same thing and are interchangeable.

Britni Beck wanted to add that she doesn't like the term member, says it is not very powerful and would like it to be citizen.

Dan thanked her for her comment, saying there were split recommendations among the committee, so they decided to use both.

Karen Kissinger wants to advocate for this due to some individuals that the parent has passed and they have not been able to get enrolled.

Brett Ramey asked to clarify member vs. enrolled member.

Dan explained.

There was a lengthy discussion on the terminology member, enrolled member and citizen.

#6 Chris Walters motions to approve. Missty Slater seconded the motion. This changes the title member to member at large.

Phillip Simmonds would like to motion to change “and such other officers and committees as deemed necessary”. to add members as seen fit in the future. This would allow the General Council to do so.

Olivia Brien would like to identify who would have the power to do so and who would deem it necessary.

Phillip says he and Missty discussed this. The General Council would only have the power to make this change.

Andrea Norris wants to understand how it would work.

Dan says they are working on how this would be spelled out.

James Keller asked why we would ever need to expand the EC.

Missty says she worked with Phillip that in theory it was a booming economy ten years down the road they may need to add a subcommittee.

James says a subcommittee would not need to enlarge the EC.

Missty says that it would only be if it was deemed necessary by the General Council in order to have a highly functioning government.

James says his only concern is adding members could sway votes.

Jim DeRoin thinks the EC has the authority to make a recommendation to expand the EC.

Dan says he doesn't recall it saying that, but they can create committees.

Olivia Brien said she would like it to say, “other office as deemed necessary”.

Phillip would take that as a friendly amendment. Missty seconded the change.

Chris Walters says he would like to know the wage of the EC before he would be comfortable voting on this. Chris says all elected positions their wages are public knowledge, and he is not aware that they are. Chris says all EC should receive a stipend rather than a wage.

Rebecca Liberty says she needs to see the responsibilities of what the EC does so that if someone wanted to run, they would know what the requirements are.

Missty says this would be the framework.

Donell Zerkel says we should keep business on the business side and keep the EC at five members.

Dan says the constitution states five members and that can't be changed other than by a constitutional amendment.

Brett Ramey mentioned that this could open up something in the future for even a spiritual leader or even to expand as needed roles are needed.

James Keller says everything has been for future business and the whole idea was to separate the EC from the business side.

Chris Walters says the EC should not have day-to-day duties, the EC should only do what the constitution states the EC duties.

Rebecca says we need one person for the day to day and they report to the EC.

Olivia wants to clarify some language and had some language to add.

Dan says that is a lot that isn't written down and we need to approve or deny today.

Olivia asked if we could table this amendment until after lunch.

Phillip says all that Olivia offered needs to be defined but not that specific. Phillip says the framework is here to where we could define it when or if the positions are needed.

Phillip is not accepting as a friendly amendment.

Olivia motions that addition members of the Executive Committee must be required by motion of the General Council with roles and responsibilities to be clarified by Election Board, and to be approved by the General Council during the following General Council meeting position will be filled at the next election, by special election if necessary, and add it in such a way to maintain a staggered election to officials. Jack Popejoy seconded the motion.

Dan says he doesn't think this should be in the election ordinance.

Jim Rhodd says we are supposed to be working on constitutional changes, and we are way off doing other things.

This motion failed 19-for, 29-opposed.

Phillip would like to change his motion to say, and such other officers as may be deemed necessary by the General Council and in accordance with a policy adopted by the General Council while maintaining an odd number of Executive Committee members. Missty Slater seconded the motion. This motion failed 25-for, 30-opposed.

Now we are back to the original proposal from the committee, considering changing member to member at large.

This motion carried 41-for, 10-opposed.

#7 Patrice Lewerenz motions to remove Farmers Home Administration Loan Program.

Seconded by Debbie Ebke. This motion carried 31-for, 0-opposed.

Recess for Lunch at 11:51 am.

Jim Rhodd gave the blessing for the meal.

Reconvene at 12:52 pm.

#8 see attached.

Aimie Krause motions to adopt #8. Patrice Lewerenz seconded the motion. This motion carried 34-for, 0-opposed.

