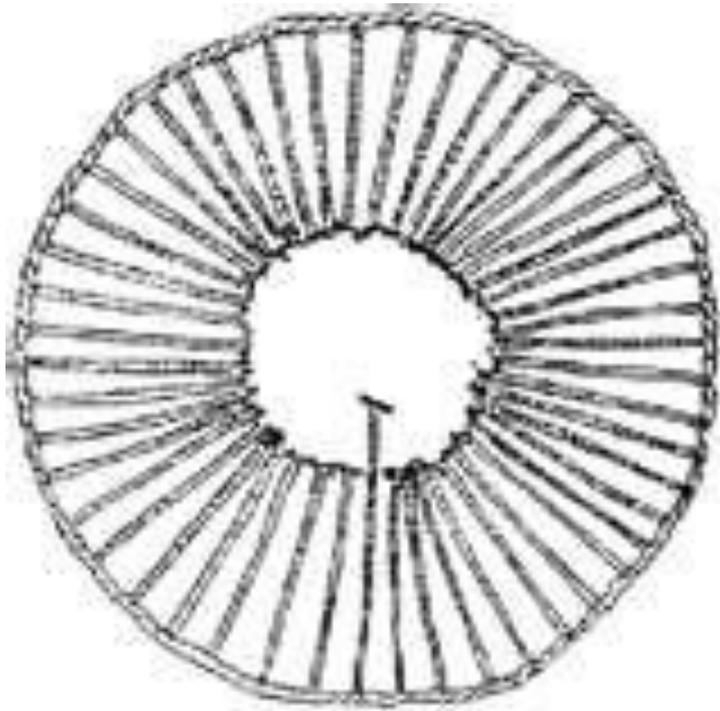


Tsi? niyukwalihō tō



Our Ways

ONEIDA NATION VISION STATEMENT



A Nation of strong
families built on
tsi? niyukwaliho' t^'
and a strong
economy.

DEFINITION:
TSI? NIYUKWALIHO'·TÁ
(GEE KNEE YOU GWA LEE HO TUNH)
OUR KINDS OF WAYS, OUR WAYS

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.

BC approved March 28, 2012

Mission Statements

Oneida Nation

To strengthen and protect our people, reclaim our land and enhance the environment by exercising our sovereignty.



Cultural Heritage

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.

ONEIDA CORE VALUES

HOW WE TREAT OURSELVES AND OTHERS

Kahletsyatlu'sla

The heartfelt encouragement of the best in being each of us

Kanolukhwa'sla

Compassion, caring, identity and joy of being

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



Yukwahwa:tsi'le

Our family and our Nation

Yukwatsi'stay^

Our fire, our spirit within each of us

PURPOSE

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

MAJOR COMPONENTS

Cultural Heritage

CULTURE

Advising
Ceremonies
Crafts
Clan Id
Genealogy
Immersion
Healing
Preservation
Wellness

ELDER INTERVIEWS HISTORY

Archives
Historian
Multi-media
Presentations
Research

LANGUAGE

Revitalization
Curriculum
Development

LIBRARY

Youth
Programming
Research
Internet
access

MUSEUM

Collections
Displays
Gift Shop
Objects
Photos
Special events
Tours
Workshops

Tribal
Historic
Preservation
Officer
Maintain
federal
regulation
for tribal
historic
preservation

NEW INITIATIVES

- Began restructuring efforts to be completed in the 2nd quarter of fiscal year 2016
- February 2014 started OnΛyoteʔa·kaʔ·TsiʔNiyukwalihó·tΛ 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
A 20-Year Guide (2005-2025)



The following pages list the goals and objectives identified by the community for the comprehensive plan in 2005

Goal 1: Offer a variety of experiential programs to preserve and increase the knowledge and understanding of the Oneida Culture

Objective	Purpose	Activities
1.1 Develop documentation on Oneida History from the Creation story to the present day	Document	Booklets, handouts, website, curriculum, brochures, scans
1.2 Offer a sequence of classes, seminars and conferences on Oneida Culture, history, traditional art, music and language based on above document	Classes	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
1.3 As a department, offer a quarterly calendar of events	Calendar of events	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
1.4 Research and publish an Oneida history and culture book in multi-media formats and distribute to Oneida Members	Multi-media	Web pages, recordings, scanning, digital copies all available upon request. Working with Records Management to scan documents to be placed in onbase
1.5 Create signage which clearly identifies when other people enter the Oneida Reservation	Signage	Posters were created in the language. Oneida planning took over the signage around the community.
1.6 Coordinate culturally relevant activities with the Oneida Nation School System Curriculum	School	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

