

# Oneida Business Committee Agenda Request

1. Meeting Date Requested: 11 / 10 / 15

## 2. General Information:

Session:  Open  Executive - See instructions for the applicable laws, then choose one:

Agenda Header:

Accept as Information only

Action - please describe:

## 3. Supporting Materials

Report  Resolution  Contract

Other:

1.

3.

2.

4.

Business Committee signature required

## 4. Budget Information

Budgeted - Tribal Contribution  Budgeted - Grant Funded  Unbudgeted

## 5. Submission

Authorized Sponsor / Liaison:

Primary Requestor/Submitter:

Your Name, Title / Dept. or Tribal Member

Additional Requestor:

Name, Title / Dept.

Additional Requestor:

Name, Title / Dept.

## Oneida Business Committee Agenda Request

### 6. Cover Memo:

Describe the purpose, background/history, and action requested:

Attached is the fourth quarter report for Governmental Services Division. The following is a brief narrative of highlights for the Division and a report on departments and the outcomes that they achieved with their customers in July, August, and September, 2015.

- 1) Save a copy of this form for your records.
- 2) Print this form as a \*.pdf *OR* print and scan this form in as \*.pdf.
- 3) E-mail this form and all supporting materials in a **SINGLE** \*.pdf file to: [BC\\_Agenda\\_Requests@oneidanation.org](mailto:BC_Agenda_Requests@oneidanation.org)

## Governmental Services Division

### FY15 Fourth Quarter Report

10/23/2015

**Summary:** This quarters report provides a summary of GSD initiatives for the fourth quarter. Also, this report incorporates the day-to-day GSD scorecard information, tracking customer utilization of services and trends. Our customer service average score for the Division was 94%. This is up from past years average of 88-92% for the Division.

#### KSA Description

Knowledge – Mastery of facts, range of information in subject matter area.

Skills – Proficiency, expertise, or competence in given area. For example, life skills, employment and citizenship

Abilities – Demonstrated performance to use knowledge and skills when needed.

Highlight: GSD has intensified efforts to collaborate with the following:

1. Implementing transfer Elder Snow plowing and grass cutting to DPW.
2. Discussing the transfer of Elder Major and Minor Home Repair to the Development Division
3. Collaborating Transit operations with Housing, Land, Development Division, to integrate community mobility planning into reservation development
4. Collaborating Social Services operations with Housing Development team to improve social planning interventions remediation and prevention services.
5. Collaborating with CFO Office to increase affordability of Childcare service.
6. Recreation and Housing are implementing a Memorandum of Agreement (MOA) to increase usage of recreation services by Housing residents.
7. The Arts Department and Education and Training Area are collaborating to develop and implement more diversified programming through the CEC Department.
8. Relocation plans for GSD Division Office, Cultural Heritage and Early Head Start are in progress.
9. Cultural Heritage and Comprehensive Health are collaborating with the State of Wisconsin to implement and certify a Cultural Healing initiative.
10. GSD is collaborating with Health, Development, Environmental, Housing to expand the parameters of long term, to include social planning.
11. GSD will be contacting Tribal Statistician to review questions for the next Quality of Life survey and to identify performance targets based upon the survey results.
12. The Division office has requested the Education and Training Area to implement a Higher Education Alumni initiative. The intent of the initiative is to provide and

- mobilize a significant Oneida human resource, to provide knowledge, skills, and abilities toward achievement of the Tribes vision.
13. GSD has imitated collaboration with the Internal Services Division, regarding cultural tourism.
  14. GSD will be working with the Land Commission and Land Division regarding current and future lease agreements, to address public/ tourism programming. This collaboration will also address the need for private Oneida only cultural programming

## Service development outcomes and customer results

### Infant - Birth to 18 months:

#### Child Care

Outcome-Best Practice	Our Result(s)
Can briefly calm self. Begins to babble and say simple words. Let you know if they are happy or sad. Begins to roll. Shows curiosity to things around them. Begins to sit, stand than walk. May be afraid of strangers	100% of infant toddlers have been assessed (22 children). 94% met the abilities, skills and knowledge to move up to the next classroom. 6% age wise aren't ready to move up yet.

#### Early Intervention

Outcome-Best Practice	Our Result(s)
Referrals received for developmental screens for infants.	Received 13 referrals received this quarter. Children this young are medical referrals so we refer directly to the county for services and act as advocates.
Providing advocacy services for the families.	Advocacy was provided to 13 families.

