

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.

BC Meeting Materials November 25, 2015

Open Session

CERTIFICATION

I, the undersigned, as Secretary of the Oneida Business Committee, hereby certify that the following 502 pages are the Open Session meeting materials presented at a meeting duly called, noticed and held on the 25th day of NOVEMBER, 2015.

A handwritten signature in blue ink that reads "Lisa Summers".

Lisa Summers, Tribal Secretary
Oneida Business Committee



Oneida Business Committee

Executive Session

9:00 a.m. Tuesday, November 24, 2015
BC Conference Room, 2nd floor, Norbert Hill Center

Regular Meeting

9:00 a.m. Wednesday, November 25, 2015
BC Conference Room, 2nd floor, Norbert Hill Center

Agenda

To get a copy of the agenda, go to: <http://oneida-nsn.gov/>

- I. Call to Order and Roll Call**
- II. Opening**
- III. Adopt the agenda**
- IV. Oaths of Office (*No Requested Action*)**
- V. Minutes**
 - A. Approve November 10, 2015, regular meeting minutes**
Sponsor: Lisa Summers, Tribal Secretary
- VI. Resolutions**
 - A. Adopt resolution titled Fiscal Year 2015, Fiscal Year 2016, Fiscal Year 2017, and Fiscal Year 2018 Budget Guidance**
Sponsor: Trish King, Tribal Treasurer
- VII. Appointments (*No Requested Action*)**

VIII. Standing Committees

A. Legislative Operating Committee

Sponsor: Councilman Brandon Stevens, Chair

1. **Accept November 4, 2015, Legislative Operating Committee meeting minutes**

B. Finance Committee

Sponsor: Tribal Treasurer Trish King, Chair

1. **Approve November 16, 2015, Finance Committee meeting minutes, excluding the seven (7) Capital Expenditure requests**
2. **Approve request for procedural exception to BC Resolution # 09-30-15-A Continuing Budget Resolution for Fiscal Year 2016 in regards to Capital Expenditures**

C. Community Development Planning Committee *(No Requested Action)*

D. Quality of Life *(No Requested Action)*

IX. General Tribal Council

A. **Petitioner Madelyn Genskow: Special GTC meeting to address six resolutions**

- 1) **Completed Scheduling General Tribal Council Meetings**
- 2) **Fee to Trust Process**
- 3) **In Progress Elder Services Means Testing**
- 4) **In Research Record Subcommittee Meetings**
- 5) **Governmental Services Chain of Command**
- 6) **Unclaimed Per Capita Payments**

Sponsor: Lisa Summers, Tribal Secretary

EXCERPT FROM OCTOBER 14, 2015: Motion by Lisa Summers to accept the financial analyses for resolution 1 with the following change [correction in the Chief Financial Officer's memorandum with either the elimination of "TO: Tina Danforth, Treasurer" or replacement of "TO: Patricia King, Treasurer"] and resolution 2, seconded by David Jordan. Motion carried unanimously.
EXCERPT FROM SEPTEMBER 23, 2015: Motion by Melinda J. Danforth to accept the update on this item and to place this petition and six (6) resolutions on the March 19, 2016 Special General Tribal Council meeting agenda, and to request the fiscal analyses on all six (6) resolutions be submitted to the Tribal Secretary's Office in a timely manner, seconded by Lisa Summers. Motion carried unanimously.

EXCERPT FROM SEPTEMBER 9, 2015: Motion by Jennifer Webster to accept the legal analysis for resolution 5) Governmental Services Chain of Command, seconded by Lisa Summers. Motion carried unanimously.

EXCERPT FROM AUGUST 26, 2015: (1) Motion by Brandon Stevens to accept the legal analyses for resolution 3, 4, and 6, seconded by Lisa Summers. Motion carried unanimously. (2) Motion by Lisa Summers to defer the legal analysis for resolution 5 to be completed by the September 9, 2015, regular Business Committee meeting and to defer the financial analyses for resolution 3, 4, and 6 to the September 23, 2015, regular Business Committee meeting, seconded by Fawn Billie. Motion carried unanimously.

EXCERPT FROM JULY 8, 2015: Motion by David Jordan to defer the remaining legal and financial analyses to the second regular Business Committee meeting in August 2015, seconded by Brandon Stevens. Motion carried unanimously.

EXCERPT FROM JUNE 24, 2015: Motion by David Jordan to accept the legal analysis for resolution 1) Completed Scheduling General Tribal Council Meetings and note that the remaining analyses are

due back at the July 8, 2015, regular Business Committee meeting, seconded by Tehassi Hill. Motion carried unanimously.

EXCERPT FROM MAY 13, 2015: Motion by David Jordan to accept the legal analysis for resolution 2, seconded by Trish King. Motion carried unanimously.

EXCERPT FROM APRIL 22, 2015: Motion by Lisa Summers to accept the legislative analyses for resolutions 1-6 and to provide an additional sixty (60) days for the Law and Finance Offices to complete their portions of the analyses, seconded by Jennifer Webster. Motion carried unanimously.

EXCERPT FROM FEBRUARY 25, 2015: (1) Motion by Tehassi Hill to accept the verified petitions from Petitioner Madelyn Genskow: Request Special GTC meeting to address six (6) resolutions, seconded by Jennifer Webster. Motion carried unanimously. (2) Motion by Tehassi Hill to send the verified petitions to the Law, Finance, Legislative Reference and Direct Report Offices for the legal, financial, legislative, and administrative analyses to be completed, seconded by Fawn Billie. Motion carried unanimously. (3) Motion by Jennifer Webster to direct Law, Finance, and Legislative Reference Offices to submit the analyses to the Secretary's Office within sixty (60) days and that a progress report be submitted in forty-five (45) days, seconded by Lisa Summers. Motion carried unanimously. (4) Motion by Lisa Summers to direct the Direct Report Offices to submit appropriate administrative analyses to the Secretary's Office within thirty (30) days, seconded by Fawn Billie. Motion carried unanimously.

B. Petitioner Frank Cornelius: Special GTC meeting to address four resolutions

1) Audit of Oneida Seven Generations Corporation

2) Oneida Seven Generations Corporation Return Money to Tribe

3) Freedom of the Press

4) Tax Oneida Business Committee for Failure to Dissolve Oneida Seven Generations Corporation

Sponsor: Lisa Summers, Tribal Secretary

EXCERPT FROM SEPTEMBER 9, 2015: (1) Motion by Jennifer Webster to accept the update from Chief Counsel regarding legal analyses of resolutions 1-4, seconded by Brandon Stevens. Motion carried unanimously. (2) Amendment to the main motion by Melinda J. Danforth to provide a new due date of November 25, 2015, for the legal and financial analyses of resolutions 1-4, seconded by Lisa Summers. Motion carried unanimously.

EXCERPT FROM AUGUST 26, 2015: Motion by David Jordan to accept the legislative analyses for resolution 1-4, seconded by Jennifer Webster. Motion carried unanimously.

EXCERPT FROM AUGUST 17, 2015: (1) Motion by Lisa Summers to take this item from the table, seconded by David Jordan. Motion carried unanimously. (2) Motion by Jennifer Webster to forward the four resolutions to the Legislative, Law, Finance Offices for the appropriate analyses and for those analyses to be due at the September 9, 2015, regular Business Committee meeting, seconded by Lisa Summers. Motion carried unanimously. (3) Motion by Lisa Summers to request the Law Office provide a legal opinion about what occurs when a petition is submitted which does not have all the appropriate documentation that would go with the petition, seconded by Tehassi Hill. Motion carried with one abstention.

EXCERPT FROM AUGUST 12, 2015: Motion by Lisa Summers to adjourn at 2:06 p.m. and to direct the Tribal Secretary to coordinate Business Committee special meeting date for the remainder of this agenda, seconded by Brandon Stevens. Motion carried unanimously.

EXCERPT FROM JULY 22, 2015: Motion by Brandon Stevens to table this item to next regular Business Committee meeting, seconded by David Jordan. Motion carried unanimously.

EXCERPT FROM JULY 8, 2015: Motion by Tehassi Hill to accept the update as information and defer this item to the July 22, 2015, regular Business Committee meeting as agreed upon by the Business Committee members and the petitioner, seconded by David Jordan. Motion carried unanimously.

EXCERPT FROM JUNE 24, 2015: Motion by Fawn Billie to defer this item to the next regular Business Committee meeting and direct the Secretary to work with the petitioner to find a solution to the concerns, seconded by Tehassi Hill. Motion carried unanimously.

EXCERPT FROM MAY 27, 2015: Motion by David Jordan to direct the Secretary to reach out to Petitioner Frank Cornelius to request the four (4) resolutions mentioned in the petition be submitted in thirty (30) days, seconded by Lisa Summers. Motion carried unanimously.

EXCERPT FROM MAY 13, 2015: (1) Motion by Trish King to acknowledge receipt of the petition submitted by Frank Cornelius, seconded by Fawn Billie. Motion carried unanimously. (2) Motion by Trish King to send the verified petition to the Law, Finance, Legislative Reference and Direct Report Offices for legal, financial, legislative and administrative analyses to be completed; to direct the Law, Finance and Legislative Offices to submit the analyses to the Secretary within sixty (60) days and that a progress report is submitted in forty-five (45) days, seconded by David Jordan. Motion carried unanimously. (3) Motion by David Jordan to direct the Direct Report Offices to submit the appropriate administrative analyses to the Secretary within thirty (30) days, seconded by Trish King. Motion carried unanimously.

C. Petitioner Madelyn Genskow: Special GTC meeting to address three (3) resolutions

1) Oneida Business Committee Accountability

2) Repeal Judiciary Law

3) Open Records and Open Meetings Law

Sponsor: Tina Danforth, Tribal Chairwoman

EXCERPT FROM NOVEMBER 10, 2015: Motion by Tehassi Hill to deny the request by Madelyn Genskow to only place the petition, "Special GTC meeting to address three (3) resolutions", on the March 19, 2016, special General Tribal Council meeting agenda, seconded by Brandon Stevens. Motion carried unanimously.

EXCERPT FROM OCTOBER 28, 2015: Motion by Lisa Summers to accept the legal analysis for resolution 2, noting it was not actually due until the November 25, 2015, regular Business Committee meeting, seconded by Trish King. Motion carried unanimously.

EXCERPT FROM OCTOBER 14, 2015: Motion by Lisa Summers to accept the legal analysis for resolution 1 and to note the remaining legal analyses are not due until the November 25, 2015, regular Business Committee meeting, seconded by David Jordan. Motion carried unanimously.

EXCERPT FROM SEPTEMBER 9, 2015: Motion by Jennifer Webster to accept the update from Chief Counsel and to provide an additional sixty (60) days for the legal analyses of resolutions 1-3, seconded by Lisa Summers. Motion carried unanimously.

EXCERPT FROM JUNE 24, 2015: Motion by David Jordan to accept the legislative analyses for resolutions 1-3 of the petition and to provide an additional sixty (60) days for the Law and Finance Offices to submit the appropriate analyses, seconded by Tehassi Hill. Motion carried unanimously.

EXCERPT FROM JUNE 10, 2015: Motion by Tehassi Hill to accept the status report from the Legislative Operating Committee as information, seconded by Jennifer Webster. Motion carried unanimously.

EXCERPT FROM APRIL 22, 2015: Motion by Jennifer Webster to accept the verified petition submitted by Madelyn Genskow; to send the verified petition to the Law, Finance, Legislative Reference and Direct Report Offices for the legal, financial, legislative and administrative analyses to be completed; to direct the Law, Finance, and Legislative Reference Offices to submit the analyses to the Tribal Secretary's office within sixty (60) days and that a progress report is submitted in forty-five (45) days; and to direct the Direct Report offices to submit the appropriate administrative analyses to the Tribal Secretary's office within thirty (30) days, seconded by Lisa Summers. Motion carried unanimously.

D. Approve January 4, 2016, Annual General Tribal Council meeting materials

Sponsor: Lisa Summers, Tribal Secretary

X. Unfinished Business (No Requested Action)

XI. Tabled Business

A. Adopt resolution titled No Trade Back for Cash for Fiscal Year 2016

Sponsor: Trish King, Tribal Treasurer

EXCERPT FROM OCTOBER 14, 2015: Motion by David Jordan to table to this item, seconded by Tehassi Hill. Motion carried with one opposed.

XII. New Business

A. Approve CIP Concept Paper and activate \$50,000 from approved FY2015 CIP Budget for project # 07-002 Social Services Building Remodel – Phase V

Sponsor: Troy Parr, Assistant Division Director/Development

B. Approve request to make Oneida Vendor List available to any enrolled Tribal member upon request and that it include names of entity and individual(s) who own and operate it

Sponsor: Tina Danforth, Tribal Chairwoman

XIII. Travel

A. Travel Reports

1. Accept travel report – Chairwoman Tina Danforth – 7th Annual White House Tribal Nations Conference – Washington D.C. – November 5-6, 2015

B. Travel Requests

1. Approve travel request – Vice-Chairwoman Melinda J. Danforth – 2016 Tribal Technical Advisory Group (TTAG) Face-to-Face Meetings – Washington D.C.
2. Enter E-poll results into the record – Councilwoman Jennifer Webster – Wisconsin Tribes Meeting with Officials from Wisconsin Department of Health and Human Services (DHHS) and Centers for Medicare and Medicaid Services (CMS)– Washington D.C. – November 17-19, 2015
3. Enter E-poll results into the record – Chairwoman Tina Danforth – CME Group-Ladies Professional Golf Association (LPGA) Tour Championship – Naples, FL – November 20, 2015
4. Enter E-poll results into the record – Treasurer Trish King – CME Group-Ladies Professional Golf Association (LPGA) Tour Championship – Naples, FL – November 20, 2015

XIV. Reports *(This section of the agenda is scheduled to begin at 1:30 p.m.)***A. Operational Reports** *(No Requested Action)***B. Corporate Reports** *(No Requested Action)***C. Boards, Committees, and Commissions**

1. **Accept Anna John Residential Centered Care Community Board FY '15 4th quarter report** – Kimberly Schultz, Vice-Chair
Liaison: Melinda J. Danforth, Tribal Vice-Chairwoman

EXCERPT FROM NOVEMBER 10, 2015: Motion by Jennifer Webster to defer the Anna John Residential Centered Care Community Board FY '15 4th quarter report to the November 25, 2015, regular Business Committee meeting and to direct the Tribal Secretary's Office to notify the Anna John Residential Centered Care Community Board that stipends will be withheld if they do not comply for the next Business Committee meeting, seconded by David Jordan. Motion carried unanimously.

EXCERPT FROM OCTOBER 28, 2015: Motion by Lisa Summers to defer the Anna John Residential Centered Care Community Board FY '15 4th quarter report to the November 10, 2015, regular Business Committee meeting; to request the Liaison follow-up to ensure a representative will be present to answer questions; and to request financial information be provided in the report, seconded by David Jordan. Motion carried unanimously.

EXCERPT FROM OCTOBER 14, 2015: Motion by Lisa Summers to defer the Anna John Residential Centered Care Community Board FY '15 4th quarter report to the October 28, 2015, regular Business Committee meeting, seconded by Brandon Stevens. Motion carried unanimously.

2. **Accept Oneida Nation Commission on Aging FY '15 4th quarter report** – Wes Martin Jr., Chair
Liaison: Melinda J. Danforth, Tribal Vice-Chairwoman

EXCERPT FROM NOVEMBER 10, 2015: Motion by Tehassi Hill to defer the Oneida Nation Commission on Aging FY '15 4th quarter report to the November 25, 2015, regular Business Committee meeting, seconded by Trish King. Motion carried unanimously.

3. **Oneida School Board FY '15 4th quarter report** – Debra Danforth, Chair
Liaison: Fawn Billie, Councilwoman

4. **Land Claims Commission FY '15 4th quarter report** – Amelia Cornelius, Chair
Liaison: Brandon Stevens, Councilman

5. **Land Commission FY '15 4th quarter report** – Amelia Cornelius, Chair
Liaison: Tehassi Hill, Councilman

XV. Executive Session**A. Reports**

1. **Accept Chief Counsel report** – Jo Anne House, Chief Counsel
2. **Gaming General Manger report** – Louise Cornelius, Gaming General Manager
3. **Intergovernmental Affairs and Communication report** – Nathan King, Director/Intergovernmental Affairs and Communication

B. Standing Items

1. Land Claims Strategy *(No Requested Action)*
2. Goldwater suit – Indian Child Welfare case *(No Requested Action)*
3. Oneida Golf Enterprise – Ladies Professional Golf Association *(No Requested Action)*

C. Audit Committee

Sponsor: Councilman Tehassi Hill, Chair

1. Accept October 15, 2015, Audit Committee meeting minutes
2. Accept Audit Committee FY '15 4th quarter report
3. Schedule special executive session Business Committee meeting on December 18, 2015

D. Unfinished Business

1. Accept final report for procedural exception to allow Health Providers to exceed 280 hour cap for FY '16 based on contractual obligations *(This item is scheduled at 9:00 a.m. on November 24, 2015)*

Sponsor: Debra Danforth, Division Director/Comprehensive Health Operations

EXCERPT FROM NOVEMBER 10, 2015: Motion by David Jordan to defer this item to the November 25, 2015, regular Business Committee meeting and to require the Operations and Medical Division Directors attend that meeting, seconded by Jennifer Webster. Motion carried unanimously.

EXCERPT FROM OCTOBER 28, 2015: Motion by Lisa Summers to request a final report be brought back at the November 10, 2015, regular Business Committee meeting, seconded by David Jordan. Motion carried unanimously.

EXCERPT FROM OCTOBER 14, 2015: Motion by Tehassi Hill to defer the request of a procedural exception to allow Health Providers to exceed the 280 hour cap for FY '16 based on contractual obligations to the October 28, 2015, regular Business Committee meeting, seconded by David Jordan. Motion carried unanimously.

EXCERPT FROM SEPTEMBER 23, 2015: Motion by David Jordan to request the Comprehensive Health Directors to bring back an alternative plan at the October 14, 2015, regular Business Committee meeting, seconded by Fawn Billie. Motion carried unanimously.

2. Approve extension request for complaint # 2015-DR13-01

Sponsor: Fawn Billie, Councilwoman

EXCERPT FROM SEPTEMBER 23, 2015: (1) Motion by Lisa Summers to take this item from the table, seconded by Fawn Billie. Motion carried unanimously. (2) Motion by David Jordan to assign Councilwoman Jennifer Webster, Councilwoman Fawn Billie, and Councilman Tehassi Hill to investigate complaint # 2015-DR13-01, seconded by Lisa Summers. Motion carried unanimously.

EXCERPT FROM SEPTEMBER 9, 2015: Motion by Lisa Summers to table this item, seconded by Brandon Stevens. Motion carried unanimously.

E. New Business

- 1. Approve limited waiver of sovereign immunity – RJ Reynolds Tobacco Co. – contract # 2015-0894**
Sponsor: Michele Doxtator, Area Manager/Retail Profits
- 2. Approve limited waiver of sovereign immunity – Liggett Vector Brands Inc. – contract # 2015-1068**
Sponsor: Michele Doxtator, Area Manager/Retail Profits
- 3. Approve Native Diversification Network – Procurement Technical Assistance Center (NDN-PTAC) donation request from Minnesota American Indian Chamber of Commerce**
Sponsor: David Jordan, Councilman
- 4. Determine appropriate action to address personnel concern # 2015-DR11-01**
Sponsor: Lisa Summers, Tribal Secretary
- 5. Review complaint # 2015-DR03-02 in accordance with Standard Operating Procedure**
Sponsor: Lisa Summers, Tribal Secretary
- 6. Approve two (2) requests regarding September Treasurer’s Report (Preliminary Revised)**
Sponsor: Lisa Summers, Tribal Secretary
- 7. Review “Communications” item**
Sponsor: Tina Danforth, Tribal Chairwoman

XVI. Adjourn

Posted on the Tribe’s official website, www.oneida-nsn.gov, at 4:30 p.m. on Friday, November 20, 2015, pursuant to the Open Records and Open Meetings Law, section 7.17-1. For additional information, please call the Business Committee Support Office at (920) 869-4364.

The meeting packet of the open session materials for this meeting is available to Tribal members by going to the Members-Only section of the Tribe’s official website at: www.oneida-nsn.gov/MembersOnly

For information about this meeting, please call the Business Committee Support Office at (920) 869-4364 or (800) 236-2214.

Oneida Business Committee Agenda Request

1. Meeting Date Requested: 11 / 25 / 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:

Approve November 10, 2015, regular meeting minutes.

3. Supporting Materials

Report Resolution Contract

Other:

1. <input type="text" value="November 10, 2015, regular meeting minutes"/>	3. <input type="text"/>
2. <input type="text"/>	4. <input type="text"/>

Business Committee signature required

4. Budget Information

Budgeted - Tribal Contribution Budgeted - Grant Funded Unbudgeted

5. Submission

Authorized Sponsor / Liaison:

Primary Requestor/Submitter: Heather Heuer, Information Management Specialist/BC Support Office
Your Name, Title / Dept. or Tribal Member

Additional Requestor: _____
Name, Title / Dept.

Additional Requestor: _____
Name, Title / Dept.



Oneida Business Committee

Executive Session

9:00 a.m. Monday, November 9, 2015

BC Conference Room, 2nd floor, Norbert Hill Center

Regular Meeting

9:00 a.m. Tuesday, November 10, 2015

BC Conference Room, 2nd floor, Norbert Hill Center

Minutes - DRAFT

EXECUTIVE SESSION

Present: Chairwoman Tina Danforth, Treasurer Trish King, Secretary Lisa Summers, Council members: Fawn Billie, Tehassi Hill, David Jordan, Brandon Stevens, Jennifer Webster;

Not Present: ;

Arrived at: Vice-Chairwoman Melinda J. Danforth at 9:07 a.m.;

Others present: Jo Anne House, Larry Barton, Jim Bittorf;

REGULAR MEETING

Present: Vice-Chairwoman Melinda J. Danforth, Treasurer Trish King, Council members: Tehassi Hill, David Jordan, Jennifer Webster;

Not Present: Chairwoman Tina Danforth, Secretary Lisa Summers, Councilwoman Fawn Billie;

Arrived at: Councilman Brandon Stevens at 9:01 a.m.;

Others present: Jo Anne House, Heather Heuer, Nancy Barton, Mike Debraska, Jessica Wallenfang, Brad Graham, Bill Graham, Danelle Wilson, Lisa Liggins, Troy Parr, James Petitjean, Julie Barton, Ralinda Ninham-Lamberies, Kathy Metoxen, Doug McIntyre, Madelyn Genskow, Chris Johnson, Krystal John, Rhiannon Metoxen, Michelle Mays, Norbert Hill Jr., Julie Denny, Leyne Orosco, Paul Witek, Larry Barton, Jeff Mears, Brian Doxtator, Geraldine Danforth, Racquel Hill, Don White, Susan House, Mark A. Powless, Tim Skenandore, Gene Schubert, Sondra Channon, Nancy Dallas, Frank Cornelius;

I. Call to Order and Roll Call by Chairwoman Melinda J. Danforth at 9:00 a.m.

For the record: Melinda J. Danforth stated Chairwoman Tina Danforth is away on travel to give testimony with regards to the 801.54 Transfer Case Rule in Madison, WI. Secretary Lisa Summers and Councilwoman Fawn Billie are away on approved travel to Co-Chair the Inter-Tribal Justice Committee meeting in Gresham, WI.

II. Opening by Councilman Tehassi Hill

III. Adopt the agenda (00:03:50)

Motion by Trish King to adopt the agenda as is, seconded by Brandon Stevens. Motion carried unanimously:

Ayes: Tehassi Hill, David Jordan, Trish King, Brandon Stevens, Jennifer Webster
Not Present: Tina Danforth, Fawn Billie, Lisa Summers

IV. Oaths of Office (No Requested Action)

V. Minutes (00:04:16)**A. Approve October 28, 2015, regular meeting minutes**

Sponsor: Lisa Summers, Tribal Secretary

Motion by David Jordan to approve the October 28, 2015, regular meeting minutes with the following correction [remove David Jordan from the Ayes vote and keep his Abstained vote on item 15.E.04. Approve Oneida Business Committee Officers' recommendation regarding incentive pay and approve draft correspondence to employee], seconded by Tehassi Hill. Motion carried with two abstentions:

Ayes:	Tehassi Hill, David Jordan, Trish King
Abstained:	Brandon Stevens, Jennifer Webster
Not Present:	Tina Danforth, Fawn Billie, Lisa Summers

VI. Resolutions (00:05:40)**A. Adopt resolution titled 2016-2019 Transportation Improvement Plan**

Sponsor: Troy Parr, Assistant Division Director/Development

Motion by David Jordan to adopt resolution 11-10-15-A 2016-2019 Transportation Improvement Plan, seconded by Jennifer Webster. Motion carried unanimously:

Ayes:	Tehassi Hill, David Jordan, Trish King, Brandon Stevens, Jennifer Webster
Not Present:	Tina Danforth, Fawn Billie, Lisa Summers

B. Adopt resolution titled Adoption of the Furlough Policy

Sponsor: Brandon Stevens, Councilman

Motion by Brandon Stevens to adopt resolution 11-10-15-B Adoption of the Furlough Policy, seconded by Trish King. Motion carried unanimously:

Ayes:	Tehassi Hill, David Jordan, Trish King, Brandon Stevens, Jennifer Webster
Not Present:	Tina Danforth, Fawn Billie, Lisa Summers

VII. Appointments (00:12:21)**A. Appoint Mary Graves to the Oneida Personnel Commission**

Sponsor: Tina Danforth, Tribal Chairwoman

Motion by Jennifer Webster to appoint Mary Graves to the Oneida Personnel Commission, seconded by David Jordan. Motion failed with Vice-Chairwoman Melinda J. Danforth voting in opposition breaking the tie:

Ayes:	David Jordan, Trish King
Opposed:	Brandon Stevens, Jennifer Webster
Abstained:	Tehassi Hill
Opposed tie breaker:	Melinda J. Danforth
Not Present:	Tina Danforth, Fawn Billie, Lisa Summers

Motion by Brandon Stevens to request the Tribal Secretary to repost this position, seconded by Jennifer Webster. Motion carried unanimously:

Ayes:	Tehassi, Hill, David Jordan, Trish King, Brandon Stevens, Jennifer Webster
Not Present:	Tina Danforth, Fawn Billie, Lisa Summers

VIII. Standing Committees (00:21:09)**A. Legislative Operating Committee**

Sponsor: Councilman Brandon Stevens, Chair

1. Accept October 21, 2015, Legislative Operating Committee meeting minutes

Motion by Brandon Stevens to accept the October 21, 2015, Legislative Operating Committee meeting minutes, seconded by Tehassi Hill. Motion carried with one abstention:

Ayes: David Jordan, Trish King, Brandon Stevens, Jennifer Webster
 Abstained: Tehassi Hill
 Not Present: Tina Danforth, Fawn Billie, Lisa Summers

B. Finance Committee

Sponsor: Tribal Treasurer Trish King, Chair

1. Approve November 2, 2015, Finance Committee meeting minutes

Motion by David Jordan to approve the November 2, 2015, Finance Committee meeting minutes, seconded by Jennifer Webster. Motion carried unanimously:

Ayes: Tehassi Hill, David Jordan, Trish King, Brandon Stevens, Jennifer Webster
 Not Present: Tina Danforth, Fawn Billie, Lisa Summers

C. Community Development Planning Committee (No Requested Action)**D. Quality of Life (No Requested Action)****IX. General Tribal Council (00:22:21)****A. Petitioner Madelyn Genskow: Special GTC meeting to address three (3) resolutions****1) Oneida Business Committee Accountability****2) Repeal Judiciary Law****3) Open Records and Open Meetings Law**

Sponsor: Tina Danforth, Tribal Chairwoman

EXCERPT FROM OCTOBER 28, 2015: Motion by Lisa Summers to accept the legal analysis for resolution 2, noting it was not actually due until the November 25, 2015, regular Business Committee meeting, seconded by Trish King. Motion carried unanimously.

