CONSTITUTION AND BYLAWS
OF THE
KICKAPOO TRIBE OF OKLAHOMA

PREAMBLE

We, the members of the Kickapoo Tribe of Oklahoma, in order to establish a more perfect organization, promote our common welfare, conserve and develop our lands and resources and secure to ourselves and our descendants certain rights, powers and privileges of self-government not inconsistent with our treaties and Federal laws do establish this organization and adopt the following Constitution and Bylaws pursuant to the Thomas-Rogers Oklahoma Indian Welfare Act of June 26, 1936.

This document supersedes the original Constitution and Bylaws and its amendments. Such document was initially approved by the Assistant Secretary of the Interior on August 18, 1937, and ratified by the qualified voters of the Tribe on September 18, 1937.

The seat of Government for the Tribe shall be in the vicinity of McLoud, Oklahoma.

ARTICLE I - NAME

The name of this federally recognized organization shall be the Kickapoo Tribe of Oklahoma.

ARTICLE II - TERRITORY

As may be authorized under Federal law the territorial jurisdiction of the Kickapoo Tribe of Oklahoma shall extend to all tribally owned land and all land belonging to Tribal members within the exterior boundaries of the original Kickapoo Indian Reservation in Oklahoma Territory, including trust allotments, and to such other lands as may hereafter be acquired or reserved on behalf of the Kickapoo Tribe of Oklahoma.

ARTICLE III - MEMBERSHIP OF TRIBE

Section 1. The membership of the Kickapoo Tribe of Oklahoma shall consist of the following persons, provided; they have not received land or money by virtue of being enrolled as members of another Tribe:

(a) All original Kickapoo of Oklahoma allottees and persons not allotted but determined eligible to have received an allotment. Persons who acquire membership under this
paragraph shall be considered as full blood members of the Tribe.

(b) All persons whose names appear on the approved membership roll of the Kickapoo Tribe of Oklahoma prepared as of October 6, 1972.

(c) All persons who met the requirements for enrollment in effect as of October 6, 1972, but whose names do not appear on the roll of that date.

(d) All persons born to a Tribal member after October 6, 1972, who are of at least one-fourth (1/4) degree Kickapoo of Oklahoma Indian blood as defined by and derived from Section 1(a).

Sec. 2. The Business Committee shall have power to prescribe rules and regulations, consistent with the provisions of Section 1 above, subject to the approval of the Secretary of the Interior, governing future membership, including adoptions and the loss of membership.

ARTICLE IV - KICKAPOO COUNCIL

Section 1. Membership. The supreme governing body of the Tribe shall be the Kickapoo Council. The membership of the Council shall be all the members of the Kickapoo Tribe of Oklahoma, eighteen (18) years of age or older.

Sec. 2. Powers. The governing power of the Council shall be exercised through:

(a) Election of officers - Article VII;
(b) Recall - Article IX;
(c) Referendum - Article XII;
(d) Ordinances - Article XV;
(e) Amendments to Constitution and Bylaws - Article XXII.

Final decisions relating to claims or rights growing out of treaties shall be made by referendum of the Council.
ARTICLE V - COMMITTEES AND BOARDS

Section 1. The Business Committee shall consist of five (5) members elected from the membership of the Kickapoo Council and shall include the following officers: Chairman, Vice-Chairman, Secretary, Treasurer and Councilman. The Business Committee shall hold its official meetings at the seat of the Tribal Government.

(a) Powers. The legislative and executive powers of the Tribe, which have not been reserved to the Kickapoo Council through Article IV, shall be vested in the Business Committee. Except as otherwise provided in this Constitution and Bylaws and the Tribe's Corporate Charter, the Business Committee shall have power to transact business and otherwise speak or act on behalf of the tribe in all matters on which the Tribe is empowered to act including the employment of legal counsel, however, the choice of counsel and fixing of fees shall be subject to approval by the Secretary of the Interior. The exercise of Tribal powers shall be subject to any limitations imposed by Federal statute or the Constitution of the United States. Proposed ordinances which serve to limit the powers of the Business Committee shall be subject to Referendum procedures.

