

Minutes

Quapaw Nation Business Committee

Zoom

Saturday, August 21, 2021

- I. **Call to Order:** 9:19 A.M.
- II. **Invocation:** Michelle Newton, Member.
- III. **Roll Call:**
- Joseph Byrd, Chairman Present
 - Callie Bowden, Vice-Chairwoman Present
 - Guy Barker, Secretary-Treasurer Present
 - Michelle Newton, Member Present
 - Zack Turley, Member Present via Zoom
 - Lloyd Buffalo, Member Present
 - Jeremy Olsen, Member Present
- IV. **Declaration of Quorum:** Announced by Guy Barker, Secretary-Treasurer.
Chairman Joseph Byrd stated that the decision was made to have a closed Business Committee Meeting due to the COVID numbers and the parking lot renovation; the purpose of the closed meeting was for everyone's safety.
- V. **Reading, Correction & Approval of Minutes & Phone Polls:** The minutes of July 17, 2021, BC Meeting, and the July electronic polls were presented for approval.
- Motion to approve the July 17, 2021, minutes and the July electronic polls by Guy Barker, Secretary-Treasurer.
 - Seconded by Callie Bowden, Vice-Chair.
 - Vote: 7 yes, 0 no, 0 abstaining, and 0 absent.
 - Motion passes approving the July 17, 2021, minutes and the July electronic polls.
- VI. **Approval/Disapproval of Treasurer's Report:** The Treasurer's Report for the period ending July 31, 2021, was submitted to the Quapaw Nation Business Committee by standard accounting procedures.
- Motion to approve the Treasurer's Report by Callie Bowden, Vice-Chair.
 - Seconded by Michelle Newton, Member.
 - Vote: 7 yes, 0 no, 0 abstaining, and 0 absent.
 - Motion passes approving the Treasurer's Report.
- VII. **Approval/Disapproval of Directors' and Subcommittees' Reports submitted:** The Directors' and Subcommittees' Reports for the period ending July 31, 2021, were submitted to the Quapaw Nation Business Committee.
- Motion to approve the Directors' and Subcommittees' Reports by Lloyd Buffalo, Member.
 - Seconded by Michelle Newton, Member.

- Vote: 7 yes, 0 no, 0 abstaining, and 0 absent.
- Motion passes approving the Directors' and Subcommittees' Reports.

VIII. New Business.

- **Resolutions**

- **Chairman Joseph Byrd.**

- *It has always been the position and has been repeated numerous times by the Business Committee that the Bear Settlement funds be evenly distributed among all Quapaw Tribal Members enrolled as of September 27, 2019.*
 - *The Secretary-Treasurer and I met with our Congressional Delegates in Washington, in which we had productive discussions with representatives and senators, gathering their support to move our bill through the congressional process.*
 - *On July 27, 2021, Representative Mullin and Representative Cole introduced H.R. 4715, which authorizes appropriations to the Secretary of the Interior to make payments to certain members of the Quapaw Tribe in accordance with the recommendation of the United States Court of Federal Claims. "Certain Members" includes all descendants of the Quapaw Members on the 1961 Distribution Rolls, and it is laid out in Section 2 of the bill that contains the official recommendation to the House of Representatives that the claimants be awarded and paid a total sum of \$137,500,000.00. The bill's short title drew concern from certain members over the choice of language, which is the same language that has been used throughout the settlement process and was previously agreed to by all parties. But it is also important to note that the short language of a bill can be amended throughout the congressional process, and it will likely change as we continue down the process of pushing this bill forward. In the meantime, the Business Committee would like to reassure our Tribal Members of our position by bringing this resolution forward today that calls for an equal distribution of the Bear funds and to extinguish any false rumors or narrative that would have us do anything else but see an equal distribution for all Members who were enrolled before the September 27, 2019, cutoff. That is where we are at with the first resolution.*