EXCERPT FROM OCTOBER 14, 2015: Motion by Lisa Summers to accept the legal analysis for resolution 1 and to note the remaining legal analyses are not due until the November 25, 2015, regular Business Committee meeting, seconded by David Jordan. Motion carried unanimously.

EXCERPT FROM SEPTEMBER 9, 2015: Motion by Jennifer Webster to accept the update from Chief Counsel and to provide an additional sixty (60) days for the legal analyses of resolutions 1-3, seconded by Lisa Summers. Motion carried unanimously.

EXCERPT FROM JUNE 24, 2015: Motion by David Jordan to accept the legislative analyses for resolutions 1-3 of the petition and to provide an additional sixty (60) days for the Law and Finance Offices to submit the appropriate analyses, seconded by Tehassi Hill. Motion carried unanimously.

EXCERPT FROM JUNE 10, 2015: Motion by Tehassi Hill to accept the status report from the Legislative Operating Committee as information, seconded by Jennifer Webster. Motion carried unanimously.

EXCERPT FROM APRIL 22, 2015: Motion by Jennifer Webster to accept the verified petition submitted by Madelyn Genskow; to send the verified petition to the Law, Finance, Legislative Reference and Direct Report Offices for the legal, financial, legislative and administrative analyses to be completed; to direct the Law, Finance, and Legislative Reference Offices to submit the analyses to

the Tribal Secretary's office within sixty (60) days and that a progress report is submitted in forty-five (45) days; and to direct the Direct Report offices to submit the appropriate administrative analyses to the Tribal Secretary's office within thirty (30) days, seconded by Lisa Summers. Motion carried unanimously.

Motion by Tehassi Hill to deny the request by Madelyn Genskow to only place the petition, "Special GTC meeting to address three (3) resolutions", on the March 19, 2016, special General Tribal Council meeting agenda, seconded by Brandon Stevens. Motion carried unanimously:

Ayes: Tehassi Hill, David Jordan, Trish King, Brandon Stevens, Jennifer Webster
Not Present: Tina Danforth, Fawn Billie, Lisa Summers

Treasurer Trish King departs at 9:34 a.m.

Treasurer Trish King returns at 9:37 a.m.

X. Unfinished Business (00:37:43)

A. Determine responsible area for cemetery maintenance

Sponsor: Brandon Stevens, Councilman

EXCERPT FROM SEPTEMBER 23, 2015: (1) Motion by Motion by Lisa Summers to place an indefinite land use moratorium on area designation # 18 'Where the Water Birds Nest', identified in the Public Use of Land Law, and to defer the cemetery issues identified today to the Business Committee Officers for follow-up with a final action plan to be brought by the November 10, 2015, regular Business Committee meeting, seconded by David Jordan. Motion carried unanimously. (2) Motion by Lisa Summers to direct the Chairwoman's Office to send out communications, regarding the indefinite land use moratorium directive, to the Business Committee's Direct Reports, appropriate Boards, Committees, and Commissions, and affected parties, including sweat lodge users and families impacted, seconded by David Jordan. Motion carried unanimously.

EXCERPT FROM AUGUST 17, 2015: Motion by David Jordan to defer this issue to the September 23, 2015, regular Business Committee meeting and to direct the Tribal Secretary to schedule the special Business Committee work meeting and that an invitation be extended to all interested parties, including departments and families impacted, seconded by Jennifer Webster. Motion carried unanimously.

EXCERPT FROM AUGUST 12, 2015: Motion by Lisa Summers to adjourn at 2:06 p.m. and to direct the Tribal Secretary to coordinate Business Committee special meeting date for the remainder of this agenda, seconded by Brandon Stevens. Motion carried unanimously.

EXCERPT FROM JULY 8, 2015: (1) Motion by Lisa Summers to accept the Oneida Trust/Enrollment Committee recommendation to turn over the cemetery maintenance contract to the Department of Public Works. Motion fails for lack of support. (2) Motion by Brandon Stevens to defer the issue to determine the responsible area for cemetery maintenance to a special Business Committee work meeting and that an invitation be extended to all interested parties, including departments and families impacted, seconded by David Jordan. Motion carried unanimously.

Motion by Tehassi Hill to accept and approve the recommendations provided in the Business Committee Officers' memorandum dated November 5, 2015, seconded by Jennifer Webster. Motion carried unanimously:

Ayes: Tehassi Hill, David Jordan, Trish King, Brandon Stevens, Jennifer Webster
Not Present: Tina Danforth, Fawn Billie, Lisa Summers

Treasurer Trish King departs at 10:37 a.m.

Motion by Jennifer Webster to request the Trust/Enrollment Committee to send out updated communications to the families of the cemetery, seconded by David Jordan. Motion carried unanimously:

Ayes: Tehassi Hill, David Jordan, Brandon Stevens, Jennifer Webster
Not Present: Tina Danforth, Fawn Billie, Trish King, Lisa Summers

XI. Tabled Business**A. Adopt resolution titled No Trade Back for Cash for Fiscal Year 2016 (No Requested Action)**

Sponsor: Trish King, Tribal Treasurer

EXCERPT FROM OCTOBER 14, 2015: Motion by David Jordan to table to this item, seconded by Tehassi Hill. Motion carried with one opposed.

XII. New Business (1:40:23)

Treasurer Trish King returns at 10:41 a.m.

A. Approve three (3) actions regarding CIP package and CIP project # 15-004 Business Park Storm Water

Sponsor: Troy Parr, Assistant Division Director/Development

Motion by Tehassi Hill to approve the procedural exception to forgo Phase II of the CIP process of routing the CIP Package to the various reviewing entities, seconded by David Jordan. Motion carried unanimously:

Ayes: Tehassi Hill, David Jordan, Trish King, Brandon Stevens, Jennifer Webster
Not Present: Tina Danforth, Fawn Billie, Lisa Summers

Motion by Tehassi Hill to approve the CIP package and CIP # 15-004 Business Park Storm Water, seconded by David Jordan. Motion carried unanimously:

Ayes: Tehassi Hill, David Jordan, Trish King, Brandon Stevens, Jennifer Webster
Not Present: Tina Danforth, Fawn Billie, Lisa Summers

Motion by Tehassi Hill to activate \$250,000 from the approved FY2015 CIP Budget for CIP # 15-004 Business Park Storm Water, seconded by David Jordan. Motion carried unanimously:

Ayes: Tehassi Hill, David Jordan, Trish King, Brandon Stevens, Jennifer Webster
Not Present: Tina Danforth, Fawn Billie, Lisa Summers

B. Approve limited waiver of sovereign immunity – Wisconsin Public Service – contract # 2014-0877

Sponsor: Paul Witek, Senior Architect/Engineering

Motion by Jennifer Webster to approve the limited waiver of sovereign immunity – Wisconsin Public Service – contract # 2014-0877, seconded by Tehassi Hill. Motion carried unanimously:

Ayes: Tehassi Hill, David Jordan, Trish King, Brandon Stevens, Jennifer Webster
Not Present: Tina Danforth, Fawn Billie, Lisa Summers

C. Approve limited waiver of sovereign immunity – Brown County Household Hazardous Waste Facility Intergovernmental Agreement – contract # 2015-1146

Sponsor: Pat Pelky, Division Director/Environmental Health and Safety

Motion by David Jordan to approve the limited waiver of sovereign immunity – Brown County Household Hazardous Waste Facility Intergovernmental Agreement – contract # 2015-1146, seconded by Tehassi Hill. Motion carried unanimously:

Ayes: Tehassi Hill, David Jordan, Trish King, Brandon Stevens, Jennifer Webster
Not Present: Tina Danforth, Fawn Billie, Lisa Summers

D. Approve three (3) requests regarding 2016 Reporting Schedule

Sponsor: Lisa Summers, Tribal Secretary

Motion by David Jordan to approve the 2016 Reporting Schedule, seconded by Brandon Stevens. Motion carried unanimously:

Ayes: Tehassi Hill, David Jordan, Trish King, Brandon Stevens, Jennifer Webster
Not Present: Tina Danforth, Fawn Billie, Lisa Summers

Motion by David Jordan to direct the Tribal Secretary to provide notification and the 2016 Reporting Schedule to the Direct Reports, Chairpersons of Boards, Committees, and Commissions, Chairpersons of Standing Committees, and to Corporate Boards no later than December 1, 2015, seconded by Brandon Stevens. Motion carried unanimously:

Ayes: Tehassi Hill, David Jordan, Trish King, Brandon Stevens, Jennifer Webster
Not Present: Tina Danforth, Fawn Billie, Lisa Summers

Councilman David Jordan departs at 10:52 a.m.

Councilman David Jordan returns at 11:00 a.m.

E. Accept invitation for Oneida Business Committee to attend the 2nd Annual Sustain Oneida Summit – Radisson Hotel & Conference Center – Green Bay, WI – November 21, 2015

Sponsor: Brandon Stevens, Councilman

Motion by Jennifer Webster to accept the invitation as information, seconded by Tehassi Hill. Motion carried unanimously:

Ayes: Tehassi Hill, David Jordan, Trish King, Brandon Stevens, Jennifer Webster
Not Present: Tina Danforth, Fawn Billie, Lisa Summers

XIII. Travel (2:00:35)**A. Travel Reports****1. Accept travel report – Councilman Tehassi Hill – National Tribal Energy Summit – Washington D.C. – September 23-24, 2015**

Motion by Jennifer Webster to accept the travel report for Councilman Tehassi Hill – National Tribal Energy Summit – Washington D.C. – September 23-24, 2015, seconded by Trish King. Motion carried abstention:

Ayes: David Jordan, Trish King, Brandon Stevens, Jennifer Webster
Abstained: Tehassi Hill
Not Present: Tina Danforth, Fawn Billie, Lisa Summers

B. Travel Requests (No Requested Action)

Treasurer Trish King departs at 11:55 a.m.

Motion by David Jordan to recess at 11:56 a.m. until 1:30 p.m., seconded by Brandon Stevens. Motion carried unanimously:

Ayes: Tehassi Hill, David Jordan, Brandon Stevens, Jennifer Webster
Not Present: Tina Danforth, Fawn Billie, Trish King, Lisa Summers

Called to order by Vice-Chairwoman Melinda J. Danforth at 1:31 p.m.

Chairwoman Tina Danforth, Secretary Lisa Summers, and Councilwoman Fawn Billie not present.

XIV. Reports (2:56:30) (This section of the agenda is scheduled to begin at 1:30 p.m.)**A. Operational Reports**

Treasurer Trish King departs at 1:43 p.m.

Treasurer Trish King returns at 1:47 p.m.

Councilman Tehassi Hill departs at 2:00 p.m.

Councilman Tehassi Hill returns at 2:03 p.m.

1. Accept Governmental Services Division FY '15 4th quarter report

Sponsor: Don White, Director/Governmental Services Division

Motion by David Jordan to accept the Governmental Services Division FY '15 4th quarter report, seconded by Trish King. Motion carried unanimously:

Ayes: Tehassi Hill, David Jordan, Trish King, Brandon Stevens, Jennifer Webster
Not Present: Tina Danforth, Fawn Billie, Lisa Summers

2. Accept Human Resources Department FY '15 4th quarter report

Sponsor: Geraldine Danforth, Area Manager/Human Resources Department

Motion by Brandon Stevens to accept the Human Resources Department FY '15 4th quarter report noting this does not approve the requested Wage and Salary Chart changes and to direct the Business Committee members meet with the Area Manager of the Human Resources Department regarding the Wage and Salary Chart requests during a Business Committee work meeting to be scheduled by the Tribal Secretary's Office, seconded by Jennifer Webster. Motion carried unanimously¹:

Ayes: Tehassi Hill, David Jordan, Brandon Stevens, Jennifer Webster
Not Present: Tina Danforth, Fawn Billie, Trish King, Lisa Summers

B. Corporate Reports (No Requested Action)**C. Boards, Committees, and Commissions****1. Accept Anna John Residential Centered Care Community Board FY '15 4th quarter report –**

Kimberly Schultz, Vice-Chair

Liaison: Melinda J. Danforth, Tribal Vice-Chairwoman

EXCERPT FROM OCTOBER 28, 2015: Motion by Lisa Summers to defer the Anna John Residential Centered Care Community Board FY '15 4th quarter report to the November 10, 2015, regular Business Committee meeting; to request the Liaison follow-up to ensure a representative will be present to answer questions; and to request financial information be provided in the report, seconded by David Jordan. Motion carried unanimously.

EXCERPT FROM OCTOBER 14, 2015: Motion by Lisa Summers to defer the Anna John Residential Centered Care Community Board FY '15 4th quarter report to the October 28, 2015, regular Business Committee meeting, seconded by Brandon Stevens. Motion carried unanimously.

Motion by Jennifer Webster to defer the Anna John Residential Centered Care Community Board FY '15 4th quarter report to the November 25, 2015, regular Business Committee meeting and to direct the Tribal Secretary's Office to notify the Anna John Residential Centered Care Community Board that stipends will be withheld if they do not comply for the next Business Committee meeting, seconded by David Jordan. Motion carried unanimously:

Ayes: Tehassi Hill, David Jordan, Trish King, Brandon Stevens, Jennifer Webster
Not Present: Tina Danforth, Fawn Billie, Lisa Summers

¹ Item XIV.A.02. Accept Human Resources Department FY '15 4th quarter report was addressed before recess.

- 2. Defer Oneida Nation Commission on Aging FY '15 4th quarter report** – Wes Martin Jr., Chair
Liaison: Melinda J. Danforth, Tribal Vice-Chairwoman

Motion by Tehassi Hill to defer the Oneida Nation Commission on Aging FY '15 4th quarter report to the November 25, 2015, regular Business Committee meeting, seconded by Trish King. Motion carried unanimously:

Ayes: Tehassi Hill, David Jordan, Trish King, Brandon Stevens, Jennifer Webster
Not Present: Tina Danforth, Fawn Billie, Lisa Summers

- 3. Accept Oneida Election Board FY '15 4th quarter report** – Racquel Hill, Chair
Liaison: Melinda J. Danforth, Tribal Vice-Chairwoman

Motion by David Jordan to accept the Oneida Election Board FY '15 4th quarter report, seconded by Tehassi Hill. Motion carried unanimously:

Ayes: Tehassi Hill, David Jordan, Trish King, Brandon Stevens, Jennifer Webster
Not Present: Tina Danforth, Fawn Billie, Lisa Summers

- 4. Accept Oneida Gaming Commission FY '15 4th quarter report** – Mark A. Powless, Chair
Liaison: Brandon Stevens, Councilman

Motion by Jennifer Webster to accept the Oneida Gaming Commission FY '15 4th quarter report, seconded by David Jordan. Motion carried unanimously:

Ayes: Tehassi Hill, David Jordan, Trish King, Brandon Stevens, Jennifer Webster
Not Present: Tina Danforth, Fawn Billie, Lisa Summers

XV. Executive Session (2:05:00)

Councilman Tehassi Hill departs at 11:05 a.m.

A. Reports

- 1. Accept Chief Counsel report** – Jo Anne House, Chief Counsel

Motion by Trish King to accept the Chief Counsel report, seconded by Brandon Stevens. Motion carried unanimously:

Ayes: David Jordan, Trish King, Brandon Stevens, Jennifer Webster
Not Present: Tina Danforth, Fawn Billie, Tehassi Hill, Lisa Summers

Motion by David Jordan to accept the Final Settlement Agreement in the Ramah Navajo Class Action Suit regarding Bureau of Indian Affairs (BIA) and Bureau of Indian Education (BIE) funding issues, seconded by Brandon Stevens. Motion carried unanimously:

Ayes: David Jordan, Trish King, Brandon Stevens, Jennifer Webster
Not Present: Tina Danforth, Fawn Billie, Tehassi Hill, Lisa Summers

B. Standing Items

1. Land Claims Strategy (*No Requested Action*)
2. Goldwater suit – Indian Child Welfare case (*No Requested Action*)
3. Oneida Golf Enterprise – Ladies Professional Golf Association (*No Requested Action*)

C. Audit Committee (*No Requested Action*)

D. Unfinished Business

Councilman Tehassi Hill returns at 11:08 a.m.

1. Accept final report for procedural exception to allow Health Providers to exceed 280 hour cap for FY '16 based on contractual obligations

Sponsor: Debbie Danforth, Division Director/Comprehensive Health Operations

EXCERPT FROM OCTOBER 28, 2015: Motion by Lisa Summers to request a final report be brought back at the November 10, 2015, regular Business Committee meeting, seconded by David Jordan. Motion carried unanimously.

EXCERPT FROM OCTOBER 14, 2015: Motion by Tehassi Hill to defer the request of a procedural exception to allow Health Providers to exceed the 280 hour cap for FY '16 based on contractual obligations to the October 28, 2015, regular Business Committee meeting, seconded by David Jordan. Motion carried unanimously.

EXCERPT FROM SEPTEMBER 23, 2015: Motion by David Jordan to request the Comprehensive Health Directors to bring back an alternative plan at the October 14, 2015, regular Business Committee meeting, seconded by Fawn Billie. Motion carried unanimously.

Motion by David Jordan to defer this item to the November 25, 2015, regular Business Committee meeting and to require the Operations and Medical Division Directors attend that meeting, seconded by Jennifer Webster. Motion carried unanimously:

Ayes: Tehassi Hill, David Jordan, Trish King, Brandon Stevens, Jennifer Webster
Not Present: Tina Danforth, Fawn Billie, Lisa Summers

E. New Business

1. Approve limited waiver of sovereign immunity – BMC Software Inc. – contract # 2015-1116

Sponsor: Joanie Buckley, Division Director/Internal Services

Motion by David Jordan to approve the limited waiver of sovereign immunity – BMC Software Inc. – contract # 2015-1116, seconded by Trish King. Motion carried unanimously:

Ayes: Tehassi Hill, David Jordan, Trish King, Brandon Stevens, Jennifer Webster
Not Present: Tina Danforth, Fawn Billie, Lisa Summers

XVI. Adjourn

Motion by Brandon Stevens to adjourn at 2:31 p.m., seconded by Tehassi Hill. Motion carried unanimously:

Ayes: Tehassi Hill, David Jordan, Trish King, Brandon Stevens, Jennifer Webster
Not Present: Tina Danforth, Fawn Billie, Lisa Summers

Minutes prepared by Heather Heuer, Information Management Specialist
Minutes approved as presented/corrected on _____.

Lisa Summers, Secretary
ONEIDA BUSINESS COMMITTEE

Oneida Business Committee Agenda Request

1. Meeting Date Requested: 11 / 25 / 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:

Adopt Fiscal Year 2015, Fiscal Year 2016, Fiscal Year 2017, and Fiscal Year 2018 Budget Guidance Resolution

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: Brian A. Doxtator, Executive Assistant to Treasurer Trish King
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:

The budget guide document reinforces the guiding principles of the Oneida Tribal government. The document includes the expected processes for annual budget development with focus on the following four desired areas: Community Development, New Revenues, Focusing on Reducing Debt, and Improving Employment Programs. The focus areas stem from components within each of the Seven (7) Practical Visions and initiatives outlined in "Implementing Good Governance Processes" and "Creating a Positive Organizational Culture" of the Four (4) Strategic Directions.

Action Requested:

To adopt Fiscal Year 2015, Fiscal Year 2016, Fiscal Year 2017, and Fiscal Year 2018 Budget Guidance Resolution

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



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
BUSINESS COMMITTEE**



**P.O. Box 365 • Oneida, WI 54155
Telephone: 920-869-4364 • Fax: 920-869-4040**



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.

Office of the Treasurer Memorandum

To: Oneida Business Committee
From: Trish King, Treasurer
Date: 11/18/2015
Re: Fiscal Years 2016, 2017, and 2018 Budget Philosophy and Guide Book

On behalf of the Budget Core Team, I am pleased to provide the Oneida Business Committee with a Budget Philosophy and Guidebook. The foundation for this three (3) year administration (2014-2017) is encompassed within the adopting resolution and statement of effect, the compilation of over-all Vision for the Oneida Tribe, and the administrative direction and focus provided for all tribal operations.

In essence, the Oneida Business Committee created their three (3) year administrative strategies and directions. This (3) year process included assessments completed in Fiscal Year 2015. The assessments will be utilized to align tribal operations to the Four (4) Strategic Directions and Seven (7) Practical Visions within Fiscal Year 2016. Within Fiscal Year 2017, tribal operations will be expected to implement and analyze so that they may effectively develop their operational plans thereby providing a responsible budget for the incoming administration in 2018.

In addition to reinforcing the over-all strategies of the Oneida Government; the guidebook provides clear objectives, budget initiatives, direction, and focus for tribal operations. As outlined in the Business Committee strategic goals, the four main areas of focus are: Community Development, New Revenues, Reducing Debt, and Improving Employment Programs.

Lastly, this Budget Philosophy and Guide Book implements accountability measures; where tribal operations are required to report their progress as part of their quarterly reports to the Oneida Business Committee. This initiative of accountability considers the following Practical Visions of the Oneida Business Committee: Accountable & Effective Governmental Design, Living a Good Mind Ka?nikuh'liyo, and Long Term Sustainability Plans.

Therefore, I respectfully request the Oneida Business Committee to adopt the "*Guidance for Implementing Fiscal Year 2016 and Developing Fiscal Year 2017 and Fiscal Year 2018 budgets and Strategic Planning for Fiscal Year 2019 budget*" resolution which augments the Oneida Business Committee's Four (4) Strategic Directions, Seven (7) Practical Visions, and financial strategy of Sustainability.

Yaw^ko for your time and assistance in this matter.

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.

BC Resolution # _ - _ - _

Guidance for Implementing Fiscal Year 2016 and Developing Fiscal Year 2017 and Fiscal Year 2018 Budgets and Strategic Planning for Fiscal Year 2019 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, after being sworn into office on August 14, 2014, identified that the government would operate under "Oneida Leadership Group Agreements" which is based upon dialogue and consensus; and
- WHEREAS,** the Oneida Business Committee on August 27, 2014, adopted Four (4) Strategic Directions and Seven (7) Practical Visions, which provides guidance for all areas of the Tribe for the next three (3) to five (5) years; and
- WHEREAS,** to begin addressing the annual budget gap between \$30 - \$45 million, the Oneida Business Committee adopted BC Resolution 02-11-15-A, titled, "Budget Initiative for Fiscal Years 2016, 2017, and 2018" where the end in mind is sustainability; and
- WHEREAS,** the Treasurer deemed Fiscal Year 2015 as a year of "Assessment and Understanding" so that tribal operations begin to align their operational plans to the strategic directions and practical visions, create efficiencies and effectiveness that would reduce the annual budget gap, and set goals toward sustainability; and
- WHEREAS,** Fiscal Year 2015 assessments provides a basis for measuring and determining appropriate initiatives to support the visions; and
- WHEREAS,** the Oneida Business Committee's Four (4) Strategic Directions and Seven (7) Practical Visions provided direction to focus on four specific categories: Community Development, New Revenues, Focus on Reducing Debt, and Improving Employment Programs; and
- WHEREAS,** the Treasurer created the Budget Core Team as a working group to: dialogue, support, communicate, and recommend to the Oneida Business Committee, operational and tactical goals to be developed, implemented, and aligned with the Seven Practical Visions and Four Strategic Directions; and
- WHEREAS,** the Budget Core Team did recommended assessments to occur during Fiscal Year 2015; and

WHEREAS, the Business Committee supports Fiscal Year 2016 as a year of transition where tribal operations shall carry forward their Fiscal Year 2015 assessments, develop and implement strategy plans towards sustainability, while continuing to focus their operations on Community Development, New Revenues, Reducing Debt, and Improving Employment Programs; and

WHEREAS, specific to Community Development: General Tribal Council took action on July 6, 2015, supporting the Comprehensive Housing Plan within Community Development, and requiring the Tribe to focus on implementing the proposed plan elements in Fiscal Year 2016; and

WHEREAS, specific to New Revenues: General Tribal Council took action on September 21, 2015, supporting the Oneida Golf Enterprise's request for the Oneida Tribe to provide financing for a contract with the Ladies Golf Professional Association, and supporting elements of this plan within Fiscal Year 2016; and

WHEREAS, specific to Focus on Reducing Debt: the debt schedule prepared by the Tribe's Chief Financial Officer requires the Tribe continue to allocate accelerated debt payment in accordance with the plan for Fiscal Years 2016 and 2017 in order to alleviate the financial pressures in Fiscal Year 2018, and beyond; and

WHEREAS, specific to Improving Employment Programs: the Chief Financial Officer has identified that our personnel line is approximately 33% of the annual budget, and the Tribe will be unable to support continued employment at current levels beyond Fiscal Year 2018, requiring the Tribe to focus on implementing an Employment Law and Strategic Workforce Planning initiatives within Fiscal Year 2016; and

NOW THEREFORE BE IT RESOLVED, that tribal operations, at all levels, are expected to know and understand the objectives and budget initiatives for guiding actions during Fiscal Year 2016 and developing the Fiscal Year 2017 and 2018 budgets; and more specifically tribal operations are directed to creating a more effective workforce based on Strategic Workforce Planning.