#9 see attached.

Patrice Lewerenz motions to approve #9. Karen Kissinger seconded the motion. This motion carried 34-for, 0-opposed.

Rebecca Liberty motions to amend motion #9 to state further, such ordinance shall require that no write in votes be accepted. No absentee ballots shall be accepted with the exceptions of enrolled members who are unable to vote in person due to requirements of military service, hospitalized, or in long term care facility/skilled nursing facility. Darla Veltrop seconded the motion. This motion failed 28-for, 32-opposed.

There was discussion on the count from the election board being accurate or not.

Olivia Brien would like to add higher education.

Dan asked Rebecca if she would consider this a friendly amendment.

Rebecca said this would need more discussion.

Olivia motions to add higher education. Rebekka Jones seconded the motion. This motion failed 11-for, 37-opposed.

#10 see attached.

Aimie Krause motions to accept #10. Debbie Ebke seconded the motion. This motion carried 48-for, 0-opposed.

#11 see attached.

Aimie Krause motions to approve amendment #11. Chris Walters seconded the motion. This motion carried 42-for, 4-opposed.

#12 see attached.

Andrea Norris motions to approve amendment #12. Olivia Brien seconded the motion. This motion carried 37-for, 6-opposed.

Rebecca Liberty says there were individuals that recommend using another word rather than regulate.

Dan says this does not give the Tribe any new power to regulate. They already have the power to regulate.

Donell Zerker asks if this amendment strikes out section #3 in the bill of rights.

Dan says this does not change the property rights in the constitution.

James Keller asks who the Tribe has to enforce these regulations.

Tim says EPA and land and water.

Tim says that the federal government will eventually come in and regulate.

James says as a note this is the only one Tim has had part of the discussion, this is a slippery slope, next the Tribe may be at the Hullman Brothers because of an oil drip.

Rebecca asked who would regulate the hunting on the reservation.

The tribe does to an extent, the state has jurisdiction on the fee simple land.

Rebecca motions to remove the term “and regulate” from the proposal. Jack Popejoy seconded the motion. This motion carried 16-for, 16-opposed, Tim broke the tie and voted for removing “regulate.”

Rebekka Jones does not agree with removing “and regulate” due to the General Council expecting the Executive Committee to protect and regulate.

Brett Ramey asked if the tribe has the ability regulate with it in or out.

Dan says yes, the Tribe does have the ability to do so with the word regulate in it or out of it.

Chris Walters says if the word regulate hurts someone's feelings use the word manage or oversee.

James Keller asked what is meant by tribal lands.

Dan says tribal lands means lands owned by the Tribe but not Indian land owned by individuals.

Russ Brien says tribal lands are all lands within the reservation boundaries.

#13 see attached.

Misty explained the secretarial election process and to either have all the amendments lumped together.

Patrice says every tribal enrolled member will have a chance to vote on these amendments.

Aimie Krause motions to combine all the amendments into one. Debbie Ebke seconded the motion. This motion failed 3-for, 41-opposed.

Rebecca Liberty is concerned that some tribal members may not like one particular item and vote no and all the work would be wasted.

Dan says then vote no.

Dan says the constitution committee appreciates all of the members participation.

This will go to the secretary in twelve separate amendments.

There was a five-minute break.

Revenue Allocation Plan

Tim says the goal is to have the revenue generated from Grey Snow and Nuweh go into this plan, and we are asking for percentages of buckets to be set by the General Council. The revenue that comes in will be put into an account and then be distributed to each bucket that are selected by the General Council.

Britni Beck asked how they will determine where this money will go without seeing the budgets.

Robert says all the budgets should be turned in by the end of the month from each department, they will then be shared for the General Council to review.

Moss Adams will have the 2022 audit by March of 2025.

The 2023 audit will be done July 2025.

The 2024 audit will be done by December 2025.

Britni Beck asks if we will be presenting the budgets to the General Council before the end of the year for them to approve.

Robert answered yes, we will.

Donell said on June 1, 2024 the EC shared a plan for the revenue allocation plan. She asked where we got these buckets and named the buckets.

Tim said those were just put together from the EC for things we thought were needed.