**Fitness:** 1 % of our membership (44 total); 41 Oneida Enrolled / 3 Other

**Service(s) offered:** Family Swim

**Knowledge:** Can identify one or more parts of the body. Understands and can point to objects asked of him or her.

**Skills:** The skill of gaining greater control of their head, arms, and legs. Crawling and pulling themselves up on things, and start to move from standing to sitting & sit alone for extended periods of time.

**Abilities:** Should have the ability to walk with little or no assistance. The ability to hold onto and lightly exercise with deflated beach balls, foam balls, balance with assistance etc. Play simple games together, such as puzzles and shape sorting.

#### Cultural Heritage:

Outcomes-Best Practice	Our Result(s)
Developing individuality, welcome and introduction to the Oneida World around us: Focus on parents, siblings, immediate family and clan. The Culture/Language Archivist/Educator, Cultural Advisor and Language facilitator conducted welcoming addresses this quarter. The Culture/Language Archivist/Educator and Cultural Advisor conduct lessons and presentations with parents, observing the world around them.	3 staff members report welcoming at least 4 infants. This quarter 2 infants attend Tsi'Niyukwaliho'ta language/culture immersion

## Toddler – Early Childhood 18 months to 3 years

### Child Care

Outcome-Best Practice	Our Result(s)
Says several single words and begins sentences, Feeds self, Knows names of familiar people and body parts, Begins to sort shapes and colors, Builds towers of more than 6 blocks	100% of infant toddlers have been assessed (24 children). 94% met the abilities, skills and knowledge to move up to the next classroom. 6% age wise aren't ready to move up yet.

### Early Intervention

Outcome-Best Practice	Our Result(s)
Referrals received for developmental screens for infants.	Received 23 referrals received this quarter. Children this young are medical referrals so we refer directly to the county for services and act as advocates.
Providing advocacy services for the families.	Advocacy was provided to 23 families.
Provide screens/evaluations for children that are between 33 months to 2.9 years old. Qualified youth are eligible for school based therapy services on their 3 <sup>rd</sup> birthday.	4 children qualified for this service, transferring from ISFP's to IEP's

**Family Fitness and Experiential:** 3% of membership (114 total); 111 Oneida Enrolled / 3 Other  
**Service(s) offered:** Gymnasium; Family Swim; Headstart participates in a Fit Kidz program during the school year.

**Knowledge:** At this age the child can identify basic colors, say the alphabet, sort objects by shape and color, play make-believe with dolls, toys or other people. Understand how exercise is good for the body and how the heart can get stronger.

**Skills:** take turns in games, cooperate with other children, and copy other people's behavior (adults and peers).

**Abilities:** To run and walk on command, throw and kick a small ball, balance without assistance on small balance beam, sit up and repeat, and lift things up over their head and place back down.

### Cultural Heritage:

Outcome-Best Practice	Our Result(s)
Inquisitive-exploring, Creative, Understand role in family, Able to assist with small tasks Learns through play, Can introduce self in the Oneida language, Identify common things in the Oneida Language	2 language staff members work with 3 families to develop skills  6 children minimum in this age

## Pre-School – Play Age 4 to 5 years

### Child Care

Outcomes-Best Practice	Our Result(s)
<p>Enjoys doing new things, Knows some basic rules of grammar, Understands the idea of counting, Sings songs or says poems, Hops and stands on one foot up to 2 seconds, Wants to please friends, More likely to agree with rules, Speaks clearly, Can print some letters and numbers, Can use the toilet on their own, Swings and climbs</p>	<p>100% of preschool children have been assessed (11 children). 99% met the abilities, skills, and knowledge to move up to the next classroom. 1% has special needs and is in the process of being placed in the special needs program in the children’s school district.</p>

### Early Intervention

Outcomes-Best Practice	Our Result(s)
<p>Eligible 3 to 5 year old children may receive speech and language, occupational, and physical therapy. Early Childhood special education services are also provided to children who qualify with a significant development delay (DPI definition). All services are provided through an Individual Education Plan (IEP) developed by the IEP team.</p>	<p>15 referrals this quarter, the majority referred late September from Head Start, FACE and Oneida Child Care. Currently 48 children are on disability services.</p>
<p>Provides parent training opportunities with Lunch &amp; Learn and Dinner &amp; Learn events.</p>	<p>5 In-service trainings with Head Start were held during this quarter.</p>