Goal 2: Continue to encourage ALL Oneida Tribal members to participate in an Oneida Language program

Objective	Purpose	Activities
2.1 Have 100 certified Oneida Nation Language teachers	100 Oneida Language teachers	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.
2.2 Language classes will be held on a daily basis for Community members, families, children, schools, elders, and employees	Daily language classes	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.
2.3 All departments will have Onʌyoteʔ a:ká TsiʔNiyukwawano·tá <i>titles</i> 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	Titles in the language	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.
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	Incentives	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
2.5 Outreach language classes to all tribal members utilizing WEB and technology (radio and television)	Outreach on web	Curriculum, games, lessons, activities on web site, Website is in the process of getting updated. www.oneida-nsn.gov/language . There are 2 apps available for Oneida
2.6 All roads and signs identified in Oneida language	Road & signs in language	Planning and Development took over this activity.

Goal #3 Continue with the Capital Improvement Project for the Cultural Center

Objectives	Purpose	Activities
3.1 Establish and implement a funding strategy by mid-year 2006	Funding strategy by 2006	<p>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.</p> <p>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.</p>
3.2 Complete construction of the Oneida Cultural Center which will contain: Museum state-of-the-art with collections storage space, permanent & temporary exhibits; Children's museum; expanded gift shop; Community meeting rooms & 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.	Cultural Center	<p>On hold. Confusion about CIP and the process.</p> <p>Internal services assisted in developing a document listing components and costs.</p> <p>CIP is not being utilized, it is sitting on a shelf.</p> <p>Offering classes despite location and space limitations</p> <p>Program development based on Tsi'Niyukwaliho'tá a 2 year intense language/culture initiative Over \$700,000+ is spent on planning alone over a span of 6-9 years.</p>

Goal #4 Educate and communicate our cultural values/beliefs and history to other Tribes and the general public

Objective	Purpose	Activities
4.1 Increase the number of information venues with culturally relevant facts about or people as an on-going activity	Increase venues with culturally relevant facts	Web pages, Social media pages, books, videos, CD's, interviews, youth art contest, off site presentations, Youtube productions
4.2 Honor and promote our accomplishments	Honor and promote accomplishments	In conjunction with others: OnΛyote'aká Gathering, Big Apple Fest, Winterfest, 2 year
4.3 Create lesson plans on Oneida history and culture which will be made available to any school district	Create lesson plans on Oneida history and culture to be made available to any school district	History baskets, booklets, brochures, Tsi'Niyukwaliho'tá curriculum, language curriculum, museum traveling exhibit and presentations.

Measuring success



Balance Scorecard Information

Objective: Build a strong foundation of Tsi'Niyukwaliho·tá

Perspective	Measure	Name
Customer/ Owner/ Stakeholder	CUM05	# of people attending learning opportunities
Fiscal	CUM04	\$ collected vs. \$ to general fund
Process	CUM03	# of learning opportunities offered
Learning & Growth	CUM01	% of Cultural Heritage staff that have ability to identify components of foundation
	CUM02	# of Cultural Heritage advancing in language class



Balance Scorecard Information

Initiatives or Projects		
Perspective	Measure	Name
Customer/ Owner/Stakeholder	CUI04	Cultural Campus Development on Cultural Heritage grounds following resolutions dating back to 1987
Fiscal	CUI02	Marketing Plan, fee scale for services
Process	CUI02	Collections Management, SOP's explanations for customers
Learning & Growth	CUI 01	2 year intense Language/Culture. Developing 5 year Oneida Language Plan. Implementing a Rites of Passage, Onlayote'a'ká Gathering

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 Onáyoteʔaka TsiʔNiyukwalihóʔta -

A 2 year intense experiential language and culture course

February 3, 2016 completed the pilot for TsiʔNiyukwalihóʔta

Tʷanhateʔnís- 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 Tsiyehonon Agency to develop a Oneida Cultural Center

