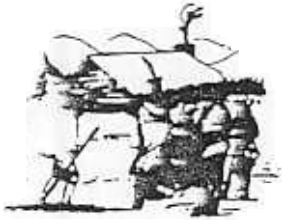


Oneida Tribe of Indians of Wisconsin

Post Office Box 365

Oneida, WI 54155

Phone: 869-1260



Oneidas bringing several hundred bags of corn to Washington's starving army at Valley Forge, after the colonists had consistently refused to aid them



UGWA DEMOLUM YATEHE
Because of the help of this Oneida Chief in cementing a friendship between the six nations and the Colony of Pennsylvania, a new nation, the United States, was



SPECIAL MEETING

FRIDAY, JUNE 28, 1985

Meeting called to order at 9:00 A.M. by Chairman, Purcell Powless.

Present: Purcell Powless-Chairman, Richard Hill-Vice Chairman, L. Gordon McLester-Secretary, Lloyd Powless, Mark Powless, Tony Benson, David King-Council Members.

Excused: Kathy Hughes-Treasurer, Lois Powless-Council Member

Others: Marlin Mousseau, Jerry Hill, Dale Wheelock, Bob Christjohn

ADDITION TO AGENDA

Iroquois Construction Memo - Tony Benson
Enrollments Memo - Tony Benson

Rick made a motion to adopt the agenda with the additions. Mark seconded.
Motion carried.

PRESENTATION ON BURN-OUT - Marlin Mousseau

Marlin explained the meaning of burn-out and pointed out that no two people experience the condition in the same way. He pointed out four stages of burn-out which are: 1) enthusiasm, 2) stagnation, 3) frustration, 4) apathy. The following are warning signs:

1. Anger with clients
2. Feeling tired in the morning, "Having to go to work".
3. Feeling that only you can help the client.
4. Consistently working over 40 hours a week
5. Anger at being asked to give to your own family (esp. soon after getting home from work).
6. Turning into a Substance Abuser yourself.
7. Eating out all week, on the run, or very late.
8. Losing sight of your own goals, educational, personal, professional.
9. Becoming discouraged when clients don't move fast enough to suit you.
10. Relating to loved ones only about work, nothing personal.
11. Always thinking about work, clients.

Burn-out (Continued)

12. Inability to sleep, relax, play, enjoy life.
13. Spending long inconvenient times with clients, dinner time, 2 A.M., etc.
14. Feeling your identity is the same thing as your job, not just what you do.

- * 3 or more symptom - Burn out is starting
- 6 or more symptoms - You have Burn Out
- Take Action, Accept Help, Therapy as needed.

TRAVEL REQUEST - Lloyd Powless/Purcell Powless

Request to attend the nuclear Regulatory Commission meeting in Chicago, IL on July 31, - August 2, 1985. Gordon moved to approve. Rick seconded. Motion carried.

HISTORIC PRESERVATION PROGRAM - Rick Hill

The certified Local Government program was enacted as part of the National Historic Preservation Act Amendments of 1980 and has been established in Wisconsin to further encourage and assist historic preservation by local governments. A certified local government is any city, village, county, or town that has been certified by the State and Department of Interior and meets certain criteria. The Law Office reviewed the program and there were many questions to be answered. The Law Office would like to know if they should continue with this matter.

After discussion, Lloyd moved to direct the Law Office to work with Bob Christjohn and Bob Smith to develop a ordinance concerning historic preservation. Gordon seconded. Mark opposed. Motion carried.

CONSERVATION BOARD MINUTES OF JUNE 19, 1985 - Rick Hill

Rick moved to approve the minutes of 6/19/85. Tony seconded. Motion carried.

REPORT ON DELINQUENCY OF LAND LEASE RENTAL - Jerry Hill

Lloyd moved to table this item until Kathy and Lois could be present because they requested this report. Mark seconded. Motion carried. This will be scheduled on the agenda on July 2, 1985.

PERSONNEL RECOMMENDATIONS - Dale Wheelock

HIRING INFORMATION:

Secretary - Personnel Office - Grade 8

- 1) Marilyn Teller

Food Service Workers - Temporary (to fill in during vacations), Grade 4
Employment in the following order:

- 1) Kay F. Christjohn
- 2) Dennis J. King
- 3) Nancy A. Dallas
- 4) Hazel M. Skenandore
- 5) Florence M. John

- Request to reclassify the Speech/Language Clinician position for the Tribal School from Grade 12 to Grade 16. The Oneida Tribe has a similar position at Grade 16. This reclassification will bring consistency to these similar positions and aid in the recruitment process of the position. Lloyd moved to approve. Mark seconded. Tony opposed. Motion carried.