(b) The Business Committee shall preside over all meetings of the Council and shall have the power to appoint to special committees or boards those members of the Tribe who have constructive criticisms and suggestions to make concerning Tribal affairs and can delegate to such boards or committees authority and responsibility for the performance of special tasks.

Sec. 2. Grievance Committee. This Committee shall consist of three (3) members, a Chairman, Vice-Chairman and Secretary elected in the same manner as members of the Business Committee. The sole responsibility of the Grievance Committee shall be to resolve grievances of the Tribal members relating to the conduct of Tribal officers pursuant to Article IX of this Constitution and Bylaws. The Grievance Committee shall adopt a resolution which shall establish the duties of its members and its procedures. The Grievance Committee shall be impartial in its handling of complaints. It shall neither solicit support for or against any grievance submitted to that Committee. Accordingly, its members shall not sign petitions involving complaints to be submitted to that Committee, nor shall members of that Committee circulate such petitions.

Sec. 3. Election Board. There shall be an Election Board appointed for the purpose of calling and conducting all Tribal elections and
referendums pursuant to the terms of this Constitution and Bylaws. Members of the Election Board shall serve terms of three (3) years and shall be appointed pursuant to Article VII of this Constitution and Bylaws.

Sec. 4. The term of office for members of the Business Committee and the Grievance Committee shall be for three (3) years from the date of installation or until their successors are duly elected and installed; provided, the office of Chairman shall not be occupied by the same person more than two (2) consecutive terms. At the completion of his second consecutive term of office, the Chairman of either Committee shall not be eligible for reelection or appointment to fill any vacancy until a period of one (1) year has elapsed.

ARTICLE VI - QUALIFICATIONS OF CANDIDATES

Before being declared a candidate for any elective or appointive office, each prospective candidate must sign an affidavit attesting that the following qualifications have been met:

(a) An enrolled member of the Tribe.

(b) At least twenty-one (21) years of age at the time of election or appointment.

(c) Physically resided in the State of Oklahoma for at least six (6) months immediately prior to the date of election or appointment.

(d) In cases where a prospective candidate has been convicted of a felony or crime involving dishonesty or moral turpitude, such person shall not be eligible for consideration as a candidate until at least ten (10) years have passed following completion of the penalty for such conviction(s).

(e) Candidates for the office of Secretary and Treasurer shall also meet those minimum qualifications set forth in Article XXI.

(f) No person shall be at the same time a candidate for more that one (1) elective or appointive office.

ARTICLE VII - ELECTIONS

Section 1. The Election Board shall be appointed for three (3) year terms in the following manner:
One (1) member shall be appointed by the Business Committee; one (1) member shall be appointed by the Grievance Committee, and the third member shall be appointed by the first two (2) members of the Election Board. In the event a vacancy occurs on the Election Board, such vacancy shall be filled by appointment by the committee or board making the initial appointment. Such appointees shall meet all qualifications specified in Article VI of this Constitution and Bylaws.

Sec. 2. Election Board Powers. The Election Board shall have authority to call and conduct Tribal elections and referendums pursuant to the terms of this Constitution and Bylaws and in accordance with the Election Ordinance.

Sec. 3. An Election Ordinance shall be drafted by the Business Committee within six (6) months following the effective date of this Constitution and Bylaws, and submitted for enactment by the Council at its next annual meeting. Such Ordinance shall be in compliance with this Constitution and Bylaws and shall include, but not be limited to, the following provisions:

(a) Secret balloting;
(b) Interpreters, as needed;
(c) Handling protests and settling election disputes;
(d) Petitioning;
(e) Tribal referendum elections;
(f) Recall elections;
(g) Avoidance of conflict of interest;
(h) Special elections to fill vacancies mentioned in Section 1 of Article X;
(i) Election by majority vote with provision for runoffs;
(j) Initiative elections;
(k) Nominating candidates (see Section 7 of this Article).

Sec. 4. Election Date. Annual elections to elect members of the Business Committee and Grievance Committee shall be held on the
second Saturday in June; Provided, that in the event of an emergency such election may be conducted on a Saturday no later than thirty (30) days following the regular election date, except as provided in Section 5 of this Article.

