

Minutes of General Council Meeting – August 17, 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**

Tim asks if the meeting minutes from January 25<sup>th</sup> and June 7<sup>th</sup> are ready to be approved. If not, they need a motion to waive those minutes until the next meeting. Jim DeRoin motions to approve. Karen Kissinger seconds. Zero opposed, minutes are adopted.

Julie Bauman presents the Iowa Housing Authority audit for YE September 30, 2024. After presenting, it's opened up for Q&A:

Britni 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 is 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.

Misty 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 for 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 it's how Grey Snow Management puts it through there. There are 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, 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, 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. He didn't know about any of Grey Snow Construction's financials at all.

Brandon stated that he would not 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 have 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 liabilities 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 were 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 Misty 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, and 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 Burr 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 banning 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.

Misty 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 two 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 for 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.

Misty 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. Misty 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 Brandons response was "what did you do?"

Dillon commented what was so important about it that Grey Snow Construction is now frozen, and your 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 chairman's-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. Tim explains on the agenda there is a scale that we'll get to once these are approved, determining whether or not they will be full time, stipend, and wage scales. Rebekka mentions elected officials and their duties. She thinks as long as there is a broad outline of expectations and roles of each elected official, that a job description is not necessarily needed. She thinks having a job description for the elected officials puts them on the same level as the receptionist. That is not what she wants. She wants the elected officials and GC to have some room to maneuver so there is room for leniency or space for the elected officials to be effective in their roles. There will be things that come up that will not be in any one of the job descriptions, and it seems weird to her to have descriptions like you would have for a program manager for an elected official.

Brook Herbel states she does not agree or disagree with what Rebekka said, but its more so that when folks are running for a position, there's some sort of expectation of what each position does. She states that what is in the constitution is very vague and that as individuals, you should have some general knowledge of those functions. She thinks the goal of it is to outline those duties so that maybe more people would be interested in running understanding some of the more fine print things that aren't outlined in the constitution.

Rebekka states she is not ignorant, and that she actually sat in on those conversations, and she understands that there is quite a bit of concern of who does what when and how, and all the different places the executive committee is expected to chime in, but lining it out in a job description that would be filed away in the same folder that you would put a receptionist or laborer job description is weird. She believes that the constitution is intentionally somewhat vague because we do need to be nimble in a lot of situations, and how roles are met. Elected officials are held to higher standard than an employee is.

Olivia Brien asks the revisit the decisions and ideas of doing the different wage scales. It comes down to are the members of EC treated as employees or elected officials.

Elyse Towey makes a motion to discuss wages right now. Seconded by Loren Burr.

Karen wants to make sure we go back to item #1, because there is an omission, and she has questions. Tim verifies that they will go back to the previous items. No opposition. Motion carried.

Karen Murphy asks to repeat what the motion is that is being voted on in case people didn't hear the first time. Tim says he will have the secretary read the motion clearly before a vote is called on.

Tim says the wage scale pulled up was done by Missty Slater-Chief of Staff at the time, who was approved to work with Big Fire Law and the attorney's to create this document for the current Executive Committee to discuss and figure out which route to go.

Missty Slater speaks on the compensation model(s) that she worked with the attorney's on.

Jim DeRoin asks if the salaries are coming from casino revenue money. Robert Hullman states that some of it comes from grants, some of it comes from the General Fund, and some of it from casino revenue. Robert says that it's only a percentage of the grants that pay for the salaries. Jim

wants to know what the dollar figure is they are working with. How does he know what to offer EC, if they don't know how much money is available to offer. Robert says that's a good question.

Someone else says that at the last meeting Robert stated that the 4 million dollars that was paid out was for wages, transferred from the casino. Robert states that that's what most of the money from casino revenue goes to payroll for the whole tribe, not just EC's payroll. The grants reimburse the grant employees back into the payroll account.

