

Oneida Reservation Comprehensive Plan

2014 Annual Report

Sponsor: Oneida Planning and Statistics Department
Development Division

In Collaboration with:
Oneida Tribal and Community Members
Oneida Business Committee
Community Development Planning Sub-Committee
Quality of Life Planning Sub-Committee
Organizational Business Units

Tsi> Niyukwaliho·t<

(“our ways” – Culture)

Goal: Ensure overall wellness for Latiksa> shu h_a tsi Niyole lotikst^ ho·kúh_a (children as far as the old people).

Objective: Preserve Oneida culture and language ayukwatenhotukwathat slay<·táke (so we all have a key).

Currently, there are 50 Oneida Speakers with various levels of fluency.

There are several opportunities to learn the Oneida language. There is a two-year immersion academy. There are classes at local schools. The Oneida language is taught at all Oneida education entities including Oneida Child Care Centers, Oneida Head Start, Oneida Nation Elementary School, and Oneida Nation High School. Language classes are also available for children who are home-schooled. South Eastern Oneida Tribal Services (SEOTS) offers a language class.

During the 2014 fiscal year through August, there were 231,913 total encounters with community members by the Cultural Heritage Staff. This equates to 21,083 contacts per month.



Iuwatiya>takenhas

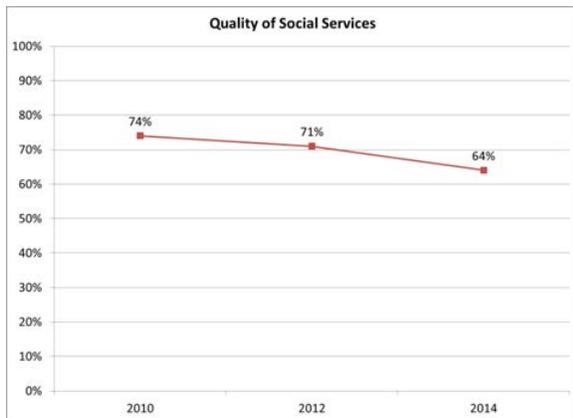
("they help them" - HUMAN DEVELOPMENT)



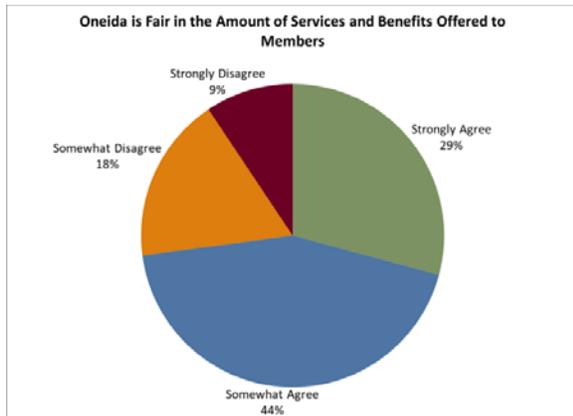
Goal: Ensure overall wellness for Latiksa>shu h̄ tsi Niyole lotikst^ ho·kúh̄ (children as far as the old people).

Objective: Improve quality of life through social programming. *

Oneida members were asked to rate the quality of social services provided by Oneida. 64% rated the quality positively. This rating is down from 74% in 2010.

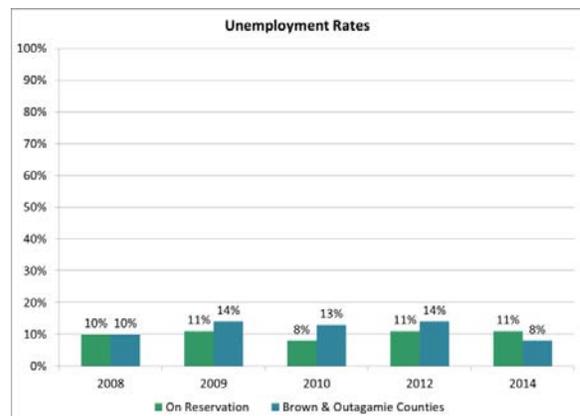


When asked if Oneida is fair in the amount of services and benefits offered to members, 73% agreed.

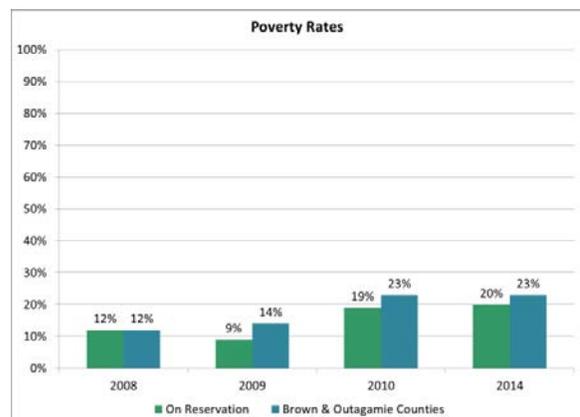


* No data received from program areas. Data source is 2014 Quality of Life Survey.

The unemployment rate of members who live in Brown and Outagamie Counties has remained fairly steady since 2008. In 2014, 8% of Oneidas aged 18+ in Brown and Outagamie Counties were unemployed.



The poverty rate for Oneidas in Brown and Outagamie Counties has continued to increase since 2008. The poverty rate of Oneida households in Brown and Outagamie Counties was 12% in 2008 and is now 23%.



