Commission. Lillie stated that according to the last minutes that this is exactly what was said. Margo stated that she has worked for Costco and she knows their wholesale market as far as marketing a perishable product and she feels that we can't make this move because of the commitment we made with a broker by the way of a gentleman's agreement, not with Averi & Brann, but with Bruce, which is tied in with them. Margo stated even though we don't want to deal with them she feels we need to keep them under harness, but doesn't mean we shouldn't go to Costco with them. Margo stated that we are not making an agreement with them on paper or otherwise until we make an agreement with Costco and at that time then it should be hashed out. Margo stated that she disagrees with Curt when he said that we can get in the door without them. Margo stated that from a consultant's point of view that this is the best option Curt could come up with, but this does not mean it has to stay like this. Curt stated that this can go another way, once we hire a manager. Curt stated that it has never been an exclusive agreement with Averi & Brann. Curt stated that they have never got involved in all the fish sales. Curt stated that they have lined up some sales guidelines. Curt stated that for the time being, they have arranged these sales contacts, which we need desperately. Lillie asked who authorized Curt to go ahead with this. John stated he thinks that these meetings were set up before it came to the Commission. Tim stated he believes that it goes back to the committing of 60,000# pounds of inventory, which was based on the premise that we could go to Costco ourselves. Tim stated that we committed to inventory based on not using Averi & Brann and that we would go to Costco ourselves and now it is being said that we can't. Margo stated that she does not know that we can't because we have not been there to find out. John stated that all these meetings was set up before the Commission became involved. Bud asked if Averi & Brann was involved with the rest of the meeting also. Curt stated that they are. Lillie stated that we should break our ties before we get in any deeper with these people. Lillie stated that what these consultants presented to us was that they wanted us to go overboard immediately and that we do not even have the capacity to even think about doing something like this, but feels that if we can get up to breaking even, then we can start to expand. Lillie stated that we need a Manager to make this thing go. Bud stated that he feels it is important that to find out if there is a Tribal member who can do this, this is what we need, and is disappointed that it was not in the Tribal newsletter because this person may be among us. John stated that we also need to look at our cost of labor. Kevin Strickler stated he would like to make a proposition. Kevin proposed to have Tribal Council pull money out of the Stock Market and bring this money back over to STEDCO to finance these sales and loan it to STEDCO and then have STEDCO pay this back with interest. Manuel stated that he doubts very much if they would do this. Bud stated that we would have to prove ourselves to the Tribe first. Bud stated that his opinion is we have been spending too much money on consultants and feels we have to treat our businesses as a small business and be sure that each business is accountable for itself. John stated that he feel that these businesses has the potential to make a profit. Curt stated that he believes that what Averi & Brann told us was true, that we have to get big if your going to profitable and because of our costs we have to be able to bring these costs down and the way you bring costs down is spread it over production. Tim stated that the Commission decided that this is not true. Tim asked what the implication is if we go to Costco and attempt to get the sale ourselves and cancel the meeting with Averi & Brann and we reschedule for STEDCO & Costco. Curt stated that this would take 3 weeks to reschedule. Jack stated that we need to try to set up a meeting with Costco on our own to see if they will see us and at this point in time then we will find out if we need a broker. Bud stated that we need to start cutting costs. Curt stated that the training period is done and these people were finished on Friday the 7th. Bud asked if the people are aware of this. Curt stated that they are. Bud stated that this will help considerably. Bud asked Curt about Steve and the Training Manual. Curt stated that Steve has this done and that his contract is over at the end of September. Tim asked Curt if two weeks prior to the end of Steve's contract could they receive the manual. Curt stated yes. Curt asked if the Commission just wants to do away with Averi & Brann. The Commission stated that yes, right away, with the exception of the IGA order. Bud asked if we need another motion on this. Curt stated that no, he would phone them as soon as this meeting is over. Bud stated that he believes this enterprise can work with the right management. John stated that we need to get a handle on the production costs. Tim asked what the expected shipment for the month of September is. Curt stated that it is less than 2,000#, 1,000# if the IGA order goes through and 500# to other sales. Bud asked Margo if she knew the General Manager of Costco. Margo stated that she knows the President on down on a first name basis. Margo stated she tried to contact them last week as a previous employee. Margo stated that she has not tried to push anything because she feels that there is not a complete package to give to them. Bud stated that a brief statement about our enterprise, on our letterhead, with samples should be presented to Costco. Margo stated that this already has been done. Manuel stated that he can't see a salesman/manager being able to work as one person. Curt stated that Averi & Brann is over. The Commission stated that yes they are, except the IGA order. Curt stated that now we are to set up our own meeting with Costco. The Commission stated that yes we are. Curt asked about the commitment to the fish purchase of 60,000#. Tim asked if there is a written document on IGA. Curt stated that there is not.