Tim said Tobin Beal is working on the needs assessment to help figure out where the funds are needed to help the General Council prioritize.

Tim said the revenue allocation plan needs to be on the General Council meeting agenda until it is complete.

Donell says the needs assessment that was done should be enough to keep this revenue allocation plan on the move.

Tim said this is a special meeting and we can't conduct business.

Dan says a special meeting can't conduct business other than what is on the agenda.

Olivia says the constitution is clear on it that you can conduct business.

Rebecca Liberty says she made the motion to have this special constitution meeting and then others came and made a motion to have quarterly meetings.

Donell recommended a committee to put this revenue allocation plan.

Russ Brien recommended a community meeting, and someone needs to take ownership of that.

Rebecca Liberty says the members in the service area were not valid if the members in the service area did not understand.

Rebecca says the members in the service area were not represented and the same process that was offered to those out of the service area needs to be offered to those in the service area.

Donell says that at the community meeting the people could share their needs.

Tobin is in the process of getting proposals for the needs assessment.

Tim says that during the previous needs assessment that a lot of tribal members called and stated the questions were misleading.

Rebecca Liberty said they felt they were forced to answer questions that did not apply to them, with no option to opt out of any question.

Tim says the procurement policy only requires two bids. We are working on the RFP process to get a competitive bid.

Rebecca says people are saying that if there is a contract the EC would tell their friends to apply.

Rebecca says we need to post any of these anytime one opens up.

We are working on the accounting internal controls. Yahya is in the process of working on these.

Robert doesn't have an update for this to be finished due to hiring Moss Adams for the audit.

Rebecca asked if we will be opening this up to anyone? The EC stated yes it will be opened up to anyone.

Olivia Brien asked if RFP's are in the policy, she is pretty sure anything over a certain amount of money requires bids.

Tim said that is true that we require a minimum of two bids.

Olivia asked if we have rules about posting bids?

Tim said it may be in there but don't remember off of the top of his head.

Olivia would like to make a motion that we put the Tribes current procurement policy on the members area. Britni Beck seconded the motion. This motion carried 20-for, 0-opposed.

Chris Walters asked what are the requirements for selecting a bid?

Tim said first we make sure the bids are bidding exactly the same thing.

Chris asked if there is a cap we can approve on the change orders.

Tim said if there is a bid from a tribal member, we can allow 10% higher we can select the native.

Donell asked if we can make motions or not?

Tim said he was under the impression that we couldn't make a motion.
Brook Herbel asked why we have to outsource all of the policies and codes.
Tim says we do not have enough help to do it on house.
Brook asked if any of these are list on the government sites to give 8a businesses an opportunity.
Tim says they are not posted on the government sites.
Brandon said when he was with Grey Snow they used the government site.
Rebecca Liberty motions to have the needs assessment in motion including the whole tribal community by the June meeting.
Olivia says she motioned at the last meeting to have a complete needs assessment done.
The EC was to be coming to this meeting with a plan.
Olivia says there was supposed to be one in person meeting and two online community meetings to discuss the revenue allocation plan.
Donell says it seems like a lot of time we say all of this, and it doesn't get followed through with.
Tim says that would be Tony Fee the, secretary.
Tim says he does not hire, nor does he fire. The HR does the hiring and firing.
Donell says she is not here to badger the EC they are here to help.
Donell says what we are doing to where we can't get these things that the General Council asks of us done. She emailed all of us and asked what our roles and responsibilities are.
Jim DeRoin says the General Council are running the EC butts off they all do a ton, and you keep piling it on them.
Oliva has a suggestion that we have HR come into each and every quarterly meeting to talk about job openings, where they are posting the listings, things to make things better for the employees.
Brook Herbel says the comment of not having qualified individuals when she has applied and was told she was not qualified, she feels she was overqualified.
Brook says she has applied for several positions and also at the clinic and was told she was not qualified.
Brook says if we need help that bad, she told HR that she would take the pay that was offered.
Russ Brien asked who would take on sitting up the meetings. Robert will do this with Russ.