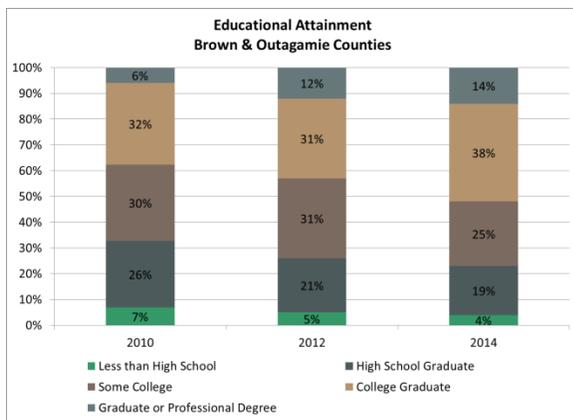


<yehya> tuhslay<tehlhake (“someone will become educated” - EDUCATION)

Goal: Ensure overall wellness for Latiksa> shu h₂ tsi Niyole lotikst^ ho·kúh₂ (children as far as the old people).

Objective: Provide the highest quality education system.

Educational attainment of Oneida members



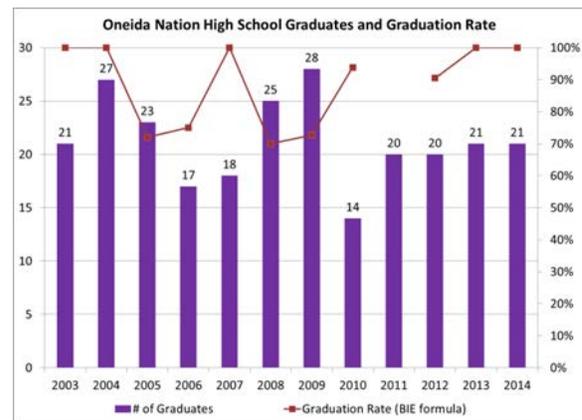
The 2014 school year ended with 993 funded students which is 146 or 12.8% less compared to 2013. From 2011 to 2014 student numbers have declined from 1.8% to 12.8%.

Graduation numbers for the 2014 school year = 202
 29 - Cert/Technical Diplomas
 53 - Associate Degrees
 84 - Bachelor Degrees
 31 - Master's Degree
 5 - Doctorate Degrees

Having opened in August of 1979, as a Bureau of Indian Affairs Public Law 93-638 contract school, with less than 100 students in grades K-8th, the system has grown to include high school, which opened in August of 1994, then a birth to 5 year old, Children and Family Education (F.A.C.E.) program in 2003-04.

Having a progressive School Board and Business Committee, the Oneida Nation School System became a Bureau of Indian Education, Public Law 100-297 Grant school, operated through the Oneida Tribe of Indians of Wisconsin, soon after the new law was implemented in 1988.

The graduation rate for students at the Oneida Nation High School was 100% in 2013 and 2014. There were also 21 graduates in 2013 and 2014.



2014-2015 collaborative programs:

- YET and Early Intervention networks;
- NWTC and St. Norbert College,
- UWGB Phuture Phoenix

The largest funding source remains to be the Bureau of Indian Education.

Federal mandates and AdvancEd Accreditation requirements are followed for the structured academic program for all students. Oneida/language and culture is integrated throughout the curriculum, which is updated to align with Common Core Standards and taught by 'highly qualified' State of Wisconsin certified teachers. The Oneida Nation School System has earned the status of 'Adequate Yearly Progress' based on State of Wisconsin academic assessments, along with high attendance rates of greater than 90% (92.54% for elementary) and positive high school graduation rates, (100% in 2012-13).



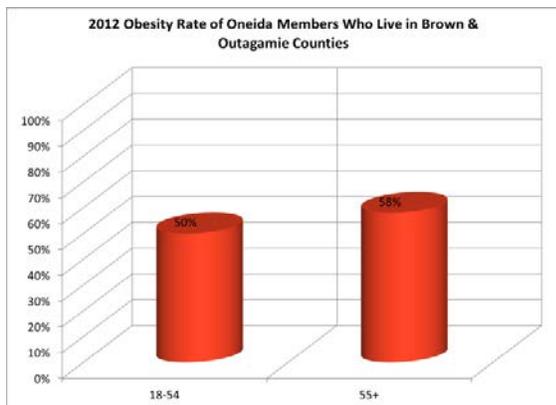
atá kali tatsla

("health/liveliness" - HEALTHCARE)

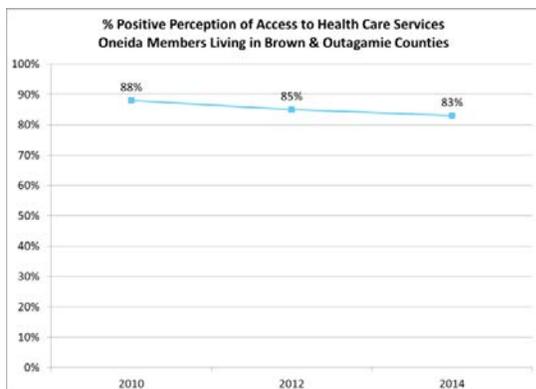
Goal: Ensure overall wellness for Latiksa> shu h̄ tsi Niyole lotikst^ ho·kúh̄ (children as far as the old people).

Objective: Improve physical and mental health of the Oneida community.

The Oneida Health Division plans to reduce the Oneida obesity rate 2% for those aged 18+ by the year 2017. The obesity rate for Oneida members living in Brown and Outagamie Counties in 2012 was 50% for those aged 18-54 and 58% for those aged 55+.