Sec. 5. First Election. Those Tribal officials elected pursuant to the previous Constitution and Bylaws in June 1977 and who are in office when this Constitution and Bylaws becomes effective, shall continue to serve for the remainder of their terms of office, or until their successors are duly elected and installed pursuant to this Constitution and Bylaws. The first regular election of officers under this Constitution and Bylaws shall take place in June 1979, at which time a system of staggered terms of office shall be initiated. At the June 1979, election, a Chairman and Treasurer shall each be elected to serve a three (3) year term of office. A Vice-Chairman and a Secretary shall each be elected to serve for a two (2) year term; and the Councilman shall be elected to a one (1) year term of office. Regarding the Grievance Committee, the Chairman shall be elected for a three (3) year term, the Vice-Chairman for two (2) years and the Secretary shall be elected for a one (1) year term of office at the June 1979, election.

Thereafter, there shall be annual elections in June and each of the above mentioned officials shall be elected for three (3) year terms of office or until their successors are duly elected and installed in order to maintain a system of staggered terms of office.

Sec. 6. Voter Qualifications. All members of the Kickapoo Council shall be qualified voters.

Sec. 7. Nominations. The time, place and manner of the nomination process shall be included in the Election Ordinance adopted pursuant to Section 3 of this Article. In addition, each nominee shall be required to sign an affidavit attesting that he meets the qualifications pursuant to Article VI prior to being certified as a candidate.

Sec. 8. Installation of Officers. The first thirty (30) days following each regular election of Tribal officials shall serve as a transition period between the outgoing and newly elected or appointed Tribal officials. The outgoing officials shall provide such assistance as is necessary to accomplish a trouble-free transition. At the conclusion of this period the outgoing officials shall transfer all Tribal documents, files and correspondence to the new incumbents. Such documents accumulated or otherwise entrusted to that individual during his term of office shall be considered the property of the Tribe and not the individual. Successful candidates shall be formally installed in office during a special meeting of the Business Committee called primarily for that purpose. Such meeting shall be called not less than thirty (30) nor more than forty (40) days from the date of the election of all officers. Installation
may be accomplished at the regularly scheduled quarterly meeting of the Business Committee, provided, the above time limits are satisfied.

ARTICLE VIII - OATH OF OFFICE

No elected official of the Kickapoo Tribe of Oklahoma shall be officially installed in the office to which he was elected until and unless the following oath has been duly administered by the Chairman of the Election Board:

"I, , do solemnly swear that I will support and defend the Constitution of the United States; that I will faithfully and impartially carry out the duties of my office, uphold the Constitution, Bylaws, and Corporate Charter of the Kickapoo Tribe of Oklahoma and represent the best interests of the Kickapoo people. These things I will do to the best of my ability, so help me God."

ARTICLE IX - REMOVAL, RECALL AND FORFEITURE

Section 1. Removal. Each elected or appointed body of the government shall have the power to remove any of its members for cause by an affirmative vote of a majority of its total membership.

Procedure. The Business Committee shall enact regulations governing the procedures to be followed in removing for cause any Tribal official, elected or appointed. Such regulations shall provide as a minimum:

(a) that each person subject to removal shall be voted on separately;

(b) each vacancy resulting from the removal process must be filled before proceeding with the removal of any other member of that body (to avoid the loss of a quorum);

(c) any complaint or charge against any Tribal official must first be submitted to the Grievance Committee who shall investigate and attempt to resolve all disputes informally;

(d) complaints or charges may be submitted orally or in writing;

(e) if the Grievance Committee is unable to resolve the matter informally within twenty (20) days, the Grievance Committee shall submit a written report of the charges or complaints and its findings to each of the members of the body whose member is the subject of the complaint or charge; provided: that any complaint or charge
which has been made orally must be reduced to writing by the person making the complaint or accusation before the Grievance Committee is obligated to make a report of its findings;

(f) within seven (7) days after receiving the written report of the Grievance Committee, the body affected shall determine whether probable cause exists for removal;

(g) if probable cause exists, the body shall call and conduct a special meeting, within twenty (20) days of the expired time in (f) above, to consider the removal of the charged member who shall be entitled to:

(1) at least fifteen (15) days written notice of the meeting;

(2) make a statement in his own defense;

(3) confront the person or persons accusing him; failure of the person making the complaint or accusation to be present at the meeting may be sufficient grounds for dismissal of the complaint or charge.