Grey Snow Financials

Rebecca says we touched a little bit on Grey Snow financials and posting them to the members area.
Karen Kissinger says Grey Snow financials are up to date but are not post yet. Karen says we have new information. There was one specific question about seed money from ARPA.
Missty whatever account the Tribe pulled money out of to give Grey Snow is a tribal business matter. Missty and Sarah are handing out the start-up fund and the quarterly financial reports. You will also see taking the capitalization out of the profit you will see on the balance sheet in this quarterly report you will see the capitalization pulled out on the balance sheet as it is not in the profit and loss statement.

Rebecca says when looking at Grey Snow they don't care where the funds were pulled from as much that you pulled funds and gave it to them. They have included that as profit, and it was not profit. She said it is great when things are posted in advance so they can come with very concrete questions. If things are posted, they can direct questions to the Grey Snow Board and not the EC. If the board can't answer the questions they can redirect them to the EC and all financial should be going through Robert.

Karen says please direct the questions to Tony and she gives him permission to give out her email or phone number to go over this. She says we can have a meeting with Kathy there.

Rebecca asked why you are directing us to Tony.

Karen says he is the president of the Grey Snow Board.

Rebecca says that explains why you are too busy being in high-capacity board positions, you are not only doing Grey Snow business but also EC business and your job. That makes it very difficult for you.

Karen says the board has to have EC oversight just like the president of Nuweh is Brad Campbell on the EC.

Rebecca says we do a lot of reaching out to people, if we have a streamlined approach if you have a concern about Grey Snow plop it in here and then whoever it would go to whomever is assigned to handle that from the comment box. There should be a chain of command and a streamlined approach rather than calling or bothering Tony.

Tim said that he gave approval to post these along with Brandon, but he doesn't think that anyone else responded, that is why those did not get posted prior to the meeting.

Misty says she may have a few answers to Rebeccas questions. The capitalization start up fund has not been posted to the members areas of the website, however the quarterly financials have been posted. These are not audited numbers because they are quarterly numbers prepared by a CPA and approved by the board.

Rebecca asked if the fourth quarter profit was \$26,605.00 for all of Grey Snow entities.

Misty says yes it was.

Rebecca says Grey Snow Professional Services had a loss of \$162,700.00 for one quarter.

Misty says they agreed with the Iowa Tribe to decrease our billable rate for accounting services that were done for the Tribe in 2023.

Misty says the full financials are included in the appendix.

Britni Beck says the current numbers posted on the members area were not approved by the board or by the EC, so once the audit for the Tribe is complete these number should match.

Tim asked Rebecca if that answers her questions since this was the agenda item that she added.

ITKN Financials and Status of the Audit

Moss Adams is doing the audit and Yahya is preparing the materials.

Robert says Yahya was hired in 2023 and they started the book work, so the audits moving forward will be kept up to have the audit done as soon as the prior year is done.

We meet with Moss Adams and Akana weekly.

We are not working on the 2024 audit yet due to waiting on 2022.

Robert says the accounting is keeping up to date with the books for 2024.

We have already updated 2024 to match what Yahya is doing.

Robert says the plan is to have the 2025 audit done by June of 2026.
In June we may not have the audited financials, but we will have the unaudited financials.

Nuweh Financials

Robert says the financials for Nuweh have been posted, what has not been posted is what was given to Nuweh before the accounting team took over. That total was \$123,576.07 and that was for five payments were for worked that came under 1099 for CEO and vice president of operations.

Rebecca Said it was not operations at that point, it was for establishing the framework of the company, setting it up and getting the licenses.

Was the \$120,000.00 seed money or a contract for sitting up the company.

The Nuweh positions were voted on by the board members. Rebecca asked if those positions were ever announced.

Brad Campbell said no they were not announced.

Rebecca asked if Nuweh will be doing a newsletter on their own.

Rebecca asked if communications will be using the Tribe's staff or Nuweh will have their own staff.

Brad says Nuweh has their own staff. Brad says they are working on getting a link to the Nuweh website put on the Tribe's website.

Rebecca says most of the expenses are for labor or professional services, but the wages are not spelled out, She is asking if we a still paying professional services vs. wages.

Brad says they have one employee, the CEO and two contract employees.