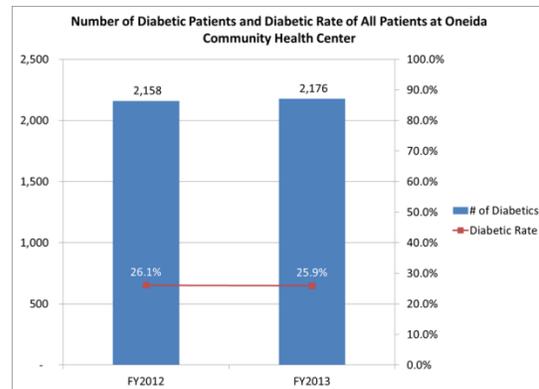


In 2014, 83% of Oneida members positively rated their access to Health Care Services. This is down slightly from 88% in 2010.

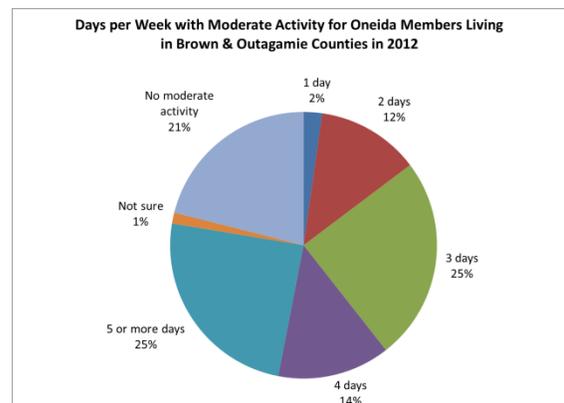


Another goal is to improve quality of diabetes care, prevention of complications, and treatment through an integrated, multidisciplinary approach. In FY2012, there were 8,274 total patients at Oneida Community Health Center of which 5,691 were aged

18+. In FY2013, there were 8,387 total patients of which 5,886 were aged 18+.



They also intend to increase the Oneida rate of exercise by 2% for those aged 18+ by 2017. In 2012, 78% of Oneida members who live in Brown and Outagamie Counties participated in moderate activities of which 39% were active 4 or more days per week.



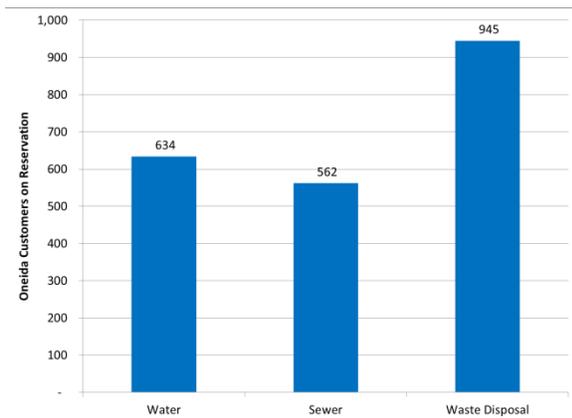
Health Promotion/Disease Prevention coordinates the monthly Just Move It-Oneida events held at Oneida Nation Elementary School and along trails in Oneida. The average monthly participation was 130 in FY2013 and is 140 in FY2014. The average repeat participation has stayed the same from FY2013 to FY2014 at 73 participants each month.

Transportation, Facilities, Utilities

Goal: Enhance sovereignty by investing in tribal infrastructure.

Objective 1: Strategically expand infrastructure.

There are currently 634 Oneida water customers on the Oneida Reservation. There are 562 Oneida sewer customers on the Oneida Reservation. There are 945 Oneida waste disposal customers on the Oneida Reservation.



The Oneida Tribe currently maintains approximately 15 miles of Tribal Transportation Program (TTP) roads.

The following projects have been initialized for 2014 to enhance the longevity of transportation infrastructure within the Oneida Reservation:

- Purchase of a new truck for salt and snow removal
- Reconstruction of Green Earth Trailer Park right of way
- Reconstruction of Hillside Subdivision right of way

Objective 2: Improve energy efficiency of tribal assets.

In 2014, \$250,000 was spent on energy efficiency projects in Oneida facilities.

Highlighted projects:

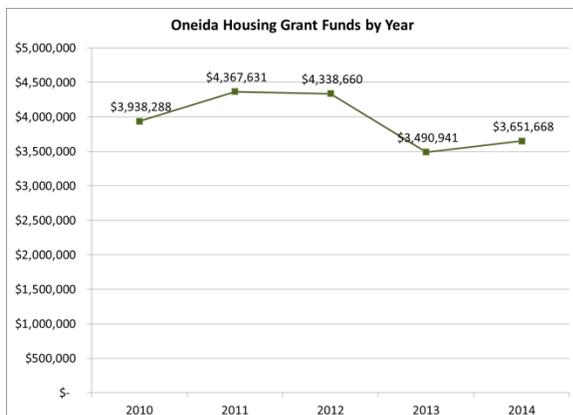
- Skenandoah fixtures installed
- Skenandoah boiler replacement
- NHC kitchen remodel; new steam kettles and cooler/freezer
- 11 Tribal buildings HVAC upgrades

Housing

Goal: Provide a variety of housing opportunities to improve social outcomes and wellness.

Objective 1: Identify additional funding sources dedicated to supporting housing needs.