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

Barn Again



 Schiffer

E. Ashley Rooney

HOMESTEAD MEADOW IN GRAND CHUTE

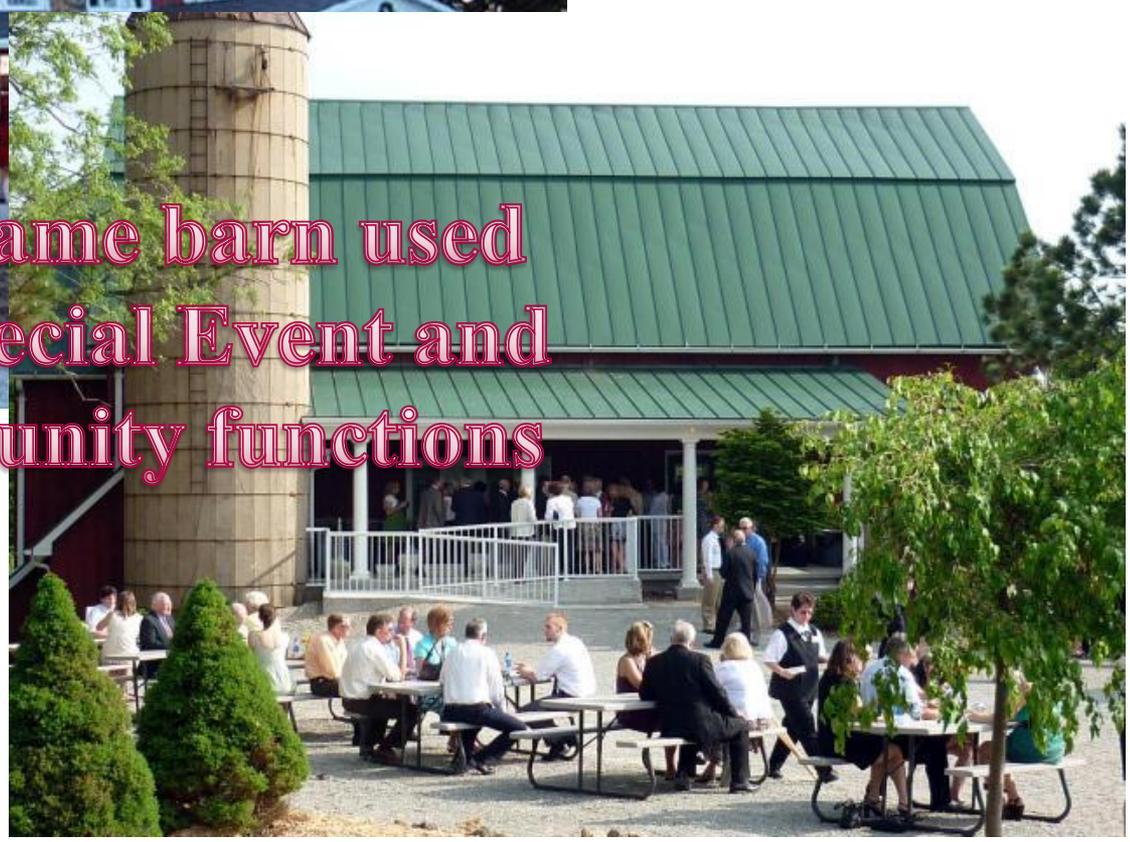


*Took their
homestead barn and
created a thriving
business*