- **Resolution 082121-A:** A RESOLUTION TO EQUALLY DISTRIBUTE TO EACH ENROLLED MEMBER OF THE QUAPAW NATION AS OF SEPTEMBER 27, 2019, THE ENTIRE SETTLEMENT PROCEEDINGS OF \$137,500,000.00 FROM THE CASE OF THOMAS CHARLES BEAR, et al., CLAIMANTS v. UNITED STATES, DEFENDANT, CASE NO. 13-51X,

FILED IN THE UNITED STATES COURT OF CLAIMS, AND TO ESTABLISH THE BEAR LITIGATION SETTLEMENT FUND TO ENSURE EQUAL DISTRIBUTIONS TO ALL ENROLLED MEMBERS OF THE QUAPAW NATION AS OF SEPTEMBER 27, 2019, WHO ARE LIVING AT THE TIME THE SETTLEMENT FUNDS ARE RECEIVED BY THE QUAPAW NATION

- Motion to approve Resolution 082121-A by Guy Barker, Secretary-Treasurer.
- Seconded by Callie Bowden, Vice-Chair.
- Discussion.
 - **Secretary-Treasurer Guy Barker.**
 - *I would like to thank all our Tribal Members who reached out to us personally regarding their opinions on this trust litigation. I thank those who sought answers from us personally rather than being blindly led over a cliff of misinformation or fear. It really has gone a long way for us.*
 - *It has always been the stance of this Business Committee and this administration that any monies appropriated through Bear will be equally distributed amongst, now, the 5,290 living Tribal Members enrolled on or before September 27, 2019. This has always been our position, and it will continue to be our position. What we did not agree with was that it should be distributed at an amount of \$15,000 per person paid out over five years. I would like to make it abundantly clear that this is something we do not agree with.*
 - *Public concern began after the published short title of the bill, which contained the terms "certain" and "landowners." These were terms that were used by the Office of House Legal Counsel, which are the attorneys for the members of Congress. Those of you that took civics in high school realize that the short title of a bill has no consequence. It could be titled the Donald Duck Bill; it has no material difference. What matters is the language in the body of the bill, which was copied over word for word from the final settlement approved by the US Court of Claims - the chief judges and their review panel - word for word.*

- *So, these descriptors were carried over, and then ultimately used, by legal counsel for Congressman Cole, when it was referred in 2012, and ultimately now, with the introduction of the authorization bill.*
- *To clarify, the term "certain" does in fact refer to the number of citizens who were enrolled on or before September 27th, 2019.*
- *Since then, there have been almost over 500 new Tribal Members enrolled since that September date and are not included in the lawsuit – hence, the term “certain” – and that has been the case from the very beginning.*
- *Further, it does sadden me to see such fervent belief that this administration would support any distribution that would be inequitable by favor of individual landowners. These theories are false. However, if this current petition that is being circulated and this resolution can memorialize the Tribal government's position and bring about peace of mind for our Tribal Members, this Business Committee is in full support of it.*
- *I think rumors or conspiracies surrounding some nefarious distribution plan are not true - but really, they are not helpful. I think that this promotes concern amongst Members; it also promotes concerns amongst our delegates. I think that injures our Tribe's credibility and would ultimately only prolong the funding of this settlement itself.*
- *I think the only desire of this Committee is to get all our Tribal Members on the same page and focused on the same unified goal, which would be authorization, and lobbying Congress.*
- *Our Tribal government needs to stay focused on this because I cannot oversell how difficult of a process this is going to be.*
- *As an example, The Porch Creek Tribe in Alabama has a very similar trust settlement to ours – it is a settlement funded about \$90 million. They reached their settlement and*

introduced their bill to Congress over eleven years ago, and they are still waiting for Congressional action.