BE IT FUTHER RESOLVED, the Oneida Business Committee continues to support Fiscal Year 2017 as a "Year of Action" and directs the organization to continue implementing their Fiscal Year 2016 transition and efficiency plans, while focusing on Community Development, New Revenues, Reducing Debt, and Improving Employment Programs.

BE IT FUTHER RESOLVED, that the Oneida Business Committee adopts Fiscal Year 2016 and Fiscal Year 2017 Budget Philosophy and Guidebook which provides policy, guidelines, and goals for implementing Fiscal Year 2016 Budget, and for developing Fiscal Years 2017 budget, and strategically proposing Fiscal Year 2018 budget for the next administration.

BE IT FUTHER RESOLVED, that tribal operations shall work cooperatively with the Budget Core Team ensuring strategies and plans are made available for immediate implementation.

BE IT FINALLY RESOLVED, that tribal operations shall report in accordance with their scheduled quarterly report to the Oneida Business Committee, their progress consistent with the Oneida Business Committee's Four (4) Strategic Directions, and their alignment to achieve the objectives as stated within the Seven (7) Practical Visions, and Fiscal Year 2016 budget goals.

Oneida Tribe of Indians Budget Philosophy & Guidebook



A Nation of Strong Families built on Tsi?niyukwalihot^ and a strong Economy

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INTRODUCTION

PATRICIA KING, ONEIDA TRIBAL TREASURER

Sakoli Swakweku: (Greetings from me to all of you)

The Oneida Business Committee was sworn into office on August 14, 2014. On August 27, 2014, the Oneida Business Committee identified that the government would operate under “Oneida Leadership Group Agreements” based upon dialogue and consensus. Along with the group agreements, the Oneida Business Committee adopted Four (4) Strategic Directions and Seven (7) Practical Visions.

The Four (4) Strategic Directions and Seven (7) Practical visions are integral through the budgeting process. The Budgeting Process supports use of a “value based budget process” to better align tribal resources so that the Oneida Tribe may realize sustainability and our vision of “A Nation of Strong Families built on Tsi?Niyukwlihot^ and a Strong Economy.

This Planning Guide includes the Business Committee’s Four (4) Strategic Directions and Seven (7) Practical Visions, the Tribal Mission and the Tribal Vision. Together these statements provide the foundation for this 3 year administration (2014-2017).

The guide also includes the expected processes for annual budget development, and the desired areas to be addressed, such as: Community Development, New Revenues, Focusing on Reducing Debt, and Improving Employment Programs. The immediate focus will help the Oneida Tribe to address the budget gap, create efficiencies, and support the will of the community and the General Tribal Council.



Governmental Budget Cycle:

Elections in FY2014 - Plan strategies for FY2015
 In FY2015 Assessment, and plan for FY2016
 In FY2016 Act (Implement Transition) plans, plan for FY2017
 In FY2017, Analyze and prepare for FY2018
 FY2018 Adjust (cycle starts over)

SUSTAINABILITY

Fiscal Year 2015 - YEAR OF ASSESSMENT

Plan (Establish and review): Tribal operations were to complete assessments of their operations in Fiscal Year 2015 which included: assessing for operational efficiencies, employment strategies, and creating business metrics. In addition, the operations were directed to align their operations with the Oneida Business Committee's strategic directions and visions. An executive summary of the results are included in this guide.

Fiscal Year 2016 - YEAR OF TRANSITION

Act (Provide opportunities): The Budget Planning Guide includes initiatives and expectations for transitioning from assessment to implementing plans and strategies for efficiencies. The expectations are provided in BC Resolution titled, "Fiscal Year 2015, Fiscal Year 2016 and Fiscal Year 2017 Budget Guidance." The continued focus is on Community Development, New Revenues, Focus on Reducing Debt, and Improving Employment Programs.

Fiscal Year 2017 - YEAR OF ACTION

Analyze (Interpret the evidence): We will analyze the goals in Fiscal Year 2016 to build our Fiscal Year 2017 budget and create projections for Fiscal Year 2018 budget.

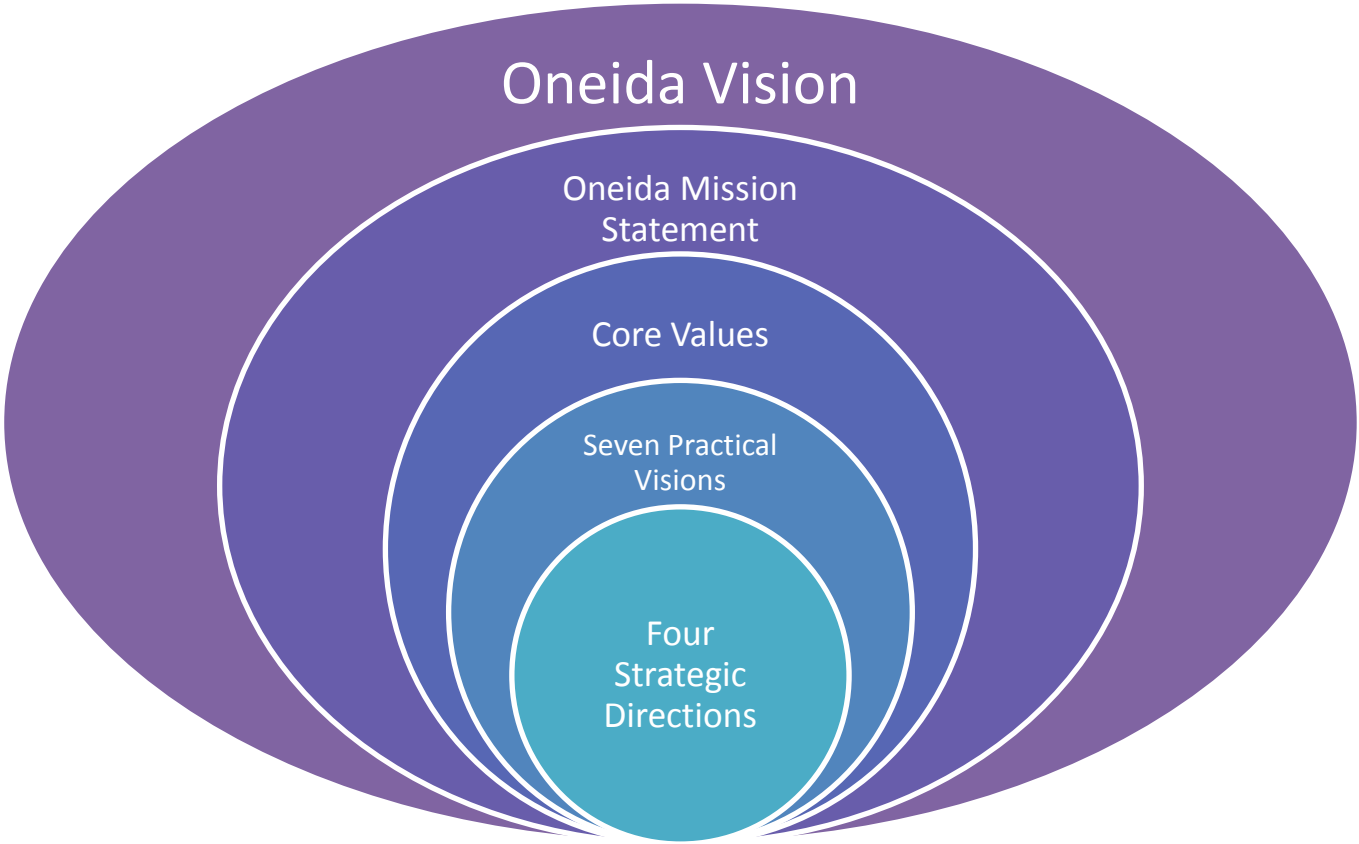
The Oneida Business Committee extends its appreciation: “Yaw^ko’kiwah, Sotsi, Swakweku” (Indeed, a huge thank you to all of you.) for working together. This collaboration created new synergies supporting our responsibilities to be good stewards of our resources.

I encourage this collaboration to continue throughout Fiscal Year 2016 (Year of Transition), so that we may begin experiencing growth in Fiscal Year 2017. All this synergy will take us closer toward realizing sustainability.

Yaw^ko to each of you for all that you do.

DRAFT

GUIDING PRINCIPLES



Oneida Business Committee

Group Agreements

We will hold each other accountable for our actions

Community atmosphere -

We are here to help each other and hold each other up.

Leave the titles at the door -

We are equals working together, on a level playing field.

Challenge the status quo thinking and maintain an open mind

Be present physically and emotionally

Respectful communication in tone and style

Support the decision of the team

Come prepared

Pay attention and listen

No interrupting

Deliver the mail to the right address

Assume the best

Share the time; everyone gets a chance to speak

Check attitude at the door

Focus on the issue, not the person

Be solution-oriented to problems

Do not take any decisions personally

Maintain our values

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.

BC Resolution 02-11-15-A Budget Initiative for Fiscal Years 2016, 2017, and 2018

- 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, 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 supports assessment of the tribe's fiscal condition to execute strategies aligned to the Four Strategic Directions,
- WHEREAS,** the Oneida Business Committee supports the optimal allocation and utilization of financial resources in all disciplines of government, and
- WHEREAS,** the Oneida Business Committee works collaboratively with the organization to strengthen and protect our people, reclaim our land, and exercise our sovereignty within the present confines of the Oneida Reservation, and
- WHEREAS,** the Constitution of the Oneida Tribe of Indians of Wisconsin (By-laws – Article I) mandates the Treasurer to ensure transparency, accountability and sound financial controls in the management of Oneida Tribal finances, the budget preparation process, and promote the Oneida government's fiscal policy framework, and
- WHEREAS,** as part of the Oneida Business Committee's commitment to prioritize Government functions which protect the safety, health and welfare of the people, the Oneida Business Committee endorses the Tribal Treasurer's path to sustainability by adopting a budget initiative.

NOW THEREFORE BE IT RESOLVED, the Oneida Business Committee hereby adopts the budget initiative set forth below which supports and enhances efficient and sustainable public financial management which is key to promoting economic sustainability, good governance, social progress and a rising standard of living for all enrolled Oneidas:

"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."

NOW THEREFORE BE IT FINALLY RESOLVED, in support of the above budget initiative, the Oneida Business Committee shall identify a comprehensive spending plan which encompasses the four strategic directions of Advancing Onnyote?a-ka Principles, Committing to Build a Responsible Nation, Implementing Good Governance Processes, and Creating a Positive Organizational Culture

CERTIFICATION

I, the undersigned, as Secretary of the Oneida Business Committee, hereby certify that the Oneida Business Committee is composed of 9 members of whom 5 members constitute a quorum; 7 members were present at a meeting duly called, noticed and held on the 11th day of February, 2015; that the forgoing resolution was duly adopted at such meeting by a vote of 6 members for, 0 members against, and 0 members not voting; and that said resolution has not been rescinded or amended in any way.



Lisa Summers, Tribal Secretary
Oneida Business Committee

*According to the By-Laws, Article I, Section 1, the Chair votes "only in the case of a tie."

Budget Development Guiding Principles

Vision

A nation of strong families built on Tsi ʔ Niyukwaliho T^ and a strong economy

Mission Statement

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

Core Values – The Good Mind as expressed by On^yoteʔa·ká

Kahletsyal&sla

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

Kaʔtshatst^sla

The strength of belief and vision as a People

Kalihwi·yó

The use of the good words about ourselves, our Nation, and our future

Twahwahtsíláy^

All of us are family

Yukwatsístáy^

Our fire, our spirit within each one of us

Seven Practical Visions

The Oneida Business Committee's unanalyzed desires, hopes, and dreams to be achieved within 5 years

Engaged Community

The Oneida Business Committee believes that when the following occurs, we will have an Engaged Community:

- GTC better understanding of the BC
- Community based facilities (health, socialization, rec)
- Community actively engaged
- Participation (youth, elders, leaders)
- Youth leadership program (civic engagement)
- Reinstating community volunteerism
- Being involved in the community
- Lead by example – more activities with & for the youth – be a part of those activities
- More engaged GTC – better informed

Accountable & Effective Governmental Design

The Oneida Business Committee believes that when the following occurs, we will have an Accountable & Effective Governmental Design

- Laws that effectively defend & enhance our sovereignty & are enforced
- Government structure that is clear & culturally relevant
- Measurements to create/drive accountability
- Clearly communicated vision
- BC “infrastructure” done or almost done (own policy/rules)
- Smooth transition “Hit the ground running”
- Outreach vs sending message
- Trust accountability teamwork
- Enforcement – laws
- Quality control for policies/laws
- Better communication on all levels – BC, direct reports, community, 2nd floor assistants
- Budget driven by values/plan
- Positive organizational culture
- Complete re-organization effectively defend & enhance our sovereignty & are enforced

Seven Practical Visions

The Oneida Business Committee's unanalyzed desires, hopes, and dreams to be achieved within 5 years

152

Leaders Who Promote Positive Social Change

The Oneida Business Committee believes that when the following occurs, we will have Leaders who promote positive social change:

- Happiness (smiling, laughing, hugging)
- Caring & encouraging
- Comfortable environment – laughter, handshakes
- Healthy (people, water, environment)
- Community unity
- Increased well-being
- Oneida Pride
- Sense of pride to be Oneida
- Reflection of pride and joy
- Happy people “love”
- Laughter
- Respectful of each other

Living a Good Mind Ka?nikuh'liyo

The Oneida Business Committee believes that when the following occurs, we will be Living a Good Mind Ka?nikuh'liyo:

- Cohesiveness
- Trust, accountability, team work
- Lead by action re: language – introduce ourselves
- No more status quo
- Better defined roles “know when to slow it” (for BC, youth, etc.)
- Set the bar for all other BCs to come
- Collaboration is a norm

Seven Practical Visions

The Oneida Business Committee's unanalyzed desires, hopes, and dreams to be achieved within 5 years

Volunteerism

The Oneida Business Committee believes that when the following occurs, we will have Increased Volunteerism:

- Increased volunteerism
- Increased volunteering
- Volunteerism

Create Economic Systems

The Oneida Business Committee believes that when the following occurs, we will have Created Economic Systems:

- Better corporate structure
- Economic strategies
- Agriculture
- Restaurant – downtown Oneida
- Farm to table initiatives
- More affordable housing
- Financial stability – priority driven budget

Long Term Sustainability Plans

The Oneida Business Committee believes that when the following occurs, we will have Long Term Sustainability Plans:

- Blood quantum – plan to address
- Hobart strategy is practiced
- Language & culture – funding and increased participation
- Increased funding for language & cultural heritage
- Increased language
- Oneida language
- Food sovereignty
- Food security
- Housing opportunities
- OBC unity in language increase
- Teacher/Student recognition
- Accountability – language teacher contracts

Underlying Contradictions

Our in-depth understanding of the blocks and barriers standing in the way of the reaching the Seven Practical visions.

Historical Inter-generational Colonization	Accepted Social Oppression	Allowing Negative Behaviors	Inconsistent Value-Driven Communication	Neglected Nation Building
Stipends	Apathy	Bullying/negativity	Poor communication	Narrow vision
Colonization	Unmotivated	Fear	Importance – needs to be communicated	Absent leaders
Individualism	Unforgiving	Mistrust	Education	Poor execution of planning
Entitlement	Disengagement	History – Baggage – Suspicion	Buy-in	Team – dysfunctional to carry out
Tunnel Vision	Crabs out of the bucket			A neglected vision
Unbalanced Values (conflicting priorities)	Crabs in the bucket			Current rules/policies (outdated)
Impatient				Social/political pressure
				Absence of understanding of consensus

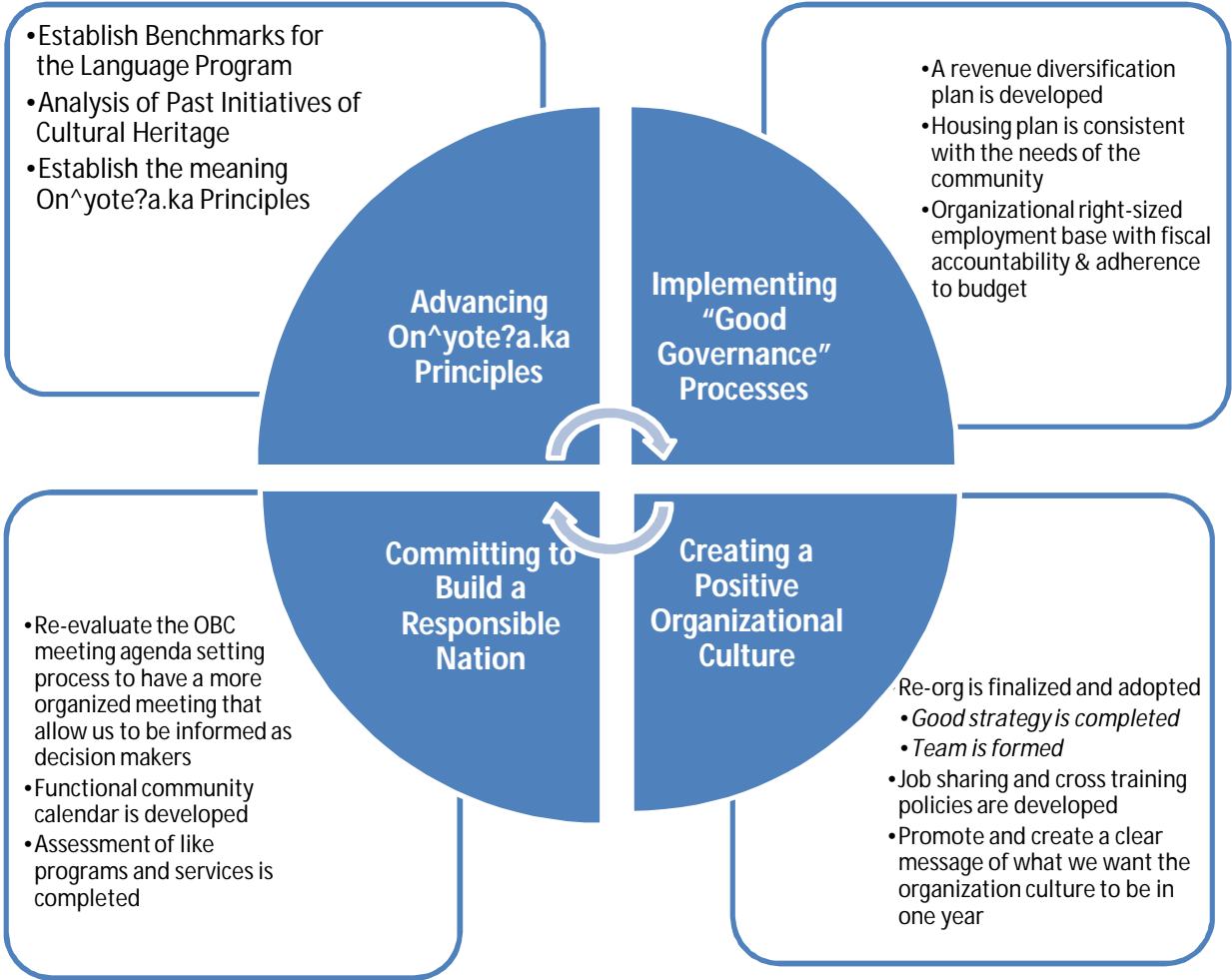
Four Strategic Directions

Created to address the Underlying Contradictions



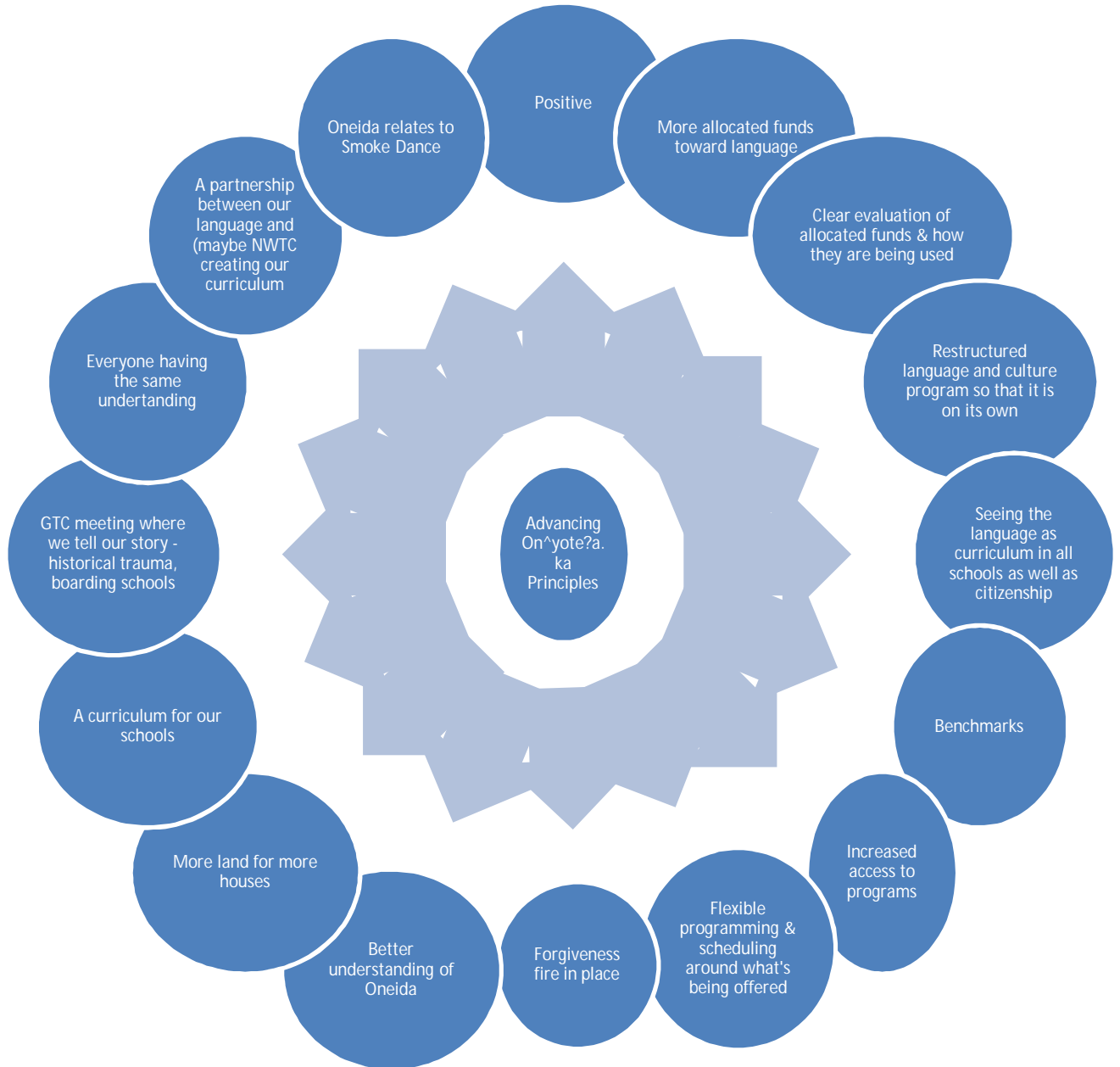
So that we may reach our Seven Practical Visions

O.B.C. Accomplishment Initiatives



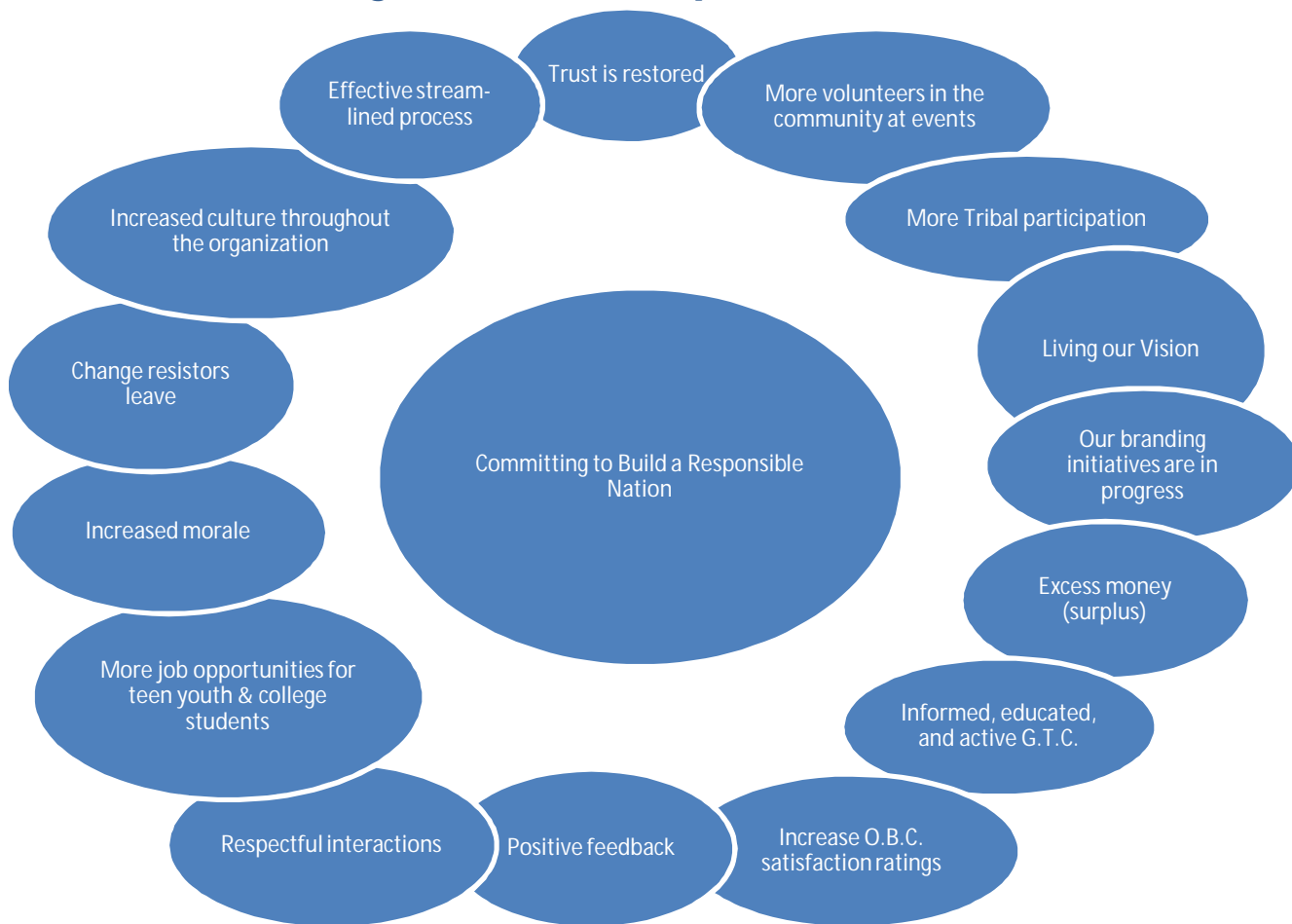
Success Indicators

Advancing On^yote?a·ka Principles



Success Indicators

Committing to Build a Responsible Nation



Success Indicators

Creating a Positive Organizational Culture



Success Indicators

Implementing "Good Governance" Processes



Value Based Budgeting Process

1. Identify Available Resources

Adopt a “spend within your means” approach – meaning there is a common understanding of the amount of resources available and that there is a clearly established limit on how much can be budgeted for the upcoming fiscal year. Showing the amount of revenue available will address the belief that the Oneida Business Committee has additional funds somewhere to fix any shortfalls, emergencies, and/or negative variances. It is also a tool to begin establishing a level of trust necessary to be successful

2. Communicate Priorities

Communicate priorities and strategy map expressed in terms of measurable results that are valuable to the “Four Strategic Directions”

3. Prepare Decision Units for Evaluation

Prepare discrete decision units which produce clear results. Evaluate the decision units against each other and not necessarily about evaluating departments against each other

4. Score Decision Units against Priority Results

Each decision unit (activity/program) should have a score that indicates its relevance to the stated priorities

5. Compare Scores Between Activities/Programs

The prioritized ranking of programs is a logical and well-understood product of a transparent process – no surprises

6. Allocate Resources

Align resource allocation consistent with the results of priority-driven scoring

7. Create Accountability for Results, Efficiency, and Innovation

Make sure that those who received allocations are held accountable for producing results that were promised. Find ways to directly encourage efficiency and innovation

FISCAL YEAR 2015

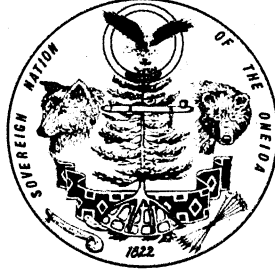
“The end in mind is “Sustainability.” This budget packet provides guidelines for the Tribal organization to build a FY’ 2015 budget and provides the path toward developing a FY’ 2016 budget. We will use FY’ 2015 as a transition year to understand how each area represents and supports the Oneida Tribe overall.”