The Indian Housing Block Grant (IHBG) is a formula-based grant that Oneida Housing Authority (OHA) receives each year and is subject to the Native American Housing Assistance and Self-Determination Act (NAHASDA). The IHBG covers 100% of OHA's cost of doing business: The IHBG is subject to sequestration. Unless things change, it is estimated the Oneida Tribe's IHBG will reduce by roughly \$150,000 per year for the next eight years.



Objective 2: Develop policies that create opportunities that support tribal members' housing needs.

Oneida organizational departments are currently preparing a Residential Development plan that will be included in the update of the Land Use Plan. This residential plan will include options for Oneida members such as:

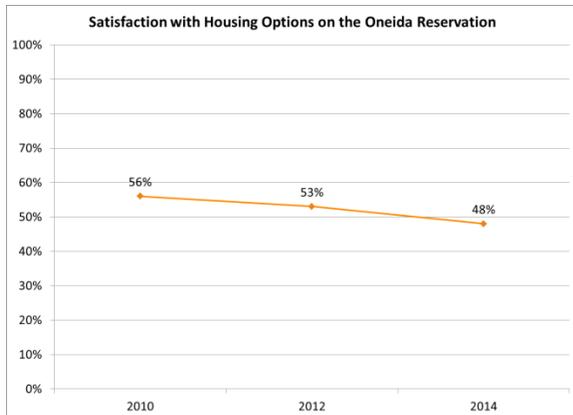
- HBO (Home Builder Opportunity)
- DREAM (Direct Real Estate and Mortgage) Program
- TLC (Tribal Home Credit) Program
- Private purchase
- Rentals
- Urban & Rural locations
- Section 184 Loan
- THRIL (Tribal Home Repair Incentive Loan)
- Low to Moderate Income Housing (HUD)

Objective 3: Institute organizational entities that create opportunities that support tribal members' housing needs.

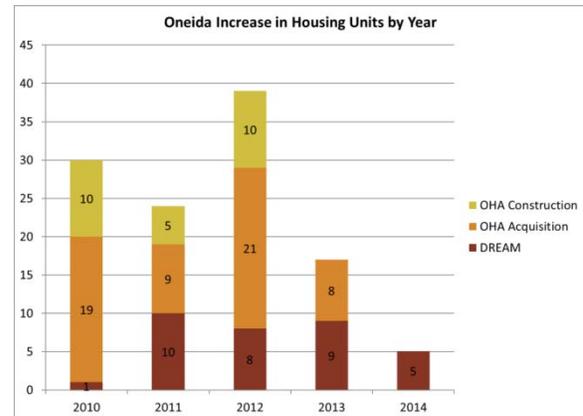
In December 2013, OHA was temporarily assigned to the Development Division. The Development Division proposed a reorganization of OHA and presented the plan to the Oneida Business Committee. The Oneida Business Committee is currently considering that reorganization plan.

Objective 4: Implement visioning Oneida guiding principles to achieve desired community housing development.

Oneida members were asked how satisfied they were with the variety of housing options on the Oneida Reservation. Only 48% of Oneidas in Brown and Outagamie Counties are satisfied with the variety of housing options on the Oneida Reservation. That level of satisfaction is down significantly from 2010 when 56% were satisfied.



The Oneida housing stock has continued to grow on the Oneida Reservation. Since 2010, there have been an additional 115 housing units added to Oneida’s housing stock.



Natural Resources

Goal: Commit to responsible stewardship of our natural resources.



Objective 1: Acquire and restore Reservation lands and waterways.

135 acres have been purchased for restoration. North American Conservation Act funding of \$150,000 contributed to the purchase of the Van Linen property.

38 restoration projects have been completed. These restoration projects include:

- 96 acres pasture project at farm
- Trout Creek Tributary project
- Catlin project
- Jordan stream crossing
- Invasive species project sites (15)
- Urban planting site
- Florist Drive prairie burn
- Oneida Lake
- Flying Leaf Fishery
- Rueden Property

Objective 2: Build collaborative partnerships with external entities.

The Oneida Tribe has collaborated with 38 external partners on natural resource projects. Those partnerships include: Local: Brown County, Outagamie County, Town of Oneida, NEW Waters, City of Green Bay, Village of Hobart; Tribal: 2 trainings, Tribal Science Council, Regional Tribal Operating Committee, Menominee water staff person, Brownfields working group, mining group, Wisconsin Tribal Conservation Advisory Committee, Midwest Alliance of Sovereign Tribes assistance, Native

American Fish & Wildlife Service; State: Department of Natural Resources, Department of Corrections, State Farm, Department of Transportation, Department of Agriculture Trade, and Consumer Protection, DSPS, WDEC; Federal: Fish and Wildlife Service, Environmental Protection Agency, U.S. Geological Service, Natural Resource Conservation Service, Bureau of Indian Affairs, Indian Health Service, USFS, U.S. Department of Agriculture, Department of Energy, Army Corps of Engineers; and, NGO's: Ducks Unlimited, Great Lakes Alliance, Nature Conservancy, Great Lakes National Program, Oneida Sportsmen's Club.

Objective 3: Educate all on the Reservation's natural resources.

In 2014, the Oneida Tribe had 6,968 contacts with community members regarding natural resources. The contacts occurred at: Bergamot harvesting (10), Sweetgrass harvesting (8), Youth & Elder Fishing Day (275), West De Pere High School event (7), Youth Program volunteers (5), Flying Leaf Fish Release (35), First Downs for Trees (5), Annual Tree Giveaway (117), Annual Oneida Gathering (366), Hunter Safety Class (51), ONHS rice planting (20), Clean Sweep (406), Big Apple Fest (5,000), Environmental Youth Group (51), Green Cleaning & Composting Classes (540), Cultural Heritage Immersion Class (21), Summer Intern (1), Reservation tour attendants (50).

