

Oneidas bringing several hundred bags of corn to Washington's starving army at Valley Forge, after the colonists had consistently

Oneida Tribe of Indians of Wisconsin

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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

*Approved As
Rec'd 10/3/90*

SPECIAL MEETING

WEDNESDAY, SEPTEMBER 12, 1990

Meeting convened at 4:00 p.m.

Present: Chairman Rick Hill, Vice Chairman Debbie Doxtator, Council Members: Lloyd Powless, Russell Metoxen, Julie Barton, Mark Powless, Shirley Hill

Excused: Loretta Metoxen (vacation), Amelia Cornelius (meeting in Madison)

Others: Wayne Skenandore, Debbie Powless, Lois Strong, Tony Benson, Don Denny, Dorothy Powless, Chas Wheelock

Dorothy Powless stated that there was a misunderstanding of the meeting on Friday - re: separation of enterprises with ED&P and control of enterprises.

Don Hill suggested meeting with the Business Committee on the history of retail and the major loss of cigarettes of \$90,000 being written off as a loss. Reason for wanting a separation is with the line of authority, internal controls are weak. Retail does not rely on Gaming for a profit. Retail is 100% tribal employment, provides a service to tribal members and the payroll provides cash flow. He works generally with the Business Manager but wants to be the spokesperson for the retail division. He is waiting for follow-up to GTC resolution 7-3-89-A. He believes there needs to be some goals set and follow-up on those goals.

Chas Wheelock concerns were regarding follow-up being done from a structural standpoint.

Don Denny feels the problem lies with indecision such as price increases in cigarettes, increased by the Business Manager. He wants authority to make decisions and that problems are caused by central administration.

Suggestions by Debbie Powless for tribal restructure include packets of information of past GTC regarding retail separation and GTC set rules for developing motions, etc. regarding Atty. Hill's memo.

Ernie Stevens Sr. signed a petition for the separation of enterprises in 1989 that the Business Committee is to implement a plan of action for the separation of enterprises after 6 months according the minutes of ED& P. He suggests the Business Manager delegate authority to the Retail department.

Wayne Skenandore feels Don Hill should have control over all operations of retail and his positions should be recognized.

Ernie Stevens Sr. From experience on the Retail Department, they work many long hours and a decision will need to be made soon.

Don Hill feels we have the strongest financial sales, profits are up, indirect cost need to be taken out. All costs billed directly to Retail. B&G costs are too high

Debbie Powless' question is on hiring of non-Indians as managers. Julie Barton will follow-up.

Rick Hill directed Kathy King to look into the separation of enterprises and to present a recommendation to the Business Committee for Friday's meeting.

Ernie Stevens Sr feels we have qualified tribal members to be managers.

Don Hill stated that the instant ticket types change hurt retail over \$385,000, Direction was given to rectify the situation but nothing happened. Request made for maintenance but no personnel or plan provided.

Lois Powless stated the budget for the Radisson Gift Shop was way off. What are the Business Manager's duties. With a separation of enterprises will there be a need for a business manager.

Dorothy Powless stated Don Hill should be directed to implement a plan and Business Committee should develop a management system and have authority to hear top management.

Debbie Powless stated, what do we need with a Business Manager if we make these changes. Equipment and maintenance agreements could be done internally.

Rick Hill stated that the budget should be studied to use

the tribal resources in the best way possible

Chas Wheelock asked what is the purpose of the tribe? What makes us uniquely Oneida? What does Oneida mean? Discussion is needed on sovereignty, systems, etc, business plans. What are the penalties or issues not being met? What about working for the nation?

Sharon Cornelius stated that notice should be given to tribal membership on any action that is going to be taken at GTC. Due process is important. What about the Appeals Commission? Individuals need to be heard and the element of fairness is important. The code of ethics need to be instituted.

Mark N. Powless asked what were our people doing hundreds of years ago with all these rules. We need to work together. The tribe must move ahead together. We're all Oneida Indians. Why do we need all these rules. We need to give more instead of just having a hand out.

Debbie Powless felt that Don Wilson was a major factor in our dissention. Outsiders should not be able to control our situation.

Rick Hill stated that we have potential and the people choose to be here.

Don Hill felt that problems with employees are a high priority. Who does he talk to for support. We need to talk in a more relaxed situation. Personnel is under stress and need outlets. Performance speaks for itself

Ernie Stevens Sr. said rumors can get out of control. Procedures were in place. Systems need to be in place that would be beyond reproach. Security Director should be separate. Internal auditor was in concurrence. Levanthol and Horvath did a study but it was incomplete. GTC has no fault in issue. We need to respect each other. He would be willing to develop rules.

Wayne Skenandore said aggressiveness sometimes is not appreciated. Intensity and sense of urgency is apparent. BC should be sure this issue is implemented. Don Hill is capable of implementing these issues.

Julie Barton said resolutions will be implemented but timelines need to be established and systems developed.

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Rick Hill said the process should be orderly and procedures developed. He wants a recommendation for Fridays agenda. We will do something.

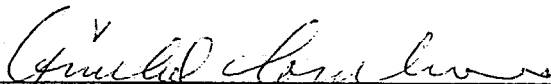
Chas Wheelock asked how other resolutions will be handled

Debbie Powless contracted employee issue. Julie should discuss this with Chris Johns.

Rick Hill said that employee rights should also be protected.

Dorothy Powless asked about non-Indians being contracts should be implemented.

Chas Wheelock asked about right of tribal members who are not employees.



Amelia Cornelius, Tribal Secretary
Oneida Business Committee