**Family Fitness and Experiential:** 4% of membership (174 total); 165 Oneida Enrolled / 9 Other

**Service(s) offered:** Gymnasium; Family Swim; Headstart participates in a Fit Kidz program during the school year; Mighty Ninjas (martial arts)

**Knowledge:** Speak clearly using more complex sentences, Count ten or more objects, Correctly name at least four colors and three shapes, Recognize some letters and possibly write his or her name, Better understand the concept of time and the order of daily activities, like breakfast in the morning, lunch in the afternoon, and dinner at night.

**Skills:** Children learn through play, and that is what your 4- to 5-year-old should be doing. At this age, your child should be running, hopping, throwing and kicking balls, climbing, and swinging with ease.

**Abilities:** Stand on one foot for more than 9 seconds, Do a somersault and hop, walk up and down stairs without help, walk forward and backwards easily, and peddle a tricycle or ride on gymnasium scooters.

**Cultural Heritage:**

Outcomes-Best Practices	Our Result(s)
Special gift is identified-Personality, insight to the world around them, Begin to learn ceremonial songs, social songs and short thanksgiving address, Dance at ceremonies and social dances  Understands they are a part of the environment, Able to help tend gardens and know the foods of substance, Encouraged to listen to inner voice, instinct, "red flags"	2 language staff members work with 3 families to develop skills  4 children minimum in this age

**Recreation:** 31 memberships

13 Male      18 Female      24 Oneida      1 Descendant      0 Other Tribe      6 Other

**School Age: 6-12 years:**

**Child Care:**

Outcomes-Best Practice	Our Result(s)
Homework help (ages 6 – 8 years old)	100% of school age children (23 children) are allowed time to complete homework and are assisted with homework if needed.

**Youth Enrichment Services:**

Outcome-Best Practice	Our Result(s)																																																								
Y.E.S children who are in grades one through eight who are acquiring grade level appropriate KSAs in reading, math, and science, along with appropriate social skills and organizational skills for the grade levels.	2014 2015 GPA Green Bay King Elementary School																																																								
	<table border="1"> <thead> <tr> <th>Total No. Youth</th> <th>13</th> <th>21</th> <th>11</th> <th>12</th> <th>18</th> <th>20</th> </tr> <tr> <th>Grade Level</th> <th>K</th> <th>1</th> <th>2</th> <th>3</th> <th>4</th> <th>5</th> </tr> </thead> <tbody> <tr> <td>% 2.0 to 2.24</td> <td>0%</td> <td>14%</td> <td>18%</td> <td>8%</td> <td>17%</td> <td>5%</td> </tr> <tr> <td>% 2.25 to 2.49</td> <td>0%</td> <td>5%</td> <td>18%</td> <td>8%</td> <td>6%</td> <td>15%</td> </tr> <tr> <td>% 2.50 to 2.74</td> <td>15%</td> <td>10%</td> <td>9%</td> <td>25%</td> <td>17%</td> <td>15%</td> </tr> <tr> <td>% 2.75 to 2.99</td> <td>46%</td> <td>24%</td> <td>55%</td> <td>42%</td> <td>28%</td> <td>35%</td> </tr> <tr> <td>% 3.0 and Above</td> <td>38%</td> <td>43%</td> <td>0%</td> <td>17%</td> <td>11%</td> <td>20%</td> </tr> <tr> <td></td> <td>99%</td> <td>96%</td> <td>100%</td> <td>100%</td> <td>79%</td> <td>90%</td> </tr> </tbody> </table>	Total No. Youth	13	21	11	12	18	20	Grade Level	K	1	2	3	4	5	% 2.0 to 2.24	0%	14%	18%	8%	17%	5%	% 2.25 to 2.49	0%	5%	18%	8%	6%	15%	% 2.50 to 2.74	15%	10%	9%	25%	17%	15%	% 2.75 to 2.99	46%	24%	55%	42%	28%	35%	% 3.0 and Above	38%	43%	0%	17%	11%	20%		99%	96%	100%	100%	79%	90%
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**Fitness and Experiential:** 17% of membership (770 total); 716 Oneida Enrolled / 54 Other

**Service(s) offered:** Gymnasium; Family Swim; Martial Arts; Ages 10 and older can use the cardio & strength rooms after completing a youth orientation; Youth Fitness Classes; Summer Camps

**Knowledge:** Understanding rules in sport games & able to express those rules to other who ask, basic knowledge of nutrition (Why is milk good for you? What does milk make stronger?), Basic knowledge of body movements, awareness of space, awareness of position. (Where on the field or in the classroom do I need to be? What space is mine when I enter a sport, classroom, or other designated area?)