Economic Development

Goal: Support sound economic activities.

Objective 1: Create economic development policy.

The latest draft of the Business Development Unit Project Manual was completed March 8, 2010. Contributing documents include the Oneida Economic Development Plan (OEDP), the Capital Improvement Process (CIP), the Comprehensive Plan, the Venture Fund and the Targeted Industry Analysis. The business unit was disbanded prior to formal adoption of the manual or policy.

The manual set forth goals, objectives, the approach, and issues of concern that were never formally addressed by leadership. It also listed criteria, financial considerations, strategic concerns, a process to complete projects and a due diligence checklist required for all projects.

It is recommended that the Business Committee review the documents and plans to put forth and come to a consensus on the strategic direction of Tribal Economic Development. Once a clear strategy has been set forth, the organization can create a detailed plan for approval.

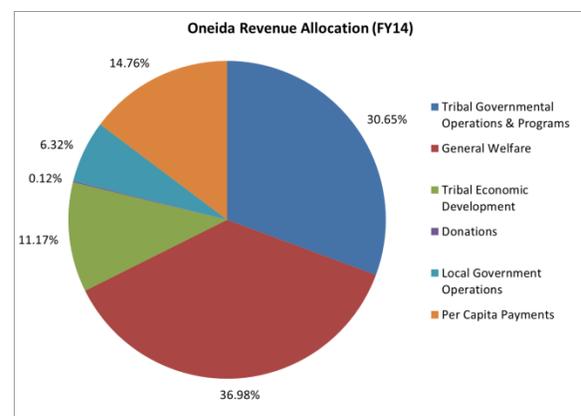
It is also recommended that the current strategy of the Chief Financial Officer be taken into consideration. That strategy is represented informally as the following; Focus internally – Existing Tribal Enterprises need attention to succeed as Enterprises.

Grow what you know – Concentrate on the areas with proven success records, i.e. Hospitality, Entertainment, and Agriculture. Wean our corporations - This goes back to the first point of focusing internally and helping our existing businesses, but it applies to the Corporations. We need to provide the framework for them to operate autonomously and not need to come back to the Tribe for additional contribution.

The complete manual and other founding and contributing documents can be provided. Additional fiscal policies should be developed to strengthen the implementation of the Economic Development Policy.

Objective 2: Invest resources for an economic development function.

In the FY2014 budget, 11.17% was allocated to Tribal Economic Development.



Public Safety

Goal 1: Assert our sovereignty.



Objective 1: Increase jurisdiction on the Oneida Reservation.

A measure in asserting our sovereignty will be the development of a criminal code and a traffic code. These two codes will increase our jurisdiction, thus strengthening our sovereignty. Efforts in the creation of the two codes will begin as scheduling permits.

With the creation of the Oneida Judiciary, the Oneida Nation will have the capabilities of enforcement and a judicial remedy.

Objective 2: Assess Judicial Code.

A General Tribal Council Action in January of 2013 directed the creation of a new Judiciary to replace the existing Appeals Commission. New judges were elected on Saturday September 27, of 2014. The new Judiciary will be operational on November 3rd of 2014.

Another measure in asserting our sovereignty will be the development of a criminal code and a traffic code.

Public Safety

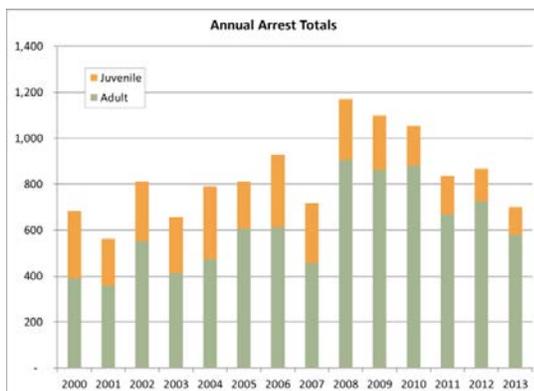
Goal 2: Enhance public and community safety, security, & well-being on the Oneida Reservation.



Objective 1: Reduce crime rate.

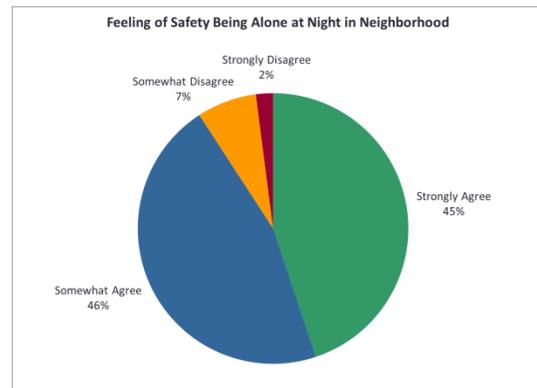
Since 2000, the annual arrest totals by the Oneida Police Department have fluctuated from a low of 563 in 2001 to a high of 1,170 in 2008. The number of adult arrests was at a low of 359 in 2001 and a high of 905 in 2008. The number of juvenile arrests peaked in 2004 at 319 and was at its lowest in 2013 with only 123 arrests.

The number of arrests in 2013 was 700. This is 135 less than the average number of annual arrests over the 14-year period.

