



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

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
Read/Corrected
11/13/91

TUESDAY, OCTOBER 8, 1991

Present: Doxtator-Vice Chairperson, Loretta V. Metoxen-Treasurer, Amelia Cornelius-Secretary, Lloyd Powless, Russell Metoxen, Julie Barton, Mark Powless, Shirley Hill-Council Members

Excused: Rick Hill - Madison, WIGA meeting

Task Force Committee: Mark A. Powless, Kathy Hughes, Artley Skenandore, David Powless, Don Hill

Subject: Final Report of the Petition Task Force

Mark A. Powless rationale:

Concern over lack of full Business Committee members in attendance - Individual members of Committee develop individual opinions except for David Webster-His mother became sick and he missed a number of meetings. Art Skenandore compiled the final report. Questions on the stability of the tribal government. Felt there was no wrong doing - no confirmation of allegations - Concern for disruption of tribal government - spoke on the actions of the Winnebago Tribe and believes our Tribe needs to be stable. Petition brought our weaknesses of the Organization of the Tribe. Information from interviews pointed out lack of accountability which caused budget deficits - no delegation of authority, accountability, communication.

General Manager expressed frustrations and concerns over lack of action by the Business Committee. Lack of direction, decision making - structure by the Business Committee. Feels there is a need for reform. Report's very critical of Business Committee. Rapid growth of tribe has caused problems internally with the infa-structure.

Problems with petitions - they can come against any Business Committee at any time. Business Committee members are servants to the membership of the Tribe. All who work for Tribe are servants to the Tribe.

Pressure to make money has caused problems with social area.

David Powless - Clear definition of authority from General Manager and Business Committee. Process of chain of command. Maybe restructure to delegate Chairman to work with General Manager. Push decision making closer to management - Allow Managers to make decisions - Empower and trust Managers, development management accountability process. Indecision is a decision that

causes chaos, Business Committee needs to be more governmental mindedness rather than organizational directed - Believes Business Committee should be in political arena

Hold Managers accountable. Recommend Reform Task Committee to facilitate the necessary changes in the structure of the Business Committee. Problem was not with just one person, but with the full Business Committee. His opinion is available to Business Committee. Concept of reform is a valid point.

Deborah Doxtator appreciates comments and her perception is that reform is needed.

Mark A. Powless: Many good things are coming from the Tribe, yet the ultimate responsibility is with the Business Committee. Recommendation from Business Committee should be presented to General Tribal Council.

David Powless: Conflict resolution must be handled.

Don Hill: Learning experience to be on the Task Force Committee. Need to gather socially. Area Managers should be the advisors to the Business Committee and close to the Business Committee. Need to discuss strategies and directions. Need to also discuss positive issues as well as problems. Accountability needs to be directed - Felt the petition was disruptive. If individuals have concerns they should take the time to find out all the answers. He is willing to take on accountability for his responsibility.

Kathy Hughes: Report will not satisfy all sectors of the Tribe, but report is not to destroy the integrity and reputation of the Tribe. Does not want to bring Tribe similar to Winnebago. Overly critical of Business Committee as a body. Did not feel they were responsible to see and follow up on reform of the Tribe. Use resources internally or externally. Recommends that the Business Committee start making decisions.

Shirley Hill: Believes its time the Business Committee gets together

Loretta Metoxen: Stated many things in the body of the report are statements that she made to the Business Committee in Business Committee retreat and Business Committee planning sessions. Resistance from sources caused the system analysis as she suggested not to be done. Recommend Business Committee review the recommendations and react one-by-one to the three recommendations- Does not have responsibility of finances through Constitution.

In one meeting with the General Manager, she said - "That's o.k. and you can go talk to comptroller at any time."

-Recommendation for a Chief Financial Officer - a job description is being developed. Report is undated from Task force to when received.

-Concern for members of Task Force - Need to develop process for how Committees are formed.

-Concern for how actions happen within Tribe regarding communications or lack of communication.

-Comment on government-to-government relationship and the importance to establish this relationship. Gaming has caused this relationship to change and to increase.

-General Tribal Council has to respond and if they do not respond then the Business Committee is responsible.

-No clear line of authority or direction of Business Committee and General Manager. Believes action taken by Business Committee that decisions are not taken seriously. Directive is given but are not always followed. Delegation of some actions on Business Committee agenda are not followed up on. She was not always informed on action of budget decision. Recommendation to transfer Communications Director directly under the Business Committee has not happened and is not sure why this has not happened.

Artley Skenandore: #1 as a Business Committee, the Business Committee needs to muddle between reorganization versus reform. What are the themes needed to be done to reform. We are at a critical point to make reform. Nothing has been premeditated to do anything wrong. We need to decide whether we can change. Business Committee has not trusted Managers. Qualified Oneidas are now in positions and we need to trust them. Need to change conscious about trusting our own Managers. Need to define work of Business Committee and to secure our economy. Need to review how we change.

#2 Communication - Need to look at how we communicate and how we respond to different lines of communication - Business Committee, Managers, Directors, present process is a trickle down method. Maybe need to look at training Management. Two lines of communication. Inside & Outside, good at outside - poor at inside - to each other and to the community. We need to develop this inside communication. This has caused lack of trust.

#3 Communication. We need to be honest about our communications. Development as a community, areas of spirit. Need community spirit. More than just food on special days. Need to be able to measure progress - Look at plans holistically. Speak about variety of structure and miss community spirit. Need to measure where we are at, recurring theme is motion to adopt major reform that is linear and move from this concept. This causes divergent thought. Two aspects. Most decisions made on two ideas: (1) Try to blame when something doesn't work, (2) Try to shame people why something does not happen.