Tim Rhodd says the problem now is the EC is co-mingled. There's EC duties and there's also employment duties. On the employment side there are project managers that oversee projects of the grant, and he wants GC to understand the current environment. He explains that some of the grants pick up their wages, so it's not 100% on the general fund. He said that is giving us problems because we are classified with the IRS as employees. Tim states we need to separate that, and that will come with the EC duties, with full-time position or stipend. Jim DeRoin states if a GM is hired, that person can handle all of that work. The GM would report to the EC. Jim asks if the EC would be the final decision. Tim says to him he doesn't think the EC should be a part of the day-to-day. He says EC would just be doing the EC duties and the GM would report up. The attorneys are working on the board of directors to separate the casino from the EC. The EC should be going to the states, meeting with legislators, going to D.C., fighting all the issues. Jim DeRoin states it all depends on how much money is available.

Russell Brien states we need to figure out the right way to handle this and then talk about a budget. He also wants to talk about the comment that the IRS classifies the EC as employees and doesn't want them to get distracted by that. That is just something the IRS does for income tax purposes, they are calling you an employee. Whoever is cutting the check needs to do withholdings, you don't pay your own self-employment taxes.

Tim says that right now EC is doing both elected official and day to day and doesn't think it can continue that way. Olivia asks if that changed from the decisions made at this point. She remembers decisions being made to separate all this out, so was wondering when that changed. Tim states its changed 2 or 3 times, and that's why this meeting was called to get answers. Olivia says she was under the understanding because she was in a lot of the meetings at those times, and this was before she was no longer allowed to be in the EC meetings, even though that was her job to be in the meeting room. With that said, in the document, there was a decision made to have the roles more separated out, to have the roles separated by different structure than getting paid a salary. It sounds like it's changed multiple times so before they get into what people are getting paid, the timeline of that needs to be understood. She wants to point out that the EC is who voted for these things, and she thinks it was voted on before the current EC came into office. It was set up separately and properly.

Britni Beck states that ideally there should be a check and balance to this, and nobody should be able to go in and determine their own salary.

Missty starts to present salary recommendations, and what other tribes are doing.

Someone asks Missty if this is based upon a desk audit? Missty states based off of comps from other similar tribes. Elyse Towey expresses concern that our tribe is alone and gave examples of different things the EC does on their own time. She states that these tribes may have a different form of government, and the 5 EC do an enormous amount of work on a daily basis, and throwing out a \$30,000.00 salary for those positions will not work. You deserve what you get if you want to pay your EC \$30-\$40 thousand.

Brad Campbell states that back in the day a lot of these positions were part-time, but in this day and age, they can't be part-time, and get the job done.

Misty Slater starts to present again. Tim Rhodd asks the GC to make a decision today no matter who sets in that position. It's about the tribe, and to get all of this determined. Someone asks if that is a stipend. Tim said that is a salary based on the day-to-day stuff he does as well as elected duties.

Paul Mendez states at one time the vice chair position was not full-time. Tim says eventually all positions transitioned into full time positions. Paul says the GC should have been able to vote on that, and they didn't. He says the EC can't vote to make the positions full-time, the GC has to vote on that. Jim DeRoin says there was nothing stopping them from making those positions. Jim says it was voted on by GC before Paul started getting involved. The GC decided they needed to pay the EC for the duties they were performing outside of their scope of work.

Tim Rhodd states the Chairperson was the director of the day to day, and if a GM is hired, that will be taken from the chairperson.

Misty Slater starts presenting the numbers that were recommended in 2023.

Robert Hullman tells GC he is making \$100,000.00 as strictly the treasurer of the tribe.

Olivia Brien asks Brandon Roberts if he recalls the numbers presented, because earlier he stated he was not given this option. Brandon states that yes, this option was brought up later down the road. Misty says she made the phone call a few days before the swearing in ceremony. Brandon says it wasn't decided on. Olivia asks if he had the option why did Brandon tell them he didn't, and that that was a lie. She also states that it's in meeting minutes. Brandon says there was a meeting after the election before the swearing in. This was brought up during that meeting that the newly elected EC was not a part of. He says they didn't have a say in it, really. Olivia says he had the choice to take a full-time salary or a stipend, which is exactly what he said earlier "we did not have the choice between a salary and a stipend." Brandon says that is not what he said, he said he didn't have the chance to stay with Grey Snow Construction. Olivia says he did have the chance to stay with Grey Snow Construction and get a stipend, that was the exact reason they gave the stipend as an option. Brandon says that is not correct. Olivia says that's 100% correct. Brandon says he was not offered to keep his job with Grey Snow. Olivia states she would like to see meeting minutes from that meeting and asks Tony if that is possible. Tony says yes. He says all the meeting minutes should be posted. Tony says he will look and see what meeting that was, and get it posted if it's not posted already.