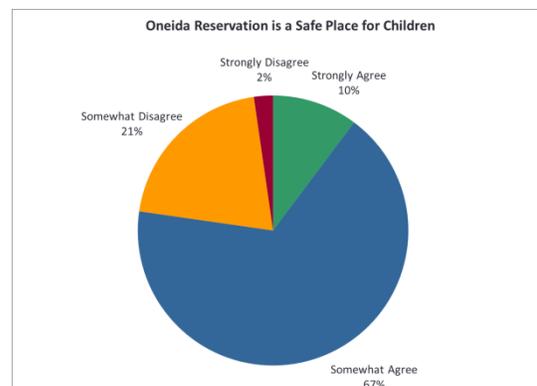


Objective 2: Improve community perception of safety on the Oneida Reservation.

Oneida members who live on the Oneida Reservation were asked if they felt safe being alone in their neighborhoods at night. 90% of them agreed. This rating has stayed consistent since 2008, but is up from 83% in 2000.



Oneida members were also asked if the Oneida Reservation is a safe place for children. 77% on the Reservation agreed, down from 84% in 2008.



Public Safety

Goal 3: Protect tribal assets.

Objective: Enact asset management policy.

An Asset Management Policy is currently being researched. A draft of the Policy will be ready in 2015. The document will be created by the Oneida Safety Team.

Oneida's public safety comprehensive plan element consists of a wide range of responsibility. It ranges from emergency management and homeland security to law enforcement, to programming for community, building, grounds and employee safety.

The organizational Safety Team consists of membership from various program areas including:

- Risk Management
- Health
- Environmental Health and Safety
- Human Resources
- Retail
- Gaming
- Employee Health
- Department of Public Works
- Emergency Management
- Police Department



Governmental Coordination & Regulations

Goal 1: Governance that is strong and actively exercises sovereignty of the Oneida Tribe.

Objective 1: Develop/improve Intergovernmental agreements.

Intergovernmental agreements are the Tribe's Service Agreements with neighboring governments. Local governments generally rely on the collection of real estate taxes to support government services. Considering trust land is not subject to property taxes, the Tribe enters Service Agreements with our neighboring local governments as a way to compensate them for the services they provide to trust land. In turn, the current Service Agreements recognize the wide array of services the Tribal government provides to tribal members and non-members alike. When calculating the payment formula of the Service Agreements, the Tribe receives a credit for providing these services.

There are currently five service agreements with local units of government. These service agreements include:

- Ashwaubenon
- Green Bay
- Town of Oneida
- Brown County
- Outagamie County

Objective 2: Continuously review laws & policies.

In 2013 there were 63 laws and policies reviewed. 2013 is baseline information. This information is updated regularly within the quarterly reports, semi-annual reports and annual reports of the Legislative Operating Committee that are provided to the Oneida Business Committee and/or General Tribal Council.



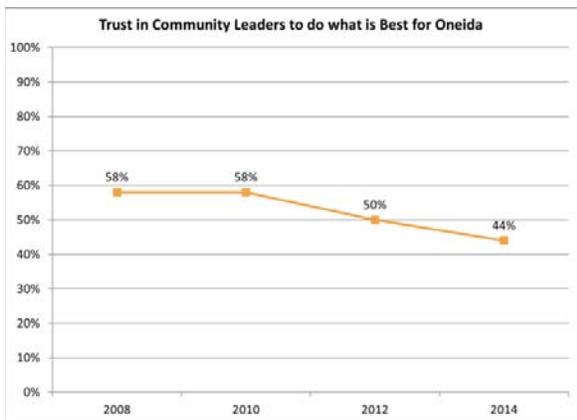


Governmental Coordination & Regulations

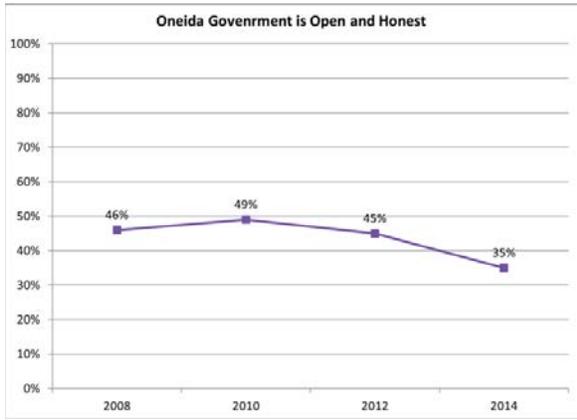
Goal 2: Create a strong community through collaboration, education, and governance.

Objective 1: Educate and communicate value of civic engagement.

Oneida members were asked if they trust Oneida community leaders to do what is best for Oneida. Only 44% agreed. That rate is down significantly from 2008 when 58% agreed.



Oneida members were also asked if the Oneida government is open and honest. Only 35% agreed. That is also down significantly from 2008 when 46% agreed.



The majority of Oneida members, 91%, in Brown and Outagamie Counties believe it is important to attend General Tribal Council meetings. 96% of Oneida members in Brown and Outagamie Counties believe that it is important to vote in Oneida elections.

Objective 2: Constitutional reform.

In August 21, 2010, a GTC meeting was held to discuss six constitutional amendments. GTC took action to approve 5 of them to move forward to request a Secretarial Election.

- 1) Change the voting age from 21 to 18.
- 2) Remove the Department of Interior (DOI) and DOI Secretary from the Constitution.
- 3) Embed the Judiciary in the Constitution.
- 4) Remove the 1st Monday requirement for the annual and semi-annual GTC meetings.
- 5) Change our name from Oneida Tribe of Indians of Wisconsin to Oneida Nation.

