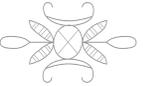


# TABLE OF CONTENTS:

## GOALS & OBJECTIVES

<i>SECTION</i>	<i>PAGE #</i>
<b>INTRODUCTION</b> .....	<b>8-1</b>
<b>SOCIAL WELLNESS (CULTURE, EDUCATION, HEALTHCARE, HUMAN SERVICES)</b> .....	<b>8-9</b>
<b>HOUSING</b> .....	<b>8-11</b>
<b>COMMUNITY DESIGN</b> .....	<b>8-13</b>
<b>PARKS AND RECREATION</b> .....	<b>8-15</b>
<b>TRANSPORTATION, FACILITIES, UTILITIES</b> .....	<b>8-17</b>
<b>PUBLIC SAFETY</b> .....	<b>8-19</b>
<b>GOVERNMENTAL COORDINATION AND REGULATIONS</b> .....	<b>8-21</b>
<b>ECONOMIC DEVELOPMENT</b> .....	<b>8-23</b>
<b>AGRICULTURE</b> .....	<b>8-25</b>
<b>NATURAL RESOURCES</b> .....	<b>8-27</b>
<b>LAND USE</b> .....	<b>8-29</b>





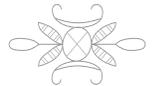
# INTRODUCTION

The Oneida Reservation Comprehensive Plan (Comp Plan) was adopted by the Oneida Business Committee in December 2008. The Comp Plan is comprised of 16 specific “elements,” and because this is a living document, is updated a minimum of every five years. The 16 elements of the Comp Plan guide the Oneida Tribe’s organization as it establishes goals and objectives for their respective areas.

Oneida’s Planning Department completed a two year process of assessment, evaluation and reporting to the Tribe’s business units, elected officials and community members in order to update and validate the Comp Plan contained in this document. The Comp Plan also reflects the current demographic conditions of the Tribe, and is flexible in order to accommodate changes in economic conditions as well.

This document reflects the community’s voice and information gathered through public participation. Efforts to gather input were made through the Kalihwisaks, community meetings, questionnaires, and business unit meetings.

The Comprehensive Plan Public Participation Plan is to be used to create awareness, educate, gather input, and for decision-making that reflects community needs. As an education tool and as a result of the Education and Culture and Language plan element input, the Oneida language is being used to identify some of the plan elements. Because our language is unique and special in describing who we are as a People, this document is used to make the commitment to teach and learn our ways together.



# THE INTENT OF THE UPDATE

Coordinated by the Planning Department, this update to the Comp Plan is the result of a two-year effort of assessing, evaluating and reporting the status of the Comp Plan to the Organizational business units, the elected officials through the Community Development Planning Committee (CDPC) and the Oneida Community through community meetings and through KALIHWISAKS articles. The Comp Plan represents the Oneida People’s voice in addressing several factors (Sixteen (16) Plan Elements) affecting the community, it’s future design and development and it also acts as a “needs assessment” by which the Oneida People may continuously express their ideas, reactions, and concerns. Furthermore, the Comp Plan is considered a “living document,” “not set in concrete” and changes may be made (adjustments) that can respond to changes in the economy, Tribal demographics, policies and vision.

The Comp Plan was developed through a “grassroots” approach, which included: ten public meetings; Tribal Membership questionnaires; and sixteen organizational meetings (PETs). During the planning process, many opportunities were provided for community members to offer their input and Oneida Organizational business units assisted in generating goals and objectives based upon the public input gathered during the process and their professional knowledge of the specific plan element.

# CHANGES MADE IN THIS UPDATE

## *Vision*

In 2009, The 7th Generation Vision, which was quite lengthy, was updated into a more concise statement. Vision describes what we want to accomplish in the future; our “picture of the future”. The new vision statement is written as follows:

“A Nation of strong families built on **Tsi? Niyukwaliho-tá** and a strong economy.”