**Skills:** The skill of communication with other children that they are engaged in sports with, the skill of completing full sport games and understanding why rules are necessary for sports. The skill of knowing about different concepts as it applies to the body through exercise and nutrition

**Abilities:** Bat a ball with emerge, ride bike and be able to kick balls from a running start, throw a ball with accuracy & catch a ball with one hand. Run to necessary bases and lastly has the ability to lift small weights.

**Cultural Heritage:**

Outcome-Best Practice	Our Result(s)
Able to introduce themselves, their parents, siblings, immediate family and clan, Understand they have a place in the community, Understand they contribute, Ability to listen, Sing songs Tell stories, Developing special talent, Play games-lacrosse, hand ball, Learn values established by tribe and Great Law, Begin to learn roles and responsibilities as young adults	Investigated Oherokon-under the husk rite of passage to be introduced into our community. A 1 week camp for ages 10-12 in the summer. Intermittent lessons throughout the year are to be scheduled.  The community lacrosse initiative started by Language staff is proven to be successful with a win

**Recreation:** 366 memberships

190 Male      176 Female      216 Oneida      14 Descendant      43 Other Tribe      93 Other

**Physical Development Needs:** This age group is finally learning to master gross and fine motor skills. They have lots of energy and enjoy physical activities and structured games with rules. Our Sports & Fitness areas provide ample opportunities for school-age children to expend their extra energy. We encourage all school-age children to participate in 60 minutes of physical activity daily (the recommended amount according to the President’s Council on Fitness). We also provide youth with opportunities to participate in structured leagues such as youth basketball and flag football.

Month	Outcome	Civic Center Result	Clifford E. Webster Result
Sept 2015	Each member completes 60 minutes of physical activity/day.	30%	72%

### Adolescent: 13-18 years:

#### Youth Enrichment Services:

Outcome-Best Practice	Our Result(s)				
Y.E.S adolescents who are in middle/high school who are acquiring grade level appropriate KSAs in reading, math, and science, with appropriate social and organizational skills for their grade levels.	Green Bay Lombardi Middle				
	2014-2015 GPA	23	29	28	
	Total No. Youth	6	7	8	
	Grade Level	0%	10%	4%	
	%2.0 to 2.24	4%	10%	7%	
	%2.25 to 2.49	17%	3%	11%	
	%2.50 to 2.74	22%	10%	29%	
	%2.75 to 2.99	57%	24%	21%	
	%3.0 and Above	100%	57%	72%	
	Total				
	2014-2015 GPA Seymour Middle				
	Total No. Youth	28	26	24	
	Grade Level	6	7	8	
	%2.0 - 2.24	11%	4%	0%	
	%2.25 - 2.49	14%	12%	13%	
%2.50 - 2.74	11%	4%	8%		
%2.75 - 2.99	11%	12%	8%		
%3.0 and Above	54%	62%	71%		
Total	101%	94%	100%		
2014-2015 GPA West De Pere Middle					
Total No. Youth	10	8	15		
Grade Level	6	7	8		
%2.0 - 2.24	0%	13.00%	7%		
%2.25 - 2.49	40%	0.00%	7%		
%2.50 - 2.74	10%	50.00%	0%		
%2.75 - 2.99	20%	0.00%	20%		
%3.0 and Above	30%	38.00%	13%		
Total	100%	100.00%	47%		
Green Bay Southwest High School 2014-2015 GPA					

Total No. Youth	20	15	15	11
Grade Level	9	10	11	12
% 2.0 to 2.24	15%	20%	20%	18%
% 2.25 to 2.49	15%	7%	13%	0%
% 2.50 to 2.74	10%	0%	13%	0%
% 2.75 to 2.99	15%	13%	7%	0%
% 3.0 and Above	15%	27%	13%	18%
Total	70%	67%	66%	36%