Bob Popejoy states the GC needs to try to do it and put up with everything they are putting the EC through and see where they come out.

Brandon states that he makes exactly what Robert makes so he's not trying to cover up anything. Yes, he's over the recommendation that was presented. He states he makes \$100,000.00 and oversees a lot of projects.

Brad Campbell states he is getting a \$500.00 stipend once a week, no matter how many meetings there are in a week.

Someone asks if the GC is going to vote on the level they are at now, or going to a stipend method, and wants to know if that's the two options they are going with today. Tim says the GC needs to determine if it will be full-time on a wage scale, or a stipend. The same person that asked the question says if the stipend is chosen, that she thinks there could be vacancies, because she doesn't know who could afford to do the job on a stipend. Even with another job, this will take priority, and there will be people working full time for the tribe for a stipend.

Rebekka Jones asks for current rates to be shown.

Britni Beck asks for these positions, is a GM still planning to be hired, and will there actually be separation, or will there still be intermixing with this vote. Tim states the GM should take over all the duties. The position is closed and they have it narrowed down to 4 candidates.

Someone says if EC will be intermingled then they need these big salaries, but if they are only going to be doing elected official duties, then maybe they don't need the big salaries. A few state that this person would not do it for less. She states it's just an example. Elyse says they work hard, and she stands behind them because she knows what most of them do. The same woman that asks the original question uses Tony's position as an example that if he's paid 50% from one place and 50% from another, and you take away one of the 50%. Tim and Robert say you can't on that one. Tony is the enrollment officer and it's a part of the 638 contract with the BIA that provide the dollars for the enrollment department. Unless you completely take the enrollment officer position out and then he would just be the Secretary.

Russell Brien says he feels like the conversation started out that are the elected officials going to serve on a full daily basis as elected officials doing all the things that's in the descriptions and represent our tribe with setting policy, any governmental communications, meetings, etc., and put aside all the day to day duties that can be fulfilled by a GM or somebody who reports to a GM. He wants to know if we are going to continue the way things have been going or are we going to have the elected officials serve as elected officials that represent us to the rest of the world, and hire employees to do the work that needs to be done on a daily basis.

Someone asks if taking the day-to-day business away constitutes paying the chair position, for example, \$100,000.00 a year. The chair wouldn't be doing these duties, and we would have to hire employees to step in. Tim states several employees might need to be hired to get the day to day done that the current EC is doing now.

Bob Popejoy says the position has enough going on without people knit picking and undermining you, then stabbing you in the back. He states they wouldn't do it. Tim says that's why there's not a whole lot on elections years with names on ballots, and it's a lot.

Brad Campbell states that he doesn't see a GM getting up in the middle of the night getting in a snow plow or jumping in a combine or planting. Bob Popejoy states it's easy to sit here and knit pick and stir shit.

Someone states they are going to preface this question with a concern that goes back to the list of duties. One of the things listed that is very important that is listed on three of the EC's duties is lobbies and represents. She thinks that job is going to be more important now than ever before. She doesn't think that the EC gets to do enough of that because of how they are weighed down with the day-to-day things. She would like to know how often you have to say no to getting out there and representing the tribe and fight for our sovereignty due to the day-to-day things. She is concerned about that. Tim agrees, and the EC needs to get out there and fight for the tribe. They have not been able to get out there as much as they should be. They should be making multiple trips to D.C. to tend to the things that need changed. We can't do that when we are doing the day-to-day things. Missty states that as Chief of Staff, she could easily put in a full day of tracking legislation and getting feedback, one day every week during legislative sessions. She said that doesn't even count the federal legislation and tracking the bills coming up. When she did go to D.C., it was three days at a time working with a lobbyist to get the right meetings set up in advance. Elyse Towey said she was god smacked when she was on EC of how work they all do every single day. An example would be people waiting before Tim even got in the building because they needed to talk to him, so he would put aside what he needed to do to tend to that. All EC does it. She said tribal council is not for the weak because you do have to sit up in front