MOTION #6 - Tim Viles moved to rescind the motion on purchasing 60,000# of chum and authorize the purchase of 30,000# of chinook. Seconded by Jack Retasket. Motion approved 5 - yes, 0 - no, 0 - abstain.

Bud stated that he has received a letter from a Tribal member with some concerns . Bud stated that he needs to develop a letter of response for this.

Bud stated that Curt is due for a job evaluation, that his 6 month probation period is up on the 13th of September. Bud stated he feels that since the other 2 Commissioners are not present that he recommends that we extend the probationary period for another month until the next STEDCO meeting. John asked if this would be a closed evaluation. Bud stated that yes it would.

Jack stated that maybe with the advertisement that goes out there should also be a letter from the Commission letting Tribal members know the process of how to let the Commission know about these concerns (in a written request 10 days prior to a Commission meeting) and to advertise this in the Tribal Newsletter and send this to all Tribal Offices. Bud asked if Curt could develop this. Curt stated that he could.

Discussion on the Charter:

Commission member vacancies: Bud stated that it is stated that these are to be filled in 60 days and feels we need to do this. Kevin Strickler stated that this is his concern. Bud asked Curt if this was re-advertised as stated at the last meeting. Curt stated that it has always been advertised, but the problem is that we are not getting anyone that wants to be on it. Kevin stated that he wants to be on it and his application has been in already. Curt stated that Kevin was one of the two that is felt there is a conflict of interest, but Kevin feels that he does not have a conflict. Bud stated that Curt said he had talked to Kevin about this. Curt stated that Kevin wants to describe his feelings. Bud suggested that maybe Kevin could present himself later in the meeting.

MOTION #7 - Tim Viles moved that within the next three months that we set aside a planning retreat with the STEDCO Commission to develop a FY 91 budget for STEDCO and operational policies will be included with this. Seconded by Lillie Butler. Discussion: Manuel asked if this would be a 5 quarter then. Bud stated that it will have to be. Motion approved 5 - yes, 0 - no, 0 - abstain.

Purposes and Objectives: John stated that he feels we are not doing the part of listed as #5 (To stimulate Tribal members' opportunities for private economic activities). Lillie stated that some of this is covered from the EDA grant. Lillie stated that we are supposed to be given them individual enterprise expertise in on this. Bud stated that the Economic Development workshop we had was excellent. John stated that Curt also had a business one here. Curt stated that he had a starting your own business seminar in July. Bud asked if it was successful. Curt stated that eleven people attended which all but two were tribal members. Bud stated that he would hope to have it so that when a tribal member came in with a good idea that we could help that tribal member walk through the process, with the feasibility and the marketing studies and the business plan studies. Tim asked if the Charter was a Tribal Council document. John stated that yes it is, that it was the one they developed to start STEDCO. Tim stated that with Article III, he would like to ask the question of what is expected of STEDCO. Bud stated he feels we need the meeting with Tribal Council. Tim stated that he feels this is a sound document. Lillie stated that it was the Tribe's intention when this was set up, was to have tribal owned businesses and to still help these individuals. Bud stated that he feels we need to do both. Curt stated that this can happen through Wes Patterson from the College through the small business association. Curt stated that Wes Patterson already does this, that he is already working with Grande Ronde Tribe and he would like to be working with us, also. Curt stated that they would like to have more involvement with us. Bud would like to have Wes Patterson here at our next Commission meeting to give a presentation.

General Powers: Tim stated that he feel this is vague.

A meeting with Tribal Council needs to be set up. Bud stated that what needs to be done is that both the Council and the Commission needs to write down what is to be discussed and then at our next meeting we can set up a time for the joint meeting.

Tim stated that according to the charter we can, by amendment, increase or decrease the number of Commissioners.