The Oneida word **Tsi? Niyukwaliho-tá** is interpreted as “Our kind of ways/our ways.” This word does not have an easy translation into English. “Our ways” includes our beliefs, our customs, and how we view things (past, present, and future). It also includes our history, language, and things in our environment (man-made and natural) that make us distinct from others as a People. There are many things that included in this list, but we cannot list them all here.



## *Mission*

“Mission” describes what we are about, our purpose. In 2009, The 7th Generation Mission was also written into a concise statement as follows:

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

## *Values*

Values were not included in the 2008 Oneida Reservation Comprehensive Plan, but they are being added because of their association with our rewritten Vision and Mission.

“Values” are our guiding principles, what we believe in. The VALUES of the Oneida Nation follows the Good Mind.

**THE GOOD MIND**  
As expressed by On̄yoteʔa-ká

**Kahletsyalúsla**  
The heart felt encouragement of the best in each of us

**Kanolukhwásla**  
Compassion, caring, identity, and joy of being

**Kaʔnikuhli-yó**  
The openness of the good spirit and mind

**Kaʔtshatstásla**  
The strength of belief and vision as a People

**Kalihwi-yó**  
The use of the good words about ourselves, our Nation, and our future

**Twahwahtsíláyá**  
All of us are family

**Yukwatsístáyá**  
Our fire, our spirit within each one of us



*Plan Elements*

The adopted Oneida Reservation Comprehensive Plan of 2008 had a total of sixteen (16) Plan Elements. All primarily identified as “physical” elements, there are three plan elements which are more “human development” in nature, those being Culture, Education and Healthcare. These three Plan Elements are being combined with “other” human development programs into a new Plan Element called SOCIAL WELLNESS. Although being combined, all components of the SOCIAL WELLNESS Plan Element will utilize one major goal with individual program objectives.

The new SOCIAL WELLNESS Plan Element will be more People and Place focused with specific population-based needs being addressed such as aging, youth, children, cultural, educational, health, recreational and social programs and services. Access to a wide range of quality services is essential to achieving and maintaining a reasonable Quality Of Life, hence, the primary focus of this new element.

An additional change is the consolidation of the three current Plan Elements of Utilities, Facilities and Transportation into one Plan Element, which will provide for a more cohesive delivery of quality “physical” services to the People and overall community. Other combinations of “physical” plan elements may be considered in future reviews of the changes being made within this update.

A final change was the combining of the Environmental and Natural Resources into one plan element since both are clearly associated and are being addressed by the Environmental Health and Safety Division.

The results of these changes within the Plan Elements were supported by the Plan Element Teams which represent the Organizational business units associated with each specific Plan Element. These changes are displayed in a chart identified as Exhibit 1.