of people as they throw their frustrations at them. She said she is sure they understand that because it is their responsibility to govern the tribe. How are we going to hogtie them, and get \$500.00 a week. How are we going to expect them to be in D.C., be in a combine, go to RES for \$500.00 a week? How can you look at what they make and be stink ass because you don't think they should make that much. This is ridiculous and she can't believe in 2025 that we are even having the conversations. They earn every dime. Tony gets phone calls and goes to help. Tim runs and helps tribal members even though his day was so booked up and he didn't have the time to do that. Tim states that it could be a 10-12 hour day. Elyse said during covid it was 12 hour days sometimes. Tim says even overnights. Elyse agrees and states that they worked over night to meet grant deadlines. She states that even after they leave the office, they go home and are on the phone until they go to bed. Tim says sometimes, and Elyse says she knows because she was too. Tim says if you put a 12-15 hour day on those salaries, it's not what you see in black and white. The positions that are going to have to be hired to cover all of those things, there are a lot of variables to this. Elyse says the change and separation will not happen overnight. Tim predicts this will take two election cycles. She says it won't work to quickly change the EC on the day to day job duties. People will be mad at EC, but we should only be mad at ourselves if we pay them a stipend or what they are not worth. All animosities aside, this is what we should do for the sake of the tribe. She says her and Tim have had their issues, but she can talk to him, and work with him, and if we keep allowing these petty grudges continue to happen, and votes are based on that, we won't be a tribe for too much longer. Tim says our kids are suffering, and right now he is standing on his ancestors shoulders building the seven generations for us. Right now the types of things that are happening at the tribe will only tear it down, and our kids are who's going to suffer. It's not fair to them. Elyse says we can spend time complaining how much they make, but we need to look at how much they are doing whether you agree with it or not. This is who we elected. She thinks we need to come together and stop all this. It doesn't matter who is on council, the same conversation will keep happening until we decide to be healthier as a tribe. If we want to be Indian, we need to act Indian.

Mary Waite says she is hearing that they are wanting to hire a GM. She wants to know if the GM is going to replace the stuff that the EC is doing. Tim says the GM will work alongside the tribal administrator to do the day-to-day stuff. Tim says there is another issue that will need addressed in the future and that is the whole reason we separated the businesses long ago from the federal government. We were running our businesses based on politics. So we have separated that out, but we still have it co-mingled with certain businesses. The GM that has the tribal government background, might not have the skill sets for the other businesses. Down the road we will have to look at breaking that out even more.

Olivia Brien wants to point out that a really big role of the GM is to properly manage the employment. It is somebody who makes sure we are set up properly so the jobs done by the employees can actually be done by the employees, and don't make their way to the EC to be done. The whole point is that there is somebody that needs to drive a trash truck, the last person to be asked to do that is Brandon because it should be every other employee that could possibly do it. That would be up to the GM to work with the department to make sure they are fully staffed in case of an emergency that someone besides EC could do the job. She does wonder why we have never replaced the Chief of Staff, a really important position, especially if we want to be proactive with governments. She does not want to make a motion because it would be a conflict of interest, but she works for an organization called National Congress of American Indians, and she highly recommends that EC looks at NCAI or similar organizations who are advocacy

organizations that can actually help get resources for our EC, as well as show the EC ways to best connect with federal parties.

Rebekka Jones says that she is cool with these salaries for EC members, and it may even be on the low end because they need to be able to recruit and retain people in those positions to have the skills and abilities to do the things we need them to do. They need to have the educational levels, and the skills that go along with these very important positions. She is fine with the salary for the EC members, but she is not fine with those salaries for someone to drive a trash truck. If you are making \$100,000.00 a year, you need to be delegating these duties to the right person.

