ONEIDA NATION
VISION STATEMENT

A Nation of strong families built on tsí? niyukwaliho’ tʌ’ and a strong economy.
In the Oneida language, the word includes the ways of Oneida people from the Creation story to the present day realities.

This includes: our culture, our history-before and after the move to Wisconsin, our economy, our language, land, music/dance, arts, clothing, clans, government, child rearing, healing, agriculture, parenting, ceremonies, economy, employees, food, stories, our environment ethic. It covers everything about our Nation.
To strengthen and protect our people, reclaim our land and enhance the environment by exercising our sovereignty.

To preserve, protect, maintain, and interpret the Oneida traditions, artifacts, language, customs, and history in a manner that shall promote the dignity and respect of the Oneida people and culture.
Ka?nikuhli:yo’
The openness of the good spirit and mind

Ka?tshatst’sla
The strength of belief and vision as a People

Kalihwi:yo’
The use of the good words about ourselves, our Nation and our future

Kahletsyatlusla
The heartfelt encouragement of the best in being each of us

Kanolukhwa’sla
Compassion, caring, identity and joy of being

Yukwahwa:tsi’le
Our family and our Nation

Yukwatsi’stay^
Our fire, our spirit within each of us
In 1987 the development of a Cultural Center was included in the Oneida Tribe of Indians of Wisconsin Comprehensive Plan. “To perpetuate and preserve the Oneida culture through expansion of existing programs, establishment of new programs and construction of a Tribal history, language and culture center to house them in.

The 1987 Comprehensive Plan lists the following components to be included in the cultural center: genealogy department, archives, records management, language center, performing arts center, fine arts center, gift shop, conference rooms and hall to honor and recognize community members who have given significant contributions to the community.”

At the time (29 years ago) the Cultural Center was priority number six of thirty-six.
1987 GOALS

- Preservation of Oneida history, crafts, culture, language and art
- Educational programming for tribal and non-tribal people
- Facilitate cross-cultural understanding through outreach and in-house programs
- Promotion of the arts
- Archives, genealogy
- Promote pride in heritage
- Historical sales outlet - commercial sales of Native American arts and crafts
NEW INITIATIVES

• Began restructuring efforts to be completed in the 2\textsuperscript{nd} quarter of fiscal year 2016

• February 2014 started On\textlawgote?a\cdot ka’
  Niyukwalihó\cdot t\law as a pilot

  An intensive two year adult language and culture initiative to address Oneida’s vision, mission, and meet the purpose of Cultural Heritage. Research and requests for assistance indicates help from out east is necessary to be successful.
GOALS & OBJECTIVES

Oneida Reservation Comprehensive Plan
Department of Culture Plan Element

The following pages list the goals and objectives identified by the community for the comprehensive plan in 2005.
<table>
<thead>
<tr>
<th>Objective</th>
<th>Purpose</th>
<th>Activities</th>
</tr>
</thead>
<tbody>
<tr>
<td>1.1 Develop documentation on Oneida History from the Creation story to the present day</td>
<td>Document</td>
<td>Booklets, handouts, website, curriculum, brochures, scans</td>
</tr>
<tr>
<td>1.2 Offer a sequence of classes, seminars and conferences on Oneida Culture, history, traditional art, music and language based on above document</td>
<td>Classes</td>
<td>2 year intensive language/culture initiative, Monthly workshops held and the Museum and Cottage II, presentations in schools upon request, annual Decolonization conference, classes offered at SEOTS monthly, the library hosts craft classes, a rites of passage established in March 2016</td>
</tr>
<tr>
<td>1.3 As a department, offer a quarterly calendar of events</td>
<td>Calendar of events</td>
<td>Monthly workshops-Museum, History, Library, all staff. On*yote aka Gathering was established in 2010, a language summit was first held in December 2014 with plans to continue</td>
</tr>
<tr>
<td>1.4 Research and publish an Oneida history and culture book in multi-media formats and distribute to Oneida Members</td>
<td>Multi-media</td>
<td>Web pages, recordings, scanning, digital copies all available upon request. Working with Records Management to scan documents to be placed in onbase</td>
</tr>
<tr>
<td>1.5 Create signage which clearly identifies when other people enter the Oneida Reservation</td>
<td>Signage</td>
<td>Posters were created in the language. Oneida planning took over the signage around the community.</td>
</tr>
<tr>
<td>1.6 Coordinate culturally relevant activities with the Oneida Nation School System Curriculum</td>
<td>School</td>
<td>Continuous work with Oneida school system. Seymour and Pulaski School Language/Culture class for credit. Curriculum development is an on-going project. St. Norbert and UWGB offer Oneida Language for credit</td>
</tr>
</tbody>
</table>
### Goal 2: Continue to encourage ALL Oneida Tribal members to participate in an Oneida Language program