Rebecca asked if these contractors also have their own businesses.

Brad says they are running all of the work through Nuweh.

Brad says once business gets rolling we will see if the contractors will be made employees.

They also have a contractor working on the Nuweh financials.

Rebecca says watch the cost because a contract billing can add up, when it could possible be at a much lower rate.

Rebecca asked why Nuweh is doing a non-profit.

Brad says he will have to have the CEO answer that question.

Brad said email Kansas City Brad for that answer.

Olivia asked about the \$123,576.07 that went to Wolf Den, she asked if Brad owns Wolf Den.

Brad says yes, he does along with his son.

Olivia asked how many dollars were taken from the Tribe's general fund to seed Nuweh.

Brad says \$450,000.00.

Olivia asked what the \$450,000.00 was allocated to before it went to Nuweh.

Robert said those were capacity dollars.

Tim said those were CARES money that the previous council had ear marked for to build capacity for the internal government. There were several employees that were paid out of this.

They are set up for \$100,000.00 line of credit for Nuweh.

Olivia says we have \$1,100,000.00 on a credit card and loans that came from the CARES in the amount of \$450,000.00 and the \$123,000.00 on top of all of that. Olivia asked what happened to the \$1,000,000.00 that was earmarked for the national park.

Tim said they have been spent in other areas. They were earmarked \$1,000,000.00 over five years.

Olivia asked what the plan was to fund the National Park and the Culture Committee. With the \$1,500,000.00 that is no longer available to them.

Tim says he has ideas. He has been talking to individuals that may be able to fund these, but he don't know if he can get to the \$1,500,000.00.

Olivia asked Robert if he could verify that the \$1,000,000.00 that was dedicated to the National Park, not a single penny went to Nuweh.

Robert says that was spent before he got on the EC.

Olivia asked why the EC decided to start Nuweh and why the money was not used for the National Park.

Tim says that he can't answer due to the issues with Brobst Accounting.

Olivia says she is not asking him; she is asking the other four board members.

Robert says he was not here then, so he doesn't know where it was spent.

Tony said he was not aware of any of the negotiations with KC Brad, it was back and forth, and it eventually passed.

Olivia says these minutes are not posted.

Tony says he has sent them to Michelle and Emily and is not sure why they are not posted but he will follow through and get them posted.

Brad looked at Nuweh as a revenue source for the Tribe.

Olivia says you supported Nuweh in duplicating services that Grey Snow is already doing. She asked Brad if he is saying that duplicating these businesses are more important than the National Park.

Brad don't see this as duplicating businesses, He says they both have a vision, and they are not the same vision.

Olivia would love to see the business plan on the members area.

Brad will get this to the proper people to get the business plan posted.

Missty says the minutes are not all there, some are and some are not.

Tony will get with the proper individuals to get them posted.

Robert sent the financials to Emily to be posted.

Rebecca says there was not a treasurer for a while and we can't blame Robert for these things, so he is getting caught up on the treasurer's duties since there was not a treasurer for some time.

There was a report that was shown online that the money was going here and there and then the money never went to where it was reported that it was going to go.

Rebecca says that Nuweh was put into place that it was coming with this audience base with KC Brand and Lori. Nuweh should be able to generate this money and give it back to the National Park.

Tim says he hopes they have revenue coming in soon so the burn rate on the \$450,000.00 will not last long and they will soon start on the loans.

Rebecca asked what the revenue is from the fourth quarter for Nuweh.

Brad says that they have jobs in Falls City for around \$900,000.00 and the profit should be \$250,000.00.

Rebecca asked if the treasurer sees the anticipated profit for each time Nuweh asks him for money.

Brandon asks why they are pushing Nuweh and not holding Grey Snow accountable and asking for their financials.

Rebecca says they are now seeing the progress from Grey Snow.

Brandon says there is a lot of money that went to the farm and others that was spent.

Tim says he is going to be all transparent, the financials were posted for Grey Snow, Tim said those are wrong and he told Robert they were incorrect.

We can't keep the elected officials in the weeds on all of the Tribe's businesses.

Tim says we need a General Manager that handles all of the day-to-day activities of the Tribe.