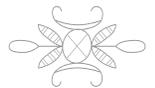
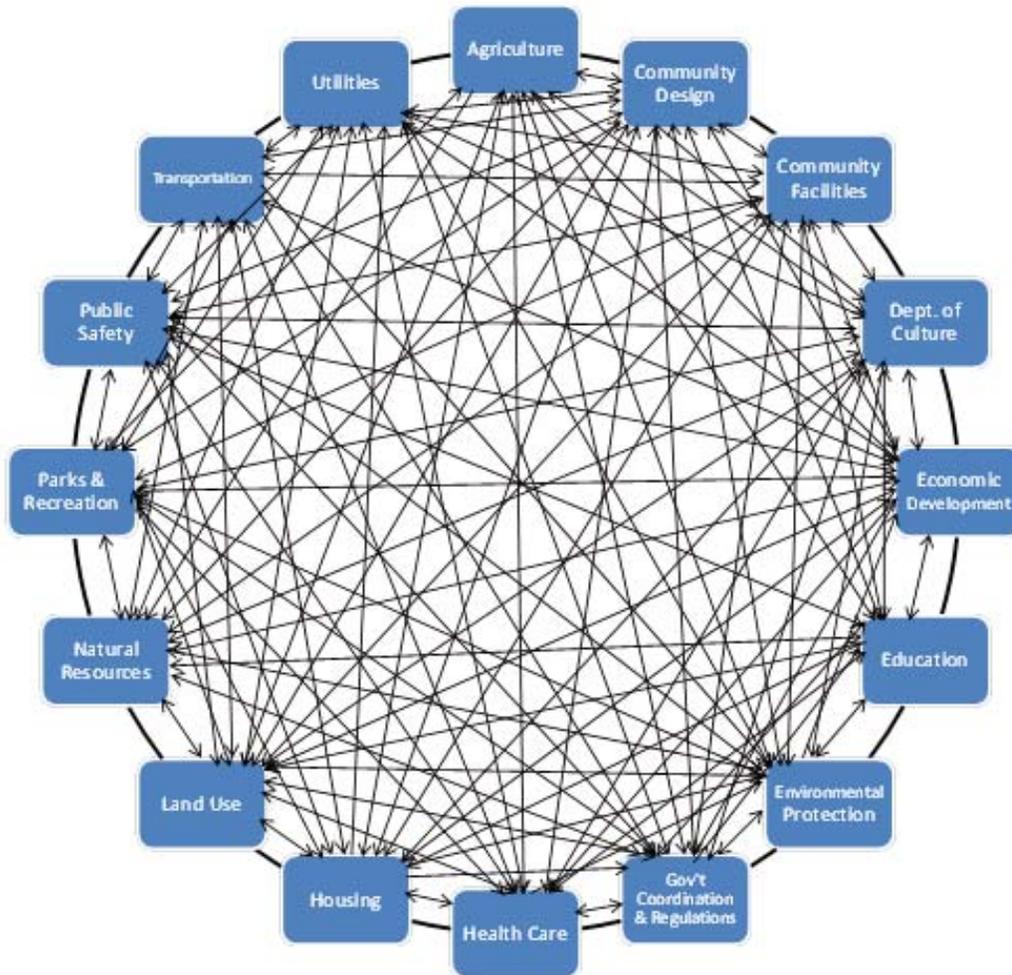
During the evaluation and assessment phases of the current Comp Plan, the Planning Team recognized that there were no standalone Plan Elements. Each and every one is associated with the “whole,” thereby, forming a web of interconnectivity. This “web” of the original 16 Plan Elements is depicted in the diagram displayed in Exhibit 2.

EXHIBIT 1

ORIGINAL 16 PLAN ELEMENTS	NEW 11 PLAN ELEMENTS
1. CULTURE	1. SOCIAL WELLNESS: CULTURE, EDUCATION, HEALTH, HUMAN DEVELOPMENT (NEW)
2. EDUCATION	
3. HEALTH	
4. HOUSING	2. HOUSING
5. COMMUNITY DESIGN	3. COMMUNITY DESIGN
6. PARKS AND RECREATION	4. PARKS AND RECREATION
7. TRANSPORTATION	5. TRANSPORTATION, FACILITIES, UTILITIES
8. COMMUNITY FACILITIES	
9. UTILITIES	
10. PUBLIC SAFETY	6. PUBLIC SAFETY
11. GOV'T COORDINATION AND REGULATION	7. GOV'T COORDINATION AND REGULATION
12. ECONOMIC DEVELOPMENT	8. ECONOMIC DEVELOPMENT
13. AGRICULTURE	9. AGRICULTURE
14. ENVIRONMENTAL	10. NATURAL RESOURCES
15. NATURAL RESOURCES	
16. LAND USE	11. LAND USE



EXHIBIT 2



## GOALS & OBJECTIVES

There were a total of 356 goals and objectives in the 2008 Plan, 30 of which were not applicable to specific plan elements and were therefore deleted. Of the remaining 326 goals and objectives, 78% were met and/or became operational by the Organizational business units which were associated with each Plan Element. The remaining 22% are generally considered to be operational in nature rather than comprehensive, therefore, organizational units should continue to work at making them become operational as appropriate.

During the evaluation process it was noted by the Planning Team that many of the goals and objectives were at the level of day-to-day activities of the Organization's business units, therefore, a decision was made to move forward with an update consisting of goals and objectives that are more comprehensive in nature, are in alignment with the Nation's Vision and Mission and also take into consideration the Values of the Nation.