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

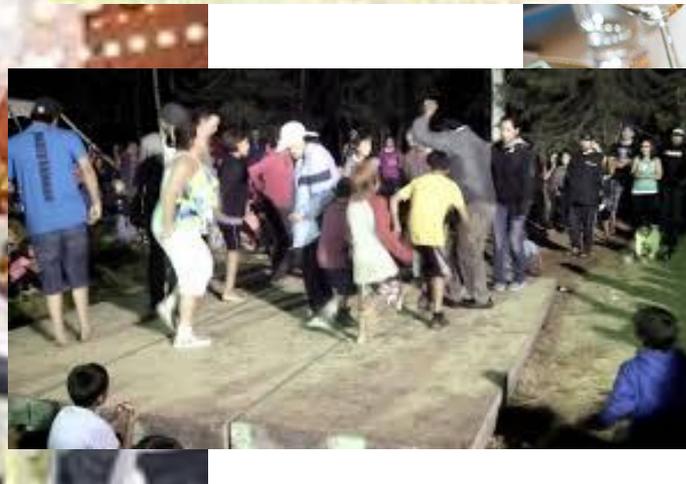
BARN LOFTS



GROUND FLOOR POSSIBILITIES



GROUND FLOOR USES

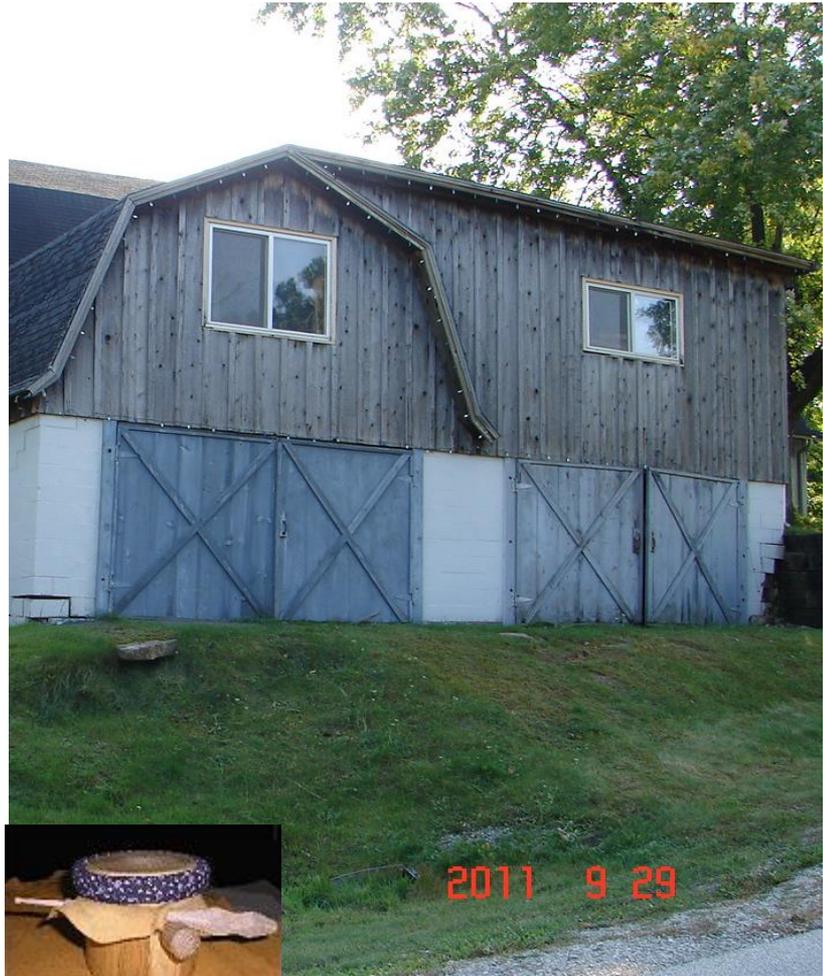
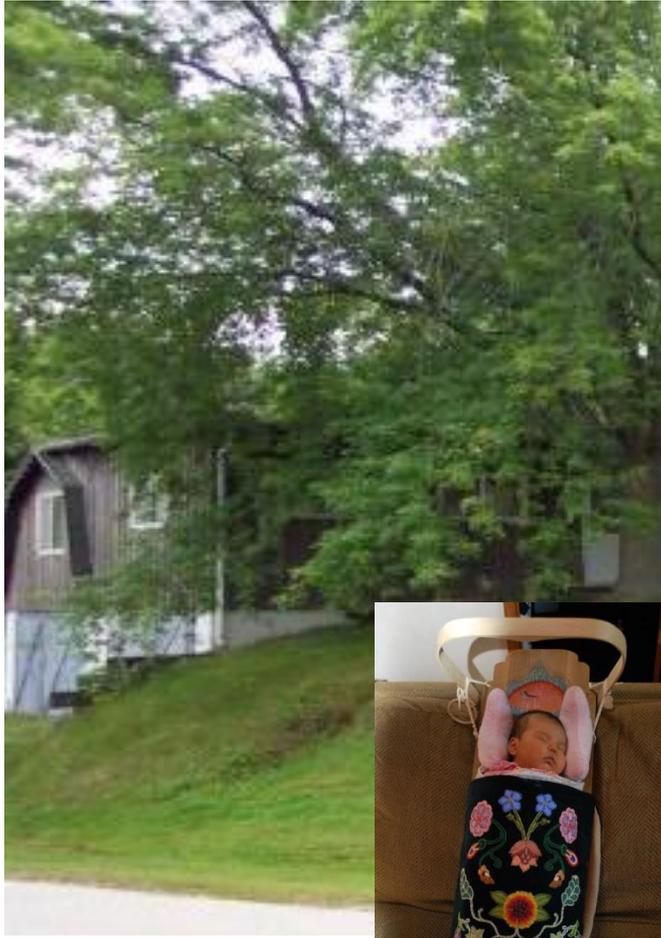