RESOLUTION FOR GROUND WATER MONITORING PROGRAM - John Spangberg

These two resolutions request matching funds from the BIA to do monitoring at the old abandoned Town of Oneida land fill and the tribal land next to the Fort Howard Sludge Disposal Lagoons. Mark moved to adopt Resolution #6-28-85-A and Resolution #6-28-85-B. Gordon seconded. Motion carried.

MINUTES TO BE APPROVED

May 31, 1985	Approved as Read
June 4, 1985	Approved as Read
June 5, 1985	Approved as Read
June 7, 1985	Approved as Read
June 11, 1985	Approved as Read
June 14, 1985	Approved as Read
June 18, 1985	Approved as Corrected
June 21, 1985	Approved as Read

SERVICES CONTRACT BETWEEN DR. C.W. SCHWIESSOW AND ONEIDA HEALTH CENTER

This contract is for a rabies clinic on Tuesday, July 23, 1985 at a cost \$100.00.

Dave moved to approve, Lloyd seconded. Mark abstained. Motion carried.

REQUEST FROM NATIVE AMERICAN CENTER ON BINGO - Mark Powless.

The Native American Center requested that they be able to go through the Bingo operation at Oneida to familiarize themselves to better assist their client and they would also like to have Sandy Ninham come to the Study Committee for one evening to give a presentation on the Oneida Bingo and answer questions.

REQUEST FROM NATIVE AMERICAN CENTER (CONTINUED)

Mark recommended that we not work with the Native American Center because their client will be contracting with a management firm instead of doing the management themselves.

After discussion, Dave moved to reject the request from the Native American Center. Mark seconded, Lloyd and Gordon opposed. Motion carried.

Discussion followed on presenting a counter proposal using the Oneida Bingo Plan. Mark made a motion that the Oneida Tribe would offer a counter proposal to the Wisconsin Winnebago Tribe in regards to their request to the Native American Center. Dave seconded. Motion carried.

RECOMMENDATION FROM THE INVESTMENT COMMITTEE - Bob Christjohn

The Investment Committee recommended using the Acheson Fund assets to secure a loan for equipment acquisition. The plan is as follows:

A. Purchase Prices:

Copiers	27,225
Typewriters	6,294
Vehicles	87,000
<u>TOTAL</u>	<u>\$120,519</u>
Down Payment	24,104
<u>Acheson</u>	

B. Revenue (After Loan Payments & Expenses) (To Acheson)

	<u>This Year</u>	<u>Total</u>
Year 1	6,106	6,106
2	6,106	12,212
3	6,106	18,318
4	16,909	35,227
5	19,986	55,213
6	22,711	77,924
7	16,950	94,874
8	16,950	111,824
Less Investment	24,104	
R.O.I.	87,719	

Effective Interest Rate = 21%
Growth Rate = 26%
Average Annual Yield = 49.49%

EQUIPMENT ACQUISITION (CONTINUED)

C. Financed Portion 96,415.20

Loan Payments	<u>This Year</u>	<u>Total</u>
Year 1	30,171	30,171
2	30,171	60,342
3	30,171	90,513
4	19,367	109,988
5	16,291	126,171
Less Principle	96,415	
Interest Paid	29,415	

- 1) Copiers are finance 3 years and have a projected life of 5 years.
- 2) Typewriters are financed 3 years and have a projected life of over 5 years.
- 3) Mini-van is financed over 4 years and has a projected life of 6 years.
- 4) Buses are finance 5 years and have a projected life of over 8 years.

Lloyd moved to approve the plan for equipment acquisition and have the Investment Committee develop a procedure for inter-Tribal investment policy. Mark seconded. Tony abstained. Motion carried.

Mark moved to approve the Investment Committee Minutes of June 26, 1985. Lloyd seconded. Motion carried.

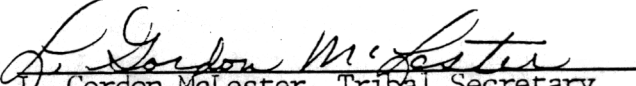
MEMO FROM TONY BENSON ON THE ENROLLMENT OFFICE

Tony has been working with the Law Office on an organizational structure for the Trust Committee and the Enrollment Officer per Business Committee direction.

On 6-25-85, the Oneida Trust Committee took action that the Business Committee member on the Trust Committee would be the sign-off person and the immediate supervisor for the Enrollment Office. This action has been discussed with and agreed to by the General Manager. A resolution will be presented to the Trust Committee at their next meeting, which will adopt the Tribe's personnel policies and procedures, and also to define the organizational structure of that office.

This is for information at this time.

11:00 Gordon moved to recess. Dave seconded. Motion carried.


L. Gordon McLester, Tribal Secretary
Oneida Business Committee