(h) if the affected body refuses or fails to take action and the time period in subsection (g) has expired, it shall be the duty of the Grievance Committee to call and conduct, within twenty (20) days of the above mentioned elapsed time, a special Grievance Committee meeting to determine whether the accused shall be removed or cleared of the charges. The person who is the subject of the complaint or charge, shall be entitled to the same rights he had in subsection (g) above. The Grievance Committee's decision shall be final.

(i) If a member of the Grievance Committee is the subject of removal, the Business Committee shall assume all duties of the Grievance Committee under this Section.

Sec. 2. Recall. Upon receipt of a valid petition, pursuant to Article XII of this Constitution and Bylaws, it shall be the duty of the Election Board to call and conduct, within sixty (60) days, an election for the purpose of recall of an elected Tribal official. The election shall be conducted pursuant to the Election Ordinance and shall include prohibition against any individual again being considered for recall during the remainder of his unexpired term. Only one (1) member of that elected body shall be considered for recall at any given recall election. This
shall not prohibit one (1) member from each elected body from being considered for recall during a single election. Members of appointive bodies are exempt from recall procedures.

Sec. 3. Forfeiture. It shall be the duty of the affected governmental body to immediately declare any elective or appointive position within its body vacant and to promptly fill such vacancy in the manner provided in Article X when it is determined that the encumbent:

(a) Has resigned.

(b) Has been convicted, while in office, of a crime involving dishonesty in a court of competent jurisdiction.

(c) Has been convicted of a felony while in a office by a court of competent jurisdiction.

(d) Has falsified his affidavit of qualifications or has omitted information concerning a conviction of a felony or any crime involving dishonesty or moral turpitude, when being certified as a candidate for Tribal office.

(e) Has been absent, without being excused by the respective body, for more than three (3) scheduled meetings in any twelve (12) successive months.

(f) Has ceased to physically reside in the State of Oklahoma.

(g) Has failed to appear before the Grievance Committee during removal procedures conducted pursuant to this Article.

ARTICLE X - FILLING VACANCIES

Section 1. Elective Offices. Vacancies in any elective office shall be promptly filled by the remaining members of the affected body appointing a person who qualifies pursuant to Article VI. Such appointee shall serve for the remainder of the unexpired term, except in the event of a vacancy in the office of Chairman of the Business Committee and the Grievance Committee. In that instance, the respective Vice-Chairman shall assume the vacated Chairman's position for the remainder of that unexpired term of office. The resulting vacancy in the position of Vice-Chairman shall be filled by appointment for the remainder of the unexpired term of that position in order to preserve the system of staggered terms of office.

Vacancies on the Business Committee shall not be filled by appointment when the number of vacancies on that body results in
there being less than a quorum. In that instance the Election Board shall have authority to call and conduct a special election to fill vacancies on the Business Committee for the remainder of the unexpired terms.

Sec. 2. Appointive Offices. Vacancies in any appointive office shall be promptly filled by the body that made the initial appointment except as provided in Section 1 of Article VII. Vacancies on the Election Board shall be filled pursuant to Article VII, Section 1.

ARTICLE XI - APPROVAL OF TRIBAL ENACTMENTS

Any Resolution or Ordinance, which by the terms of this Constitution and Bylaws is subject to approval by the Secretary of the Interior, must be received by the local representative of the Secretary no later than ten (10) days following its enactment in order to be considered for approval. It shall be the duty of the Secretary's local representative to issue acknowledgement of receipt of such enactment within five (5) working days of his receipt thereof. If timely filed, that enactment shall not become effective until it is approved by the Secretary's authorized representative; Provided, that unless such enactment is not disapproved within ninety (90) days from the date it is timely received by the Secretary's local representative, it shall on the ninety-first (91) day automatically become effective.