Tim says until this happens we will continue to have these issues.

Rebecca says this has been something that the General Council has asked, separation of business and government.

Rebecca asked why we are all not working together on this.

Tim says he would not have the support from the EC.

Tim said when Elyse and Megan had all of these things going down, there was relationships with Megan Brobst that nobody wanted to step on anyone's toes. Three months went by and then he revisited this. Tim had a proposal for Pat O'Brien to help along with Moss Adams.

Having the minutes online lets the GC see the votes and all. They asked four years ago to have separation and now they see it going backwards.

Tim says it is going backwards, there is going to be issues coming for the Trump administration with funding. What will we do if this happens to keep the government and the Tribe going if we don't have income from Grey Snow and Nuweh?

Rebecca asked if the money that is generated from Nuweh will be returned to the National Park.

Robert says the National Park was already spent.

This will all show up in the audit.

Rebecca wants to know if Nuweh will help put the National Park money back.

They are required to pay the seed money back to the Tribe.

What is the plan with the seed money when it comes back to the Tribe.

Brad says once the 8a is approved it won't be long to repay the seed money.

Tim said Matt Metcalf was supposed to work on contracts before they got the 8a.

Tim says he was not supportive of this since he has not seen any contracts.

Russ Brien says the Tribe is the guarantor of the loan.

Rebecca says they just want to know where the payback of the \$450,000.00 when it is returned.

Robert says they are to have it paid back in 18 months and it will go back into the National Park. Was the 18 months from the time the contract was signed. Nuweh stated at the last meeting that it will be paid back to the Tribe in 18 months.

Chris Walters asked if there was no date or agreement for the 18 months.

Brandon asked why they are still hounding on Nuweh and not Grey Snow.

Rebecca said they have learned their lesson from Grey Snow and are going to stay ahead of Nuweh.

Does the EC have a plan for the funding when the profit comes back to the Tribe?

Robert says we do not have a written plan, but we will have one.

Rebecca says that Nuweh is registered with two EIN numbers, so we need to get that straightened out.

Rebecca asked what is in the contract for Nuweh, Robert needs to know what the contract says.

Olivia says that if her sister murders someone and we tell her it is wrong. Do we point at her sister and say “do I get to murder someone to?” Olivia says do not come at us with that, that is insulting.

Chris Walters says that not one elected official should be an employee of that entity that they are a council member over. That is a direct conflict of interest. He says it is a direct conflict of interest for Brad to be the director of housing and an EC member. Chris said that it is the same thing when Jolene was going to run for the treasurer position, he told her she can't be the Tribal Administrator and the Treasurer at the same time. He says the only one besides Tim and Tony that have any experience of running an entity like this is Brad since he has the longest tenure as housing director.

Brandon says he was a township treasurer for eight years.

Chris says but you are not the treasurer.

Brandon says he helps Robert out.

Chris says you get all upset about people talking about Nuweh when you were the construction manager for Grey Snow.

Chris says you guys get all of your family members to vote you in and then you hire them, the nepotism is rampant. Chris says the EC gets asked questions and all sit silent.

We were put in these positions from the individuals in the room. We should not get paid for those positions and should only get a stipend like Brad. Chris says if you want to work for the Tribe go be an employee. If you want to be on the council give up your job with the Tribe. Chris says you are unethical. Chris says he is going to ask why the salaries as an elected official not public knowledge.

Robert says due to the payroll system the Tribe had when he got into office.

Brandon says were they ever public knowledge before.

Chris says does that make it right. Chris says all of the General Council should know the Executive Committee wages.

Tim says Robert has come along way and is working through everything as he should.

Chris says he could stand here all day and talk about nepotism and hiring your cousin to be the CEO of an entity. The EC duties and responsibilities should be to enforce the constitution and the things that come along with that. All five of you should not have duties in the weeds. Chris says if he would have known what the wage was he may have considered running but he didn't want the ass pain of all the things we put up with. If it didn't pay, would you have ran for this spot?

Robert says he didn't come here for the money; he made more money doing what he was doing.

Brandon said the same with him, he had his own construction company before he came here.