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 01-19-15-A Adoption of Fiscal Year 2015 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, 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 comprehensive spending plan for review and approval by the General Tribal Council, and
- WHEREAS,** a comprehensive spending plan must encompass the four strategic directions of Advancing Onlayote?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 has completed a budgeting process of assessment, development, measurement and implementation.

NOW THEREFORE BE IT RESOLVED, the Fiscal Year 2015 Budget of \$409,579,723 as defined by the attached document is approved by the General Tribal Council for implementation with review and oversight by the Oneida Business Committee.

NOW THEREFORE BE IT FURTHER RESOLVED, the total number of full-time employees or full-time equivalents will not exceed 2,950.

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 1,777 members present, at a meeting duly called, noticed and held on the 19th day of January, 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

Fiscal Year 2015 Budget Correspondence

This section is reserved for placement of budget communications. Budget communications via email or memoranda may include budget parameters like: Trade-back for cash, wage increases, percentage rates for fringe benefit and/or indirect cost, severance costs, and insurance. Budget communications may also include budget related guidance from the Tribal Treasurer's office.

*Strategic Planning
Process
Implementation*

Starting – *Getting everyone involved and building confidence*

Sustaining Momentum – *We will build competence*

Re-maneuvering and Making Adjustments – *Evaluate & update the plan*

Strategic Planning Period Ends: Bringing Closure – *We will celebrate & document accomplishments & lessons learned*

*Adapted from ToP ®
Participatory Strategic
Planning and Secrets of
Implementation developed
by the Institute of Cultural
Affairs*

Starting - Meet with your respective areas so that the tribal organization is apprised of:

- Budget Policy
- Four Strategic Directions
 - Budget Priorities
 - Practical Vision
- 1st Year Accomplishments
- Success Indicators
- Current Condition

Sustaining Momentum

Provide a prioritization report of all programs and services to the Treasurer's office showing all fund units currently working toward "Four Strategic Directions" and/or Practical Vision. The prioritization schedule will be utilized if needed, by the O.B.C. for balancing the FY' 2015 budget.

The report, as an Excel spreadsheet, is due November 14, 2014, and shall include a prioritization schedule of all aspects of your FY' 2015 budget in relation to the "Four Strategic Directions," "Practical Vision," and "1st Year Accomplishment." The prioritization schedule shall include:

- Program Name/Department Name/Owner
- List specific objectives/initiatives/tasks
- Project plan (if one is created)

The prioritization schedule will be a required budget form as you formulate your FY' 2016 budget. This will be your tool moving forward, if budget cuts are necessary during the budget development process.

Re-enter your FY' 2015 budget by November 10, 2014 utilizing the following guidelines:

- Start from Zero - Budget must be 12% less your FY' 2014 Budget
 - Any savings realized during the Continued Resolution time frame, (October 1, 2014 through January 19, 2015) shall not be included with your 12% reduction
 - Increase Fringe by 1.3 %
 - Increase Indirect by .38 %
 - No increase in payroll costs and total number of positions
 - A “new position” is only acceptable when the overall results are less employees and reduction in salary costs. IE. Synergizing or combining multiple positions into a new job description.
 - Positions currently on Hold: If a position is currently on hold or has been hired as an Emergency Temporary status and the position is high on your priority schedule, then:
 - All “revenue generating positions” will have a start date of February 1, 2015
 - All “health and regulatory positions” will have a start date of March 1, 2015
 - All Judicial System positions will have a start date of March 1, 2015
 - All remaining positions will have a start date of April 5, 2015
 - Positions may not be posted until the G.T.C. adopts the FY' 2015 budget
 - The delayed start date and savings resulting from the Continuing Resolution shall not be included in the 12% reduction calculation as the position and activities will be a full year allocation in FY' 2016 and will require additional funding in FY' 2016
-

The ideal planning process involves 4 major phases.



Plan

- External and Internal Situational Analysis
 - Please review the Oneida Tribe's current fiscal condition. Revenues are declining at an approximate rate of 12% annually.
 - The prioritization schedule will be a required budget form as you formulate your FY' 2016 budget. This will be your tool moving forward, if budget cuts are necessary during the budget development process.

Act

- Strategy Formulation
 - Advancing On^yote?a-ka Principles
 - Committing to Build a Responsible Nation
 - Implementing "Good Governance" Processes
 - Creating a Positive Organizational Culture

Analyze

- Implementation Planning
 - Align Services - The correspondence between the fund unit's operational plans and the Four (4) Strategic Directions of the Oneida Business Committee which maintained over time, is crucial to the success of the Oneida Tribe of Indians
 - Business Metric - Any type of measurement used to gauge some quantifiable component of tribal fund unit's performance. I.E. Return on investment (ROI), Employee and Customer churn rates, Revenues, EBITDA, etc. The balanced scorecard methodology should be employed to transform the Tribal mission statement and "Four Strategic Directions" into specific and quantifiable goals. It should also be utilized to monitor the organization's performance in terms of achieving those goals.
 - Consolidate programs/services - Small and/or different sized fund units combined into one large unit
-

- Layoff - Workforce reductions caused by changing economic conditions or lack of available work. Employees are placed in a layoff, or inactive status which ends upon recall to active employment, or after 26 weeks, employment termination based upon an S.O.P. submitted and approved by the Human Resources Department.
 - Minimum Staffing Levels - Ensuring you have the right number of employees with the right skills to meet demand at peak times by:
 - Looking at sales information and data - this will help you to work out the amount of activity at peak times and the basic level of work that is constant throughout the rest of a year
 - Deciding on work that is crucial and needs to be consistent for the business to run on a daily basis throughout the year
 - Deciding on who is best to perform crucial work – I.e. will you use permanent employees or will you need to train temporary staff?
 - Considering the local job market - is there an adequate temporary workforce available, and how quickly can new staff or previously hired staff be employed?
 - Planning cover for absence, illness and holidays to maintain staffing levels. One way to do this is to look at how many days have been lost in the past and to know how many staff are necessary for the business to operate
 - Streamline processes - To improve the efficiency of a process, within each fund unit by simplifying or eliminating unnecessary steps, using modernizing techniques, or taking other approaches
-

**BUDGET
INFORMATION
CONSOLIDATION**

**ONEIDA TRIBE OF INDIANS OF WISCONSIN
FY 2015 BUDGET**

	FUNDS	TOTAL
Ref. #	SOURCES OF FUNDING:	
1	Tribal Enterprises	281,351,809
2	Program Unit Earned Income	23,088,446
3	Grants	45,948,514
4	Tribal Allocations	57,470,775
5	Other Sources	1,720,179
6	Total Sources of Funding	409,579,723
	ALLOCATIONS FOR TRIBAL OPERATIONS:	
7	General Government	61,547,939
8	Department of Public Works	8,843,055
9	Education and Cultural	32,833,338
10	Health and Social Services	55,312,382
11	Community Development	13,419,692
12	Direct Membership Benefits & Administration	25,720,900
13	Gaming Enterprise	92,362,741
14	Gaming Capital Equipment	3,344,963
15	Gaming Compact Fee	7,248,098
16	Other Enterprises	80,831,963
17	Debt Payments (Principal & Interest)	9,915,579
18	Debt Payments, Bond Repayment	1,073,709
19	Operational Equipment	2,380,366
20	Capital Improvement Projects	3,439,000
21	Oneida Golf Course Enterprise	0
22	Land Acquisition	4,798,796
23	Government Executive Contingency	2,500,000
24	Technology Projects	1,190,490
25	Gaming 2% Contingency	1,924,488
26	Retail 2% Contingency	188,776
27	Community Impact Reserve	703,448
28	Total Allocations	409,579,723

**ONEIDA TRIBE OF INDIANS OF WISCONSIN
FY 2015 BUDGET**

Ref. #

SOURCES OF FUNDING:

	FUNDS	TOTAL
TRIBAL ENTERPRISES		
29	Gaming (Net of Customer Payouts)	194,012,124
30	Retail Sales	73,786,257
31	Additional Enterprise Sales	11,890,305
32	Enterprise Other Income	1,663,123
		281,351,809
PROGRAM UNIT EARNED INCOME		
33	Health Service Fees	18,695,300
34	Additional Program Sales	3,904,874
35	Program Other Income	488,272
		23,088,446
GRANTS		
36	Self-Governance	20,659,613
37	Additional Federal Grants	24,196,849
38	State Grants	423,961
39	Miscellaneous Grants	668,091
		45,948,514
TRIBAL ALLOCATIONS		
40	Self Funded Premiums	32,304,095
41	Indirect Cost Pool Income	15,649,002
42	Depreciation	9,517,678
		57,470,775
OTHER SOURCES		
43	Prior Year Profit/Carryover	0
44	Elderly Trust Fund Transfer	285,069
45	Tourism Fund Transfer (Hotel Room Tax)	445,110
46	General Fund Interest	500,000
47	Return on Investment	490,000
		1,720,179
48	TOTAL SOURCES OF FUNDING	409,579,723
		409,579,723

**ONEIDA TRIBE OF INDIANS OF WISCONSIN
FY 2015 BUDGET**

Ref. #

ALLOCATIONS FOR TRIBAL OPERATIONS:

	DIVISIONS	RESOLUTIONS	CAPITAL & DEBT	OPERATIONS	TOTAL
49	General Government			61,547,939	61,547,939
50	Department of Public Works			8,843,055	8,843,055
51	Education and Cultural	15,026,663		17,806,675	32,833,338
52	Health and Social Services			55,312,382	55,312,382
53	Community Development			13,419,692	13,419,692
54	Direct Membership Benefits & Administration	24,429,500		1,291,400	25,720,900
55	Gaming Enterprise			92,362,741	92,362,741
56	Gaming Capital Equipment		3,344,963		3,344,963
57	Gaming Compact Fee			7,248,098	7,248,098
58	Other Enterprises			80,831,963	80,831,963
59	Debt Payments (Principal & Interest)		9,915,579		9,915,579
60	Debt Payments, Bond Repayment		1,073,709		1,073,709
61	Operational Equipment		2,380,366		2,380,366
62	Technology Projects		1,190,490		1,190,490
63	Capital Improvement Projects		3,439,000		3,439,000
64	Oneida Golf Course Enterprise		0		0
65	Land Acquisition		4,798,796		4,798,796
66	Gaming 2% Contingency		1,924,488		1,924,488
67	Retail 2% Contingency		188,776		188,776
68	Community Impact Reserve			703,448	703,448
69	Government Executive Contingency		2,500,000		2,500,000
70	TOTAL ALLOCATIONS	39,456,163	30,756,167	339,367,393	409,579,723

2015
PROGRAM /
SERVICE
ASSESSMENT

Budget Development Team Update Report - March 23, 2015

Team	Assessment Update	Outcome	Completion Date
Revenue Generation	Prioritization Inventory Form	Provide a baseline of all Programs, Services, and Projects with a score as to the extent of alignment to the O.B.C.'s Strategy	April 3, 2015
Revenue Generation	C.E.D.S. Grant	Create an Economic Model	Next Step
Strategic Workforce Planning	Develop a Business Strategy	Develop Talent Management Plan	Next Step
Strategic Workforce Planning	Amend/Revamp Blue Book in its entirety	To enhance the Blue Book's functionality and efficiencies for each Business Unit	July 2016
G.T.C. Fixed Mandates	To document origin and current reality of each G.T.C. mandate	To determine whether each G.T.C. mandate fulfills its original intent	Next Step
Health & Wellness	To assess our services seeking synergy, enhancement, and efficiencies to help our community to become healthy, responsible citizens through collaboration and education Tsi?Niyukwalihot^	To finalize a Quality of Life index with components entered into the Community Survey	Next Step
Strategic Financial Management	Making Responsible Financial Decision Toward Sustainability	Financial Policies are created: Capital Allocation, Balanced Budget, Debt Reduction, Debt Capacity, and Endowment	Next Step
Strategic Financial Management	Making Responsible Financial Decision Toward Sustainability	Enhance managers understanding of Financial statements: Income, Cash Flow, and Balance Sheet	Next Step
Strategic Financial Management	Making Responsible Financial Decision Toward Sustainability	Understanding of current obligation requirements: Communication channel to acknowledge as debt increases, understand loan agreements, Document how to communicate what has been pledged, Communicate what we have yet to leverage	Next Step
Strategic Financial Management	Making Responsible Financial Decision Toward Sustainability	Effective use of loans; Clarify R.O.I., Pricing Model, Gov't Utilization of Loans, Set aside policy for non-performing entities that need loans or cash infusion	Next Step
Strategic Financial Management	Making Responsible Financial Decision Toward Sustainability	Enhance G.T.C.'s understanding of Financial Decision and Impacts	Next Step

Program Inventory Prioritization Executive Summary

The end in mind is Sustainability. A path to sustainability is the implementation of a “value-based budget process.”

The tribe’s historical approach to budgeting has been a “step-by-step” process also known as a “Traditional Incremental Budgeting Process.” Each budget year becomes the basis for the next year’s spending plan. For example: Increase your budget by 2%. Then the organization’s well founded or political attention focuses on modifying the current spending plan using revenues anticipated in the next year.

A Value Based Budget Process enhances efficient use of Tribal funds via the following:

- Includes a mapping strategy of all fund units
- Evaluates the relative importance of individual programs and services
- Prioritizes the services a government provides, one versus another
- Identifies services offering the highest value and continues to provide funding for them, while reducing service levels, divesting, or potentially eliminating lower value services
- Puts all the money on the table to encourage more creative conversations about services
- Budgeting starts with the revenue available to the government
- Focusing on the full costs of programs ensures that funding decisions are based on the true cost of providing a service
- Budget decisions are based on a well-defined set of community priorities, the government’s aims are not left open to interpretation
- Focus is on the results the service produces for achieving community priorities
- Demands accountability for results that were the basis for a service’s budget allocation

A Program Inventory Prioritization (P.I.P.) Form was provided to the organization on April 6, 2015. The final form requested the following information from all fund units within the tribal organization:

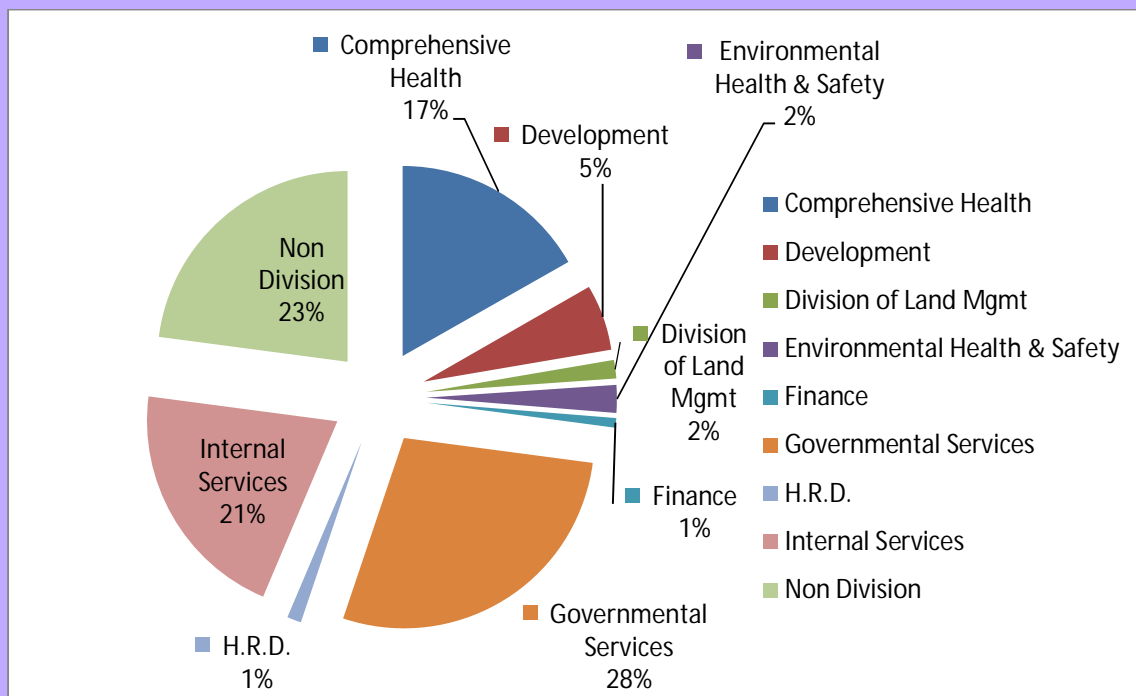
- Division
- Fund/Business Unit Name
- Fund/Business Unit Number
- Name of Program, Service, or Project
- Whether the program, service, or project is mandated by Ordinance, Law, or G.T.C./O.B.C. resolution
- The percentage (%) of external funding
- Clients served
- If the program, service, or project is “Essential,” and/or “Influences,” and/or Does Not Influence each Practical Vision and each Strategic Direction

The inventory of programs, services, and projects has been completed and compiled.

There were 1,092 total programs, services, and projects reported on the P.I.P. Form. These were sorted into the following five (5) categories:

- Programs/Services directly provided to non-employee customers
 - 502 Programs/Services were reported
- Programs/Services directly provided to Tribal Government programs/services
 - 125 Programs/Services were reported
- Programs/Services which are administrative and provided to Tribal operations
 - 98 Programs/Services were reported
- Projects which have a start and end date, and a budget
 - 322 Projects were reported
- Programs/Services provided by Gaming & Retail Enterprises
 - 45 Enterprise Programs/Services were reported

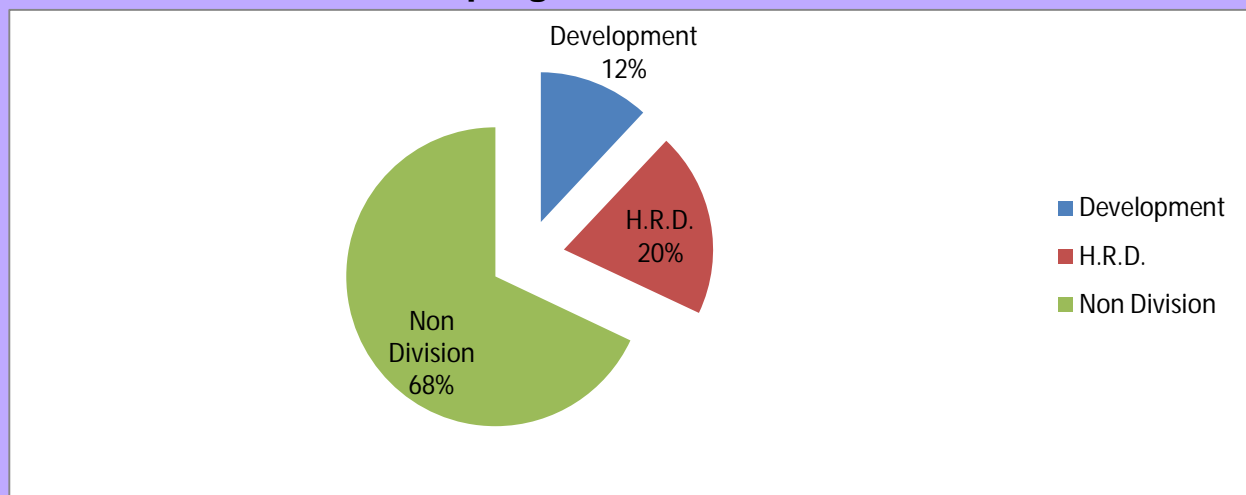
502 Programs/Services directly provided to Non-employee customers



of Programs/Services directly provided to Non-employee customers sorted by External Funding Percentages (%)

Division Name	100% External Funding	60%-99% External Funding	20%-59% External Funding	0%-19% External Funding	Total
Comprehensive Health	62	8	0	14	17%
Development	2	3	3	20	6%
Division of Land Management	0	0	1	7	2%
E H & S	8	0	3	2	3%
Finance	4	0	0	0	1%
Governmental Services	40	16	12	73	28%
Internal Services	10	37	10	47	21%
Non-Division	10	4	23	83	24%
Totals Programs Reported	136	68	52	246	502

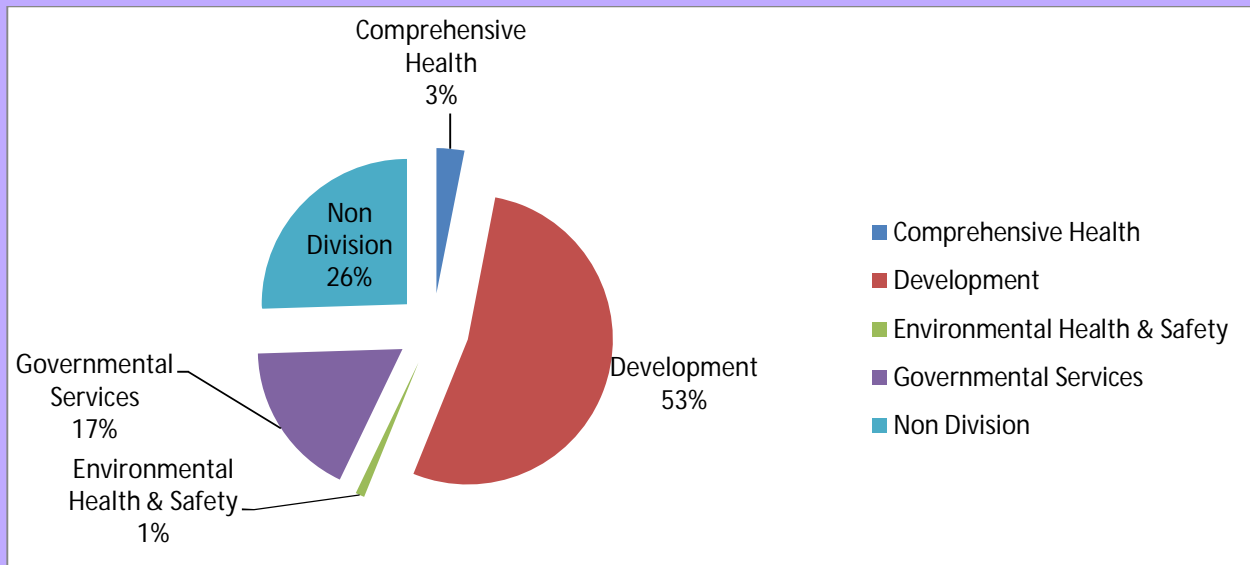
125 Programs/Services directly provided to Tribal Government programs/services



of Programs/Services directly provided to Tribal Government Programs/Services sorted by External Funding Percentages (%)

Division Name	100% External Funding	60%-99% External Funding	20%-59% External Funding	0%-19% External Funding	Total
Comprehensive Health	0	0	0	0	0%
Development	0	0	0	15	12%
Division of Land Management	0	0	0	0	0%
E H & S	0	0	0	0	0%
Finance	0	0	0	0	0%
Governmental Services	0	0	0	0	0%
H.R.D.	0	0	0	25	5%
Internal Services	0	0	0	0	0%
Non-Division	0	0	2	83	17%
Totals Programs Provided	0	0	2	123	125