- *We hope to expedite that process by learning from their missteps, perhaps some of their lobbying mistakes and perhaps some of their efforts on the Hill, and where their piece of legislation has been stuck, but this is still going to be a long and challenging process, so make no mistake, the introduction of this house bill is no indication the payment is imminent. They do not call it an act of Congress for nothing, and that is what is required.*
- *With that said, I am encouraged by the amount of civic engagement that I have seen amongst our Tribal Members, and I would like to encourage you to contact your District Congressman and voice your support for the authorization of the Bear Settlement by voting in favor of H.R. 4715. We could use all the help we can get in the efforts of holding the United States government responsible for any of these monetary damages. We plan to have a template letter available for Tribal Members to send to their area congressman, and we will have this made available on our Tribal website in the near future.*
- *Finally, I think in the wake of Tribal Members' concern – and some of it has turned to bickering through social media - over money that may or may not be authorized by Congress, it appears that some people have completely lost perspective on the genesis of this lawsuit.*
- *The damages litigated in Bear certainly affected all our elders and ancestors. Sure historically, our ancestors suffered in the same way that members of every other Tribe suffered through acts of subjugation by white settlers, as well as by the US Government, but do not get confused. Were it not for the mines, there would be no lawsuit, and were it not for Tribal Members -*

our Elders - that traveled back and forth to DC to provide testimony and pledged thousands of hours and years of their own time and money in order to make this happen there would not be a settlement if it were not for them.

- *There is a small group of people that you all should be eternally grateful for and that I am eternally grateful for because they have made unbelievable sacrifices for the betterment of all of us. Several of them are still here with us, and several of them have walked on.*
- *My belief is that this continued divide is discourteous or ungrateful - unappreciative of the time, energy, efforts, and money sacrificed by those Tribal Members who made this all possible for the rest of us.*
- *My sincerest hope is that we can put his issue to rest, stay focused on a unified goal moving forward, and honoring and respecting and being grateful for the sacrifices made by several who have helped make this happen, one of which I can see right now on Zoom - Miss Gracie - and I would like to say "thank you" to you personally and everybody else that has made this happen. Thank you.*
- **Member Lloyd Buffalo**
 - *The figure mentioned of 5,291 is not a firm figure at this time. The Enrollment Clerk has been contacted, and we are going to go over it because some individuals on there are deceased, or that there is no record of any personal information we can verify, and get a closer number than that, but it will be a little lower than the 5,291.*
 - *I will support this resolution, but I would err if I did not mention a petition which Guy Barker referenced and another resolution. I firmly believe that when the petition is presented, and they follow the election ordinance - these committees should follow those ordinances - after the petition is certified by the election committee and gone over by the enrollment committee which is*

called for in the ordinance that we should vote on their resolution in our September meeting. I firmly believe that. I will say that I know for myself, and others on this Committee, from day one that we have always supported equal distribution. I will stand by that, and I have told people that, but somehow, they do not believe.

- *There have been a lot of fictitious stories told out there. I will just reiterate some of them:*
 - *Chairman changed the language to landowners. I know that is fictitious.*
 - *An email asserted Guy Barker's dad changed the language at the time it passed. I said it is difficult for someone who is not or was not on the committee to make any kind of changes on that.*
 - *There are all kinds of rumors, and I hope that the Nation's Members do not believe those rumors. You are hearing the true story from this table today that we all support and have always supported equal distribution.*
 - *I will vote on this resolution in the affirmative, plus I will look forward to voting on the other one in September in the affirmative.*
- **Chairman Joseph Byrd.**
 - *I understand there is a petition circulating that calls for the Business Committee to pass a resolution for the equal distribution of the Bear Settlement, and you know our resolution that the Business Committee just put forward today accomplishes just that. At this point, once it does pass, there should be NO question what our intentions are for Bear moving forward and moving forward is what I am ready to do. I think we are all ready for all of us to move forward with this and really put the minds of our members at ease and reassure them that the Business Committee remains committed to serving their interests.*