Rebekka Jones makes a motion to accept the salary structure as the basis for the EC compensation at the levels they are currently at. It looks to her that the salary position for chairperson was \$110,000.00 to \$130,000.00. The Vice-Chairperson, Secretary, Treasurer, and Member positions start at \$100,000.00. Bob Popejoy seconded the motion. Tim asks if her motion includes the Member position as full time. She states she believes the conversation was, are we going to do a stipend system or salary system. She is preferring to go with a salary system, where our EC positions are full-time positions, and we expect our EC to be available on a full-time basis. EC asks how is that going to work. Tim says that will cause a problem because Brad has a full-time job with the Housing Authority, and if he is voted back in, he will have to quit his housing job, and be a full-time EC member. Rebekka states that is correct. Jolene states that Brad ran for this position with this understanding. Why should he be forced to resign his position or choose between the two when he's doing both. Tim states that whatever decision are made today, they would be effective for the next election. Bob Popejoy asks why it can't be left like it is where the person that gets the job decides? Tim says the way the motion is now, Brad would have to resign his full-time job to put in for this one. Anybody would. Someone asks IF he was elected as member in October specifically, that would be for other jobs as well. They say that if they were to get in as chairperson, for fun, they would have to resign from their 40 hour a week job. She says she would expect to resign that job to do what she ran and was elected for. She also says that just because it didn't affect his with the previous election, it would be starting in October. Someone else says they think there needs to be a cap like there is for the chairperson. Tim says he would put a range on each one of them. As far as a member, if they are going to be full-time, they would need assigned more duties to back up the motioned salary. She thinks the member position would be where he just attends the meetings on a weekly basis, or have a whole bunch more duties assigned to that position. Someone asks for permission from Rebekka to amend the motion to include a COLA. This needs addressed because there are people who haven't had raises in four years. Rebekka states she doesn't know if we need a COLA, but it does need reviewed every 5 years, or each election cycle of that position to make sure they are compensated fairly. Bob Popejoy rescinds his second. He thought when he was seconding the motion, it was based off the screen where the member was down below. Rebekka Jones is not agreeable to amend her motion to make the member position a stipend position. Bob Popejoy does not want to second that motion. Russell Brien seconds Rebekka Jones motion. Jolene Walters said historically the member position has always been a stipend position. She thinks this is serving us well. She said it will need to be determined in the next few weeks what the member roll and responsibilities are. Robert said it already has been. They want us to travel, go to different conferences, D.C., the state. She said that would simplify everybody's job description. Jim DeRoin asks if they have considered part of the subject making the stipends something that can be chosen. Tim says that's up to the GC to vote on now. Someone asks what if Brad doesn't

want to go to \$100,000.00, because after 4 years, maybe he won't have a job. Tim says that goes for all the positions which is why this is so important to these topics decided by they GC today to so there is a streamlined approach so there is no muddiness or changes. Someone says they think this should be held off until the regular GC meeting in October. People speak up and say we can't because this affects the October election. He said he didn't know anything about today's meeting. People know about the October meeting. Tim said with that being said, how is he going to determine if he should run or not this year. Someone says exactly. Tim asks how he can commit to the Iowa Tribe and its members that he is going to put his name on the ballot, and he gets elected, then changed and it doesn't meet his skill sets or capacity. Then he might have to resign. He says he can't say if he's going to run or not until he knows what he is signing up for. He said its confusing going back and forth between salary and stipend, it's counterproductive. We are going backwards the last couple of years and GC needs to help EC out, and determine what the future of this tribe is going to evolve to. So everyone has a clear expectation of what they are signing up for. Missty Slater asks to put a cap on the other 4 positions. She said Chairperson is \$110,000.00 to \$130,000.00 and the other 4 positions would be \$100,000.00 to \$120,000.00. Rebekka accepts the friendly amendment, and Russell Brien seconds. Rebekka Jones wants to make clear that this isn't anything to do with the current member position. She thinks Brad has done a wonderful job. This is about the tribe moving forward. Jolene Walters wants to advocate for the member one more time. The member position is to represent the community. The liaison to the EC. If the member is out traveling, is he here in the community to serve the tribes needs. Rebekka Jones says they have had this conversation in the constitution meetings that the member position is the liaison position but not just here. She says we have over 4,700 tribal members nationwide. Why isn't the member position going out to Oregon where there are tribal members and engaging. Why aren't meeting being set up in North Carolina or with members in other places. Paul Mendez believes what is on the board is good. He says if you get elected at the next meeting to make up a contract so you're locked in at what the contract says. Secretary re-reads the motion before the vote. Rebekka Jones motioned to accept the salaries as presented. Bob Popejoy seconded the motion, then rescinded his second. Russell Brien seconded Rebekka Jones motion. Missty Slater made a friendly amendment to add caps on all positions. Rebekka Jones and Russell Brien accept the amendment. Rebekka says she thinks it needs added that this will be reviewed periodically. Tony asks how often. Missty says a full-time wage effective upon swearing in would be reviewed by the GC prior to the next election of each position. Mary Waite asks if number of years needs to be determined. Tim says no because it will be after each election. 6 opposed, 37 for. Motion carried.