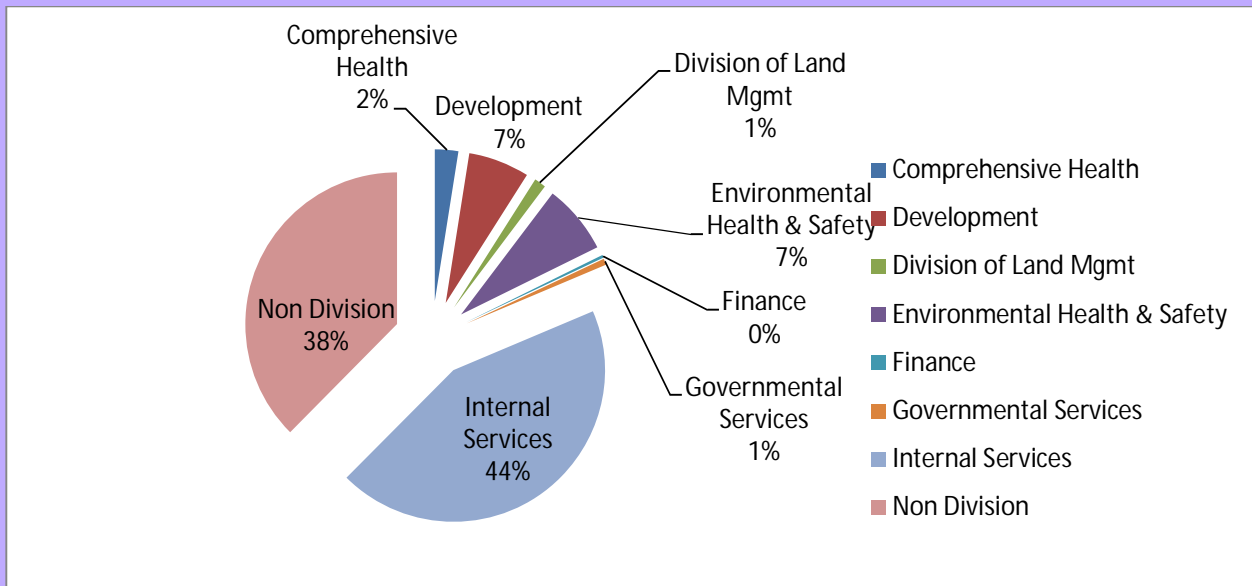
98 Programs/Services which are administrative and provided to tribal operations



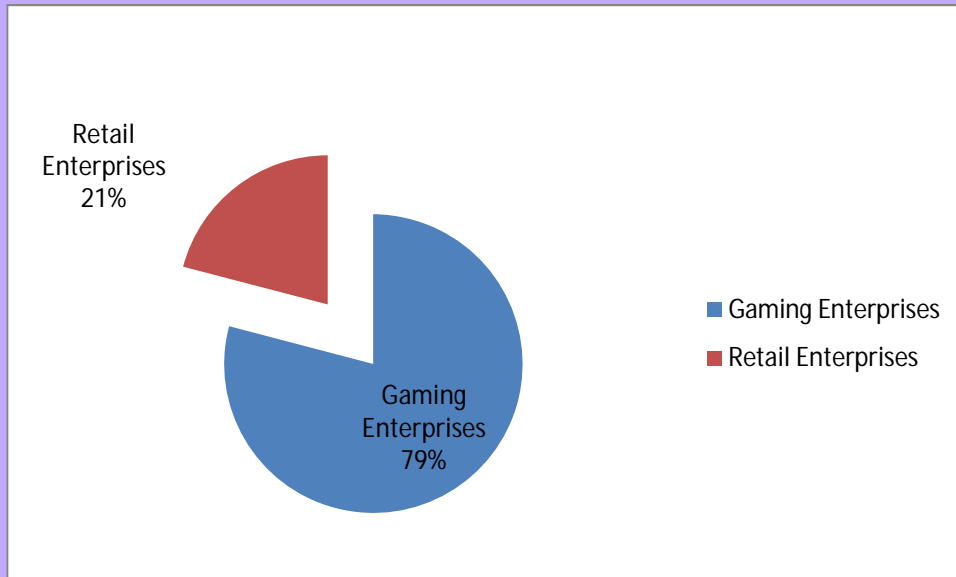
of Programs/Services which are administrative and provided to tribal operations sorted by External Funding Percentages (%)

Division Name	100% External Funding	60%-99% External Funding	20%-59% External Funding	0%-19% External Funding	Total
Comprehensive Health	3	0	0	0	1%
Development	2	0	3	47	42%
Division of Land Management	0	0	0	0	0%
E H & S	1	0	0	0	0%
Finance	0	0	0	0	0%
Governmental Services	7	2	0	8	3%
H.R.D.	0	0	0	2	0%
Internal Services	0	0	0	0	0%
Non-Division	0	0	15	8	5%
Totals Programs Provided	13	2	18	65	98

322 Projects which have a start and end date, and a budget



45 Enterprise Programs/Services were reported



FISCAL YEAR 2016

“The end in mind is ‘Sustainability’. Fiscal Year 2016’s path will be based on assessment initiatives completed during Fiscal Year 2015. This ‘Year of Transition’, during Fiscal Year 2016, is vital so that we may begin to implement strategies for Fiscal Year 2017 to support the Oneida Tribe overall.”



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.

BC Resolution # 09-30-15-A Continuing Budget Resolution for Fiscal Year 2016

- 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,** on January 19, 2015, the General Tribal Council adopted resolution GTC-01-19-15-A which set the Fiscal Year 2015 budget in the amount of \$409,579,723; and
- WHEREAS,** the Oneida Business Committee encouraged the Direct Reports, defined in resolution BC-10-22-14-A, to use the Four Strategic Directions and Seven Practical Visions as a guide when working to balance the Fiscal Year 2016 budget; and
- WHEREAS,** the Oneida Business Committee adopted resolution BC-02-11-15-A which defined the budgeting goal as "Sustainability" to provide direction for current and future actions pertaining to budgeting; and
- WHEREAS,** the Oneida Business Committee encourages Operations to continue to collaborate in order to reduce bureaucracy and work towards combining like services to create efficiencies and increase productivity; and
- WHEREAS,** on September 21, 2015, a General Tribal Council meeting was held to discuss the proposed Fiscal Year 2016 budget which was in the amount of \$430,022,309; and
- WHEREAS,** the General Tribal Council recessed the budget meeting prior to adopting the Fiscal Year 2016 budget and directed that the budget meeting reconvene within sixty (60) days; and
- WHEREAS,** the revenues for Fiscal Year 2015 are exceeding projections; and
- WHEREAS,** a continuing budget resolution is necessary to provide direction on expenditures for Fiscal Year 2016, until the General Tribal Council adopts the Fiscal Year 2016 budget; and
- WHEREAS,** the General Tribal Council made a motion on June 1, 2015, and further clarified on September 21, 2015, to direct the Oneida Business Committee to raise employee wages by \$0.99 per hour for those employees making under \$65,000, with no layoffs, and is effective October 1, 2015; and
- WHEREAS,** an amendment to the motion to include casino dealers in the \$0.99 wage increase was successfully added to the Motion; and

NOW THEREFORE BE IT RESOLVED, the \$0.99 hourly increase for employees making under \$65,000, including the casino dealers, shall be implemented on October 1, 2015. In addition, no layoffs shall be made as directed by the General Tribal Council.

NOW THEREFORE BE IT FURTHER RESOLVED, that Operations are authorized to spend at Fiscal Year 2015 levels with the exception of labor and fringe benefits which shall reflect the \$0.99 hourly increase.

NOW THEREFORE BE IT FURTHER RESOLVED, that employee levels are to be managed in a way that reduces overall employment levels of the Tribe. The total number of full-time equivalents shall not exceed 2700.

NOW THEREFORE BE IT FURTHER RESOLVED, that Capital Expenditures, Capital Improvement Projects, and Technology Set Asides are on hold until the Fiscal Year 2016 budget is approved; however, ongoing projects that have contracts in place or require regulatory compliance may proceed.

NOW THEREFORE BE IT FINALLY RESOLVED, that this resolution shall be effective on October 1, 2015, and continue until Fiscal Year 2016 budget is adopted by General Tribal Council.

CERTIFICATION

I, the undersigned, as Secretary of the Oneida Business Committee, hereby certify that the Oneida Business Committee is composed of 9 members of whom 5 members constitute a quorum; 7 members were present at a meeting duly called, noticed and held on the 30th day of September, 2015; that the forgoing resolution was duly adopted at such meeting by a vote of 6 members for, 0 members against, and 0 members not voting; and that said resolution has not been rescinded or amended in any way.

Lisa Summers, Tribal Secretary
Oneida Business Committee

*According to the By-Laws, Article I, Section 1, the Chair votes "only in the case of a tie."

Oneida Tribe of Indians of Wisconsin

Post Office Box 365



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

Phone: (920) 869-2214



Oneida, WI 54155



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.

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RESOLUTION # GTC- *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, 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 On^yote?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 On^yote?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?tshatstasla, 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, Twahwahtsilay^, which is all of us are family, and, Yukwatsistay^, which is our fire, our spirit within each of us; and

38 **WHEREAS,** the Oneida Business Committee adopted resolution # BC-02-11-15-A. *Budget*
 39 *Initiative for Fiscal Years 2016, 2017, and 2018,* to guide the budgeting process
 40 which consisted of two guiding principles in developing the budget:
 41 1.”The end in mind is ‘Sustainability.’ Assessment guidelines will be the path for the
 42 Tribal organization to develop a Fiscal Year 2016 budget so that we may begin to
 43 implement strategies for growth in Fiscal Year 2017 and Fiscal Year 2018 to support the
 44 Oneida Tribe overall.”
 45 2. Utilizing the four Strategic Directions of “Advancing Onʼyoteʼa·ka Principles,
 46 Committing to Build a Responsible Nation, Implementing Good Governance Processes,
 47 and Creating a Positive Organizational Culture;” and
 48

49 **WHEREAS,** the organization has completed a budgeting process of assessment, development,
 50 measurement and implementation utilizing programming data, budget trending
 51 data, client needs data, and tools which show alignment of the programming to
 52 the Tribe’s Core values, Strategic Directions and Practical Visions; and
 53

54 **WHEREAS,** the Oneida Business Committee has reviewed the proposed budget and supports
 55 the budget presented to the General Tribal Council as being based on the Core
 56 Values, Strategic Directions and Practical Visions;
 57

58 **NOW THEREFORE BE IT RESOLVED,** the Fiscal Year 2016 Budget of ~~\$430,022,309~~
 59 \$431,406,217 as defined by the attached document is approved by the General Tribal Council for
 60 implementation with review and oversight by the Oneida Business Committee.
 61

62 **NOW THEREFORE IT IS FURTHER RESOLVED,** the total employment levels of the Tribe
 63 shall be capped at 2700 full-time equivalent employees and all employment decisions shall be
 64 made to reach this cap while avoiding lay-offs. The Oneida Business Committee shall direct the
 65 Human Resources Department to development necessary Standard Operating Procedures to
 66 assist the organization in identifying processes to assist the organization in utilizing the
 67 knowledge, skills and abilities of the organization’s employees in the most effective and efficient
 68 manner to allow the employment levels to be reduced to the 2700 maximum employment base.
 69 The Oneida Business Committee shall review and approve the Standard Operating Procedures
 70 and direct a review of the impact of those procedures at regular intervals.
 71
 72
 73
 74

Fiscal Year 2016 Budget Correspondence

This section is reserved for placement of budget communications. Budget communications via email or memoranda may include budget parameters like: Trade-back for cash, wage increases, percentage rates for fringe benefit and/or indirect cost, severance costs, and insurance. Budget communications may also include budget related guidance from the Tribal Treasurer's office.

FISCAL YEAR 2016 DIRECTIVES



**Tribal Administrative Focus For
Fiscal Years 2015-2018**

COMMUNITY DEVELOPMENT

Focusing on Community Development aligns with the following Strategic Directions: Advance On^yote?a.ka Principles, Implementing Good Governance Processes & Committing to Build a Responsible Nation. The focus also aligns with the following Practical Visions: Engaged Community, Leaders Who Promote Positive Social Change, Create Economic Systems, and Long Term Sustainability Plans.

For Fiscal Year 2016, operational business units will focus on implementing approved housing plans and finalizing Central Oneida (Upper Oneida) plans.

A) HOUSING

- 1) The Oneida Business Committee approved the 2015 Comprehensive Housing Plan, including Neighborhood Development Plan with infrastructure budget on May 27, 2015. This initiative supports the direction of the G.T.C. to provide more homes on the reservation for Tribal members. The updated project (C.I.P. #23-005 Residential Home Sites) was approved at the October 28, 2015, Oneida Business Committee meeting. The project is expected to be completed per the C.I.P. schedule.
- 2) The Oneida Business Committee approved Oneida Housing Authority's (O.H.A.) Indian Housing Plan (I.H.P.) on October 14, 2015. The I.H.P. includes the completion of their 2014 and 2015 Elder complex projects, as well as housing development strategies for the Fiscal Year 2016. The plan is expected to be completed per the I.H.P.

B. Central Oneida

The goal is to finalize the Central Oneida (Upper Oneida) development plan by March 1, 2016.

DRAFT

NEW REVENUES

Focusing on New Revenues aligns with the following Strategic Direction: Advance On^yote?a.ka Principles, Implementing Good Governance Processes & Committing to Build a Responsible Nation. The focus also aligns with the following Practical Visions: Volunteerism, Create Economic Systems, and Long Term Sustainability Plans.

New Revenues includes both economic and community development.

- A) Economic development will focus on investments and approved current projects.
- 1) L.P.G.A. – G.T.C. approved
 - 2) Food Hub Initiative and Agriculture – O.B.C. Approved
 - 3) Community Economic Reinvestment Policy
 - 4) New Opportunities includes:
 - a. Creating an Economic Development Authority
 - b. 172 Corridor Conceptual development plans
 - c. Mason Street Corridor Conceptual development plans
 - d. Other projects. IE. Expansion of current enterprises.
 - 5) Create savings via implementing efficiencies to increase revenues
 - a. Enterprise assessment for increased revenues
 - i. Operational efficiencies will be created for current tribal business operations; Determine which business units are actually enterprise and to what capacity do they operate at
 - b. Consolidation of inventories (warehousing) for cost savings
 - c. Create Oneida Tribe volunteerism program through the collaboration of appropriate departments, or Boards, Committees, and Commissions

FOCUS ON REDUCING DEBT

Focusing on Reducing Debt aligns with the following Strategic Directions: Advance On^yote?a.ka Principles, Committing to Build a Responsible Nation, Creating a Positive Organizational Culture, and Implementing Good Governance Processes. The focus also aligns with the following Practical Vision: Create Economic Systems.

The strategy is to continue debt reduction over the next sixteen years to eliminate the structural deficit. A debt reduction strategy has been implemented since January 1, 2012. See debt payment schedule on page

- A) As the Oneida Tribe reduces the debt owed, then strategies are to include released funds toward an increased per capita payment. This plan needs to be completed in 2016, for Fiscal Year 2017 budget planning.
- B) The Strategic Financial Management team provided their assessment update and outcome report to the Oneida Business Committee on April 8, 2015. The Oneida Business Committee supported the following outcomes:
 1. Financial Policies are created: Capital Allocation, Balanced Budget, Debt Reduction, Debt Capacity, and Endowment
 2. Enhance managers understanding of Financial statements: Income, Cash Flow, and Balance Sheet
 3. Understanding of current obligation requirements: Communication channel to acknowledge as debt increases, understand loan agreements, Document how to communicate what has been pledged, Communicate what we have yet to leverage

4. Effective use of loans; Clarify R.O.I., Pricing Model, Gov't Utilization of Loans, Set aside policy for non-performing entities that need loans or cash infusion
5. Enhance G.T.C.'s understanding of Financial Decision and Impacts

The C.F.O. shall provide monthly status updates, on each of the five (5) outcomes, to the Oneida Business Committee beginning in January 2016 aligned with the quarterly report schedules.

DRAFT

IMPROVING EMPLOYMENT PROGRAMS

Focusing on Improving Employment Programs aligns with the following Strategic Directions: Advance On^yote?a.ka Principles, Committing to Build a Responsible Nation, Creating a Positive Organizational Culture, and Implementing Good Governance Processes. The focus also aligns with the following Practical Visions: Accountable & Effective Governmental Design, Leaders Who Promote Positive Social Change, and Living a Good Mind Ka?nikuh'liyo.

- A) Employment Level Controls: Current employment levels have a fiscal impact of 24% (approximately \$150M) of the expendable annual budget. To enhance operational efficiencies, relative to the over-all tribal workforce, the parameters shall be provided during the budget development process for Fiscal Year 2017, Fiscal Year 2018, and Fiscal Year 2019. The “End-In-Mind” is to have value-added budget parameters relative to the tribal workforce. The employment levels for full-time equivalent positions cannot exceed 2,700 employees per FY 2016 adopting resolution.
- B) Strategic Workforce Planning (S.W.P.): The S.W.P. initiative will begin training supervisors, directors, and managers within Gaming Enterprises, Comprehensive Health Division, and Governmental Services Division. The Human Resources Department will prioritize H.R. staff to provide S.W.P. training to the remaining tribal operations as soon as possible. Supervisors, Managers, and Directors will learn how to determine their actual workforce levels and necessary qualifications each area needs to run efficiently and effectively.

C) Employee Retention

The Tribal employment systems need attention in order to retain good employees and attract new employees. The Human Resources Department has developed a plan addressing compensation, employee benefit packages, employee performance/incentive packages, and criteria for offering a cost of living increase. The plan will need to be finalized prior to March 1, 2016.

D) Tribal Employment Law

The Legislative Operating Committee is introducing an “Employment Law” which enhances the current “Oneida Tribe’s Personnel Policies and Procedures” or “Blue Book”. The Employment Law is updated to address employment needs of the Tribal Organization. The draft law requires G.T.C. approval, and is expected to be presented and approved within Fiscal Year 2016.

BUDGET INFORMATION CONSOLIDATION

**ONEIDA TRIBE OF INDIANS OF WISCONSIN
FY 2016 BUDGET**

Ref. #		FUNDS	TOTAL	Reconciliation
	SOURCES OF FUNDING:			
1	Tribal Enterprises	274,863,662		913,677
2	Program Unit Earned Income	26,314,442		2,200,164
3	Grants	53,110,130		198,919
4	Tribal Allocations	61,903,783		(74,207)
5	Other Sources	15,214,200		(1,854,645)
6	Total Sources of Funding		431,406,217	1,383,908
	ALLOCATIONS FOR TRIBAL OPERATIONS:			
7	General Government	64,890,292		(678,495)
8	Department of Public Works	9,222,595		(34,523)
9	Education and Cultural	33,453,490		317,613
10	Health and Social Services	60,310,034		2,175,376
11	Community Development	15,912,213		36,765
12	Direct Membership Benefits & Administration	25,642,167		152,381
13	Gaming Enterprise	96,532,426		94,820
14	Gaming Capital Equipment	5,703,039		(100,000)
15	Gaming Compact Fee	7,500,154		-
16	Other Enterprises	74,043,184		520,947
17	Debt Payments (Principal & Interest)	24,978,221		(181,084)
18	Debt Payments, Bond Repayment	1,001,073		-
19	Operational Equipment	4,655,400		(250,000)
20	Capital Improvement Projects	619,000		(395,000)
21	Land Acquisition	6,081,330		(274,892)
22	Technology Projects	861,599		-
23	Total Allocations		431,406,217	1,383,908

**ONEIDA TRIBE OF INDIANS OF WISCONSIN
FY 2016 BUDGET**

Ref. #

SOURCES OF FUNDING:

	FUNDS	TOTAL
TRIBAL ENTERPRISES		
24	Gaming (Net of Customer Payouts)	200,918,193
25	Retail Sales	60,818,601
26	Additional Enterprise Sales	11,454,928
27	Enterprise Other Income	1,671,940
		274,863,662
PROGRAM UNIT EARNED INCOME		
28	Health Service Fees	21,903,343
29	Additional Program Sales	3,914,897
30	Program Other Income	496,202
		26,314,442
GRANTS		
31	Self-Governance	21,385,783
32	Additional Federal Grants	30,781,434
33	State Grants	537,503
34	Miscellaneous Grants	405,410
		53,110,130
TRIBAL ALLOCATIONS		
35	Self Funded Premiums	35,006,471
36	Indirect Cost Pool Income	17,590,631
37	Depreciation	9,306,681
		61,903,783
OTHER SOURCES		
38	Prior Year Profit/Carryover	0
39	Elderly Trust Fund Transfer	129,200
40	Tourism Fund Transfer (Hotel Room Tax)	460,000
41	General Fund Interest	500,000
42	Debt Set Aside	13,590,000
43	Return on Investment	535,000
		15,214,200
44	TOTAL SOURCES OF FUNDING	431,406,217
		431,406,217

**ONEIDA TRIBE OF INDIANS OF WISCONSIN
FY 2016 BUDGET**

Ref. #

ALLOCATIONS FOR TRIBAL OPERATIONS:

	DIVISIONS	RESOLUTIONS	CAPITAL & DEBT	OPERATIONS	TOTAL
45	General Government			64,890,292	64,890,292
46	Department of Public Works			9,222,595	9,222,595
47	Education and Cultural	14,579,719		18,873,771	33,453,490
48	Health and Social Services			60,310,034	60,310,034
49	Community Development			15,912,213	15,912,213
50	Direct Membership Benefits & Administration	24,302,500		1,339,667	25,642,167
51	Gaming Enterprise			96,532,426	96,532,426
52	Gaming Capital Equipment		5,703,039		5,703,039
53	Gaming Compact Fee			7,500,154	7,500,154
54	Other Enterprises			74,043,184	74,043,184
55	Debt Payments (Principal & Interest)		24,978,221		24,978,221
56	Debt Payments, Bond Repayment		1,001,073		1,001,073
57	Operational Equipment		4,655,400		4,655,400
58	Technology Projects		861,599		861,599
59	Capital Improvement Projects		619,000		619,000
60	Land Acquisition		6,081,330		6,081,330
61	TOTAL ALLOCATIONS	38,882,219	43,899,662	348,624,336	431,406,217

ONEIDA TRIBE

FISCAL CONDITION

Summary Financial Condition as of September 30, 2015

Larry Barton - Chief Financial Officer Finance Administration Office

Summary of Financial Condition

1. CFO Narrative
2. 2015 & 2016 Budget Consolidation Totals
3. Budget Consolidation Variances FY 13, 14 & 15
4. Tribal Contribution Summary from Enterprise Activity
5. Summary Positive Variances
6. Summary Negative Variances
7. Enterprise Risk Management Framework
8. Concluding Summary

CFO Narrative

- Economic conditions reflect a modest annualized GDP growth rate in a range of 2.0% to 2.5% for the past 3 years. The domestic economy has been described as “stuck” in second gear and momentum toward a historically normative growth rate of 3.5% is fleeting. Paradoxically, rate repression has appeared to work in reverse in providing the desired policy stimulus.
- Going into 2016 and 2017 fiscal planning, the likelihood of recession has risen from the high teens to a 25% to 30% heightened probability. This risk factor requires contingency planning when the 2017 budget is formulated. Factors contributing to a slowing economy are lowered global economic growth, Russia and Brazil are in recession, and Emerging Markets are no longer the driver or engine for growth internationally. Lastly, domestically little political will exists to create policy initiatives to provide systemic reforms to support economic growth.
- Credit underwriting is disciplined in the housing sector(s) which is tempering growth and limiting the potential of another bubble. Additionally, third quarter earnings have been spotty contributing to a see-saw effect with market indices. Modest economic growth is likely to persist into 2016 with very flat to a modest decline to Gaming markets both regionally and nationally. Disposable income will continue to experience little growth for consumers. A defensive posture is fiscally responsible given the reported metrics when formulating the 2017 budget. In summary, slowing economic performance is expected for 2016 and will require acknowledgment during the development of the 2017 budget.