ARTICLE XII - INITIATIVE AND REFERENDUM

Section 1. Initiative. Upon receipt by the Election Board of a valid petition signed by at least fifty (50) members of the Council requesting an election on any issue; the Election Board shall call and conduct an election within sixty (60) days thereafter at which the qualified voters shall approve or disapprove by majority vote, the action in question; provided, however, that such approval or disapproval shall be effective only in the event that at least twenty (20) percent of all members of the Council cast ballots in such election. Provided further, that any petition challenging an enactment must be submitted no later than sixty (60) days following the date of enactment. Initiative elections shall be conducted on a mail out basis as provided in the Election Ordinance and shall include provision for returning ballots by mail or in person to the Election Board.

The results of such initiative election shall be binding on the Business Committee. If the Business Committee's action is sustained, no
further challenge to that action shall be initiated until one (1) year has passed from the date of such election.

Sec. 2. Referendum. Upon its receipt of a Business Committee Resolution requesting a referendum on any proposal or enactment of that body, the Election Board shall call and conduct within thirty (30) days thereafter a meeting of the Council to vote by secret ballot (majority of those voting) on whether to approve the enactment or proposal in question. Such decision shall be binding on the Business Committee but shall be subject to initiative in accordance with Section 1.

Sec. 3. Savings Clause. No elections conducted pursuant to this Article shall serve to abrogate, modify, or amend any properly executed contract or agreement with third parties.

ARTICLE XIII - MEETINGS

All meetings authorized by this Constitution and Bylaws shall be conducted pursuant to "Roberts Rules of Order" except as otherwise provided by the terms of this Constitution and Bylaws.

Section 1. Annual meetings of the Kickapoo Council shall be held on the second Saturday in June of each year, except as provided in Article VII, Section 4, with the time and place being designated by the Business Committee which shall announce and have published notices of meetings at least ten (10) days prior to the meeting.

Sec. 2. Special meetings of the Kickapoo Council may be called and conducted at the discretion of the Chairman, and shall be called and conducted by him on the date requested, upon the written request of at least three (3) of the Business Committee members, or upon the written request of at least twenty-five (25) members of the Tribe, or pursuant to a vote of the Council at any meeting; provided, that at least ten (10) days notice shall be given in each instance. In the event the Chairman does not exercise such responsibility as provided above, any three (3) members of the Business Committee shall be empowered to do so.

Sec. 3. The principal topic of a special Council meeting must be stated in the notice for same and may include the words "and for the transaction of other business that may be presented." Unless these words are added, no other business can be transacted except those items stated in the notice.

Sec. 4. Regular meetings of the Business Committee shall be held quarterly on dates to be established by Resolution of the Business
Committee. The Tribal Secretary shall be responsible for sending written notices at least five (5) days in advance to members of the Business Committee and the Grievance Committee so that all may arrange to attend. While members of the Grievance Committee have no vote in the proceedings of Business Committee meetings, their attendance is encouraged for the purpose of keeping advised of the Tribe's affairs.

Sec. 5. Special meetings of the Business Committee may be called by the Chairman at his discretion, and shall be called by him upon the written request of three (3) members of the Business Committee. In the absence of such action by the Chairman, any three (3) members of the Business Committee may proceed to call and conduct the meeting. The Tribal Secretary shall give at least three (3) days notice to all Business Committee members of such meeting.

Sec. 6. Except for executive sessions, all Business Committee meetings will be open to all Tribal members. Executive sessions will be held only when special circumstances warrant the need, as determined by a majority of at least a quorum of the Business Committee. It shall be determined by the Business Committee at that time whether the Grievance Committee will be invited to attend such session.

ARTICLE XIV - QUORUM

For each of the meetings covered in this Article, no enactment shall have any validity in the absence of a quorum.

Section 1. Twenty-five (25) qualified voters of the Tribe shall constitute a quorum to do business at any annual or special meetings of the Kickapoo Council.

Sec. 2. Three (3) members of the Business Committee shall constitute a quorum of the membership thereof.

Sec. 3. Two (2) members of the Grievance Committee and Election Board shall constitute a quorum of the membership of those respective bodies.