<table>
<thead>
<tr>
<th>Objective</th>
<th>Purpose</th>
<th>Activities</th>
</tr>
</thead>
<tbody>
<tr>
<td>2.1 Have 100 certified Oneida Nation Language teachers</td>
<td>100 Oneida Language teachers</td>
<td>5 year curriculum is 70% completed. Different teaching methods for different learning styles. Developing assessments for staff and students. Certification criteria is identified waiting for Legislature to approve.</td>
</tr>
<tr>
<td>2.2 Language classes will be held on a daily basis for Community members, families, children, schools, elders, and employees</td>
<td>Daily language classes</td>
<td>Classes held Monday - Friday at Cultural Heritage. Other locations for classes are at the Language house, K-12 schools, EAP, NHC, Health Promotions, SEOTS and the library.</td>
</tr>
<tr>
<td>2.3 All departments will have Onayote? a’ká Tsi’Niyukwawano’tá titles in the Oneida Language, use the Oneida flag, answer phone with Oneida greetings and basic work place language. Signs in buildings will be in the Oneida Language</td>
<td>Titles in the language</td>
<td>Some titles of buildings and tribal programs have been translated. Planning took over this initiative. Comprehensive Health worked with Cultural Heritage staff to develop a curriculum for their employees. No study has been done to see how many are using our greetings.</td>
</tr>
<tr>
<td>2.4 Provide incentives for members of the Oneida Nation as they gain specified levels of proficiency in speaking Oneida language with funding to begin in fiscal year 2007, including work release time during business hours for employees and weekend class hours for community members</td>
<td>Incentives</td>
<td>Funding did not begin in 2007 as indicated on 2005 plan. 2 year intensive language/culture initiative incorporates annual incentives. Participants work for material and create their own items. Language House staff offer weekend camps for some families</td>
</tr>
<tr>
<td>2.5 Outreach language classes to all tribal members utilizing WEB and technology (radio and television)</td>
<td>Outreach on web</td>
<td>Curriculum, games, lessons, activities on web site, Website is in the process of getting updated. <a href="http://www.oneida-nsn.gov/language">www.oneida-nsn.gov/language</a>. There are 2 apps available for Oneida</td>
</tr>
<tr>
<td>2.6 All roads and signs identified in Oneida language</td>
<td>Road &amp; signs in language</td>
<td>Planning and Development took over this activity.</td>
</tr>
</tbody>
</table>
### Goal #3 Continue with the Capital Improvement Project for the Cultural Center