Need to look at our organization and make additive decisions. We enable ourselves and we can't speak clearly to each other. We continue to create our paper trails to protect ourselves rather than communicate clearly, this condition exists in other communities besides ours. Most governments don't have the opportunity to look at reform and challenges. Business Committee to move on to address the reform for the futures. He is available to Business Committee.

Julie Barton: Thanks Committee for the report as it addresses the concerns and reform for the Business Committee. Planning meeting of Business Committee have been side tracked for various reasons, but decisions have been made. A lot of work has been accomplished even though not all see the results - Healing is needed - What is broke - passes on from one council to another. Need to follow holistic approach. Take past accomplishments and bring them forward. Has this been growing from some time and is it just now coming to a head. Business Committee needs to be more involved in legislative duties. Priority should be legislative. Business Committee needs to get out of day-to-day actions. General Tribal Council needs to understand traveling by Business Committee and react to federal and state legislation issues keep coming forward that affect our tribal economy and sovereignty. Felt undermined and embarrassed that someone called lobbyist over concern with her and Lloyd in Washington.

David Powless - It costs money to be in Washington, need to make sure action is followed up.

Lloyd Powless: Report just to general not enough. Key words-communication, accountability, and responsibility is not enough. This Business Committee has done more. Kaliwisaks, staff meetings, community meetings. Problem is with personality conflicts and cliques on the Business Committee. Business Committee makes decisions as a whole body, push down authority that Business Committee should not deal with. Business Committee should be legislators. Liasons to two townships. Rick has pushed for more tribal testimonies at Federal and State level. Blame/shame responsibility syndrome. Process of petitioning can be had on any business Committee member-even past Business Committee member. It has to bend rules or get involved. Questions on getting along. Our Tribe has and is one of the best. Our Tribe's more regulated than any other government. Policies and Procedures abound in our tribal structure. Believes more specific recommendations should have been included. It's very difficult to do things as a body of 9, we need to do things individually or in smaller groups, it's hard to keep up with all the things that have happened. Example of sewer system. A lot of communciation is provided but still people asks questions. General Tribal Council direction is not always specific and not clear on what it means. No matter what direction we take, we are criticized.

Mark A. Powless: No matter what opinion is, we should not be accepted. Some people may want blood, but they get Felt that the Task Force was not responsible to solve all issues as Believes they completed the tasks and objectives of Business Committee.

Mark M. Powless: Beliefs are fairly intelligent people. We need correct people but, correct people Ethics - What are they, how we use them. We want jobs for ever, no one is ever fired

General Tribal Council does not allow for youth under 21 to attend. We educate our youth and then they want more money, why don't we trust our own. Will these meetings change what is going on. We have professional people in our business but even though we know what is going on, we don't make. Undermining goes on by our own. We are good at strategy actions. We have problems changing and some conflicts with inner change. General Tribal Council will humble you. Some people can be humbled everyday and will never change. possible outside discussions will cause us to change. It amazes him that we considered leaders in the nation. We have the resources to develop and continue to grow. Do we think about what will keep our nation growing. attempted to shut down a business, what will happen.

ARTLEY EXCUSED

We are meeting with Menominees and St. Kbridge or government-t basis in joint issues and problems.

Accountability: responsibility with the Business Committee
 those who are sick deal

DCN HILL EXCUSED

Mark A. Powless: Look to the Business Committee. We're in the same plane as passengers with two pilots, both blindfolded. "We're where we are going, but we are going there fast"

Tribe needs mission statement, goals, and objectives, otherwise we have organized chaos. Approaching nearly 900 employees. Need to establish goals and objectives and then communicate this to Oneida membership. Need to hold a meeting with all staff, close down all operations and communicate direction in an organized planned manner and to let staff know how important they are, need to keep ourselves in balance. If we are critical of each other and tear one another apart then, we need to take time and put the pieces together. Do we need to have all our business, do we need to stop and have an assessment of where we are. Maybe we need to slow down and express ourselves and communicate with each other. We cannot perceive what it is like to be a Business Committee member unless you are one. Purpose of report and for constructive criticism.

Russell Metoxen: Petition does more to harm a Tribe. It puts a muzzle people as they are afraid to say anything. People need to speak up and give their opinion. If there is no author to a petition, then it should be disregarded. Petitions can affect the effectiveness of decisions and action of the Business Committee. Report should be presented to the people.

Julie Barton: Report is arrived at by nine persons. Business Committee will be responsible for specific actions. To her, this report is true in varying degrees. Underlying forces are difficult to deal with. Honest and open communication is needed. Underlying actions are difficult to react too.

Loretta Metoxen: (1) If we need professional help then we should have consultants or consultants' reaction of consensus of consultants (2) papers/documents of Task Force (3) Process-follow up with report to tribal Council

Kathy Hughes: Report due to General Tribal Council 30 days
Business Committee.

Mark A. Powless: Request present staff if available

Loretta Metoxen: A lot of good people - some moved on, others, not reaching their potential. In-house, need to get someone outside to evaluate A. Printing, In-House evaluation.

David Powless: Consideration to outside communication needed
self-serving intent or illegal action in research of report

Loretta Metoxen: In a Tribal perspective, we have become stronger. Reaction of General Tribal Council may be different. Integrity of Tribe has to be protected.

Mark Powless: Please message as confidential document in Recognition and Management.

David Powless: Develop plan of action to General Tribal Council

Session on individual recommendations opinions


David Powless: Will offer of his individual contribution

Deborah Doxtato: Responsibility of action is the Business Committee

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ice irman adjourned meeting at 11:15

Respectfully submitted



Amelia Cornelius
Secretary, Oneida Business Committee