Management Responsibilities: Tim stated that he feels this needs to be discussed under operational policies. Lillie stated that she feels a lot of this needs to be discussed after we receive the STEDCO Review.

Joe Lane requested that the Commission would consider including in the policies some type of statement regarding the hiring of contractors. Joe stated he feels that Tribal member contractors be given 1st preference within the 10% limitation and then the Indian non-tribal member should be considerate and then offer to others. Joe Lane stated that the reason he is bringing this up is because of the Fence Bid. Joe stated that his complaint is that the bid went to a non-Indian who did not base his bid on the same grounds as his bid had to be based on. Joe stated that in the future he would hope that the contractors are qualified with 1) that they are licensed 2) requiring them and advising them that they are to adhere strictly to the law in protecting our people that work for them by providing all the coverage that the law requires.

Bud stated that we do have four applicants for the Commission and requests a resume' on these and then at our next meeting we will appoint these tribal vacancies.

Kevin Strickler made a presentation on what he feels qualifies him to be on the Commission.

Bud requested the Commission terms for the next meeting.

Conflict of Interest: This has been looked at by the Tribal Attorney.

Bud stated that we need to set a date for the next STEDCO meeting. It was decided that the next meeting will be on October 13th at 9:00 a.m.

Meeting Adjourned at 5:20

Dan Van Otten, Secretary

STEDCO MINUTES OCTOBER 13, 1990

MEETING: STEDCO Commission Meeting
DATE: October 13, 1990
TIME: 9:00 a.m.
PLACE: STEDCO Conference Room

STEDCO COMMISSIONERS PRESENT:

Bud Shoemake, Chairman	Dan Van Otten, Secretary	Lillie Butler
Tim Viles	Jack Retasket	John Miller

STEDCO COMMISSIONER ABSENT:
Pat Morrell

OTHERS PRESENT:
Curt Mader, Tami Miner, Peggy Medina, Frank Rilatos, Gene Russell, Jay Christensen, Margo Norton, George Muschamp, Judy Muschamp, Monte Kentta, Kevin Strickler, Leonard Flanary, Jeff Warner, Stan Niemiec & David Petrie

Bud Shoemake called the meeting to order at 9:15. Roll call was taken and a quorum was established with 6 members present and 1 member absent.

MOTION #1 - John Miller moved to approve the minutes of 9/8/90. Seconded by Tim Viles. Motion approved 6 - yes, 0 - no, 0 - abstain.

MANAGERS REPORTS:

Peggy Medina, Fiscal Manager presented the Commission with a proposed administration budget to take & review and included the rental income statement with this. Tim stated that this budget should include all enterprises. Peggy stated that the Managers of each enterprise would present their own budgets. Tim stated that they should still be included in one together. Peggy presented a list of STEDCO purchases for the period of March 1990 through September 1990: Jantzi property (Bud stated that this purchase is credited to the Tribe for what we owe), Dundas property & a vehicle. Peggy presented figures that were reinvested monies back into STEDCO Enterprises in the period of March 1990 through September 1990. Tim asked when a consolidated report would be available. Peggy stated that she could have this in the next week. Lillie asked if we were changing to a Calendar Year. Peggy suggested that we leave the Fiscal Year as it is because it would be costly to change it to a calendar year. Tim asked why it would be so costly to change. Peggy stated that it is the programming in the computer. Dan asked why we would be changing the fiscal year. Tim stated that because of the lack of preparation there is no operating budget ready for FY 91. Dan stated that the issue of the no operating budget should be addressed as a free standing issue and does not feel that it is not a good idea to start changing systems to deal with a disfunctioning issue. Dan feels that it would be confusing if you were to have a program fiscal year that overlaps with a federal fiscal year. Lillie asked if the EDA & ANA are staying at a fiscal year or calendar year. Curt stated that they are fiscal year. Bud asked who the consultant was for the Solomon System. Peggy stated that it is Ron McCallister a CPA Consultant out of Portland. Bud asked if he was any good. Peggy stated that he is. Peggy stated that he also works with the Solomon people as an advisor. Bud asked Peggy if she feels we should stay with what we have. Peggy stated yes. Tim asked what we are operating on now. Peggy stated that at this time there is no budget in place. Tim stated that we need to have an operating budget in place now.

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