Oneida Elections VERSUS Secretarial Elections

Oneida Elections	Secretarial Elections
1. Must be 21 years old to vote	1. Must be 18 years old to vote
2. Must vote in person in Oneida or at the South Eastern Oneida Tribal Services (SEOTS) Office in Milwaukee	2. May vote in person in Oneida or SEOTS, but also might have the option of absentee ballot
3. No need to pre-register for elections	3. Must pre-register to participate in Secretarial Elections
4. No percentage of voters required	4. At least 30% of registered voters must vote or all amendments fail
5. Generally take place in July and are scheduled by the Oneida Election Committee	5. May take place during the winter months and will be scheduled by the Secretarial Election Committee

NOTE: "secretarial" refers to the Secretary of the US Department of the Interior

Timeline of Events:

- August 21, 2010: GTC Meeting was held to discuss 6 Constitutional Amendments.
- June 2011 - June 2012: GTC took action on #1-5 and approved them to move forward to request a Secretarial Election. On 8/8, the GTC denied sending this forward to a Secretarial Election.
- May 30, 2013: Requested an update to DOI on the status of the amendments for a GTC meeting on July 1, 2013.
- September 16, 2014: Received Secretarial Authorization Letter to proceed with holding a Secretarial Election on the 5 proposed constitutional amendments.
- September 19, 2014: Sent letter to DOI recognizing our authorization to proceed to a Secretarial Election. As per the federal regulations, appointed individuals as their representatives to the Secretarial Election Board.

Oneida Business Committee Members: Melissa J. Curfiss, Vice Chairman; Lisa M. Sporens, Secretary; Tribal members: David Jordan, Hermetta Cornelius, Chantelle Cornelius, Lynn Poulos

*Source: Kalihwisaks 2014

Parks & Recreation



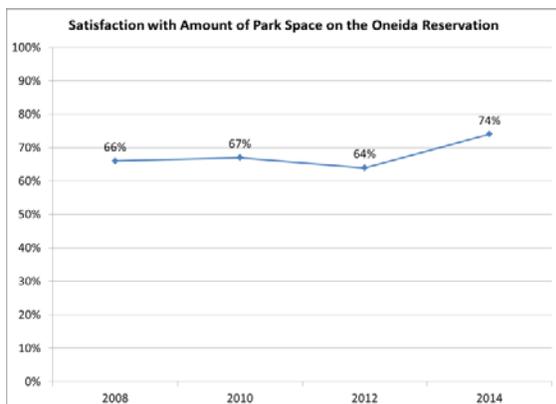
Goal: Strengthen families by providing healthy lifestyle experiences.

Objective 1: Increase and prioritize development of land for recreational use.

New playground equipment was installed at Sand Hill Circle Park through a partnership with external entities. There are plans to develop a multi-purpose field on 2 ½ acres at the Clifford E. Webster Recreation Center. Additional plans include a lacrosse field in the Flying Leaf Neighborhood. Rolling Hills Park will also get an upgrade.

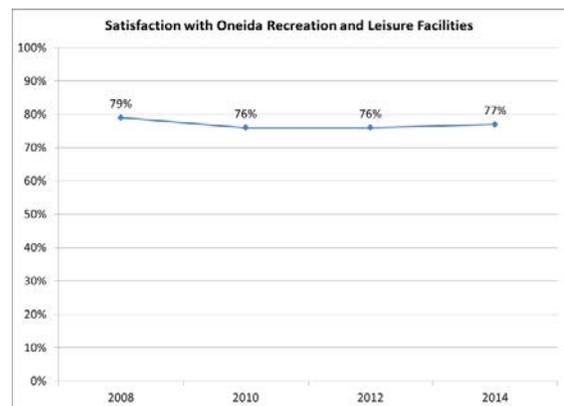
Objective 2: Increase resources to meet the recreational needs of the community.

Oneida members have been asked how satisfied they are with the amount of park space on the Oneida Reservation. The level of satisfaction has increased significantly since 2008 from 64% to 74%.



In August of 2013, \$960,600 was allocated for park upgrades.

Oneida members were also asked how satisfied they are with Oneida recreation and leisure facilities. 77% are satisfied. That rating has remained consistent since 2008.



Oneida members were also asked to rate the quality of recreational opportunities. 62% of Oneidas rated them good or excellent.



Community Design



Goal: Create an Oneida community of wellness that supports the individual's tie to the land through a sense of place, identity and appropriate development.

Objective 1: Create a positive sense of place which identifies the Oneida community.

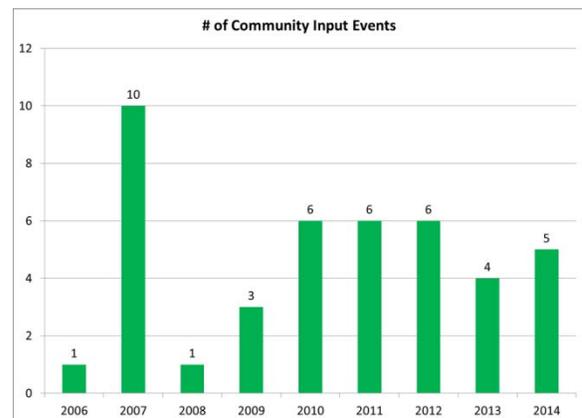
Four new building signs were installed in 2014.