ARTICLE XV - TRIBAL LEGISLATION

The Business Committee is the body primarily responsible for legislative functions. However, the Kickapoo Council, by means of initiative, referendum, or in meetings of that body, has reserved to itself certain legislative authorities. Enactments of the Council shall, in most cases, be set forth in Ordinances. The Business Committee, in implementing such Ordinances, or in executing its legislative function, shall adopt Resolutions.
Recognizing that there are certain actions or expressions each governing entity will make which do not specifically constitute tribal legislation, they shall be set forth in motions. A motion is an expression initiated in a Council meeting by any council member, or in meetings of the Business Committee by a member of that body. The forms of tribal legislation are defined as follows:

**Ordinance** - An enactment of the Council in regular or special session or at an initiative or referendum election; a separate document which shall have long-range effect, such as, establishing procedures governing Tribal elections. Except for Tribal initiative elections, Ordinances are normally drafted by the Business Committee and submitted to the Council for enactment or rejection. Ordinances are Tribal laws which shall have general application and shall remain in effect until amended or rescinded in the same manner in which they were enacted. Such enactments shall not conflict with this Constitution and Bylaws or any subsequent amendments to this governing document. Every Ordinance shall begin with the words: "Be it enacted by the Council of the Kickapoo Tribe of Oklahoma."

**Resolution** - A formal written expression of opinion or will. Resolutions are subordinate to, and must be consistent with Tribal Ordinances and terms of this Constitution and Bylaws. Resolutions shall be used as necessary to set forth rules, regulations, and procedures for the purpose of implementing the intent of Tribal Ordinances or this Constitution and Bylaws. Every Resolution shall contain the words: "Now, therefore, be it resolved by the (Business Committee) or (Council) of the Kickapoo Tribe of Oklahoma."

All Tribal Ordinances, Resolutions and minutes shall be recorded in special books and shall be open to public inspection.

**ARTICLE XVI - JUDICIAL POWERS**

To the extent it is not limited by Federal law, the Kickapoo Council may exercise its judicial powers through the creation of a Tribal court system. The Judicial Branch of Government shall be created through an Ordinance drafted by the Business Committee and enacted by the Council.

**ARTICLE XVII - INHERENT POWERS**

No provision of this Constitution and Bylaws shall be construed as a limitation on the inherent sovereign powers of the Kickapoo Tribe of
Oklahoma. Any such powers not specifically limited by Federal law are hereby retained by the Tribe.

ARTICLE XVIII - PERSONNEL MERIT

The Business Committee, within six (6) months from the effective date of this Constitution and Bylaws shall establish a system for employment and promotion of Tribal employees based on merit. Such system shall include at least: (1) employment and promotion in the Tribal Government based on merit; (2) provisions for systematic tests and evaluations for appointments and promotions; (3) classification and compensation according to duties and responsibilities; (4) just and equitable incentives and conditions of employment; (5) continuity of employment based on behavior and performance of work; (6) standards for dismissal and disciplinary actions shall be publicized and observed.

ARTICLE XIX - SAVINGS CLAUSE

Section 1. All Ordinances and Resolutions heretofore enacted by the Kickapoo Business Committee shall remain in full force and effect to the extent they are not inconsistent with this Constitution and Bylaws.

Sec. 2. The incumbent Business Committee and Grievance Committee elected under the original Constitution and Bylaws shall remain in office and shall be entitled to exercise all powers granted to them by this Constitution and Bylaws until such time as the first election is held under this Constitution and Bylaws.

ARTICLE XX - BILL OF RIGHTS

Section 1. All members of the Tribe shall enjoy without hindrance, freedom of worship, conscience, speech, press, assembly and association.

Sec. 2. This Constitution and Bylaws shall not in any way alter, abridge or otherwise jeopardize the rights and privileges of the members of this Tribe as citizens of the State of Oklahoma or the United States.

Sec. 3. The individual property rights of any member of the Tribe shall not be altered, abridged or otherwise affected by the provisions of this Constitution and Bylaws without the consent of such individual member.

Sec. 4. The protections guaranteed to individual Tribal members by
Title II of the Indian Civil Rights Act of 1968 (82 Stat. 77) against actions of a Tribe in exercising its powers of self-government, shall apply to members of the Kickapoo Tribe of Oklahoma.

BYLAWS

ARTICLE XXI - DUTIES OF BUSINESS COMMITTEE OFFICERS

Section 1. Chairman. The Chairman shall preside at all meetings of the Council and of the Business Committee. He shall have general supervision of the affairs of the Council and of the Business Committee and shall perform all duties pertaining to the office of Chairman.