- *It is also my hope that these rumors CEASE, and we can carry on with the mission at hand, which is a successful approval of the funds from the federal government but know we, the Business Committee remain committed to an equal distribution - that is the goal - and we can achieve it here today by the resolution that we put forward once it passes.*
 - Vote: 7 yes, 0 no, 0 abstaining, and 0 absent.
 - Motion passes approving Resolution 082121-A.
- **Resolution 082121-B:** A RESOLUTION DESIGNATING AND APPOINTING JUDGES TO THE QUAPAW NATION COURT.
 - Motion to approve Resolution 082121-B by Lloyd Buffalo, Member.
 - Seconded by Michelle Newton, Member.
 - Discussion.
 - **Chairman Joseph Byrd.**
 - *Thanked and acknowledged our Judges, Judge Douthitt and Judge Hammond, for the services that they have provided over the years to our Tribal Court and then welcome Judge Casey to the Quapaw Nation Court.*
 - Vote: 7 yes, 0 no, 0 abstaining, and 0 absent.
 - Motion passes approving Resolution 082121-B.
- **Resolution 082121-C:** A RESOLUTION TO AMEND THE ORDINANCE CHARTERING THE QUAPAW CASINO AUTHORITY OF THE QUAPAW NATION (O-GAH-PAH). *This action is taking the Quapaw Casino under the umbrella of the gaming facilities of the Nation; Downstream Casino, Saracen Casino, and Quapaw Casino.*
 - Motion to approve Resolution 082121-C by Guy Barker, Secretary-Treasurer.
 - Seconded by Michelle Newton, Member.
 - Discussion.
 - **Chairman Joseph Byrd**
 - *To give more detail and context, last year, the Business Committee asserted its authority over the Downstream Development and the Saracen Development Authorities by amending the Tribal codes and gaming charters that established these boards. The Business Committee chose not to alter or amend the Quapaw Casino Authority Charter; however, today, it chooses to do so. The BC is tasked with*

speaking and acting on behalf of the nation, and we are each duty-bound and obligated to transact Tribal business, which includes adopting laws relating to gaming Tribal economic development and establishing Tribal enterprises. The BC already performs the work of the QCA; we have weekly updates with the casino general manager, we receive daily financials of the operation, and ultimately the BC is fiscally responsible for all our casino operations, so this amendment of the charter only serves to bring the QCA into being consistent with the rest of our Tribal enterprises. It is important to note that the BC will NOT be assuming the QCA compensation, and NO bonus plan will be applied to us for that. I would like to acknowledge the QCA Members for their service, thank them for providing their leadership to the QCA, and encourage them to continue serving and volunteering on other Tribal committees.

- Vote: 7 yes, 0 no, 0 abstaining, and 0 absent.
- Motion passes approving Resolution 082121-C.
- **Resolution 082121-D:** A RESOLUTION AUTHORIZING THE QUAPAW NATION BUSINESS COMMITTEE MEMBERS TO CONDUCT BUSINESS WITH THE BUREAU OF INDIAN AFFAIRS.
 - Motion to approve Resolution 082121-D by Guy Barker, Secretary-Treasurer.
 - Seconded by Lloyd Buffalo, Member.
 - Vote: 7 yes, 0 no, 0 abstaining, and 0 absent.
 - Motion passes approving Resolution 082121-D.
- **Resolution 082121-E:** A RESOLUTION AUTHORIZING THE QUAPAW NATION BUSINESS COMMITTEE MEMBERS TO CONDUCT BUSINESS WITH THE OFFICE OF THE SPECIAL TRUSTEE.
 - Motion to approve Resolution 082121-E by Lloyd Buffalo, Member.
 - Seconded by Guy Barker, Secretary-Treasurer.
 - Vote: 7 yes, 0 no, 0 abstaining, and 0 absent.
 - Motion passes approving Resolution 082121-E.
- **Resolution 082121-F:** A RESOLUTION AUTHORIZING A RIGHT OF WAY ON TRUST LAND LOCATED UNDER THE JURISDICTION OF THE QUAPAW NATION FOR THE USE OF A CONSERVATION EASEMENT AND TO AUTHORIZE THE EXECUTION OF THE EASEMENT ON BEHALF OF THE QUAPAW NATION.