# DATA COLLECTION & ANALYSIS

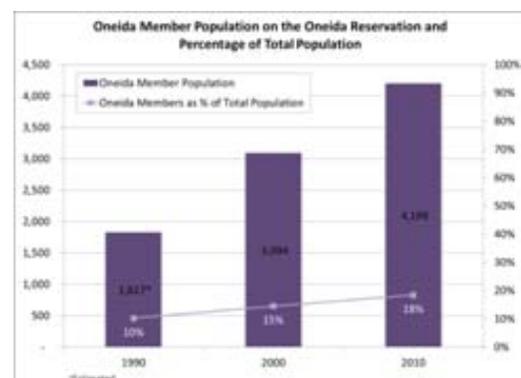
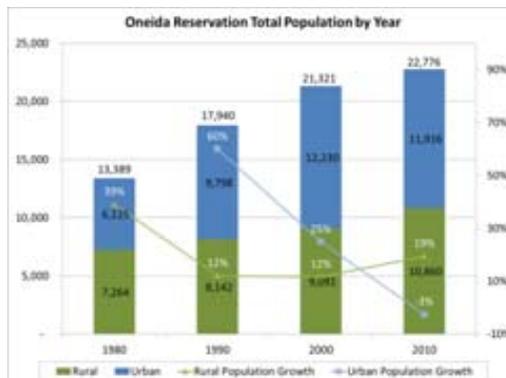
As indicated earlier within this update, ten community meetings were held and each Plan Element was addressed with the Organization’s business units providing an update on their respective elements. In conclusion of those meetings, the community’s input was gathered by asking the question, “How do you see the future of this plan element?” Results were recorded and are incorporated into the new goals and objectives within this update. In addition, the Organization’s business units were approached and given the analogy of getting on an airplane and rising to the level of 10,000 feet and looking down at the Oneida Reservation. We then asked the question, “What do you see as a high level goal that will align with the Oneida Vision and Mission statements for this plan element?” The responses were also recorded and utilized in preparation of the new “high-level, comprehensive in nature” goals and objectives which they participated in writing.

An assessment of all plan elements was performed which looked at the plan element definition, current status of the goals and objectives, the current community input, the 2012 Quality of Life results specific to the plan element, and other known documents or policies relating to the plan element. All of this data was considered when the new goals, objectives and measurements were developed for this update.



## DEMOGRAPHICS<sup>1</sup>

**The Oneida Reservation is 65,400 acres. The majority is rural, but the majority of the population lives in the urban area. According to the U.S. Census Bureau, the Oneida Reservation population has continued to grow. Since 1980, the population has grown by over 70%. The number of Oneida members<sup>2</sup> who live on the Oneida Reservation has more than doubled since 1990. The Oneida membership living on the Oneida Reservation makes up over 18% of the total population.**



- 1 2010-2012 U.S. Census Bureau American Community Survey 3-Year Estimates
- 2 Oneida Enrollment Records as of 12/10/13

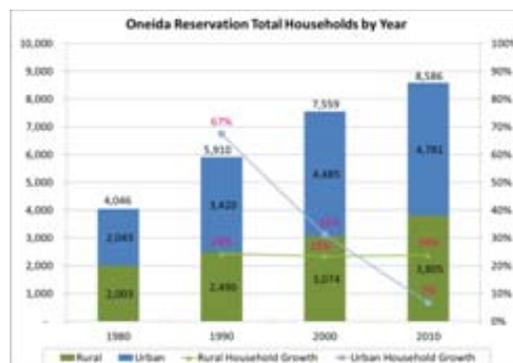
The current population on the Oneida Reservation is 23,818. Just over half of the population, 50.3%, is male. 27.7% of the population is under 18 years old. 10.6% of the population is 65 and older. The median age is 41.8.