Sec. 2. Vice-Chairman. In the absence of the Chairman, the Vice-Chairman shall perform the duties of that office. In case of a vacancy in the office of Chairman, the Vice-Chairman shall succeed at once to the office of the Chairman until the next regular election for the office of Chairman. The resulting vacancy in the office of Vice-Chairman shall be filled pursuant to Article X.

Sec. 3. Secretary. The Secretary shall keep an accurate account of all proceedings and official records of the Council and of the Business Committee. He shall be responsible for the prompt and efficient handling of all correspondence pertaining to the business of the Council and of the Business Committee. Other than confidential documents, records of the Secretary shall be open to inspection by the members of the Council in the presence of the Secretary. However, in the event the Secretary refuses to do so, an order of the Grievance Committee shall require him to make those records available for inspection. He shall keep a correct list of all members of the Council, shall authenticate all accounts or orders of the Council and, in the absence of the Chairman and Vice-Chairman shall call meetings to order until a Chairman Pro Tem is elected. He shall render a written report at the annual Council meeting and, at the expiration of his term of office, the records and all papers in his possession shall be turned over to his successor. Candidates for this office shall have knowledge of office management principals and be able to express himself in writing.

Sec. 4. Treasurer. The Treasurer shall be the custodian of all tribal funds from any source. He shall keep an accurate record of all such funds and shall disburse the same in accordance with the vote of the Business Committee. He shall render a written report at the annual
Council meeting and at such times that he is requested to do so by the Business Committee. He shall keep all Tribal moneys entrusted to his care in special account(s). At any time that such account(s) shall amount to more than fifty (50) dollars, he shall file a bond satisfactory to the Business Committee, and the Commissioner of Indian Affairs. The cost of such bond shall be paid out of Tribal money. At the expiration of his term of office, the records and all papers and funds in his possession shall be turned over to his successor. Candidates for this office shall have a working knowledge of bookkeeping or accounting, principles and procedures.

Sec. 5. Councilman. The councilman shall be a full voting member of the Business Committee and carry out such other duties and responsibilities as may be delegated to him by that body.

ARTICLE XXII - AMENDMENTS

Amendments to this Constitution and Bylaws may be proposed by a majority vote of the Business Committee or by a petition signed by thirty (30) percent of the adult members of the Tribe, and if approved by the Secretary of the Interior, shall be submitted to a referendum vote of the adult members of the Tribe, and shall be effective if approved by a majority of the votes cast.

ARTICLE XXIII - ADOPTION

This Constitution and Bylaws shall be effective when approved by the Secretary of the Interior and ratified by a majority vote of the members of the Kickapoo Tribe of Oklahoma voting at an election called by the Secretary of the Interior under rules and regulations promulgated pursuant to Section 3 of the Oklahoma Indian Welfare Act of June 26, 1936 (49 Stat. 1967), as amended.
APPROVAL

I, [Signature], Commissioner of Indian Affairs, by virtue of the authority granted to the Secretary of the Interior by the Act of June 26, 1936 (49 Stat. 1967), as amended, and delegated to me by 230 DM 1.1, do hereby approve the Constitution and Bylaws of the Kickapoo Tribe of Oklahoma; provided, that nothing in this approval shall be construed as authorizing any action under the constitution and bylaws that would be contrary to Federal law. Such constitution and bylaws shall become effective as provided in Article XXIII of the document.

(Sgd) Raymond V. Butler

Acting Deputy Commissioner of Indian Affairs

Washington, D.C.

Date: JUN 6 1977
CERTIFICATE OF RESULTS OF ELECTION

Pursuant to an order approved June 6, 1977, by the Acting Deputy Commissioner of Indian Affairs, the attached Constitution and Bylaws of the Kickapoo Tribe of Oklahoma, was submitted for ratification to the qualified voters of the tribe and was on December 10, 1977, duly ratified by a vote of \( \frac{33}{5} \) for, and \( \frac{5}{(number)} \) against, in an election duly called for that purpose.

[Signature]
Chairman, Election Board

[Signature]
Election Board Member

[Signature]
Election Board Member

Date: December 10, 1977