2015 & 2016

Budget Consolidation Totals

- The FY 2015 budgets were approved by General Tribal Council on January 19, 2015
- The total budget is \$409,579,723
- The proposed budget for presentation to the General Tribal Council on November 14th, 2016 is \$431,406,217

Budget Consolidated Variances Fiscal Years 13, 14 & 15

- For 2015, the actual sources are \$402,277,524 and the actual uses are \$385,076,783 for a positive balance of \$17,200,741.
- September 2014 had a positive balance of \$3,527,909
- September of 2013 had a negative balance of \$(9,497,889)
- Net amount of 2015 Positive Variance is \$13 million*

*Subject to Year End Audit Adjustments

Tribal Contribution Summary from Enterprise Activity

- Gaming for FY 15 has a Positive Variance of \$12.7 million for Tribal Contribution
- Retail for FY 15 has a Negative Variance of \$815,554 for Tribal Contribution
- Other Enterprise areas have a Negative Variance of \$1.8 million

Summary Positive Variances

Gaming	\$ 12.7	Million
Education	\$ 2.1	Million
Governmental Services Division	\$ 968	Thousand
Comprehensive Health	\$ 876	Thousand
Environmental	\$ 23	Thousand
Development	\$ 182	Thousand
General Administration	\$ 989	Thousand
Land	\$ 8	Thousand
Internal Services	\$ 49	Thousand

Summary of Negative Variances for FY 2015

Retail *	\$ 815	Thousand
Other Enterprise	\$ 1.8	Million
School System	\$ 300	Thousand
Joint Marketing	\$ 128	Thousand

Enterprise Risk Management Framework & Considerations

- Fiscal Reserve
- Technology Speed of Change
- Decline of Tobacco Use
- Flat Industry Growth: Gaming
- Additional Governmental Institutions
- Aging Infrastructure
- Systematic Risk
- Legislative
- Labor Costs
- Cyber Security
- Federal Grant Dollars
- Supply Chain Management/Vulnerability
- Event Assessment
- Geo-political Risk
- Brand Management
- Trust Metric

Concluding Points

- Enterprise Risk Management
- Systematic Risk “Company Town” analogy
- Economic Slow-down
- Revenue Drivers: Downward Product Life Cycle
- EBITDA from Corporations (Diversification)
- Trust Assessment/Innovation
- Fixed & Variable Cost Escalation
- Measurers/Impacts/Metrics = Value Added
- Speed of Change/Adaptability
- Government/Political Risks/Internal & External

Tribal Revenue Sources

	FY 2014	FY 2015	FY 2016
Gaming Net	\$ 206,612,962.00	\$ 194,012,124.00	\$ 200,918,193.00
Retail Sales	\$ 79,071,724.00	\$ 73,786,257.00	\$ 60,818,601.00
Add'l Enterprise Sales	\$ 10,731,171.00	\$ 11,890,305.00	\$ 11,454,928.00
Enterprise Other Income	\$ 809,253.00	\$ 1,663,123.00	\$ 1,671,940.00
Health Service Fees	\$ 19,839,234.00	\$ 18,695,300.00	\$ 21,903,343.00
Additional Program Sales	\$ 3,811,201.00	\$ 3,904,874.00	\$ 3,914,897.00
Program Other Income	\$ 878,420.00	\$ 488,272.00	\$ 496,202.00
Self Governance	\$ 20,329,241.00	\$ 20,659,613.00	\$ 21,385,783.00
Add'l Fed Grants	\$ 23,943,710.00	\$ 24,196,849.00	\$ 30,781,434.00
State Grants	\$ 645,031.00	\$ 423,961.00	\$ 537,503.00
Misc Grants	\$ 3,651,892.00	\$ 668,091.00	\$ 405,410.00
Self Funded Premiums	\$ 30,428,221.00	\$ 32,304,095.00	\$ 35,006,471.00
Indirect Cost Pool Income	\$ 17,375,020.00	\$ 15,649,002.00	\$ 17,590,631.00
Depreciation	\$ 10,271,504.00	\$ 9,517,678.00	\$ 9,306,681.00
Prior Year Profit/Carryover	\$ 11,375,103.00	\$ -	0
Elderly Trust fund transfer	\$ 127,499.00	\$ 285,069.00	\$ 129,200.00
Tourism Fund Transfer	\$ 420,000.00	\$ 445,110.00	\$ 460,000.00
Gen Fund Interest	\$ 450,000.00	\$ 500,000.00	\$ 500,000.00
Debt Set Aside	\$ -	\$ -	\$ 13,590,000.00
Return on Investment	\$ 1,020,000.00	\$ 490,000.00	\$ 535,000.00
Reallocate Bond Funds	\$ 1,700,000.00		
Total Sources of Funding	\$ 443,491,186.00	\$ 409,579,723.00	\$ 431,406,217.00

Oneida Tribe Employment Costs

2013 - Employment costs compared to entire Tribal Budget



**Employment
Costs include
Wages and
Fringe Benefits**

2014 - Employment Costs compared to entire Tribal Budget



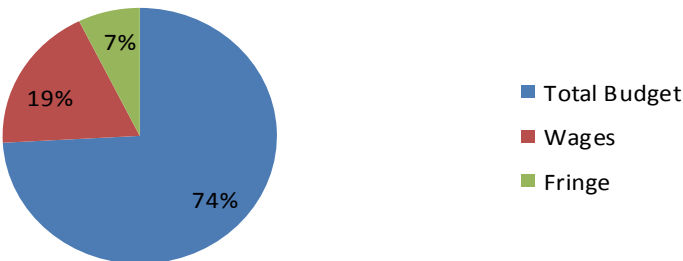
2015 - Employment Costs compared to entire Tribal Budget



**Employee & Fringe
average (over 4 years)
approximately 24% of
the entire budget
each year**

**There is a 1.3%
average increase
per fiscal year**

2016 - Employment Costs compared to entire Tribal Budget



Operational Budget			
	Fiscal Year 2014	Fiscal Year 2015	Fiscal Year 2016
Debt Payments (P & Int)	\$ 12,260,874.00	\$ 9,915,579.00	\$ 24,978,221.00
Debt Payments (Bond)	\$ 1,750,867.00	\$ 1,073,709.00	\$ 1,001,073.00
General Govt	\$ 61,112,648.00	\$ 61,547,939.00	\$ 64,890,292.00
DPW	\$ 9,023,517.00	\$ 8,843,055.00	\$ 9,222,595.00
Education and Cult	\$ 35,624,326.00	\$ 32,833,338.00	\$ 33,453,490.00
Health and Social Services	\$ 58,189,517.00	\$ 55,312,382.00	\$ 60,310,034.00
Commun Dev	\$ 16,624,175.00	\$ 13,419,692.00	\$ 15,912,213.00
Direct Member Benefits	\$ 25,748,926.00	\$ 25,720,900.00	\$ 25,642,167.00
Gaming Enterprises	\$ 95,094,511.00	\$ 92,362,741.00	\$ 96,532,426.00
Payments to State	\$ 7,812,311.00	\$ 7,248,098.00	\$ 7,500,154.00
Other Enterprise	\$ 86,716,597.00	\$ 80,831,963.00	\$ 74,043,184.00
Land	\$ 4,966,252.00	\$ 4,798,796.00	\$ 6,081,330.00
Permanent Exec Conting	\$ 2,500,000.00	\$ 2,500,000.00	\$ -
OGE	\$ 314,865.00	\$ -	
Gaming Capital Equip	\$ 8,036,748.00	\$ 3,344,963.00	\$ 5,703,039.00
Operationa Equip	\$ 4,456,552.00	\$ 2,380,366.00	\$ 4,655,400.00
Reserved for CIP	\$ 12,554,000.00	\$ 3,439,000.00	\$ 619,000.00
Tech Projects	\$ 704,500.00	\$ 1,190,490.00	\$ 861,599.00
Gaming 5% Contingency	\$ -	\$ 1,924,488.00	\$ -
Retail 5% Contingency	\$ -	\$ 188,776.00	\$ -
Community Impact Reserve	\$ -	\$ 703,448.00	
Total	\$ 443,491,186.00	\$ 409,579,723.00	\$ 431,406,217.00

FISCAL YEAR 2017

“The end in mind is ‘Sustainability’.
Assessment initiatives completed during
Fiscal Year 2015 have created new
synergies supporting our responsibilities to
be good stewards of our resources.

Continuing our collaborative efforts
throughout FY 2016 (Year of Transition) will
help us to experience growth in FY 2017. All
this synergy will take us closer toward
realizing sustainability.



FISCAL YEAR 2017

BUDGET CALENDAR

Fiscal Year 2017 - Significant Budget Events

November 25, 2015.....Oneida Business Committee adopts FY 2017 Budget Guide

December 2, 2015.....Communication meeting with O.B.C. Direct Reports and Chairpersons of Boards, Committees, and Commissions (Business Committee Conference Room)

December 3, 2015.....Communication meeting with O.B.C. Direct Report, and Tribal Managers and Directors (Thornberry Creek: 8:30 – 11:00 a.m. & 2:00 p.m. – 5:00p.m.)

December 12, 2015.....Communication meeting with O.B.C. Direct Reports and members of the Community (Thornberry Creek: 8:30 a.m. – 11:00a.m.)

January 18, 2016.....Treasurer’s Meeting with O.B.C. Direct Report, and Chairpersons of Boards, Committees, and Commissions (Business Committee Conference Room)

February 15, 2016.....Treasurer’s Meeting with O.B.C. Direct Report, and Chairpersons of Boards, Committees, and Commissions (Business Committee Conference Room)

March 28, 2016.....Treasurer’s Meeting with O.B.C. Direct Report, and Chairpersons of Boards, Committees, and Commissions (Business Committee Conference Room)

April 15, 2016.....AS400 system is closed for Enterprise (Retail & Gaming)

April 18, 2016.....Treasurer’s Meeting with O.B.C. Direct Report, and Chairpersons of Boards, Committees, and Commissions (Business Committee Conference Room)

May 5, 2016.....Budget Forms, Operational Plan, and Training is complete

May 6, 2016.....AS400 system is opened for fund units to enter their FY’ 2017 budget

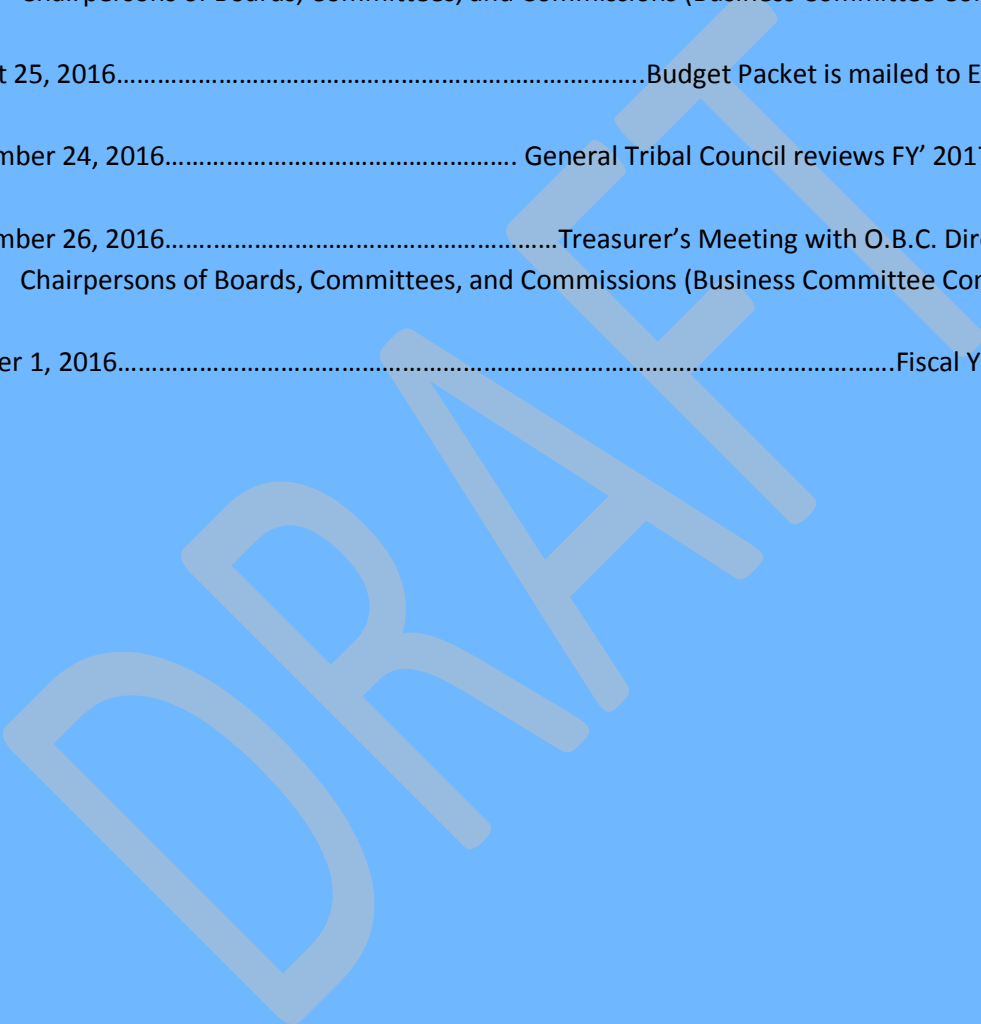
May 16, 2016.....Treasurer’s Meeting with O.B.C. Direct Report, and Chairpersons of Boards, Committees, and Commissions (Business Committee Conference Room)

May 19, 2016.....AS400 system is closed for Fund Units to enter their FY’ 2017 budget

June 17, 2016O.B.C. receives and begins reviewing consolidated FY’ 2017 budget

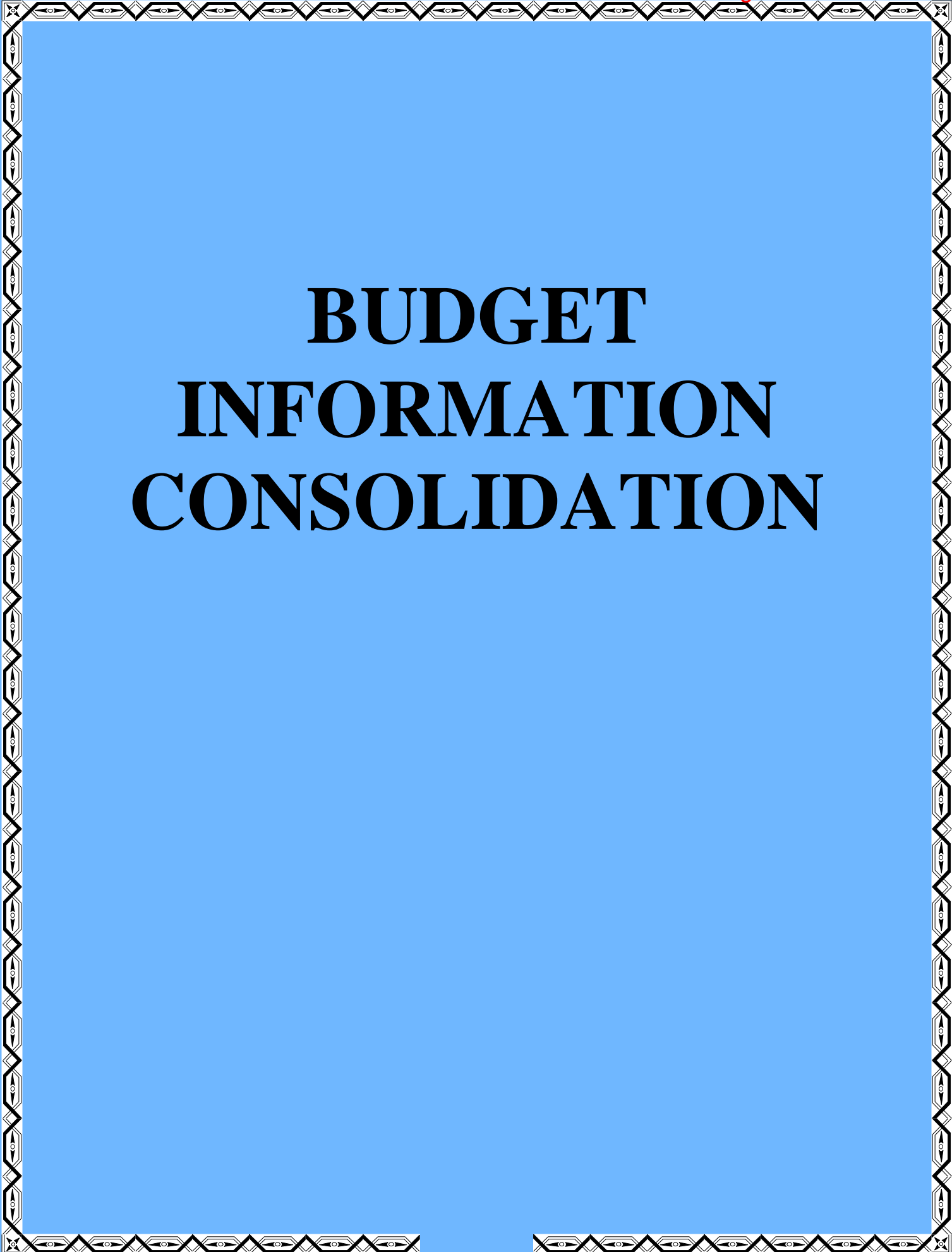
June 27, 2016.....Treasurer’s Meeting with O.B.C. Direct Report, and Chairpersons of Boards, Committees, and Commissions (Business Committee Conference Room)

- July 5, 2016.....Consolidated budget is submitted for July 27, 2016, O.B.C. agenda
- July 18, 2016.....Treasurer’s Meeting with O.B.C. Direct Report, and Chairpersons of Boards, Committees, and Commissions (Business Committee Conference Room)
- July 27, 2016.....Oneida Business Committee adopts FY’2017 budget for G.T.C. consideration
- August 15, 2016.....Treasurer’s Meeting with O.B.C. Direct Report, and Chairpersons of Boards, Committees, and Commissions (Business Committee Conference Room)
- August 25, 2016.....Budget Packet is mailed to Enrolled Oneidas
- September 24, 2016..... General Tribal Council reviews FY’ 2017 Budget Packet
- September 26, 2016.....Treasurer’s Meeting with O.B.C. Direct Report, and Chairpersons of Boards, Committees, and Commissions (Business Committee Conference Room)
- October 1, 2016.....Fiscal Year 2017 begins



Fiscal Year 2017 Budget Correspondence

This section is reserved for placement of budget communications. Budget communications via email or memoranda may include budget parameters like: Trade-back for cash, wage increases, percentage rates for fringe benefit and/or indirect cost, severance costs, and insurance. Budget communications may also include budget related guidance from the Tribal Treasurer's office.



BUDGET INFORMATION CONSOLIDATION

**ONEIDA TRIBE OF INDIANS OF WISCONSIN
FY 2017 BUDGET**

	FUNDS	TOTAL
SOURCES OF FUNDING:		
328	Tribal Enterprises	282,644,172
329	Program Unit Earned Income	24,757,300
330	Grants	44,727,478
331	Tribal Allocations	63,671,377
332	Other Sources	1,530,356
333	Total Sources of Funding	417,330,683
ALLOCATIONS FOR TRIBAL OPERATIONS:		
334	General Government	67,786,439
335	Department of Public Works	9,263,235
336	Education and Cultural	35,393,095
337	Health and Social Services	58,407,694
338	Community Development	13,314,406
339	Direct Membership Benefits & Administration	27,056,307
340	Gaming Enterprise	98,545,059
341	Gaming Capital Equipment	7,500,000
342	Gaming Compact Fee	7,710,049
343	Other Enterprises	73,467,036
344	Debt Payments (Principal & Interest)	11,902,044
345	Debt Payments, Bond Repayment	1,001,073
346	Operational Equipment	4,500,000
347	Capital Improvement Projects	14,611,000
348	Land Acquisition	15,030,348
349	Technology Projects	1,500,000
350	Total Allocations	446,987,785

Surplus/(Deficit) (29,657,102)

**ONEIDA TRIBE OF INDIANS OF WISCONSIN
FY 2017 BUDGET**

Ref. #

SOURCES OF FUNDING:

	FUNDS	TOTAL
TRIBAL ENTERPRISES		
351	Gaming (Net of Customer Payouts)	205,271,572
352	Retail Sales	64,315,692
353	Additional Enterprise Sales	11,395,808
354	Enterprise Other Income	1,661,100
		282,644,172
PROGRAM UNIT EARNED INCOME		
355	Health Service Fees	20,419,995
356	Additional Program Sales	3,904,926
357	Program Other Income	432,379
		24,757,300
GRANTS		
358	Self-Governance	21,303,362
359	Additional Federal Grants	22,507,435
360	State Grants	509,730
361	Miscellaneous Grants	406,951
		44,727,478
TRIBAL ALLOCATIONS		
362	Self Funded Premiums	35,844,583
363	Indirect Cost Pool Income	18,108,575
364	Depreciation	9,718,219
		63,671,377
OTHER SOURCES		
365	Prior Year Profit/Carryover	0
366	Elderly Trust Fund Transfer	130,356
367	Tourism Fund Transfer (Hotel Room Tax)	460,000
368	General Fund Interest	450,000
369	Return on Investment	490,000
		1,530,356
370	TOTAL SOURCES OF FUNDING	417,330,683
		417,330,683

**ONEIDA TRIBE OF INDIANS OF WISCONSIN
FY 2017 BUDGET**

Ref. #

ALLOCATIONS FOR TRIBAL OPERATIONS:

	DIVISIONS	RESOLUTIONS	CAPITAL & DEBT	OPERATIONS	TOTAL
371	General Government			67,786,439	67,786,439
372	Department of Public Works			9,263,235	9,263,235
373	Education and Cultural	15,824,419		19,568,676	35,393,095
374	Health and Social Services			58,407,694	58,407,694
375	Community Development			13,314,406	13,314,406
376	Direct Membership Benefits & Administration	25,608,500		1,447,807	27,056,307
377	Gaming Enterprise			98,545,059	98,545,059
378	Gaming Capital Equipment		7,500,000		7,500,000
379	Gaming Compact Fee			7,710,049	7,710,049
380	Other Enterprises			73,467,036	73,467,036
381	Debt Payments (Principal & Interest)		11,902,044		11,902,044
382	Debt Payments, Bond Repayment		1,001,073		1,001,073
383	Operational Equipment		4,500,000		4,500,000
384	Technology Projects		1,500,000		1,500,000
385	Capital Improvement Projects		14,611,000		14,611,000
386	Land Acquisition		15,030,348		15,030,348
387	TOTAL ALLOCATIONS	41,432,919	56,044,465	349,510,401	446,987,785

FOUR STRATEGIC DIRECTIONS



Appendix A

Community Development Documents

- Comprehensive Plan – 5.0 Housing
- FY 2016 Indian Housing Plan
- Comprehensive Plan – 6.0 Community Design
- Comprehensive Plan – 7.0 Parks and Recreations
- Comprehensive Plan – 9.0 Community Facilities
- Comprehensive Plan – 14.0 Agriculture
- Five (5) Agriculture Strategies
- Comprehensive Plan – 18.0 Land Use
- Vision Oneida

Appendix B

New Revenue Documents

- Comprehensive Plan – 13.0 Economic Development
- Oneida Reservation Economic Development
(Overview of Proposed Effort and the Plan-to-Plan)
- Ladies Professional Golf Association
- Five (5) Agriculture Strategies
- 172 Corridor Conceptual development plans
- Mason Street Corridor Conceptual development
plans
- Warehouse

Appendix C

Focusing on Reducing Debt Documents

- Debt Schedule
- Finance Cash and Debt Audit (Finding #2)

Appendix D

Improving Employment Programs

- Strategic Workforce Planning – Implementation Plan

Legislative Reference Office

P.O. Box 365
Oneida, WI 54155
(920) 869-4376
(800) 236-2214

**Committee Members**

Brandon Stevens, Chairperson
Tehassi Hill, Vice Chairperson
Fawn Billie, Councilmember
David P. Jordan, Councilmember
Jennifer Webster, Councilmember

Statement of Effect

Guidance for Implementing Fiscal Year 2016 and Developing Fiscal Year 2017 and Fiscal Year 2018 budgets and Strategic Planning for Fiscal Year 2019 budget

Summary

This Resolution adopts the Fiscal Year 2016 and 2017 budget packet containing policy, guidelines and goals for implementing the Fiscal Year 2016 Budget, developing the Fiscal Year 2017 Budget and planning for Fiscal Year 2018 Budget.

Submitted by: Douglass A. McIntyre, Staff Attorney, Legislative Reference Office

Analysis from Legislative Reference Office**Governing Philosophy**

At the beginning of the Oneida Business Committee (OBC) term in 2014, the OBC identified that the government would operate best under a foundation of "Oneida Leadership Group Agreements" based on dialogue and consensus. In doing so, the OBC has adopted guiding principles including the Four (4) Strategic Directions and Seven (7) Practical Visions. With a goal of sustainability, the OBC adopted the Resolution a "Budget Initiative for Fiscal Years 2016, 2017, and 2018."

Budget Core Team

To support the governing philosophy, the Treasurer created the Budget Core Team to dialogue, support, communicate and make recommendations to the OBC operational and tactical goals to assist in the governing philosophy. The Budget Core Team recommended assessments in Fiscal Year 2015. Based on that recommendation, the Treasurer deemed Fiscal Year 2015 a year of "Assessment and Understanding" aimed at providing a standard for measuring and determining appropriate initiatives to support these guiding principles and alleviating the structural budget deficit.

Fiscal Years 2016 and 2017

The Resolution adopts the Fiscal Year 2016 and 2017 budget packet which provides policy, guidelines and goals for implementing Fiscal Year 2016 and developing Fiscal Year 2017 budget, and strategically planning for Fiscal Year 2018 for the next administration. Under the Resolution, the OBC adopts Fiscal Year 2016 as a "year of transition" with a focus on

Community Development, New Revenues, Reducing Debt and Improving Employment Program. The Resolution provides a specific example to each of the four focuses of Fiscal Year 2016:

Community Development	GTC took action on July 6, 2015, supporting the Comprehensive Housing Plan within Community Development, and requiring the Tribe to focus on implementing the proposed plan elements in Fiscal Year 2016.
New Revenues	GTC took action on September 21, 2015, supporting the Oneida Golf Enterprise's request for the Oneida Tribe to provide financing for a contract with the Ladies Golf Professional Association, and supporting elements of this plan within FY 2016.
Reducing Debt	The debt schedule prepared by the Tribe's Chief Financial Officer requires the Tribe continue to allocate accelerated debt payment in accordance with the plan for Fiscal Years 2016 and 2017 in order to alleviate the financial pressures in FY 2018 and beyond.
Improving Employment Programs	The Chief Financial Officer has identified that our personnel line is approximately 33% of the annual budget, and that the Tribe will be unable to support continued employment at current levels beyond FY2018, which requires the Tribe to focus on implementing an Employment Law and Strategic Workforce Planning initiatives within Fiscal Year 2016.

Additionally, the Resolution continues to support Fiscal Year 2017 as a "Year of Action" with continued focus on Community Development, New Revenues, Reducing Debt and Improving Employment Program.

Tribal Operations

Tribal operations are tasked with working cooperatively with the Budget Core Team to implement the policy, guidelines and goals within the budget packet. Tribal operations are expected to know and understand the objectives and budget initiatives and to create a more effective workforce based on Strategic Workforce Planning. Further, the Resolution requires Tribal operations to include in their scheduled quarterly reports to the OBC their progress and alignment with the governing philosophy and Fiscal Year 2016.

Conclusion

This Resolution does not contain any other prohibitions or restrictions. The adoption of this Resolution will not conflict with any current Tribal laws or policies. This statement does not constitute an analysis of the contents of the budget packet itself.

Oneida Business Committee Agenda Request

1. Meeting Date Requested: 11 / 25 / 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 Tribe of Indians of Wisconsin

Legislative Reference Office

P.O. Box 365
 Oneida, WI 54155
 (920) 869-4376
 (800) 236-2214
<http://oneida-nsn.gov/LOC>



Committee Members

Brandon Stevens, Chairperson
 Tehassi Hill, Vice Chairperson
 Fawn Billie, Councilmember
 David P. Jordan, Councilmember
 Jennifer Webster, Councilmember

LEGISLATIVE OPERATING COMMITTEE MEETING AGENDA

Business Committee Conference Room-2nd Floor Norbert Hill Center

November 4, 2015 9:00 a.m.