Planning for the Highway 54 One Stop replacement continues with input from the community.

Future redevelopment of Central Oneida has begun with a focus on the needs of the community.

Objective 2: Community design based on right size, right place economics.

Various community input sessions have been held to glean feedback on how Oneida members envision the Oneida Community.



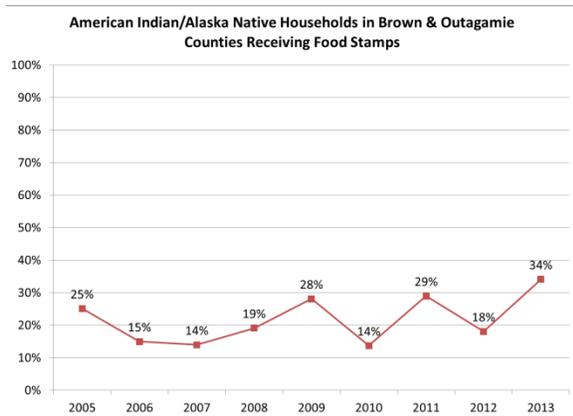
Through the input received from community members, the Oneida Planning Department developed the Visioning Oneida document. It was guiding document that builds upon the 2007-2012 Community Improvement Initiative. The vision is "A Community of Well-Being that is Uniquely Oneida." The organizing concepts are: Diverse Housing Neighborhoods, Connecting People, Nurturing Food Network, Community Service Core, Extending the Service Core, and Right sized, Right Place Economics.

Agriculture

Goal 1: Achieve food security for the Oneida community.

Objective 1: Increase production to meet the nutritional needs of the Oneida community.

According to the U.S. Census Bureau American Community Survey, 34% of American Indian/Alaska Native households received food stamps in 2013. That is the highest rate of all available data.



Objective 2: Establish a Food Policy.

In 2013, the Oneida Wellness Council identified an Oneida Food Policy as a strategic goal. The Council began working on the food policy in early 2014.

The Oneida Wellness Council is a council that was established and operates under the authority of the Oneida Business Committee. The Council is charged with oversight of the wellness assessments, wellness action plans, healthy lifestyle activities, healthy lifestyle education, promotion of physical activity and healthy food options in the workplace and in the community, policy development and the advancement of living a Holistic/Balanced life.

Agriculture



Goal 2: Anchor our heritage into our agricultural practices.

Objective: Maintain culturally-based food practices.

Tsyunhehwa is working to establish a baseline for their yields of the white corn production to reach an optimum production of 16,000 pounds on the site. The Cannery has established a need for 10,000 pounds of white corn for the community. We are exploring whether to reorient the table crop production (1/2 acre) to strawberries, and pick your own, adding to it a cultural event.

Farm sales in the last 6 months(May-Oct) includes 66 head angus (Oneida Market, restaurants, members for quarters & halves); 11 buffalo for Market, Apple Fest (1), School (2).

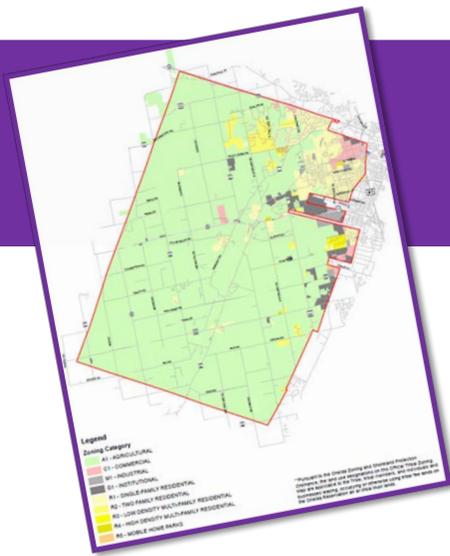


Goal 3: Use agriculture to grow our economy.

Objective: Increase revenue from agriculture.

Data not available at time of this report.

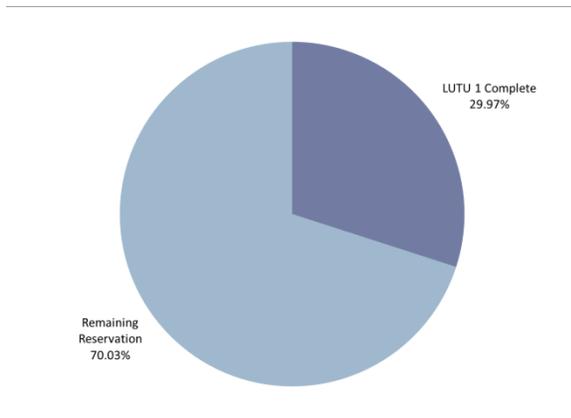
Land Use



Goal: Maintain a balance between the natural components and the built environment of our land.

Objective 1: Assess potential use of all Reservation land.

The potential use of land on the Oneida Reservation is designated through the Land Use Technical Unit (LUTU) process. Of all the parcels on the Oneida Reservation, 19,601 acres (29.97%) have had a LUTU 1 completed.



A cross-functional team within the Oneida organization is currently updating the Land Use Plan.

Objective 2: Maintain rural character.

There are various land types. These land types include:

- Residential
- Commercial
- Industrial
- Institutional
- Recreational
- Agricultural
- Environmental Preservation and Conservation

Oneida Members were asked to rate the amount of green or natural open spaces on the Oneida Reservation. 76% rate the amount as excellent or good. That rating is consistent with previous years' responses.

