

# Oneida Tribe of Indians of Wisconsin



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 made possible.

## GTC Resolution 12-14-15-A Adoption of Fiscal Year 2016 Budget

- WHEREAS,** the Oneida Tribe of Indians of Wisconsin is a federally recognized Indian government and a treaty tribe recognized by the laws of the United States of America; and
- WHEREAS,** the Oneida General Tribal Council is the governing body of the Oneida Tribe of Indians of Wisconsin; and
- WHEREAS,** the Oneida Business Committee has been delegated the authority of Article IV, Section 1, of the Oneida Tribal Constitution by the Oneida General Tribal Council; and
- WHEREAS,** the Oneida Business Committee has the fiscal responsibility of preparing a budgetary plan for review and approval by the General Tribal Council; and
- WHEREAS,** a comprehensive spending plan must encompass the four strategic directions of Advancing Onlyote?a•ka Principles, Committing to Build a Responsible Nation, Implementing "Good Governance" Processes, Creating a Positive Organizational Culture identified by the Oneida Business Committee, which include health care, education, economic, government, land and environment, language, culture, and employment; and
- WHEREAS,** the comprehensive spending plan includes additional allocations for operational goals, support systems, debt payments and membership payments; and
- WHEREAS,** the Oneida Business Committee adopted resolution # BC-11-12-14-B, Re-Affirmation of Core Values, in order to guide its actions: The Good Mind as expressed by Onlyote?a•ka, Kahletsyalúsla, which is the heartfelt encouragement of the best in each of us, and, Kanolukhwásla, which is the compassion, caring, identity, and joy of being, and, Ka?nikuhli•yó, which is the openness of the good spirit and mind, and, Ka?tshatstásla, which is the strength of belief and vision as a people, and, Kalihwi•yó, which is the use of the good words about ourselves, our nation and our future, and, Twahwahtsilaya, which is all of us are family, and, Yukwatsistaya, which is our fire, our spirit within each of us; and
- WHEREAS,** the Oneida Business Committee adopted resolution # BC-02-11-15-A Budget Initiative for Fiscal Years 2016, 2017, and 2018, to guide the budgeting process which consisted of two guiding principles in developing the budget:
1. "The end in mind is 'Sustainability.' Assessment guidelines will be the path for the Tribal organization to develop a Fiscal Year 2016 budget so that we may begin to implement strategies for growth in Fiscal Year 2017 and Fiscal Year 2018 to support the Oneida Tribe overall."
  2. Utilizing the four Strategic Directions of "Advancing Onlyote?a•ka Principles, Committing to Build a Responsible Nation, Implementing Good Governance Processes, and Creating a Positive Organizational Culture."; and

**WHEREAS,** the organization has completed a budgeting process of assessment, development, measurement and implementation utilizing programming data, budget trending data, client needs data, and tools which show alignment of the programming to the Tribe's Core values, Strategic Directions and Practical Visions; and

**WHEREAS,** the Oneida Business Committee has reviewed the proposed budget and supports the budget presented to the General Tribal Council as being based on the Core Values, Strategic Directions and Practical Visions; and

**NOW THEREFORE BE IT RESOLVED,** the Fiscal Year 2016 Budget of \$430,022,309.00 as defined by the attached document is approved by the General Tribal Council for implementation with review and oversight by the Oneida Business Committee.

**BE IT FINALLY RESOLVED,** the total employment levels of the Tribe shall be capped at 2700 full-time equivalent employees and all employment decisions shall be made to reach this cap while avoiding lay-offs. The Oneida Business Committee shall direct the Human Resources Department to development necessary Standard Operating Procedures to assist the organization in identifying processes to assist the organization in utilizing the knowledge, skills and abilities of the organization's employees in the most effective and efficient manner to allow the employment levels to be reduced to the 2700 maximum employment base. The Oneida Business Committee shall review and approve the Standard Operating Procedures and direct a review of the impact of those procedures at regular intervals.

#### **CERTIFICATION**

I, the undersigned, as Secretary of the Oneida Business Committee, hereby certify that the Oneida General Tribal Council, in session with a quorum of 1,599 members present, at a meeting duly called, noticed and held on the 14<sup>th</sup> day of December, 2015; that the forgoing resolution was duly adopted at such meeting by a majority vote of those present and that said resolution has not been rescinded or amended in anyway.



Lisa Summers, Tribal Secretary  
Oneida Business Committee