PRESENT: Brandon Stevens, Tehassi Hill, Fawn Billie, Jennifer Webster

EXCUSED: David P. Jordan

OTHERS PRESENT: Taniquelle Thurner, Candice Skenandore, Douglass McIntyre, Krystal John, Rae Skenandore, Danelle Wilson, Rhiannon Metoxen, Ed Delgado, Nicolas Reynolds, Lisa Kelly Skenandore, Cathy Metoxen, Layatalati Hill, Caroyl Long.

I. Call To Order and Approval of the Agenda

Brandon Stevens called the November 4, 2015 Legislative Operating Committee meeting to order at 9:00 a.m.

Motion by Jennifer Webster to adopt the agenda noting that the Memorandum to add Resolution to LOC Meeting Packets will be deleted and the LRO Director Position be added as an Executive Session item; seconded by Tehassi Hill. Motion carried unanimously.

II. Minutes to be approved

1. October 21, 2015 LOC Meeting Minutes

Motion by Jennifer Webster to approve the October 21, 2015 LOC meeting minutes; seconded by Fawn Billie. Motion carried with Tehassi Hill abstaining.

III. Current Business

1. Furlough Policy (02:39-08:20)

Motion by Jennifer Webster to forward the Furlough Policy to the Oneida Business Committee for consideration with the noted changes; seconded by Fawn Billie. Motion carried unanimously.

2. Business Committee Meeting Law (08:25-09:49)

Motion by Fawn Billie to accept the memorandum for the Business Committee Meetings Law as FYI and defer to the sponsor to bring back when ready; seconded by Tehassi Hill. Motion carried unanimously.

3. Code of Ethics Amendments (09:51-12:38)

Motion by Jennifer Webster to defer the Code of Ethics Amendments to the Legislative Reference Office for a legislative analysis; seconded by Fawn Billie. Motion carried unanimously.

4. **Oneida Flag Policy** (12:39-15:57)

Motion by Jennifer Webster to accept the public meeting comments regarding the Oneida Flag Policy and defer to a LOC work meeting to be held on November 6, 2015; seconded by Tehassi Hill. Motion carried unanimously.

5. **Administrative Rulemaking Law** (16:02-20:43)

Motion by Jennifer Webster to forward the Administrative Rulemaking Law to a December 3, 2015 public meeting; seconded by Tehassi Hill. Motion carried unanimously.

6. **Comprehensive Policy Governing Boards, Committees and Commissions Amendments** (00:20:49: -01:01:44)

Motion by Jennifer Webster to forward the Comprehensive Policy Governing Boards, Committees and Commissions Amendments to a December 3, 2015 public meeting with the noted changes; seconded by Tehassi Hill. Motion carried unanimously.

7. **Leasing Law** (01:01:45: -01:06:23)

Motion by Jennifer Webster to defer the Leasing Law to the Legislative Reference Office for a legislative analysis and to the Finance Department for a financial analysis and direct the Legislative Reference Office to provide a draft to the Department of the Interior; seconded by Tehassi Hill. Motion carried unanimously.

8. **Per Capita Law Amendments** (01:06:27-01:09:04)

Motion by Jennifer Webster to defer the Per Capita Law Amendments to the Legislative Reference Office for a legislative analysis and to the Finance Department for a fiscal impact statement; seconded by Fawn Billie. Motion carried unanimously.

IV. New Submissions

1. **Petition: Food Pantry** (01:09:05-01:10:16)

Motion by Jennifer Webster to add the Petition: Food Pantry to the Active Files List; seconded by Fawn Billie. Motion carried unanimously.

Note: Brandon Stevens will be the sponsor for this item.

V. Additions

1. **Marriage Law Amendments** (01:10:21-01:18:30)

Motion by Jennifer Webster to add the Marriage Law Amendments to the Active Files List; seconded by Tehassi Hill. Motion carried unanimously.

Note: Fawn Billie will be the sponsor for this item.

VI. Administrative Updates

~~1. **Memorandum: Request to add Resolutions to LOC Meeting Packets**~~

VII. Executive Session

1. **Legislative Reference Office Personnel** (01:18:30-01:19:27)

Motion by Tehassi Hill to go into executive session at 10:19 a.m., seconded by Fawn Billie. Motion carried unanimously.

Motion by Tehassi Hill to end executive session at 10:37 a.m.; seconded by Fawn Billie. Motion carried unanimously.

Motion by Fawn Billie to direct the LOC Chair work with HRD to adjust the qualifications and to repost the Legislative Reference Director position; seconded by Tehassi Hill. Motion carried unanimously.

VIII. Recess/Adjourn

Motion by Tehassi Hill to adjourn the November 4, 2015 Legislative Operating Committee meeting at 10:38 a.m.; seconded by Fawn Billie. Motion carried unanimously.

Oneida Business Committee Agenda Request

1. Meeting Date Requested: 11 / 25 / 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:

BC approval of Finance Committee Meeting Minutes of November 16, 2015-excluding the 7 Capital Expenditure Requests.

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: Submitted by: Denise Vigue, Executive Assistant/Finance
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:

Oneida Business Committee approval is required to approve all Finance Committee meeting actions as the FC is a standing committee of the OBC.

- 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

Oneida Tribe of Indians of Wisconsin

Post Office Box 365



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

Phone: (920) 869-2214



Oneida, WI 54155



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.

MEMORANDUM

TO: Finance Committee
FR: Denise Vigue, Executive Assistant
DT: November 17, 2015
RE: **E-Poll Results of: FC Meeting Minutes of Nov. 16, 2015**

An E-Poll vote of the Finance Committee was conducted to approve the Nov. 16, 2015 Finance Committee meeting minutes. The results of the completed E-Poll are as follows:

E-POLL RESULTS:

There was a Majority 5 YES votes from Patrick Stensloff, David Jordan, Wesley Martin, Jr., Larry Barton and Chad Fuss to approve the Nov. 16, 2015 Finance Committee Meeting Minutes.

The minutes will be placed on the next BC agenda of Nov. 25, 2015 for approval and the next Finance Committee agenda of Nov. 30, 2015 to accept this E-Poll action.

* Per the Finance Committee By-Laws Article III-Meetings, 3-4 Quorum. Four (4) members of the Finance Committee shall constitute a quorum & 3-6 Voting. (d) The Finance Committee shall act by a majority of vote of the quorum present at any meeting.

ONEIDA FINANCE COMMITTEE

November 16, 2015 – 10:00 A.M.

Business Committee Executive Conference Room

REGULAR MEETING MINUTES

Members Present:

Patricia King, Treasurer/FC Chair

David Jordan, BC Council Member

Patrick Stensloff, Purchasing Director

Larry Barton, CFO/FC Vice-Chair

Chad Fuss, FC Alternate/Gaming AGM

Wesley Martin, Jr., Community Elder member

Members Excused: Jenny Webster, BC Council Member

Others Present: Lesley Ness, David Emerson, Judith Nicholas, Racquel Hill, Reverend Ann Bullis, and Denise Vigue, FC recording secretary

I. Call to Order: The meeting was called to order by the FC Chair at 10:00 A.M.

II. Approval of Agenda: November 16, 2015:

Motion by David Jordan to approve the Finance Committee agenda with one ADD ON under New Business #9. Seconded by Wesley Martin, Jr. Motion carried unanimously.

III. Approval of Minutes: November 2, 2015 (Approved via FC E-Poll on 11/3/15):

Motion by David Jordan to ratify the FC E-Poll action of Nov. 3, 2015 approving the Finance Committee meeting minutes of Nov. 2, 2015. Seconded by Patrick Stensloff. Motion carried unanimously.

IV. Tabled Business: No tabled business

V. Capital Expenditures:

1. Aristocrat (18) Games Amount: \$321,682.50
David Emerson, Gam-Slots

David Emerson described these gaming capital expenditures; they are normal replacement of obsolete machines that is done each year; games and machines are proprietary for each of these vendors that is why they are sole source; purchase is time-sensitive to take advantage of price discounts offered for a limited time; he provided handouts that included all capital expenditure, gaming commission and legal reviews that were not part of original requests. The FC members talked at length about the content of the continuing resolution and given the nature of purchases, time issue, and price for 160 combined machines would prefer to defer to law office to interpret resolution language and if final judgement is this can move forward an e-poll can be done; Trish also noted that this could be deferred to the BC to grant a procedural exception.

Motion by David Jordan to defer capital expenditures #1 through #7 to JoAnn in the Law Office for interpretation/analysis of the resolution and forward to the BC for a procedural exception. Seconded by Wesley Martin, Jr. Motion carried unanimously.

Motion by David Jordan to have Finance forward a place holder for these capital expenditure requests separate from the FC minutes of today. Seconded by Wesley Martin, Jr. Motion carried unanimously.

2. IGT (34) Machines Amount: \$520,904.80
David Emerson, Gam-Slots

- SEE Motion under: V.Capital Expenditures #1.

3. IGT (36) Machines Amount: \$489,559.20
David Emerson, Gam-Slots

- SEE Motion under: V.Capital Expenditures #1.

4. IGT (6) Machines Amount: \$90,067.20
David Emerson, Gam-Slots
- SEE Motion under: V.Capital Expenditures #1.
5. Incredible Technologies (6) Slot Games Amount: \$116,734.80
David Emerson, Gam-Slots
- SEE Motion under: V.Capital Expenditures #1.
6. Konami (20) Slot Games Amount: \$383,983.00
David Emerson, Gam-Slots
- SEE Motion under: V.Capital Expenditures #1.
7. Bally (40) Machines Amount: \$727,920.00
David Emerson, Gam-Slots
- SEE Motion under: V.Capital Expenditures #1.

VI. New Business:

1. Smuckers/Sysco
Judith Nicholas, Gam Food/Beverage

Judith was present to explain this request: it is for coffee and coffee supplies for guests at all casino locations; contract is with Smuckers, Sysco is the distributor; this is an ongoing expense.

Motion by Wesley Martin, Jr. to approve the Smuckers/Sysco sole source contract with Gaming Food & Beverage in the amount of \$500,000.00. Seconded by David Jordan. Motion carried unanimously.

2. Aristocrat Conversions
David Emerson, Gam-Slots

David Emerson explained the conversions are software for machines to change the face of the machine; this is in line with 2015 operational spending/expenses.

Motion by Wesley Martin, Jr. to approve the Aristocrat Conversions sole source agreement in the amount of \$74,250.00. Seconded by David Jordan. Motion carried unanimously.

3. Jezecki Accounting & Tax Service
Dave Larson, OCHC-COPS Program

Lesley Ness was present to discuss this contract: this service is for caregiver payroll in their programs; all money is through state and federal agencies; this is the current vendor but depending on federal government; after Jan. 1, 2016 may have either a tribal waiver or services through Family Care. Larry Barton noted that this should be last year of this contract and if there is no change after the first of the year then a request for bid go out for 2017 as this was the request the FC made last year.

Motion by Larry Barton to approve the Jezecki Accounting and Tax Service sole source contract with the COPS Program in the amount of \$433,014.30 noting that this is the last year of this contract as future contracts for these services must be bid out. Seconded by Wesley Martin, Jr. Motion carried unanimously.

4. Home Instead Senior Care
Dave Larson, OCHC-COPS Program

Lesley noted this is for supportive elder home care; also state and federally funded.

Motion by Larry Barton to approve the Home Instead Senior Care sole source contract with the COPS Program in the amount of \$105,736.00. Seconded by Chad Fuss. Motion carried unanimously.

5. Cognitive Concepts, Inc.
Dave Larson, OCHC-COPS Program

Lesley noted this is also for supportive elder home care; specialized care for male elder; it also state and federally funded.

Motion by Wesley Martin, Jr. to approve the Cognitive Concepts, Inc. sole source contract with the COPS Program in the amount of \$61,214.00. Seconded by David Jordan. Motion carried unanimously.

6. OTIE Contract – Site I Construction
Mike Finn, Transportation Planner

James Petitjean was present to discuss this contract: this is an after the fact purchase as most of work is already completed, he is fairly new to area and brought this forward as bills for project work is now due; all costs are covered under the BIA's TTIP road funds.

Motion by David Jordan to approve the OTIE contract for the completion of Site I construction in the amount of \$55,765.00. Seconded by Wesley Martin, Jr. Motion carried unanimously.

7. Callan Quarterly Review (p.e. 6/30/15)
Terry Cornelius, CFA-Finance

Terry Cornelius reviewed the Callan Quarterly report that he handed out; main information to take from this quarter is globally all money managers had a .57% total portfolio gain and as a group outperformed their indexes; there was a lengthy review and discussion of all the comparisons by span of time (yearly, 3 year; 5 year); risks/returns; benchmarks; diagram review; and update on how each individual manager performed in their investing areas including: large cap; small cap core; international; & bond markets; newest manager, Denali is not represented as they were hired during this quarter but will have some data at the next review for period ending 9/30/15; that quarter will be the last review for Callan as the Finance area did not renew their contract for services and instead will rely on information directly from Northern Trust; those will be less detailed, but more timely for review.

Motion by David Jordan to accept the Callan Update report for period ending 6/30/15 as FYI. Seconded by Chad Fuss. Motion carried unanimously.

8. Oneida United Methodist Church-Donation
Requestor: Rev. Ann Bullis

Racquel Hill and Pastor Bullis were present to discuss this donation request: for church upkeep, repairs of the parsonage, and new programs for youth; the OUM Church is one of the oldest in Oneida with a 90% tribal congregation; the participants also have ongoing fundraisers to help raise money for the church.

Motion by David Jordan to approve a \$2,500.00 donation contingent upon the FY2016 budget being passed. Seconded by Larry Barton. Motion carried unanimously.

9. **ADD ON:** OTIE Contract –Roadwork
Mike Finn, Transportation Planner

James Petitjean explained this contract would be for roadwork, the first part is to conduct the survey work this fall, bidding in the winter and construction/repair in the spring; to repair flooding issues at Path of the Bear and Path of the Wolf; this is a safety issue to the residents and their homes; he intends on utilizing older BIA funds still available.

Motion by Wesley Martin, Jr. to approve the OTIE Contract for survey work in the amount of \$141,095.00 so roadwork can be done in the spring to alleviate flooding issues. Seconded by David Jordan. Motion carried unanimously.

VII. Executive Session: None

VIII. Follow Up:

1. Community Fund-Check reissue
David Jordan, Councilmember

Motion by Larry Barton to acknowledge memo of explanation and backup information and accept as FYI. Seconded by Wesley Martin, Jr. David Jordan abstained. Motion carried.

IX. FYI and /or Thank You:

1. FYI: Everi –90 Day Trial Games
David Emerson, Gam-Slots

Chad Fuss explained this is normal in the industry to bring in games on a trial basis to see if there is enough play by patrons; next step if there is interest is to purchase.

Motion by Larry Barton to accept as FYI the information on EVERI – 90-Day Trial Slot Games and to inquire if a legal opinion is needed on agreement. Seconded by Wesley Martin, Jr. Motion carried unanimously.

2. FYI: IGT – 90 Day Free Trial Games
David Emerson, Gam-Slots

Motion by Larry Barton to accept as FYI the information on IGT – 90-Day Free Trial Slot Games and to inquire if a legal opinion is needed on agreement. Seconded by Wesley Martin, Jr. Motion carried unanimously.

- X. Adjourn:** Motion by David Jordan to adjourn. Seconded by Wesley Martin, Jr. Motion carried unanimously. The meeting ended at 11:39 A.M. The next Finance Committee meeting is scheduled for Monday, November 30, 2015 at 10:00 A.M. in the BC Executive Conference Room.

Minutes taken and transcribed by:
Denise Vigue, Executive Assistant in Finance
& Finance Committee Recording Secretary

Finance Committee E-Poll Minutes Approval Date: November 17, 2015

Oneida Business Committee FC Minutes Approval Date: _____

Oneida Business Committee Agenda Request

1. Meeting Date Requested: 11 / 25 / 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:

Finance Committee deferral to the BC made at their November 16, 2015 meeting of 7 Capital Expenditure Requests. Request is for a procedural exception to the continuing resolution.

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: Submitted by: Denise Vigue, Executive Assistant/Finance
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:

Oneida Business Committee approval is required to approve all Finance Committee meeting actions as the FC is a standing committee of the OBC.

- 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

FINANCE COMMITTEE MEETING MINUTES EXCERPT FROM NOVEMBER 16, 2015:**V. CAPITAL EXPENDITURES:**

1. Aristocrat (18) Games Amount: \$321,682.50
David Emerson, Gam-Slots

David Emerson described these gaming capital expenditures; they are normal replacement of obsolete machines that is done each year; games and machines are proprietary for each of these vendors that is why they are sole source; purchase is time-sensitive to take advantage of price discounts offered for a limited time; he provided handouts that included all capital expenditure, gaming commission and legal reviews that were not part of original requests. The FC members talked at length about the content of the continuing resolution and given the nature of purchases, time issue, and price for 160 combined machines would prefer to defer to law office to interpret resolution language and if final judgement is this can move forward an e-poll can be done; Trish also noted that this could be deferred to the BC to grant a procedural exception.

Motion by David Jordan to defer capital expenditures #1 through #7 to JoAnn in the Law Office for interpretation/analysis of the resolution and forward to the BC for a procedural exception. Seconded by Wesley Martin, Jr. Motion carried unanimously.

Motion by David Jordan to have Finance forward a place holder for these capital expenditure requests separate from the FC minutes of today. Seconded by Wesley Martin, Jr. Motion carried unanimously.

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.

BC Resolution # 09-30-15-A Continuing Budget Resolution for Fiscal Year 2016

- 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,** on January 19, 2015, the General Tribal Council adopted resolution GTC-01-19-15-A which set the Fiscal Year 2015 budget in the amount of \$409,579,723; and
- WHEREAS,** the Oneida Business Committee encouraged the Direct Reports, defined in resolution BC-10-22-14-A, to use the Four Strategic Directions and Seven Practical Visions as a guide when working to balance the Fiscal Year 2016 budget; and
- WHEREAS,** the Oneida Business Committee adopted resolution BC-02-11-15-A which defined the budgeting goal as "Sustainability" to provide direction for current and future actions pertaining to budgeting; and
- WHEREAS,** the Oneida Business Committee encourages Operations to continue to collaborate in order to reduce bureaucracy and work towards combining like services to create efficiencies and increase productivity; and
- WHEREAS,** on September 21, 2015, a General Tribal Council meeting was held to discuss the proposed Fiscal Year 2016 budget which was in the amount of \$430,022,309; and
- WHEREAS,** the General Tribal Council recessed the budget meeting prior to adopting the Fiscal Year 2016 budget and directed that the budget meeting reconvene within sixty (60) days; and
- WHEREAS,** the revenues for Fiscal Year 2015 are exceeding projections; and
- WHEREAS,** a continuing budget resolution is necessary to provide direction on expenditures for Fiscal Year 2016, until the General Tribal Council adopts the Fiscal Year 2016 budget; and
- WHEREAS,** the General Tribal Council made a motion on June 1, 2015, and further clarified on September 21, 2015, to direct the Oneida Business Committee to raise employee wages by \$0.99 per hour for those employees making under \$65,000, with no layoffs, and is effective October 1, 2015; and
- WHEREAS,** an amendment to the motion to include casino dealers in the \$0.99 wage increase was successfully added to the Motion; and

NOW THEREFORE BE IT RESOLVED, the \$0.99 hourly increase for employees making under \$65,000, including the casino dealers, shall be implemented on October 1, 2015. In addition, no layoffs shall be made as directed by the General Tribal Council.

NOW THEREFORE BE IT FURTHER RESOLVED, that Operations are authorized to spend at Fiscal Year 2015 levels with the exception of labor and fringe benefits which shall reflect the \$0.99 hourly increase.

NOW THEREFORE BE IT FURTHER RESOLVED, that employee levels are to be managed in a way that reduces overall employment levels of the Tribe. The total number of full-time equivalents shall not exceed 2700.

NOW THEREFORE BE IT FURTHER RESOLVED, that Capital Expenditures, Capital Improvement Projects, and Technology Set Asides are on hold until the Fiscal Year 2016 budget is approved; however, ongoing projects that have contracts in place or require regulatory compliance may proceed.

NOW THEREFORE BE IT FINALLY RESOLVED, that this resolution shall be effective on October 1, 2015, and continue until Fiscal Year 2016 budget is adopted by General Tribal Council.

CERTIFICATION

I, the undersigned, as Secretary of the Oneida Business Committee, hereby certify that the Oneida Business Committee is composed of 9 members of whom 5 members constitute a quorum; 7 members were present at a meeting duly called, noticed and held on the 30th day of September, 2015; that the forgoing resolution was duly adopted at such meeting by a vote of 6 members for, 0 members against, and 0 members not voting; and that said resolution has not been rescinded or amended in any way.

Lisa Summers, Tribal Secretary
Oneida Business Committee

*According to the By-Laws, Article I, Section 1, the Chair votes "only in the case of a tie."

JO ANNE HOUSE, PHD
 CHIEF COUNSEL
 JAMES R. BITTORF
 DEPUTY CHIEF COUNSEL
 REBECCA M. WEBSTER, PHD
 SENIOR STAFF ATTORNEY

ONEIDA LAW OFFICE

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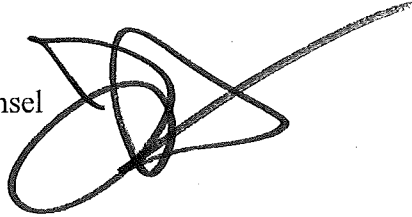
MEMORANDUM

TO: Patricia King, Treasurer
 Finance Committee

FROM: Jo Anne House, Chief Counsel

DATE: November 20, 2015

SUBJECT: Capital Expenditures and Continuing Budget Resolution for FY16



You have asked whether the purchase of slot machines, a Capital Expenditure, is authorized under the Continuing Budget Resolution for FY16, resolution # BC-09-30-15-A. This resolution contains the following Resolve.

...that Capital Expenditures, Capital Improvement Projects, and Technology Set Asides are on hold until the Fiscal Year 2016 budget is approved; however, ongoing projects that have contracts in place or require regulatory compliance may proceed.

The resolution prohibits capital expenditures until the budget for FY16 is approved. There are two exceptions:

1. If there is a prior contract in place.
2. If there is a regulatory compliance issue.

You have identified the following description of the machines in the Finance Committee minutes of November 16, 2015.

David Emerson described these gaming capital expenditures; they are normal replacement of obsolete machines that is done each year; games and machines are proprietary for each of these vendors that is why they are sole source; purchase is time-sensitive to take advantage of price discounts offered for a limited time; he provided handouts that included all capital expenditure, gaming commission and legal reviews that were not part of original requests. The FC members talked at length about the content of the continuing resolution and given the nature of purchases, time issue, and price for 160 combined machines would prefer to defer to law office to interpret resolution language and if final judgement is this can move forward an e-poll can be done; Trish also noted that this could be deferred to the BC to grant a procedural exception.

The explanation above does not identify that either of the exceptions in resolution # BC-09-30-15-A have been met. Unless there is other information available, these purchases do not appear to meet the exception requirements and cannot be made.

If you have further questions, please contact me.

Oneida Business Committee Agenda Request

1. Meeting Date Requested: 11 / 25 / 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:

- 1. Accept the financial analyses for resolution 3, regarding Elder Services Means Testing.
- 2. Determine appropriate next steps for the request to defer.

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 TRIBE OF INDIANS OF WISCONSIN
Office of the Tribal Secretary

Location:
N7210 Seminary Road
Oneida, WI 54155

Phone: (920)869-2214



Mailing Address:
P.O. Box 365
Oneida, WI 54155-0365

Fax: (920)869-4040

Memo

To: Oneida Business Committee

From: Lisa Summers, Tribal Secretary

Date: October 6, 2015

Re: Petitioner Madelyn Genskow: Request Special GTC meeting to address six (6) resolutions

1. Scheduling General Tribal Council Meetings
2. Fee to Trust Process
3. Elder Services Means Testing
4. Record Subcommittee Meetings
5. Governmental Services Chain of Command
6. Unclaimed Per Capita Payments

The purpose of this memorandum is to notify you the financial analysis for resolution 3, regarding Elder Services Means Testing, is ready for acceptance by the Oneida Business Committee (OBC) and to notify you of a request to defer the remaining the financial analyses.

Background

The above referenced petition was submitted to the Tribal Secretary's Office on February 10, 2015, and verified by the Enrollment Department. The petition was submitted to the OBC agenda and accepted at the February 25, 2015, meeting.

Status

<i>Analysis</i>	<i>Original Due Date</i>	<i>Extension # and New Due Date</i>	<i>Date Accepted by the OBC</i>
Legislative	May 13, 2015	n/a	Resolutions 1-6 – April 22, 2015
Legal	May 13, 2015	1. July 8, 2015 2. Aug. 26, 2015 3. Sept. 9, 2015	Resolution 2 – May 13, 2015 Resolution 1 – June 24, 2015 Resolutions 3,4, & 6 – Aug. 26, 2015 Resolution 5 – Sept. 9, 2015
Financial	May 13, 2015	1. July 8, 2015 2. Aug. 26, 2015 3. Sept. 23, 2015 4. In a timely manner	Resolution 1 & 2 – October 14, 2015

At the September 23, 2015, OBC meeting, action was taken to place this petition on the March 19, 2015, Special GTC meeting agenda for consideration. Additionally, the motion also requested that the financial analyses for all six (6) resolutions be submitted to the Tribal Secretary's Office in a timely manner.

Finance has submitted the financial analysis for resolution 3, regarding Elder Services Means Testing, and it is ready for acceptance by the OBC.

Attached is a "Business Committee Agenda Request" from Finance requesting a 30-60 day deferral. A deferral may not be needed as there is no specific deadline specified by OBC. If the OBC chooses to specify a deadline, please use the attached "Backwards Schedule" for the March 19, 2016, as a reference, noting that additional time is needed to:

- 1) provide the petitioner with the 18 analyses,
- 2) provide the petitioner with the opportunity to submit materials for the meeting packet, and
- 3) compile the packet for submission by the OBC agenda deadline of February 2, 2016.

Requested OBC Action

1. Accept the financial analyses for resolution 3, regarding Elder Services Means Testing.
2. Determine appropriate next steps for the request to defer.

cc: GTC Petitions 2015

ONEIDA TRIBE OF INDIANS Page 126 of 222
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.