<table>
<thead>
<tr>
<th>Objectives</th>
<th>Purpose</th>
<th>Activities</th>
</tr>
</thead>
<tbody>
<tr>
<td>3.1 Establish and implement a funding strategy by mid-year 2006</td>
<td>Funding strategy by 2006</td>
<td>Plan completed reviewed and updated. Lack of Tribal resources prevented a successful capital campaign. Updated plans with profession Museum planners divided cultural center into workable pieces. No movement on the pieces. Updated a marketing plan in 2012. An fund account is set up for fundraising initiative. Waiting for approval to carry over from year to year. Waiting for donation button to be added to site.</td>
</tr>
<tr>
<td>3.2 Complete construction of the Oneida Cultural Center which will contain: Museum state-of-the-art with collections storage space, permanent &amp; temporary exhibits; Children’s museum; expanded gift shop; Community meeting rooms &amp; kitchen; Theater – black box seating for 120; Arts programming; Language Teacher training area; Historical archives research library; Tribal Historians, Genealogy offices; Tribal Historic Preservation offices; Cultural Wellness and Cultural Advisors.</td>
<td>Cultural Center</td>
<td>On hold. Confusion about CIP and the process. Internal services assisted in developing a document listing components and costs. CIP is not being utilized, it is sitting on a shelf. Offering classes despite location and space limitations Program development based on Tsi’Niyukwaliho·t’ai a 2 year intense language/culture initiative Over $700,000+ is spent on planning alone over a span of 6-9 years.</td>
</tr>
<tr>
<td>Objective</td>
<td>Purpose</td>
<td>Activities</td>
</tr>
<tr>
<td>-----------</td>
<td>---------</td>
<td>------------</td>
</tr>
<tr>
<td>4.1 Increase the number of information venues with culturally relevant facts about or people as an on-going activity</td>
<td>Increase venues with culturally relevant facts</td>
<td>Web pages, Social media pages, books, videos, CD’s, interviews, youth art contest, off site presentations, Youtube productions</td>
</tr>
<tr>
<td>4.2 Honor and promote our accomplishments</td>
<td>Honor and promote accomplishments</td>
<td>In conjunction with others: Onayote’a:ká Gathering, Big Apple Fest, Winterfest, 2 year</td>
</tr>
<tr>
<td>4.3 Create lesson plans on Oneida history and culture which will be made available to any school district</td>
<td>Create lesson plans on Oneida history and culture to be made available to any school district</td>
<td>History baskets, booklets, brochures, Tsi’Niyukwaliho’tá curriculum, language curriculum, museum traveling exhibit and presentations.</td>
</tr>
</tbody>
</table>
### Balance Scorecard Information

**Objective:** Build a strong foundation of TsiʔNiyukwalihoʔa

<table>
<thead>
<tr>
<th>Perspective</th>
<th>Measure</th>
<th>Name</th>
</tr>
</thead>
<tbody>
<tr>
<td>Customer/Owner/Stakeholder</td>
<td>CUM05</td>
<td># of people attending learning opportunities</td>
</tr>
<tr>
<td>Fiscal</td>
<td>CUM04</td>
<td>$ collected vs. $ to general fund</td>
</tr>
<tr>
<td>Process</td>
<td>CUM03</td>
<td># of learning opportunities offered</td>
</tr>
<tr>
<td>Learning &amp; Growth</td>
<td>CUM01</td>
<td>% of Cultural Heritage staff that have ability to identify components of foundation</td>
</tr>
<tr>
<td></td>
<td>CUM02</td>
<td># of Cultural Heritage advancing in language class</td>
</tr>
</tbody>
</table>
## Balance Scorecard Information

<table>
<thead>
<tr>
<th>Perspective</th>
<th>Measure</th>
<th>Name</th>
</tr>
</thead>
<tbody>
<tr>
<td>Customer/Owner/Stakeholder</td>
<td>CUI04</td>
<td>Cultural Campus Development on Cultural Heritage grounds following resolutions dating back to 1987</td>
</tr>
<tr>
<td>Fiscal</td>
<td>CUI02</td>
<td>Marketing Plan, fee scale for services</td>
</tr>
<tr>
<td>Process</td>
<td>CUI02</td>
<td>Collections Management, SOP’s explanations for customers</td>
</tr>
<tr>
<td>Learning &amp; Growth</td>
<td>CUI 01</td>
<td>2 year intense Language/Culture. Developing 5 year Oneida Language Plan. Implementing a Rites of Passage, Onyntaxó’á:ká Gathering</td>
</tr>
</tbody>
</table>
Okay so what else are we doing to meet resolution 4-22-96-B?
ACTIVITIES