  

2014-2015 GPA	Seymour High School			
Total No. Youth	33	27	17	15
Grade Level	9	10	11	12
% 2.0 to 2.24	9%	15%	6%	13%
% 2.25 to 2.49	9%	7%	0%	13%
% 2.50 to 2.74	9%	7%	6%	0%
% 2.75 to 2.99	6%	7%	12%	7%
% 3.0 and Above	18%	15%	12%	33%
Total	51%	51%	36%	66%

  

2014-2015 GPA	West De Pere High School			
Total No. Youth	17	15	14	8
Grade Level	9	10	11	12
% 2.0 to 2.24	12%	7%	7%	13%
% 2.25 to 2.49	0%	20%	21%	0%
% 2.50 to 2.74	12%	13%	7%	25%
% 2.75 to 2.99	0%	0%	0%	13%
% 3.0 and Above	41%	27%	50%	50%
Total	65%	67%	85%	100%

**Job Training**

Outcome-Best Practice	Our Result(s)
WIA: Individuals are Summer Youth Work Experience participants. Counselors work with students to develop vocational skills. Activities identify student needs and vocational services that will benefit the student as they prepare life after school, to post-secondary training or employment.	33 youth participated in and completed the SYWEX activity. Vocational exploration, introduction to the world-of-work, and soft skills training was included activities facilitated during the 8 week program.

**Higher Education**

Outcome-Best Practice	Our Result(s)
To have knowledge of higher education careers through guidance counseling and advising. To have the knowledge about the Oneida Higher Education (OHE) funding opportunities and how to apply.	Visited with 85 area high school students throughout the school year. Less than 1% are of the age 18 and awarded an Oneida Higher Education Scholarship during the 2014-15 school year.

**Arts Program**

Outcome-Best Practice	Our Result(s)
Same as 6-12, only the next level up. Leadership: Children are able to assume more responsibility to model KSA for the younger children. Civic: Children are able to demonstrate Civic pride through projects.	

**Recreation:** 111 memberships

68 Male      43 Female      77 Oneida      4 Descendant      15 Other Tribe      15 Other

**Physical Development Needs:** This time of rapid growth (the most since infancy) can lead to a lack of coordination, loss of self-esteem and feeling awkward. Our Sports & Fitness areas offer teens opportunities to play sports and games in a relaxed non-competitive setting. This age group enjoys interacting with staff during games and leagues.

Month	Outcome	Civic Center Result	Clifford E. Webster Result
September 2015	Each member completes 60 minutes of physical activity/day.	3%	23%

**Emotional Development Needs:** Adolescents are very self-conscious about their bodies and physical appearance in general, which can lead to psychological vulnerabilities. They have a strong desire to conform to their peers and form close one-on-one relationships. Our Social Recreation areas work hard to provide opportunities for our youth to increase their social skills. Social skills such as character development, verbal and non-verbal communication, etiquette, and personal hygiene are stressed in activities such as Bingo, Girls Group and Guys Group.

Month	Outcome	Civic Center Result	Clifford E. Webster Result
September 2015	Participants learn about each pillar of Character Development and have opportunities to exhibit them.	2%	13%

**Fitness and Experiential:** 14% of membership (616 total); 574 Oneida Enrolled / 42 Other

**Service(s) offered:** Gymnasium; Indoor Track; Swimming; Martial Arts; Cardio & Strength Equipment; Fitness Classes; Camps

**Knowledge:** Between these ages youth begins with the Knowledge to apply concepts to specific examples, learns to use deductive reasoning and make educated guesses, learns to reason through problems even in the absence of concrete events or examples, becomes able to construct hypothetical solutions to a problem and evaluate which is best, focus on the future develops, starts to set personal goals (and may reject goals set by others)

**Skills:** The skill of engaging in a conversation with others that leads to healthy conclusion, the skill of being able to explain to other peers the importance of fitness & nutrition. Skills such as expertise in their sport, friends sport, or sport being learned as well as exercise importance and nutrition importance.

**Abilities:** The ability for movement and coordination. (Able to work and hands & feet simultaneously), able to exercise safely, eat healthy, the ability to understand weight & eating problems, & the ability to stay fit.