There are 4,487 Oneida members living on the Oneida Reservation. Just under half of the Oneida population on the Oneida Reservation, 49.7%, is male. 23.6% of the Oneida population on the Oneida Reservation is under 18 years old. 10.3% of the Oneida population on the Oneida Reservation is 65 and older. The median age of Oneida members on the Oneida Reservation is 33.4.

4.3% of the civilian labor force who lives on the Oneida Reservation is unemployed. The median household income on the Oneida Reservation is \$64,227. The poverty rate for all people living on the Oneida Reservation is 8.6%. 13.3% of children who live on the Oneida Reservation are below the poverty level.

Approximately 13.1% of adult Oneida members who live on the Oneida Reservation are unemployed. The median household income of Oneida members who live on the Oneida Reservation is \$38,006.

Along with the population on the Oneida Reservation, the number of occupied housing units has continued to grow. The number of households has more than doubled since 1980. The average household size has decreased since 1980 when it was 3.31. This is most likely due to the increased elder population who live on the Oneida Reservation.



The total number of housing units on the Oneida Reservation is 9,041. The number of those that are occupied is 8,734 or 96.6%. The average household size is 2.73. 3,361 households on the Oneida Reservation (38.5%) contain children under 18 years old.

Oneida members live in 1,800 housing units on the Oneida Reservation. Approximately 50% of those units (910) are on land owned by the Oneida Tribe. The average household size of Oneida member households is 3.2 on the Oneida Reservation.

The majority of housing units on the Oneida Reservation, 78.6%, are single family units detached from any other structure. 5.8% are duplexes, and 5.5% are single family units attached to another structure. 4.5% are 5-9 unit complexes, and 2.7% are 10-19 unit complexes. 1.9% of the housing units are mobile homes. Only 0.7% of units are 3-4 unit complexes, and 0.4% are 20 or more unit complexes.

79.6% of housing units are owner-occupied and 20.4% are renter-occupied. 76.2% of housing units on the Oneida Reservation are heated with utility gas. 9.2% are heated with electricity, and 7.1% are heated with bottled, tank, or LP gas.

The median value of owner-occupied units on the Oneida Reservation is \$189,100. The median rent paid in renter-occupied units is \$679.

65.8% of Oneida member housing units are owner-occupied, and 34.2% are renter-occupied.

## SUMMARY

This “update” describes the overall intent of the “update,” describes the changes made and establishes the future goals and objectives which the Organizational business units or Plan Element Teams (PETs) will implement.

The goals and objectives within this “update” are to be considered as “high-level, comprehensive in nature” and in alignment with the Oneida Nation’s Vision, Mission and in concert with the Values of our People. The overall intent is to provide the Oneida People with a Quality of Life which will sustain “Our Ways.”

The overall intent of this update suggests that the Organizational business units (Plan Element Teams) take on the responsibility of developing, implementing and managing the identified goals and objectives for each Plan Element and an individual be identified to annually report the status of each goal and objective in written form to the Planning Department. The Planning Department will prepare an annual cumulative status report for the Community Development Planning Committee (CDPC) and the Quality of Life Committee (QOLC) to be followed-up with an annual report to the Oneida Business Committee and the General Tribal Council.

The overall status of the Oneida Reservation Comprehensive Plan should fall in line with the three year budget process and the Oneida Election Process so the updated information may be utilized in concert by everyone.



## **skana akahak** (“peace/well it will become” - WELLNESS)

**GOAL 1:** Ensure overall wellness for *latiksa’ shu ha tsi Niyole lotikst’ hoku ha* (“children as far as the old people”).

### **Tsi ’Niyukwalihota** (“our ways” - CULTURE)

#### *Objective*

- 1.1: Preserve *ayukwatenhotukwathat slaya take* (“we (all) should have a key”).

### **ayehya’ tuhslayatehlihake** (“someone will be educated”- EDUCATION)

#### *Objective*

- 1.2: Provide the highest quality education system.

### **ata kali tatsla** (“health/liveliness” - HEALTHCARE)

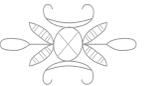
#### *Objective*

- 1.3: Improve physical and mental health of the Oneida community.