Annual Gathering of Oneida – Wooden Stick Lacrosse Expo

February 10, 2016 began Onýyoteʔaka TsiʔNiyukwalihó·tΛ -

A 2 year intense experiential language and culture course

February 3, 2016 completed the pilot for TsiʔNiyukwalihó·tΛ

Twânhate’nís- Changing of our lives (Oneida Rites of Passage)Mentorship – Starting a rites of passage based on culturally relevant information for community involvement

Starting an Oneida language summit in fall of 2016

Language staff working with young parents

Language classes in schools

Monthly workshops

Identifying landmarks-THPO is very instrumental

Tours and overseeing log home area

Gardening-The 2013 garden starred in several films

RECENT DEVELOPMENTS

Cultural site development for Cultural Center

Collaboration with Tourism: Amphitheater & Life-sized longhouse
Other plans

• Barn renovation plans
  • Barn renovation to include a wood workshop for young people to provide support and skill development. Studies show a connection to culture assists in building self esteem, confidence and a sense of belonging. Cultural Advisor does not have a workshop to complete this task

• Village Creation for educational and tourism purposes

• Museum expansion /rebuild on Cultural Heritage grounds

• Cultural Center

• Visitor center with tourism

• Several conceptual plans are in place

• No funding has been allotted to the space

• Questions as to what happens after 2025
BARN RESTORATION
HOMESTEAD MEADOW
IN GRAND CHUTE

Took their homestead barn and created a thriving business
The same barn used for Special Event and community functions
INTERIOR OF THE SAME BARN USED FOR FORMAL EVENTS
FUNCTIONS OF THE BARN

• Social dances
• Old time barn dance
• Reunions
• Just getting together
• Weddings
• Fund raisers
• Movie nights
• Culture craft work
• Youth groups
• Receptions – personal and professional
• Interactive classes-training-workshops
• Woodwork shop
• Meeting space
• Conferences
BARN LOFTS

The space can be used for any number of office needs or meeting space.
GROUND FLOOR POSSIBILITIES

Labeled Barn Movie Night
GROUND FLOOR USES
MAIN LEVEL SIDE ROOM

- Use for training and creation of cultural tools to facilitate healing and wellness.
- Host training sessions to properly create tools for hunting, fishing and gathering.
- Proper use of tools to create recreational items such as snow snakes, lacrosse sticks, drums, rattles
- Create condolence canes for personal and family use.
SIDE ROOM FOR WORKSHOP
Current Oneida Library affiliates with local libraries as a public library focusing on an array of literature.
LOWER LEVEL OFFICE OR MEETING SPACE
OUTDOOR RECEPTIONS
EVENTS INSIDE AND OUT
RISING ISSUES WITH BARN

• Would like to collaborate with Amish make it a community project and use as training for young folks – Will need to ensure safety of all participants with Tribal Contractors overseeing the project.

• Plans to raise funds are at a standstill

• Barn gets older every year –

• Quotes ranged from $250,000 simple and functional to $1.2 million with bells, whistles and copper roof.

• BIA road is compromising the stability. Needs a retaining wall.
Volunteers are appreciated

Volunteer activities
- Scanning
- Filing
- Identifying photos

- Workshop attendance
- Interviewee or interviewer
- Video formatting
ONEIDA BELT
CREATED AFTER THE REVOLUTIONARY WAR TO REUNITE AND STRENGTHEN THE CONFEDERACY

The Oneida Belt was created by Skanutu

Oneida is part of a larger picture
The Hiawatha Belt (AKA Flag of the Iroquois Confederacy) represents the original confederacy members.

Tuscarora was adopted in the 1700’s and is represented on the Oneida Belt.