**Cultural Heritage:**

Outcome-Best Practice	Our Result(s)
<p>Rite of passage – Males more physical, females natural , Recite a personal thanksgiving address</p> <p>Begin to learn about the responsibilities of parenthood, commitments, ways to stay connected to the environment, Creative use of games to settle differences (lacrosse, stickball, ring tosses)</p> <p>The Culture/Language Archivist/Educator performs daily lessons on language acquisition. He conducts immersion classes to explain cultural relevance to participants.</p>	<p>Investigate and received guidance from Oherokon-Under the Husk founder.</p> <p>Held first meeting with 4 individuals attending.</p> <p>Will send applications and begin activities in the next quarter.</p> <p>Our target audience are 13 year olds</p> <p>16 minimum due to space confinement.</p> <p>Several individuals are interested in assisting this initiative. Funding will be an issue.</p> <p><b>14730 youth total 0-18</b></p>

**Young Adult 19- 35 years:**

**Job Training**

Outcome-Best Practice	Our Result(s)
<p>Services for consumers include: counseling and guidance, employment skills (“soft skills”) training, resume’ development, employment application assistance, cover letter drafting, interview preparation, job search assistance (both electronic and manual). Other employment-related services (work clothes, shoes, tools, licensure and certifications testing) provided depending on individual needs. Consumers are successful when they are able to access the work place, and greatly improve their quality of life.</p>	<p>WIA: 21 clients are in this age group.                      VR Services: 14 clients are in this age group.                      2 VR Services consumers successfully entered employment during the quarter.</p>

**Higher Education**

Outcomes-Best Practices	Our result(s)
<p>To have knowledge of higher education careers through guidance counseling and advising. To have the knowledge, skill and ability to successfully complete their semester/term of higher education funding avoiding OHE academic probation or suspension. To have the knowledge about the OHE funding opportunities and how to apply.</p>	<p>580 students were funded in this age group</p>

**Fitness and Experiential:** 24% of membership (1090 total); 1008 Oneida Enrolled / 82 Other

**Service(s) offered:** Gymnasium; Indoor Track; Swimming; Martial Arts; Cardio & Strength Equipment; Fitness Classes; Wellness Programs

**Knowledge:** The understanding that for all actions there are reactions. This goes with every part of your life. (Examples: knowing that if you don't exercise on a regular basis, you could be out of shape; knowing that if you eat bad or unhealthy that you are not getting all of the necessary nutrients that the body needs to sustain it and this could possibly lead to obesity.) Knowledge of what needs and wants are, the ability to distinguish between deciding what a need is and what a want is. (Examples: I need to take care of my body if I want to be a health individual as opposed to a want which would be "I want to get liposuction because I am overweight and don't feel like dieting or exercising"

**Skills:** Competence in performing fitness and nutrition programs, competence in performing all associated exercise that goes with all programs at Oneida Family Fitness, the proficiency of setting short and long term goals and being able to understand what it will take to reach those goals.

**Abilities:** Ability for advanced movement and coordination when engaging your body in those types of workouts. Your body has the ability to perform all the necessary exercises in classes and programs that Oneida Family Fitness offers. The ability for the brain to understand the concepts of holistic nutrition & fitness programs and apply those concept's to whatever they are engaged in

**Cultural Heritage:**

Outcome-Best Practice	Our Result(s)
Know role as a parent, identify child care techniques, Well-developed individual talent, Recite ceremonies, Teach songs, dances, Make drums, rattles, cradle boards	13536 adults

**Recreation:** 20 memberships

15 Male      5 Female      15 Oneida    0 Descendant    1 Other Tribe    4 Other

This stage is a continuation of the adolescent phase, as young adults continue to separate themselves from family and focus more on friendships. It is an exciting time of new opportunities for education, careers, and other life experiences. The young adult must develop into a mature adult and face their new responsibilities.

