

Oneida Tribe of Indians of Wisconsin

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Oneida, WI 54155



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 na-
tion, the United States, was
made possible.



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

Tabled 1-9-87
Approved As
Corrected 1/13/87

SPECIAL MEETING

FRIDAY, DECEMBER 5, 1986

Meeting called to order at 9:00 a.m.

PRESENT: Purcell Powless-Chairman, Richard Hill-Vice Chairman,
L. Gordon McLester-Tribal Secretary, Lloyd E. Powless, Jr., Lois
Powless, Mark Powless, Tony Benson, David King-Council Members

EXCUSED: Kathy Hughes-Treasurer

OTHERS: Kathy King, Harold Grimes, Jerry Hill, Don Wilson, Debra Lidbury

AGENDA

Dave King moved to adopt the agenda. Rick Hill seconded. Motion carried.

CONSULTANT AGREEMENT WITH LORENE HALL - Kathy King

The Tribe is retaining Lorene Hall to provide consulting services for the purpose of coordinating and developing a Policy and Procedure Manual and/or Regulations for the Indian Child Welfare Program.

Services shall begin December 8, 1986 and be completed on December 19, 1986. \$80 per day not to exceed 10 days unless agreed to by both parties, and mileage of \$.205 per mile not to exceed 1,080 miles. Rick Hill moved to approve, Gordon McLester seconded. Motion carried.

BROWN COUNTY REFORESTATION CAMP ZOO DONATION - Dave King

Arnie Rentmeester and Ervin Arbar met with the Business Committee and explained about the expansion of the Brown County Reforestation Camp Zoo. They are trying to raise funds to cover the expansion.

DISCUSSION WITH REPRESENTATIVE FROM E.F. HUTTON HAROLD GRIMES ON TRIBAL INVESTMENTS

The Investment Committee has been investigating ways in which the Tribe can better manage investment assets. They have met with several different companies and weighed the options. They believe the E.F. Hutton Co., would best represent our interests and meet our needs.

E.F. HUTTON (Continued)

E.F. Hutton's plan requires the investment of a minimum of \$1 million for a period of six months during which time we may not use the capital for any purpose (the interest earned during this time is available for our use). At the end of the first six months we may use the initial investment as we see fit. Investments are made for us by a money manager in New York at our direction (i.e. we specify the parameters). This situation is not radically different from the current situation except that the money manager makes specific investments in stocks and bonds for us in response to market conditions. Hutton claims a current 10% average return by this method.

This opens opportunities to the Tribe as members of their membership plan. The Tribe could draw upon other portfolios for investment purposes and be in a position to invest in syndicates, partnerships and other opportunities.

The Investment Committee is requesting approval to formalize an agreement with E.F. Hutton for the purpose of investing as a member of the Million Dollar Ticket. This action will not take place until the Tribe can place \$1 million in the account and has a reserve for back-up insurance.

This action will require approval of a change in the Investment Committee Policy. The Policy states III B.2: requires approval of the Business Committee before any long-term securities are exchanged, purchased, or sold.

The recommended change is to read: The exchange, sale, or purchase of securities shall be made by the Investment Committee and to delete Section III B.2. This change in policy will enable their investment committee to direct the investment of the Tribe's assets in such a way as to take maximum advantage of all opportunities that become available in the intensely competitive market.

Mr. Harold Grimes of E.F. Hutton explained about the Million Dollar Ticket Program in detail.

After discussion Mark Powless moved to approve the agreement with E.F. Hutton for the Million Dollar Ticket Program and also approve the recommended changes in the Investment Policy. Lloyd Powless seconded. 3 abstentions. Motion carried.

Tony Benson and Lois Powless stated the reason they abstained is because they don't understand the changes in the Investment Policy.

PROPERTY & PROCUREMENT MANUAL - Tony Benson

This manual was developed for the Purchasing and Property Management Department giving: General Information, Requisition Procedures, Purchase Orders, Expediting, Transportation and Claims, and Property Management. (See attached Manual.)

PROPERTY & PROCUREMENT MANUAL (Continued)

Tony moved to approve the Property & Procurement Manual, Dave King seconded. Mark Powless abstained. Motion carried.

10:30 Purcell Powless was excused.

HUD INCOME REQUIREMENTS FOR INDIAN HOUSING AUTHORITIES - Jerry Hill

Jerry Hill presented the HUD regulations on the definition of Income:

Part 905 - Indian Housing defines the general rules. Part 913 - Definition of Income, Income Limits, Rent and Reexamination of Family Income for the Public Housing and Indian Housing Programs applies here. Specifically, Section 313.106 which is attached and underlined for your review. You will note the sub-section (a) refers to "... temporary, nonrecurring or sporadic" income as further defined in subsection (c), same section, (d) and (e).