- Motion to approve Resolution 082121-F by Guy Barker, Secretary-Treasurer.
 - Seconded by Callie Bowden, Vice-Chair.
 - Vote: 7 yes, 0 no, 0 abstaining, and 0 absent.
 - Motion passes approving Resolution 082121-F.
- **Resolution 082121-G:** A RESOLUTION TO AUTHORIZE PAYMENT TO THE RESTRICTED LANDOWNERS FOR THE USE OF A SCALE HOUSE AND SCALES WITHIN THE TRUST/RESTRICTED LAND LOCATED UNDER THE JURISDICTION OF THE QUAPAW NATION AND TO AUTHORIZE THE EXECUTION OF THE PERMIT ON BEHALF OF THE QUAPAW NATION.
 - Motion to approve Resolution 082121-G by Lloyd Buffalo, Member.
 - Seconded by Guy Barker, Secretary-Treasurer.
 - Vote: 7 yes, 0 no, 0 abstaining, and 0 absent.
 - Motion passes approving Resolution 082121-G.
- **Resolution 082121-H:** A RESOLUTION AUTHORIZING THE NOTICE OF INTENT TO APPLY (NOI) FOR THE STATE SMALL BUSINESS CREDIT INITIATIVE (SSBCI). *This is a resolution formulating the stance of the Business Committee to go ahead and notify the treasury department of the Quapaw Nation's intent to go ahead and apply for relief through the American Recovery Plan specifically allocated for Tribes that own and operate small businesses.*
 - Motion to approve Resolution 082121-H by Guy Barker, Secretary-Treasurer.
 - Seconded by Michelle Newton, Member.
 - Discussion.
 - **Chairman Joseph Byrd.**
 - *This does not really do anything, does it, more just a formality telling them we are coming?*
 - **Secretary-Treasurer Guy Barker.**
 - *It is a resolution that basically notifies them that we are sending in an application to send in another application later.*
 - Vote: 7 yes, 0 no, 0 abstaining, and 0 absent.
 - Motion passes approving Resolution 082121-H.
- **Purchases.**
 - **Crisis Response System with Throw Phones – Law Marshals.** *The source is grant-funded from a 2018 Homeland Security grant in the amount of \$92,552.00. Three vendors were contacted and responded with quotes. These devices will be used to safely evaluate the building and the scene of an attack and effectively negotiate forcefully and stealthily enter the scene of the attack; we*

have done business with them in the past, so they are already an established vendor with us.

- Motion to approve the purchase of the Crisis Response System with three throw phones from the Enforcement Technology Group by Callie Bowden, Vice-Chair.
- Seconded by Guy Barker, Secretary-Treasurer.
- Vote: 7 yes, 0 no, 0 abstaining, and 0 absent.
- Motion passes approving the purchase of the Crisis Response System with three throw phones from Enforcement Technology Group for \$92,552.00.
- **Supplemental Funding for PPE Storage Building – QSA Construction.**
 - Motion to approve the supplemental funding for the PPE Storage Building from the CARES Act-BIA funds in order to complete by Callie Bowden, Vice-Chair.
 - Seconded by Guy Barker, Secretary-Treasurer.
 - Discussion.
 - **Lloyd Buffalo.**
 - *Trying to figure out how to amend this motion since the price is not final at this time.*
 - **Callie Bowden.**
 - *Could we amend it later if it needs to be changed?*
 - **Lloyd Buffalo.**
 - *It should be included in the motion.*
 - Callie moved to amend the purchase request and the stipulation is for it not to exceed \$259,000 from the CDC grant and the supplemental \$285,000.00 from the CARES Act-BIA funds.
 - Seconded by Guy Barker, Secretary-Treasurer.
 - Vote: 7 yes, 0 no, 0 abstaining, and 0 absent.
 - Motion passes approving to amend the purchase request, and the stipulation is for it to say NOT to exceed the \$285,000.00 from the CARES Act-BIA funds.
- **D6R CMCR Transmission Rebuild – Quapaw Services Authority.**
 - Motion to approve the D6R CMCR transmission rebuild from Fabick CAT for the price of \$44,110.92 by Guy Barker, Secretary-Treasurer
 - Seconded by Lloyd Buffalo, Member.
 - Vote: 7 yes, 0 no, 0 abstaining, and 0 absent.
 - Motion passes approving the D6R CMCR transmission rebuild from Fabick Cat for \$44,110.92.
- **Agreements.**

- **Sac and Fox Nation 2 Year Detention Agreement – Court.** *The term length of the agreement will change from a one-year to a two-year agreement.*
 - Motion to approve the Sac and Fox Nation Detention Agreement by Callie Bowden, Vice-Chair.
 - Seconded by Michelle Newton, Member.
 - Vote: 7 yes, 0 no, 0 abstaining, and 0 absent.
 - Motion passes approving the Sac and Fox Nation Detention Agreement.