MAIN LEVEL SIDE ROOM

- 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



LOWER LEVEL IDEAS CULTURAL RESEARCH LIBRARY



LOWER LEVEL OFFICE OR MEETING SPACE



OUTDOOR RECEPTIONS



EVENTS INSIDE AND OUT



KITCHENETTE





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.

COMMUNITY INVOLVEMENT

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

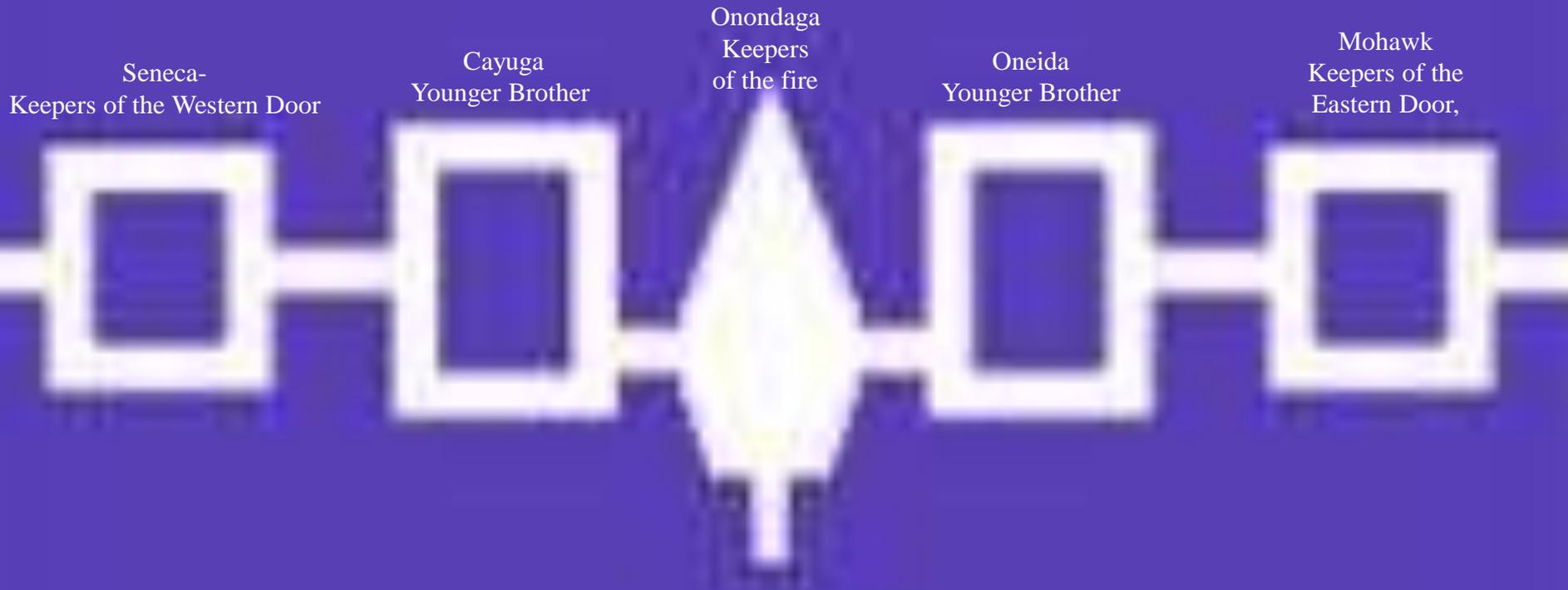


The Oneida Belt was
created by Skanutu

Oneida is part of a larger picture

WHAT IS THIS AND WHY IS IT ALL OVER THE PLACE? IT

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