Jerry Hill feels that the Tribe should have a policy dealing with employment and income and not leave this up to the discretion of the Housing Director. He recommended that a committee work on a policy for the Housing Director to work with.

Lois Powless will work on this matter

10:45 Purcell Powless returned.

EMPLOYEE ASSISTANCE PROGRAM - Don Wilson, Debra Lidbury

Don Wilson Presented the following Statements:

Plans for a 'comprehensive' health promotion program for the Oneida Tribe were initiated with the belief that health is a state of complete physical, emotional, social and spiritual wellbeing. Statistics reveal that Oneida people are at high risk for largely preventable chronic diseases such as heart disease, cancer, and stroke. We believe a health promotion program will not only curb high rates of disease for Oneida people but will improve the overall quality of health of the people for generations to come.

Research from numerous corporate health promotion efforts reveal the great payoffs from a well designed, adequately staffed health program.

The Oneida Health Promotion committee is proposing a comprehensive health promotion package. Personnel needed to carry out this plan include a health promotion coordinator, fitness coordinator, and an employee assistance counselor. The plan targets Oneida Tribal Employees the first year and plans to expand into the Oneida Community by the second year.

EMPLOYEE ASSISTANCE PROGRAM (Continued)

The actual framework of the health promotion plan will be laid with the hiring of a Health Promotion Coordinator. The coordinator will assess needs, existing health promotion efforts, and conceive a plan, coordinate and carry out health promotion efforts.

The Fitness Coordinator will implement a supervised exercise program for groups and individuals. The Fitness Coordinator will also oversee the operation and management of the fitness center.

The Employee Assistance Counselor will work directly with employees as a consultant and linkage for individual's particular needs. The Counselor will also actively participate in building a better workplace through supervisory training. Studies show a clearcut change in employee satisfaction and supervision, less boss-subordinate strain and overall better performance with employee assistance programs.

The springboard for health promotion is identifying health risks and needs through use of a health risk assessment. The health assessment is made from the individual's health practices and a few clinical health indices. Individualized health risk appraisals allow people to learn about their personal health risks and ways to improve their health. Explanation of the health risk assessment and guidance for reducing risks will be done individually and in groups.

The next step of health promotion is the provision, coordination, and evaluation of health promotion activities to reduce individual's risks. Existing health and promotion efforts will be incorporated into a total health promotion program. New courses and activities will be developed as needs arise. The health promotion coordinator will work with administration to provide accessibility to health promotion activities. Activities for health promotion may include, but are not limited to: supervised exercise programs, smoking cessation, weight control, lowering cholesterol, stress reduction, meditation, hypertension and other chronic diseases. In one study, 80% of people completing a health risk assessment went on to at least one health promotion activity.

Where does the health promotion program plan to go? The goal of the first year is to hire health promotion staff, screen 300 tribal employees with the health risk appraisal and develop and coordinate the courses needed to help people reduce their risks. All individuals screened initially will be rescreened at the end of the year to determine improved health habits and status.

In year two, the health risk appraisal will be integrated into the health care system, possibly administered during physical fitness exams or on client's request. By the second year the entire Oneida community will have access to the appraisals and health promotion activities. A diverse program, participant incentives, and easy access to the various activities will ensure ongoing participations and success of the program.

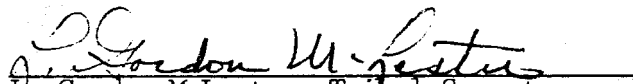
EMPLOYEE ASSISTANCE PROGRAM (Continued)

Plans are underway to gather statistics necessary to substantiate improved health through health promotion. Comparison of chronic disease or risk factors among a similar community within a major health promotion program will provide insight into the program's effectiveness. An important goal of the committee is to develop a comprehensive health promotion program other tribes and businesses can emulate. Many opportunities for consultation and training exist once the Oneida program is in place and functioning well.

After discussion, Lois Powless moved to adopt the Oneida Tribal Health Promotion Plan. Dave King seconded. Motion carried.

Mark Powless moved to approve the revised Block Grant-Prevention Adult Health Budget. Lois Powless seconded. Motion carried.

11:00 Lois Powless moved to recess.


L. Gordon McLester, Tribal Secretary
Oneida Business Committee