IX. Donation Request:

- **4th Grade Football Team (Miami)** is requesting a donation to help send 25 boys to the 2021 Red Zone Game in Dallas at AT&T Stadium.
 - Motion to donate \$500 to the 4th Grade Football Team (Miami) by Callie Bowden, Vice-Chair.
 - Seconded by Lloyd Buffalo, Member.
 - Vote: 7 yes, 0 no, 0 abstaining, and 0 absent.
 - Motion passes to donate \$500 to the 4th Grade Football Team. *The chairman wishes them well, notes it will be an awesome opportunity and experience, and wishes them safe travels.*

X. Open Forum:

- **Joseph Byrd.**
 - Take a moment of silence to lift families up that have lost Tribal Members this month. They are in our thoughts and prayers: Grady Morgan Dowell, Janis Blair, Wanda Gusman, Clifton Beard, Blake Goodman, and Judith Rogers.
 - The Fall funding deadline for Higher Education is September 30, 2021.
- **Shawn Ellick - Zoom.**
 - Following up on the Benefit Gourd/Stomp Dance that the Quapaw Nation donated to: the benefit raised a little over \$7,000.00, and he thanked the Quapaw Nation Business Committee for the donation and all the participants.
- **Joseph Byrd.**
 - Your family is in our thoughts and prayers. Shawn was requested to share the additional events planned.
- **Shawn Ellick – Zoom.**
 - Next Saturday, there will be a pancake feed at Father's House from 9:00 A.M. to 11:00 P.M.
 - Benefit football game at Quapaw with the Joplin Crusaders on October 9, 2021, and more events are coming up month by month.
 - Blakelynn has finished her second round of chemo, and her numbers went down, but the doctors say she looks like a normal child. They will check the tumor to see if it is small enough to remove it and start the stem cells.
- **Joseph Byrd** thanked Shawn for the positive update and that Shawn's

family was in their prayers.

- **Guy Barker** Is going to leave a blanket at the office for the raffle.
- **Wena (Kathryn) Supernaw – Zoom** Requested to see Resolution 082121-A posted to the website earlier than the standard month afterwards.
- **Guy Barker** responded that it will be posted as soon as possible.
- **Wena – addressed to Michelle Newton:** What steps are possible to change the short title in H.R. 4715. Will that be addressed in the template or the letter that will be made available to all Tribal Members?
- **Michelle** - Yes.
- **Kayte Pratt - Zoom.** Could the Business Committee please expand on why it is under the Department of Interior instead of a bank? And I wrote a letter requesting an accounting of the Bear money, including administration cost, and make that information available to Quapaw Nation Citizens, but received no response. Finally, how can tribal members view the agenda prior to a closed meeting?
- **Callie Bowden.** We have received multiple emails, and we have responded to them, but yours was not among them. You can email the entire Business Committee at business.committee@quapawnation.com. Please send it again and we will answer it. The posting of documents is happening as quickly as possible.
- **Kayte Pratt – Zoom** I am very dissatisfied with the lack of responses from the Business Committee or in the Quapaw Post in the face of all of the rumors. And why are we going through the Department of the Interior instead of a Bank?
- **Guy Barker.** This most recent resolution states that In the event that a distribution is received by the tribe, the settlement will be deposited in a bank, and distributed at the tribe’s cost. The money going to the DOI was what was negotiated in the final Bear Settlement. I agree that it would be better for the money to go to a bank and not be touched by the Business Committee. There is a very long road to lobby congress to get this authorized.
- **Kayte Pratt – Zoom** There needs to be an accounting of the total amounts, the amounts distributed to beneficiaries, any professional costs associated, the accounting methodology, and any administrative costs for tribal members to see.
- **Guy Barker** Revealing the administrative costs should not be an issue. There is an issue of confidentiality regarding how much claimants were paid, but the committee make available all hard cost accounting.
- **Kayte Pratt – Zoom** Could the payout amounts be sent if the names were redacted?
- **Guy Barker.** It’s each person’s confidential privilege. I’m sure we could assign a number or redact names.
- **Kayte Pratt – Zoom** Can it be placed on the website?
- **Guy Barker** We are actually working on an update of the website and that would be a perfect place to make it available.