Chris asked Brandon what his reason for doing this with zero experience.

Brandon said he just said he does not have zero experience.

Brandon says in three years if he wants the position, to run.

Chris says he does not want it. He doesn't envy you guys at all.

Brandon says you just want to sit up there and talk about us or what.

Chris said he thinks he made his point, you should not be hiring family members or covering things you were in charge of.

Tim said he has been in support of this structure for a long time, but he can't get the support.

Chris says that someone with any knowledge would not try to fire someone before they go on FMLA either.

Donell says there are many cases for everyone, we need to not talk about things we don't have all the information for. We just need to fix it. We need to follow the policies and procedures with HR.

Olivia says there is a huge problem with the transparency, the EC is supposed to be meeting only on Wednesdays, you can call emergency meetings on one specific topic. If there are decisions made outside of these meetings there need to be minutes. There needs to be notice for any other meeting other than Wednesdays.

Olivia asked what happens when Nuweh burns through the \$450,000.00 and they start getting into the loan and credit cards. Why are we not looking to strengthen Grey Snow and starting another company? Olivia says she had sat in EC meetings trying to educate those who never attended the General Council meetings until they were elected. What is going to happen when we don't have the money. Why are we not looking ahead. If you need help ask for the help and take the help.

Rebecca says we are not being fair to our EC if we don't have job descriptions for them. Anyone could have ran for the position and didn't. They did and we didn't. They ran and they were elected. There is not a job description for any of the EC. She says we can't hold them so accountable when we are not accountable. She says we cannot say people are not qualified, who can say what you are qualified when there is no job description. There are no guidelines that say the EC has to be here on Wednesdays and no definition to say who or what qualifications are for an EC member. You ran, you chose to run, you paid the fee, and got voted in. You should receive two paychecks on as an elected official and one as an employee. We can't enforce a structure that is not in place. Board positions need to have descriptions and what the board members are responsible for. Olivia said there was a resolution that was passed at one point that the EC wrote out their ethics and what they were being paid for. She would like to ask the EC what in the heck happened there.

Tim said they first came in we didn't know how to set up the wage, the policy was developed and adopted by resolution. We were hearing at the time that due to the classification of the EC as employees those wages didn't have access. He said the solution is going to the IRS and classifying the EC as political status.

Missty says it is the difference between wages being for employees and compensation as an elected official. At this point everything is fine just getting it into the payroll system and classified right. Different positions have different duties between constitution and code.

Rebecca asked Tim if you don't run again you will stay as the ag director.

Tim said he don't know it is all political now.

Rebecca says you are now ag director and you have not been fired from that so you should stay ag director.

Tony has day-to-day duties as the secretary is over the enrollment. He has a specific role as filing and maintaining the LLC's. He is over the rental houses, maintenance, road maintenance.

Brandon oversees Grandview Oil.

Tim says there needs to be a board that oversees all of the businesses on the reservation to take all of that off the EC. Or an on-reservation holding company to house all of the on-reservation businesses.

Nuweh is a construction company and is supposed to go out and get government contracts to bring outside dollars back to the reservation.

Donell says if anyone of us is in the EC position we would not be doing the day-to-day jobs as we do today.

Tim said if this board was in place the EC would not be doing what we do day-to-day.

Britni Beck says she understands that we are employees and who do we report to. When the new election comes will these jobs be advertised? How are the new one's full-time employees? Is the General Council electing employees?

Tim said this is a precedence that has been set way back. He used Alan Kelley as an example that he was elected and not considered full-time but tribal members came in and thought he should be full-time, so he was brought on as an IT.

Britni asked what the next election looks like and if someone runs what they will be expected to do as an EC member.

Chris Walters says the EC gets enough people to vote them in and then they get a job and become an employee.

Britni asked the EC to put something together as to what running for one of the EC positions coming up in October looks like and what the individuals running for a position will be expected to do and what the meeting stipend would be.

Tim says that is coming with the ethics and financial policy. Tim says we don't want to sit here and pick and choose what people on the EC make. HR is working on the wage scale. Tim thinks the General Council will have to set the wage scale for the EC.

Robert says according to the constitution the Chairman and the Secretary are full-time positions.