Month	Men's Basketball – Noon Hour, Sunday, After 9 pm at Civic Center
July 2015	0
August 2015	5
September 2015	95
TOTAL	100

**Middle Age Adult: 36-64 years:**

**Job Training:**

Outcome-Best Practice	Our Result(s)
<p>Services provided are basic counseling and guidance, employment skills (“soft skills”) training, resume’ development, employment application assistance, cover letter drafting, interview preparation, and job search assistance (both electronic and manual). Other employment-related services (work clothes, shoes, tools, licensure and certifications testing) may be provided depending on needs of the participants. Consumers are successful when they access the work place and secure employment, and greatly improve their quality of life.</p>	<p>WIA: 28 clients are in this age grouping.                      VR Services: 21 clients are in this age grouping.                      Six clients; two (2) WIA and four (4) VR Services successfully entered employment during the quarter.</p>

**Higher Education:**

Outcome-Best Practice	Our Result(s)
<p>To have knowledge of careers through guidance counseling and advising. To have the knowledge, skill and ability to successfully complete their semester/term of higher education funding avoiding OHE academic probation or suspension. To have the knowledge about the OHE funding opportunities and how to apply.</p>	<p>334 students were funded in this age group</p>

**Fitness and Experiential:** 34% of membership (1548 total); 1233 Oneida Enrolled / 315 Other  
**Service(s) offered:** Gymnasium; Indoor Track; Swimming; Martial Arts; Cardio & Strength Equipment; Fitness Classes; Wellness Programs  
 (Very little changes from 19-35 & 36-64 with knowledge, skills, & abilities within the fitness & wellness)

**Cultural Heritage:**

Outcome-Best Practice	Our Result(s)
<p>Begin preparing for Grandparent, Know ceremonies-rites-rituals, Look at signs to begin ceremonies-rites-rituals, Be able to conduct a part of the ceremony-rites-rituals</p>	<p>3289 Elders</p>

**Recreation:**

49 memberships  
 30 Male      19 Female      39 Oneida    0 Descendant    3 Other Tribe    7 Other

*This time is a period of reflection, family and career. This self-reflection is the time for a person to become content with their life and who they are as they prepare for retirement. It is a time for a person to enjoy their family life – children, grandchildren, extended family, etc.*

Month	Number of Rentals	Attendance
	Clifford E. Webster Building	
July 2015	13	305
August 2015	4	78
September 2015	9	249
TOTALS	26	632

- Average # of rentals per month = 9. Average Attendance per month = 211. Community rentals range from events such as holiday parties, birthday parties, family reunions, baby showers, etc. The Clifford E. Webster Building is rented out on weekends and holidays. We usually have a lot less rentals during summer months when the weather is nice.
- During the third quarter, the number of rentals increased by .05% (1 rental) and rental attendance decreased by .01% compared to FY14 (637).

### Elder/Older Adult: 65 and older:

**Fitness and Experiential:** 7% of membership (318 total); 207 Oneida Enrolled / 111 Other

**Service(s) offered:** Gymnasium; Indoor Track; Swimming; Martial Arts; Cardio & Strength Equipment; Fitness Classes; Wellness Programs

**Knowledge:** Seasoned veteran, all intellectual applied knowledge has been attained in all areas of life to include; personal, nutritional, exercise & fitness, relationships, attitudes...etc.

**Skills:** Competence to understand the concepts that are offered as pertains to exercise & fitness, expertise in all areas that have to do with exercise and fitness for their body, and proficiency of helping and teaching others the skills of fitness & nutrition within their age category.

**Abilities:** Ability for movement and coordination when engaging your body in lighter physical activity exercises. Your body has the ability to regain flexibility and the ability to adapt to certain fitness classes. The ability for the brain to understand the concepts of holistic nutrition & fitness programs and apply those concept's to whatever they are engaged in. **Ability for movement and coordination (instead of advanced movements however it would be basic movements)**

**Cultural Heritage:**

**65 and older**

Be available to answer questions from younger generations, Utilize as counselors, guides, comforters, Healing properties of grandparents

**Recreation:** 66 memberships

24 Male      42 Female      42 Oneida    0 Descendant    4 Other Tribe    20 Other

The elder adult stage is no longer considered "old age." There are some who have to suffer the illness and discomfort of growing older, but the majority of elders are healthy and active. Retirement is a time for people to pursue the interests that they did not have time to before. It is important to stay active and involved after retirement; many find this involvement in community, social, political and personal activities and projects. Although, this stage is a time for preparing for death, it is also a time to enjoy life and do many exciting, worthwhile things.

Month	Bingo Attendance	Bowling League Attendance
September 2015	159	0
TOTAL	159	0

- Bingo is held every Wednesday from 1:30 – 3:00 pm at the Clifford E. Webster building. We average 53 elders per session. The Bowling League will not begin again until January 2016.

HR Data: 296 employees