### **Iuwatiya’ takenhas** (“they help them” - HUMAN DEVELOPMENT)

#### *Objective*

- 1.4: Improve quality of life through social programming.



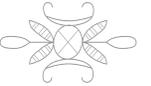


# HOUSING

**GOAL 1: Provide a variety of housing opportunities to improve social outcomes and wellness.**

## *Objectives*

- 1.1: Identify additional funding sources dedicated to supporting housing needs.
- 1.2: Develop policies that create opportunities that support tribal members' housing needs.
- 1.3: Institute organizational entities that create opportunities that support tribal members' housing needs.
- 1.4: Implement visioning Oneida guiding principles to achieve desired community housing development.



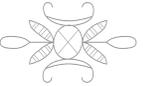


# COMMUNITY DESIGN

**GOAL 1: Create an Oneida community of wellness that supports the individual's tie to the land through a sense of place, identity and appropriate development.**

## *Objectives*

- 1.1: Create a positive sense of place which identifies the Oneida community.
- 1.2 Community design based on right size, right place economics.



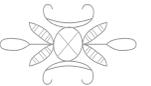


# PARKS AND RECREATION

## **GOAL 1: Strengthen families by providing healthy lifestyle experiences.**

### *Objectives*

- 1.1: Increase and prioritize development of land for recreational use.
- 1.2: Increase resources to meet the recreational needs of the community.



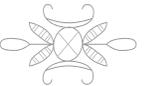


# TRANSPORTATION, FACILITIES, UTILITIES

**GOAL 1: Enhance sovereignty by investing in tribal infrastructure.**

## *Objectives*

- 1.1: Strategically expand infrastructure.
- 1.2: Improve energy efficiency of tribal assets.





# **PUBLIC SAFETY**

## **GOAL 1: Assert our sovereignty.**

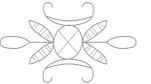
### *Objectives*

- 1.1: Increase jurisdiction on the Oneida Reservation.
- 1.2: Assess Judicial Code.

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

### *Objectives*

- 2.1: Reduce crime rate.
- 2.2: Improve community perception of safety on the Oneida Reservation.



## **GOAL 3: Protect tribal assets.**

### *Objective*

- 3.1: Enact asset management policy.



# GOVERNMENTAL COORDINATION AND REGULATIONS

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

## *Objectives*

- 1.1: Develop/improve Intergovernmental agreements.
- 1.2: Continuously review laws & policies.

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

## *Objectives*

- 2.1: Educate and communicate value of civic engagement.
- 2.2: Constitutional reform.



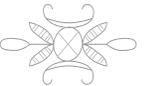


# ECONOMIC DEVELOPMENT

## GOAL 1: Support sound economic activities.

### *Objective*

- 1.1: Create economic development policy.
- 1.2: Invest resources for an economic development function.





# AGRICULTURE

## **GOAL 1: Achieve food security for the Oneida community.**

### *Objectives*

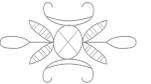
- 1.1: Increase production to meet the nutritional needs of the Oneida community.
- 1.2: Establish a Food Policy.

## **GOAL 2: Anchor our heritage into our agricultural practices.**

### *Objective*

- 2.1: Maintain culturally-based food practices.

## **GOAL 3: Use agriculture to grow our economy.**



### *Objective*

- 3.1: Increase revenue from agriculture.

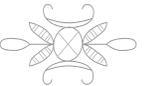


# NATURAL RESOURCES

## **GOAL 1: Commit to responsible stewardship of our natural resources.**

### *Objectives*

- 1.1: Acquire and restore Reservation lands and waterways.
- 1.2: Build collaborative partnerships with external entities.
- 1.3: Educate all on the Reservation's natural resources.





# LAND USE

**GOAL 1: Maintain a balance between the natural components and the built environment of our land.**

## *Objectives*

- 1.1: Assess potential use of all Reservation land.
  
- 1.2: Maintain rural character.