Britni asked if we could get job descriptions and salary ranges by the next meeting for what individuals wanting to run for the EC should expect.

Tim asked if this wage scale has Tribal leadership in it.

Robert says it does, but it is not the same as what this EC does.

Tim says if it is for bigger tribes or smaller tribes it may not be accurate.

Britni asked if the next election the members running for the EC will just be EC members or have day-to-day jobs also or will this all be fixed with the separation of the government and the business.

Tim says he hopes to have that all separated.

Tim asked Russ to provide a timeline on how to get enough information out, Russ asked what we wanted that to look like. He says they need to be representing the tribe and not running a gas station and a shop. Russ says all of his other clients work about 16 hours a day on government items and not day-to-day. All of the elected officials should be paid out of the general fund not out of grants. Russ says it takes money to hire people for these day-to-day positions.

Tim said the CDC was voted on by the EC.

Rebecca asked if there is enough work to do daily to have the EC full-time.

Tim said yes there is plenty of work.

Rebecca asked if someone leaves a job to be an elected official do they go back to that job if they no longer run for office.

No, they would not go back to their old job, they gave that up when they chose to run for office.

Russ says business is one thing, when we talk about government the EC is the government. As far as the government goes, we have the tribal administrator that everything should funnel up to. Russ says on a short notice every EC member should show up to Topeka for bills and should be traveling and talking to folks and lobbying to protect our tribe and the interests.

Tony went over all of the items added to the agenda. We still have several items to get through.

Rebecca asked for her three things she added could have updates posted.

Rebecca asked for an update on the eyeglasses and an update on the housing assistance be posted. She says we talked about roles and responsibilities also.

Chris Walters asked how the applications were picked for the HIP program.

Brandon said there was a certain number of funds there and they were picked first come first serve. Brandon said the first 23 people got estimates and were chosen.

Chris asked if they were all time stamped.

Brandon says as they came in, they were stamped, they got estimates and were approved.

Chris asked what the cap was.

Brandon says it was set at \$7,500.00 and would help 23 members.

Tim said this was all sent over to the housing and Brandi Liberty put together the application. This was then changed back over to the EC and taken back from the housing for the EC to administer. Tim said there was a points system that was taken out at some point.

Russ said the income guidelines were taken out.

Chris says there were no needs based.

Chris says Brandon the first 23 were approved. Like if you needed a roof, deck, repairs to your house. It was not a needs-based program.

Olivia says there were individuals that were putting applications in before it was posted.

Brandon says it was on the website the day it was rolled out.

Tim confirmed that most of the EC wasn't aware of the points system taken out.

Chris says it sounds like it was not a needs-based program.

Brandon and Missty went through the application.

Tim said he had called Russ and asked about the change's vs the original application.

Tim asked how the points system got taken out.

Missty says that was a rules document or a process document. If we got an overwhelming amount of applications all at once the points system would kick in.

Chris says basically the people that needed the updates didn't get them over the people that wanted them.

Missty says it was set up as first come first serve.

Tim said he has a couple members that didn't get help with electrical and one of them their house burnt down.

Brandon says it was approved for Brandon to oversee the project and how it functioned.

Tim said that is correct, but his recommendation was to have the EC make the final decision.

Olivia asked who done the construction.

Brandon said all individuals got their own bids.

Olivia asked if she could run through her items really quick and if there was a certain order she needed to go through.

Tony said transparency motion was next.

Olivia said if we are ok with it, we can discuss this in an EC meeting. She sees this meeting being recorded and asked if it will be posted on the members' area and also if we are working toward the EC meetings as well.

Tony said this is a trial thing right now to see if it works and how it works. Job has recommended a \$3,000.00 recorder with a hard drive to record the meetings.

Olivia wants to make sure that if it worked it would be online.

Board minutes she would like to table along with codes and ordinances. She asked that these be added to the next meeting under old business.

Britni would like to see job descriptions and salary ranges for those seeking to run for and EC position. She said we can table the reporting and orders of business.

Olivia asked if we could have those items at the beginning of the meeting so we make sure they get covered.

Meeting adjourned a 6:31 pm