- **Kelly Flanagan – Zoom** Are there any updates/plans regarding the Powwow Grounds?
- **Chairman Joseph Byrd.** There has not been any movement physically to the grounds since our last meeting. Priorities are electric, water, infrastructure, bathrooms/showers, and roads. Once we get a rough estimate, we would like to call another town hall meeting to discuss issues. We got some good suggestions from our last presentation. Anything further will happen with the participation of the Powwow Committee and the Cultural Committee as we plan for our 150th.
- **Kelly Flanagan – Zoom** Are there going to be any further renderings?
- **Chairman Joseph Byrd.** Yes, there will be more. The initial renderings were very ambitious.
- **Kelly Flanagan – Zoom** Will the BC help upgrade camps? Are there funds or applications available to help individual families?
- **Chairman Joseph Byrd.** Individual camp maintenance or repairs are usually done in conjunction with the Tribal Administrator. Some people do not want their camps touched. The campground remodel will not be doing any changes structurally to the camps, but some may be affected by how we run electricity and plumbing through the camp. The plan is to run power and water to each individual camp, and the hope is to add wifi.
- **Kelly Flanagan – Zoom** My mother was Georgianna Bear, who was the Quapaw Princess in 1957, and I am loaning her dress, beadwork, and memorabilia to the museum.
- **Chairman Joseph Byrd** Thank you so much for providing Georgiana Bear’s regalia, and I invite everyone to come to the museum and see them.
- **Brent Whitecrow – Zoom** knows the minimum wage in Missouri right now?
- **Guy Barker.** \$11.50 an hour is what I recall seeing.
- **Brent Whitecrow – Zoom** It is currently \$10.30, going to \$11.15, going to \$12.00 in 2023. We are starting employees at \$9 in some departments. We are not able to be competitive with pay for good quality candidates for entry-level positions.
- **Guy Barker.** You are absolutely right; like most things, it is a multi-layered issue. We have an issue with EEOC, the federal employment law, that when you create a suite of employees and offer some of them benefits, you are required to offer them to all of those employees unless you can create some sort of legal bifurcation, which we are in the process of doing. The Downstream benefit suite for employees costs 38 cents on every payroll dollar. For example, if somebody is starting at \$11.00 an hour, in reality, they are realizing about \$20.00 an hour in terms of pay and benefits. Not everyone utilizes all of the benefits, but we have worked on this for the past several months and now have a plan to rectify that issue so that we can have better retainment and better recruitment for line-level staff. We can go ahead and increase their pay for those that do not want to utilize the benefits. We are only a couple of weeks away from getting that solved so that we can be competitive. Benefits do not put food on the table.

- XI. Closed Session:** 10:46 A.M. – 11:31 A.M.
- [REDACTED] – EFA Appeal.
 - **Grievance Committee** – The Grievance Committee will not be recalling the election. The installation of officers will be done during the September BC Meeting.
- XII. Benediction:** Jeremy Olsen, Member.
- XIII. Adjournment:** 11:33 A.M.
- Motion to adjourn by Guy Barker, Secretary-Treasurer.
 - Seconded by Lloyd Buffalo, Member.
 - Vote: 7 yes, 0 no, 0 abstaining, and 0 absent.
 - Motion passes to adjourn.

/s/ Guy Barker
Guy Barker, BC Secretary-Treasurer

Minutes Prepared in
Accordance with Robert's
Rules of Order
By: /s/ Steva Stand
Interim BC Executive Secretary

CERTIFICATION

Approved by the Quapaw Nation Business
Committee on September 18, 2021, with a vote
reflecting 6 yes, 0 no, 0 abstaining, and 1 absent.