Lunch break

EC Duties-Jim DeRoin says we don't need them. Someone says they need them. Tim supports the duties, and it may not cover everything, but it's a guideline to help. Elyse Towey asks if it will box them in at some point. Tim says it could eventually. Elyse says that's a concern she has that an elected official can say that's not in my job duties. She says sometimes you have to jump in and help out even if it's not in your job description, and that's how we are as Native people. Britni Beck likes what Elyse just said but also she thinks they just provide a guideline, and may prevent them from going back to the cross functional positions. She hopes that the people that get elected into these positions work as a team, and don't say that's not in my job duties. Olivia Brien suggests that what if we did something that had what the job wasn't instead of what it was.

If we had to have a job description of some type, which it's not a job is her issue with it, is that it would be something like your required to delegate if this is not something that is typically under the EC duties on a day to day. She thinks that the job descriptions pushes them into a place where we are going to run into things with the EC, but those people point at something and say that's not my job. Cathy Perkins is trying to figure out how you would know to file for the position if you didn't know what the job duties consisted of. Tim says the constitution spells it out to a certain degree. He says Olivia is right, it could back EC into a corner where they can't do some of the things that come up. Russell Brien says as far as an elected official, less is more. He can't think of any examples of other governmental units having job descriptions for their elected officials. He's not sure we need this. He thinks this concept came up in conversation over the last two or three years when people were conflating the elected official and the day-to-day employee responsibilities. Nikki Shroeder says that somebody has already done a lot of work to put into this so instead of calling it a job description, could you maybe outline it as possible duties, so you have an easy reference for people so they don't have to go back to the constitution, and also not boxed in to just do that. Russell Brien suggests an illustration. Brook Herbel has a similar idea to maybe adopt a list of unofficial duties, and agrees with Russell Brien. Missty Slater likes what Russell Brien suggested of calling it an illustration of possible duties, keeping it informal and non-binding. Her proposal would be if you wanted an illustration of possible duties, to open it up for a public comment period, get public comments from the GC, and incorporate that into the final illustration of duties. Tim asks if everybody else is good going that direction. Tim asks Missty if the public comment can be rolled into the existing work order. She says yes. It can be opened up for two weeks. She will incorporate all changes, send it to EC just to formally recognize and say yes we approve this. Jim DeRoin asks if this means a daily trip to the capital. Tim says no, just when there are sessions that are tied to the tribe. Jim is wondering how they are going to keep busy. Tim says there is plenty. Jim asks about the benefits-holiday, sick time. Tim says they wouldn't accrue because they are not an employee. Someone says they believe that an elected official can participate in benefits. Missty says as long as everyone agrees, then there's no reason why EC can't be benefit eligible.

Ethics Policy-Missty Slater presents the Ethics Policy. Russell Brien wants another turn of this and a clean format because he sees some typos. He also said he heard Missty say that elected officials can't sue the tribe. Missty says it may have been removed. Russell Brien also states that based on the previous action GC just had, there's language in the ethics policy that you're not allowed to take certain employment unless you give a disclosure. That would undercut the concept that an elected official is now devoting their full-time energy and efforts, so we wouldn't want to say I put on this disclosure so I can't take on that second job and spend 50 hours a week doing this other thing. That might need some massaging. He said that's in section 4c. Missty says she does not see anything in the ethics policy on them suing the tribe so that must have been in the original, and it was changed as a result of a comment. Missty asks if it needs opened back up to public comment before the October meeting. Veronica Barber says in section 3a it talks about the respect, not to infringe upon the rights of tribal citizens to engage in cultural and ceremonial activities. She says she knows the removal policy has not been completed, but it states to have the EC's permission for religious ceremonies or purposes so how is that going to coincide with the other policy? If you bring somebody in to perform missionary services, they have to have permission from the EC according to the removal policy so how does that cross over to this line item. Missty says there was a public comment to remove the missionary line from the

banishment policy. As far as moving forward with the next version of the banishment policy, she heard that that needed to be removed. Missty asks if this needs to be opened up to public comment for 2 weeks again, or another in person meeting again. The decision was to open it up for written public comments for 2 weeks. Olivia Brien asks if what was done today gets sent out via email to make sure more members get involved.

Transparency Update-Tim Rhodd recommends to the GC to develop a committee to handle the transparency update, and work with existing staff. Britni Beck wants help understanding why this was removed to get an idea of what problems need solved going forward, and also asks for a summary of how and when it happened. She said to correct her if she's wrong, but new members get elected to EC, sign an ethics policy, then shortly thereafter decide they don't want to participate in that and then it's no longer applicable to them. She wants to know what the problem was, and wants to understand why anyone would do that. Tim says he doesn't have an answer, but this is needed, and it needs to be adopted. Britni says for those who voted to get rid of it, we just want to understand what we need to do better and what was the problem? Tony asks what was voted to get rid of? Britni says the ethics policy that was signed when you swear in. Robert asks when did we vote to get rid of that? Someone says there was an ethics policy in place, and then it got voted to be removed. Tim and Robert both say no. Someone says there was an ethics policy approved in January of 2024, and no longer in place by at least June 2024. Robert says when we voted on the ethics policy, it was still in place, the only thing we pulled back on was the EC wages. We rescinded that because we were technically employees, but the ethics policy is still there. Someone asks if all of the EC is following the ethics policy to a T? Robert says as far as he knows, yes. Someone asks for a copy of the standing ethics policy on the members area so it can be reviewed. Robert says yes. Someone asks if the ethics policy that is being worked on today going to replace the existing ethics policy. Tim says that he doesn't know that there is a standing ethics policy. Someone says that they were told that there is no standing ethics policy and that it was taken off the table. It was removed in an EC meeting. Tim says that is correct. Tim said it was approved, and Missty worked with EC as Chief of Staff, and there needs to be some clarity. Missty says the ethics policy was embedded in an overall executive committee manual. It was because they are not employees, that not all provisions of the manual applied to EC members. For example, termination. You can't terminate an EC member, they have to be removed from office. So an EC policy manual was adopted with ethics provision in it. If just the salary part of it was rescinded, as Chief of Staff, she never made edits to that policy. Britni asks if that means if you rescinded part of it that the whole thing would be rescinded, even if EC didn't realize that was what EC was doing at the time, is that what actually happened? Robert says, I guess. Missty says if a portion of it was rescinded, all she can say is she never edited the policy to move just that portion to have an updated policy. Russell Brien says in October GC will most likely be adopting this policy, so in order to do that, the motion is going to have to be able to identify what is on the books today. Tim says there is nothing other than the personnel policy. Britni says to be clear, there's two personnel policies? Is there an elected official policy and an employee policy? Tim said if this would have been approved, this would have been what held the EC accountable as far as ethics. Tim asks if they want a board or continue the way it is? Jim DeRoin asks why they want a board if the 5 of them are full-time. Tim says to be honest, his plate is full. He says all of them are maxed with audits, financials, policies, and it's massive. He says the GC can keep it with the EC, but he thinks there will be delays due to a heavy work load. Russell Brien says the entire point of transparency is that it

originated from the GC and he thinks there needs to be GC input on the process. He suggests a 3 person GC board to work with the transparency staff. Britni says the January 3, 2024 and January 24, 2024, there's no meeting minutes posted. Missty said it could be quorum issues. Tim said he will have Tony check into it and find out what happened. Tim asks for any interests in being on the committee. A few raised their hands.

Motion to adjourn-2:27pm-all approved

DRAFT