ONEIDA FINANCE OFFICE
Office: (920) 869-4325 • Toll Free: 1-800-236-2214
FAX # (920) 869-4024

MEMORANDUM

DATE: November 4, 2015
FROM: Larry Barton, Chief Financial Officer
TO: Oneida Business Committee
RE: **Fiscal Impact of Genskow Petition – Resolution 3 of 6, Elder Means Testing**

I. Background

The above referenced petition was submitted to the Tribal Secretary's Office on February 10, 2015, and signatures verified by the Enrollment Department. The petition contains the following resolution:

“Whereas on January 11, 1994, the Oneida Commission on Aging (ONCOA) took action to establish priority of serving older and/or handicapped elders, older elders are identified as age 70 and over. And

Whereas there are no income guidelines or mean testing connected to the 70 year old Priority and the ONCOA Board may not have realized the effect this would have.

Whereas there are Oneida Elders living in the reservation boundaries age 70 and over who are prioritized because of their age, who have good incomes and/or land holdings and/or own more than one home. And

Whereas there is no consideration given as to the combined income of the persons living in the home, or whether the people living in the home are capable of doing the work being requested, the priority is till 70 years old. And

Whereas the services being offered are Emergency response system-lifeline, snow removal and plowing, minor home repair, Benefits Specialist assistance, Home Chore, major home repair (roofs), lawn care, furnace repair and replacement, Elder Abuse Services and Assessment. And

Whereas there are Oneida Elders age 55 up to 70 who live in the reservation boundaries who are poor and/or not in good health who may not get any help from the Oneida Elder Services program if there is not any money left after the age 70 year olds request have been met.

Now therefore be it resolved that there shall be income and means testing of all Oneida Elders living in the reservation boundaries who apply for services from the Elder Services Program and an analysis as to whether there are able bodied people living in the house who can do the work.

Be it further resolved the Emergence response system-lifeline, Benefits Specialist Assistance and the Elder Abuse Services and Assessments must be provided to all Oneida Elders upon request who live in the reservation, regardless of income.

Be it further resolved that roof repair or replacement shall be available to Oneida Elders living in the reservation boundaries who meet the income guidelines and means testing of the household.

Be it further resolved that a generalist employee shall be hired to fill in when a regular staff member is ill or on vacation in the Elderly Services Program.

Be it finally resolved the Oneida GTC shall vote to determine the Income Guidelines in cases where there are several people living in the same house, the entire income of the household must meet the income guidelines. The Economic Support Program shall recommend options regarding income guidelines for the GTC to vote on.

Oneida Demographics

Age 65 is used because the demographic information is not available specifically for age 70+. Based on the census data, poverty levels double after age 65 and quadruple after age 75. According to the Oneida Quality of Life Survey, the average household size is 2.7. Therefore, for comparison, we will assume a household size of 2-3 or an estimated income under \$19,999, which would be at the poverty level. Given that scenario, 41% of those over 65 years of age fall within the poverty level while only 21% of those 55-65 years of age would. The survey shows that members between the ages of 55-65 have significantly higher household incomes than those over the age of 65.

2015 Federal Poverty Guidelines

Number in Household	Household Income
1	\$ 11,770
2	\$ 15,930
3	\$ 20,090
4	\$ 24,250
5	\$ 28,410
6	\$ 32,570
7	\$ 36,730
8	\$ 40,890

American Indian and Alaskan Native Residents in Brown & Outagamie Counties below Poverty (US Census)

Age	Percent below the Poverty Line
55-64	11%
65-74	23%
75+	42%

2014 Oneida Quality of Life Survey of Elders in Brown & Outagamie Counties.

Household Income	Age 55-64	Age 65+
Less than \$10,000	9%	8%
\$10,000-\$19,999	12%	33%
\$20,000-\$29,999	10%	21%
\$30,000-\$39,999	14%	11%

\$40,000-\$49,999	13%	11%
\$50,000-\$74,999	15%	11%
\$75,000-\$99,999	21%	3%
\$100,000 or more	6%	3%

Age Population Demographics of enrolled Oneida's

Age	On Reservation
55-69	704
70+	323
Total	1,027

**10 year projection not adjusted to population projections.*

Elder Specific Budget Information

2015 funding	Total	TC	Grants	Other	External Sales
Senior Center	\$ 1,130,743	\$ 1,126,743		\$ 4,000	
Title VI	\$ 122,360		\$ 118,860	\$ 3,500	
DHHS	\$ 7,167		\$ 7,167		
Transportation Senior CIT	\$ 31,917	\$ 28,314	\$ 3,600		
GWAAR	\$ 1,000		\$ 1,000		
Elder apartments	\$ 126,000			\$ 3,000	\$ 123,000
GWARR ship	\$ 3,000		\$ 3,000		
GWARR	\$ 296,507	\$ 165,432	\$ 124,185	\$ 6,890	
Caregiver	\$ 40,170		\$ 40,170		
GWARR NSIP	\$ 10,733		\$ 10,733		
Scholarship	\$ 1,000			\$ 1,000	
Elderly Major Home Repair	\$ 45,000	\$ 45,000		\$ 2,500	
Anna John RCCC	\$ 4,404,583	\$ 614,493			\$ 3,790,090
Elder Per cap 62	\$ 4,632,000	\$ 4,632,000			
Per cap trust	\$ 500,000	\$ 500,000			
General Per Cap*	\$ 2,245,000	\$ 2,245,000			
Community Options Program	\$ 693,117	\$ 253,060	\$ 440,057		
ONCOA	\$ 108,112	\$ 108,112			
Total	\$ 14,398,409	\$ 9,718,154	\$ 748,772	\$ 20,890	\$ 3,913,090

*General per cap refers to the \$1,000 available to all Tribal Members. The \$2,245,000 is the portion of the General Per Capita specifically for members 62+

Elderly Services 2016 Budget Adjustments for Supportive Services

Senior Center	\$	43,350	Furnace, Ans Serv, Solo-Life, Minor Home Repair
Title VI	\$	24,000	All ERS-Solo
Title VI	\$	4,000	Minor Home Repair
GWAAR	\$	17,000	Minor Home Repair
GWAAR	\$	3,500	Minor Home Repair
GWAAR-SPAP	\$	1,000	Senior Care

Age Requirements

To reiterate the points made in the July 16, 2015 Fiscal Impact of Genskow Petition – Resolution 4, Elder Services (home repair), Elder Service Programs and eligibility requirements are dependent on the funding sources. The following are a few examples of the varying requirements.

- Elder Services priority age 70.
- Elder Services will serve those ages 55 through 69 to meet an immediate economic, social, health and/or safety issue.
- Federal Housing and USDA programs define the elderly as a person who is at least 62 years of age.
- Eligibility for Elder Abuse Prevention Programs in the State of Wisconsin define an elder at risk at age 60, Oneida defines an elder at risk at age 55.
- Native American Family Caregivers Program: (NAFCG) eligibility begins at age 55.
- Criteria for both programs: SCSEP and WISE require a person to be 55 years or older.
- Senior Meal Sites are for age 55 or older.
- Oneida Elder per capita is issued at age 62 and then again increased at age 65.

As a separate matter, the regulations for many of the grant funded services allow a Tribe to define, based on its own criteria, the age at which the Tribe will consider a person to be an “older Indian” for purposes of eligibility to receive services.

Elder Services

In addition to the programs and services available to all Tribal members, Elder Services provides the following support services specifically to Elders:

- Information and referral to services available at Local, State and Federal levels.
- Elder abuse prevention
- Native American Family Caregiver Program
- A Benefit Specialist who provides information, assistance and administrative representation
- Foster Grandparents and Senior Companions
- Outreach
- Respite Care
- Homemakers to assist with activities of daily living; preparing meals, shopping, using the telephone, or doing light house work.
- Loan Closet provides equipment (when available) on a loan basis to elders and the disabled.
- In-Home Emergency Response
- Home Chore provides minor home and yard maintenance, lawn raking and mowing, snow shoveling and plowing.

- Home Repair
- Congregate Meals
- Home Delivered Meals
- Elder Services Transportation
- Activities
- Volunteer Services
- 24 Hour Answering Services
- Senior Employment Program
- Events
- Drums Across Oneida Newsletter

The following chart displays Fiscal Year 2015 programs, services, and elders served.

Program or Service	
Personal Care	7
Homemaker Care	92
Home Chore	235
Home Delivered Meals	118
Congregate Meals	309
Transportation	85
Nutrition Education	137
Information and assistance	16
Outreach	48
Public Information (newsletter)	10
Counseling and Training	9
Temporary Respite Care	16
Assessments for Care	86
Health Promotion	147
Assistive Devices & Technology	6
Recreation and socialization	54
Support groups	8
Care Program Visiting	35
Care Program Telephoning	55
Sub-Total (contacts)	1473
Consumers	597
<i>Service Period from 10-1-14 to 9-30-15</i>	

Customer Satisfaction - 2014 Oneida Quality of Life survey

- 73% of respondents believe that Oneida is fair in the amount of services and benefits offered to members.
- 78% of respondents believe that the Oneida Tribe is making improvements to enhance the quality of life of Tribal Members.
- 64% of respondents rated the quality of social services available from the Oneida Tribe as excellent or good.
- 82% are satisfied with Oneida Elderly Services.
- 81% satisfied with Oneida Veteran's Services.

Specific Services identified by the petitioner to be available upon request.

Emergency Response System

There are several providers of an emergency response system for seniors and disabled individuals needing in home assistance. They usually consist of equipment for two way communication such as a speaker phone or a cell phone, a pendant or wristband and a monitored call center. Costs for the service are described in the following table.

Monthly service cost	Life Alert	LifeStation	Medical Alert	MobileHelp	Philips Lifeline	Rescue Alert
Landline/ Cellular	\$50/\$60	\$26/\$33	\$30/\$35	NA/\$35	\$30/\$42	\$29/\$43
GPS mobile	\$70	\$30 (\$50 device fee)	\$40	\$38	\$55 (landline) \$65 (cell) (\$149 device fee)	\$45 (\$90 device fee)

The Elder Service Benefit book does not list any requirements or restrictions on the program. However, the book itself does contain the statement of Services listing those over the age of 70 as the priority for those services.

Benefits Specialist Assistance

Anyone who is 55 years of age or older and is having a problem in securing a public or private benefit is eligible for the Elder Benefit Specialist Program.

Elder Abuse Services

Under Wisconsin law, Chapter 46.90 (1) a, an “elder adult at risk” is a person age 60 or older who has experienced, is currently experiencing, or is at risk of experiencing abuse, financial exploitation, neglect or self-neglect. Within the Oneida Reservation the elder abuse lead agency accepts elder abuse reports for those Oneida Tribal members who are 55 years of age and older. Reports that are received for Oneida Tribal members residing outside of reservation boundaries are referred to their county of residence. Elder Abuse Prevention Coordinator makes contact and investigation begins within 24 hours, excluding weekends and holidays.

Elder Services Staffing

Elder Services has a total of 33 full, half, and part-time employees. Four positions are currently vacant. Of those, the following provide direct or in home care;

- 6 Home Chores (two vacant)
- 2 Outreach workers
- 1 Benefits Specialist
- 2 Respite Care
- 2 Home Chore
- 1 Service Specialist
- 1½ FTE Home Delivered Meals
- 1 Activity Specialist
- 2 Elder abuse & prevention
- 1 Native American Family Care Giver (NAFCG) outreach
- 1 Dementia Care (vacant)
- 1 ADRC Specialist
- 1 Apartment manager
- 1 FTE Meal Site Helpers
- 1 Gift shop

Remaining employees are supervisory and administrative. Every position has a designated back up listed.

Paid Time Off (Blue Book Requirements)

According to the blue book, paid time off can be used for any reason so long as the request is approved by

the employee's supervisor.

- A. For personal days, the employee must notify the supervisor at least 24 hours in advance (unless the absence is due to illness or unforeseen circumstances).
- B. In the case of illness or unforeseen circumstance, the supervisor shall be notified no later than 15 minutes before the scheduled starting time.
- C. Programs and enterprises may institute stricter standards of notification. These standards will be submitted to and approved by the Personnel Department.
- D. An employee shall notify his/her supervisor of an intent to use personal days in the following ways:
 - 1. Three (3) to five (5) days - one (1) week advance notification;
 - 2. Six (6) days or more - two (2) weeks advance notification.
- E. An employee shall notify his/her supervisor one (1) day in advance if he/she will take off one (1) to two (2) days of vacation. Programs and enterprises may institute stricter standards of notification.
 - 1. Three (3) to five (5) days of vacation require a one (1) week advance notification.
 - 2. Six (6) or more days of vacation require at least two (2) weeks advance notification.

The burden shall be on the supervisor to show that a denial of a personal day or a vacation day is based upon interference with the business of the Tribe.

Program & Service Funding Requirements - Older Americans Act (OAA)

Congress passed the Older Americans Act (OAA) in 1965 in response to concern by policymakers about a lack of community social services for older persons. The original legislation established authority for grants to States for community planning and social services, research and development projects, and personnel training in the field of aging. The law also established the Administration on Aging (AoA) to administer the newly created grant programs and to serve as the Federal focal point on matters concerning older persons.

Older Americans Act: Title III Regulations for Public Welfare

The purpose of services under Title III of the Older Americans Act authorizes the distribution of Federal funds to the State agency on aging by formula for the following categories of services: (1) Supportive services; (2) Congregate meals services; (3) Home delivered meals services; (4) In-home services; (5) Ombudsman services; (6) Special needs services; (7) Elder abuse services; (8) Preventive health services; and (9) Outreach services.

Grants to State and Community Programs on Aging - Service contributions

For services rendered with funding under the Older Americans Act, the area agency on aging shall assure that each service provider shall:

- A. Provide each older person with an opportunity to voluntarily contribute to the cost of the service;
- B. Protect the privacy of each older person with respect to his or her contributions; and
- C. Establish appropriate procedures to safeguard and account for all contributions.

Each service provider shall use supportive services and nutrition services contributions to expand supportive services and nutrition services respectively. To that end, the State agency shall:

- A. Permit service providers to follow either the addition alternative or the cost sharing alternatives as stated in 45 CFR 92.25(g) (2) and (3); or
- B. A combination of the two alternatives.

Each service provider under the Older Americans Act may develop a suggested contribution schedule for services provided under this part. In developing a contribution schedule, the provider shall consider the income ranges of older persons in the community and the provider's other sources of income. However, means tests may not be used for any service supported with funds under this part. State agencies, in developing State eligibility criteria for in-home services under section 343 of the Act, may not include a means test as an eligibility criterion. A service provider that receives funds under this part may not deny any older person a service because the older person will not or cannot contribute to the cost of the service.

Older Americans Act: Title VI Regulations for Nutritional Services

In addition to providing nutrition services to older Indians, a tribal organization may:

- A. Provide nutrition services to the spouses of older Indians;
- B. Provide nutrition services to non-elderly handicapped or disabled Indians who reside in housing facilities occupied primarily by the elderly, at which congregate nutrition services are provided;
- C. Offer a meal, on the same basis as meals are provided to older Indians, to individuals providing volunteer services during meal hours; and
- D. Provide a meal to individuals with disabilities who reside in a non-institutional household with and accompany a person eligible for congregate meals under that part.

Each tribal organization may receive cash payments in lieu of donated foods for all or any portion of its funding available under section 311(a)(4) of the Act. To receive cash or commodities, the tribal organization shall have an agreement with the U.S. Department of Agriculture's Food and Nutrition Service (FNS) to be a distributing agency. Where applicable, the tribal organization shall work with agencies responsible for administering other programs to facilitate participation of older Indians.

Grants to Indian Tribes for Support and Nutritional Services - Contributions.

Each tribal organization shall:

- A. Provide each older Indian with a free and voluntary opportunity to contribute to the cost of the service;
- B. Protect the privacy of each older Indian with respect to his or her contribution;
- C. Establish appropriate procedures to safeguard and account for all contributions;
- D. Use all services contributions to expand comprehensive and coordinated services systems supported under this part, while using nutrition services contributions only to expand services as provided under section 307(a)(13)(c)(ii) of the Act.

Each tribal organization may develop a suggested contribution schedule for services provided under this part. In developing a contribution schedule, the tribal organization shall consider the income ranges of older Indians in the service area and the tribal organization's other sources of income. However, means tests may not be used.

- A. A tribal organization that receives funds under this part may not deny any older Indian a service because the older Indian will not or cannot contribute to the cost of the service.
- B. Procedures to ensure that all services under this part are provided without use of any means tests;

Contractual Obligations

In 2016, the Oneida Tribe anticipates receiving a total of \$53,110,130 in grant funds.

Grants	Funding
Self-Governance	\$ 21,385,783
Additional Federal Grants	\$ 30,781,434

State Grants	\$	537,503
Miscellaneous Grants	\$	405,410
Total	\$	53,110,130

Funding agencies require that a grant agreement be signed upon notice of award. The grant programs associated with the services discussed by the petitioner total approximately \$ \$234,900 annually. The grant agreements contain the following similar language;

Non-Compliance, Sanctions, and Remedial Measures.

- A. Failure to comply with any part of this agreement may be considered cause for revision, suspension; or termination of this Grant Agreement. Suspension includes withholding part or all of the payments that otherwise would be paid the Grantee under this agreement, temporarily having others perform, and receive reimbursement for, the services to be provided under this agreement and any other measure that suspends the Grantee's participation in the agreement if the Grantor determines it is necessary to protect the interests of the State of Wisconsin.
- B. The Grantee shall provide written notice to the Grantor of all instances of noncompliance with the terms of this agreement by itself or its subcontractors, including non-compliance with allowable cost provisions. Notice shall be given as soon as practicable but in no case later than 30 days after the Grantee knows, or should have known, about the non-compliance. The written notice shall include information on reason(s) for and effect(s) of the non-compliance. Grantee shall provide Grantor with a plan to correct the non-compliance. At its sole discretion, the Grantor may take whatever action it deems necessary to protect the interests of the State of Wisconsin, including withholding part or all of Grantees funding, if it reasonably believes that the non-compliance is continuing or will reoccur.
- C. If Grantor determines that non-compliance with the requirements in this agreement has occurred, or is occurring, it shall demand immediate correction of continuing noncompliance and it may impose whatever sanctions or remedial measures it deems necessary to protect the interest of the State of Wisconsin. Such sanctions and measures may include termination of the agreement, suspension. of the agreement as deemed in Paragraph 1 above, imposing additional reporting requirements and monitoring of subcontractors and any other measures it deems appropriate and necessary.

In addition to the sanctions and measures listed in the grant agreement. The Department of Health and Human Services Grants Policy Statement includes the following under their Terms and Conditions of Award;

- Will undertake any such action in accordance with applicable statutes, regulations, and policies.
- May take proactive steps to protect the Federal government's interests, including placing special conditions on awards or precluding the recipient from obtaining future awards for a specified period, or may take action designed to prevent future non-compliance, such as closer monitoring.
- Share this information with other HHS components.
- May decide not to make a non-competing continuation award within the current competitive segment for one or more of the following reasons:
 - A recipient failed to show satisfactory progress in achieving the objectives of the project.
 - A recipient failed to meet the terms and conditions of a previous award.
 - For whatever reason, continued funding would not be in the best interests of the Federal government.

- May temporarily withhold payment or convert the grant from an advance payment method to a reimbursement method.
- May suspend the grant, pending corrective action, or may terminate the grant for cause. i.e. recipient materially fails to comply with the terms and conditions of an award.
- Other options available include suspension or debarment.

Alternative Resources

Purchased/Referred Care (OCHC)

Emergency Response System – Lifeline is an eligible service under Purchased/Referred Care at the Oneida Community Health Center. Availability depends on priority restrictions (1A and 1B), eligibility and compliance with PRC guidelines.

In addition to Elder Services, any Tribal member over the age of 60 also has access to their counties resources.

Aging & Disability Resource Center of Brown County

The purpose of the Brown County’s ADRC is providing advocacy, information, and access to services and opportunities that support independence and individual choice.

300 South Adams Street, Green Bay, WI 54301
Phone: (920) 448-4300 Fax: (920) 448-4306

Services include; Information & Assistance Specialist, Elder and Disability Benefit Specialist, Volunteer Opportunities , Nutrition Program - Dining Sites - Homebound Meals, AddLife Centers, Information available 24 hours a day, 7 days a week. Clients are connected to options for the following;

- | | |
|---|---|
| • Prevention - Health & Wellness | • Medicare and Other Insurance |
| • Recreation - Meet People, Have Fun | • Maintaining Your Home |
| • In-Home Care | • Transportation |
| • Housing - Independent & Assisted Living | • Food and Nutrition Programs |
| • Caregiver Supports | • Students with Disabilities Post High School |
| • Adult Day Programs and Respite Care | • Veterans Services |
| • Memory Screening | • Screening for Public |
| • Dementia and Alzheimer’s Care | • Long-Term Care Funding |
| • Benefit Advocacy - Public & Private | |

Aging & Disability Resource Center Serving Calumet Outagamie and Waupaca Counties

Outagamie County

Human Services Building, Entrance 3, Level 2

401 S. Elm St., Appleton, WI 54911

Phone: 920-832-5178

Support for Adults in Need, Families, and Caregivers

The Aging & Disability Resource Center serves adults living in Wisconsin's Calumet, Outagamie, and Waupaca Counties who are in need of information about maintaining independence, long-term care options, disabilities services, mental health care, Social Security and Medicare benefit programs, and much more. This includes people who meet one or more of the following criteria:

- Are over age 60
- Have a developmental disability
- Have a physical disability
- Have mental health issues
- Have substance abuse issues
- Are young adults with a disability who are transitioning to adulthood
- Are families, caregivers, or advocates for any of these individuals

At the Aging & Disability Resource Center, a team of professionals is available to assist you. They include Information and Assistance Specialists, Elderly Benefit Specialists, and Disability Benefit Specialists who are specially trained to help:

- Assess your personal situation
- Maintain your independence
- Answer questions about Medicare and Social Security benefits
- Sort out other health-related benefit questions
- Understand the long-term care system and services that are available

Providing assistance and counseling at no cost, the ADRC is also the access point for a variety of support services, including:

- Congregate meal sites and meal delivery
- Access to senior transport services
- Peer companionship programs
- Telephone reassurance

The goal is to help individuals preserve your personal resources, maintain your independence, and avoid the need for long-term care services for as long as possible.

USDA Rural Housing Repair and Rehabilitation - Section 504 Grants

Similar to the Elder Services Major Home Repair program, which is funded by 100% Tribal Contribution (TC), the USDA offers Section 504 Rural Housing Repair and Rehabilitation Grants for elderly households. The Section 504 grant program makes home repair and improvement grants available to rural elderly homeowners that have very low incomes. Repairs and improvements must remove health and safety hazards or provide disabled access. Grants may not exceed a lifetime amount of \$7,500. Homeowners apply for program funds through local USDA offices, where staff determine eligibility and repayment ability. If USDA determines that an applicant cannot repay a loan, then grant funds may be awarded. Applicants must generally obtain at least three bids from contractors for the work that needs to be done. USDA pays for repairs only after they are completed and have been inspected. USDA may also make site visits before and after repairs are completed.

HUD Program for very low or low incomes individuals to build, repair, renovate, or relocate a home or purchase and prepare sites. Section 502 Direct Loans

This loan is to help households that have very low or low incomes purchase homes in rural areas. Applicants may obtain 100-percent financing directly from USDA to build, repair, renovate, or relocate a home or purchase and prepare sites, including providing water and sewage facilities. Section 502 direct loans have terms of up to 33 years (38 for those with incomes below 60 percent of area median income and who cannot afford a 33-year term). The interest rate and amount of subsidy are determined by family income as percentage of area median income, so that a family pays from 22 to 26

percent of their income for principal, interest, taxes, and insurance up to an amount not exceeding the promissory note rate.

Income Guidelines

Housing and Urban Development (HUD)

HUD offers programs that are very similar to the Elder Home Repair program and the program uses a means testing to target families with incomes that are: extremely low, very low, and low. The following table displays the household size and the area guidelines for income.

Green Bay, WI MSA FY 2015	1 PERSON	2 PERSON	3 PERSON	4 PERSON	5 PERSON	6 PERSON	7 PERSON	8 PERSON
EXTR LOW INCOME	\$ 14,400	\$ 16,450	\$ 20,090	\$ 24,250	\$ 28,410	\$ 32,570	\$ 36,730	\$ 40,890
VERY LOW INCOME	\$ 24,000	\$ 27,400	\$ 30,850	\$ 34,250	\$ 37,000	\$ 39,750	\$ 42,500	\$ 45,250
LOW- INCOME	\$ 38,400	\$ 43,850	\$ 39,350	\$ 54,800	\$ 59,200	\$ 63,600	\$ 68,000	\$ 72,350

Elder Services

The State of Wisconsin Department of Health Services recommends to all County and Tribal Aging Units that the poverty guidelines listed below be used for reporting purposes for the Older Americans Act State Aging Programs. The Department of Health Services revises the poverty guidelines each year.

2015 Poverty Guidelines

Persons in Family or Household	48 contiguous States and DC
1	\$ 11,770
2	\$ 15,930
3	\$ 20,090
4	\$ 24,250
5	\$ 28,410
6	\$ 32,570
7	\$ 36,730
8	\$ 40,890

For each additional person add \$4,160

Economic Support

Economic Support administers multiple programs with multiple guidelines. Below are a listing of the programs and their requirements. This is also a list of additional programs available to any Tribal Member that meets the requirements. Income eligibility is based on the percentage of the Federal Poverty Guidelines.

- 185% N.E.W – Native Employment Works
- 100% CSSF – Community Support Services Fund
- 175% CSBG – Community Services Block Grant
- 200% TANF – Temporary Aid for Needy Families

- 150% OFC - Oneida Food Card Program

2015 Federal Poverty Level Monthly Guidelines								
Family Size	PERCENT OF POVERTY GUIDELINE							
	100%	120%	133%	135%	150%	175%	185%	200%
1	\$ 981	\$ 1,177	\$ 1,305	\$ 1,324	\$ 1,471	\$ 1,716	\$ 1,815	\$ 1,962
2	\$ 1,328	\$ 1,593	\$ 1,766	\$ 1,792	\$ 1,991	\$ 2,323	\$ 2,456	\$ 2,655
3	\$ 1,674	\$ 2,009	\$ 2,227	\$ 2,260	\$ 2,511	\$ 2,930	\$ 3,097	\$ 3,348
4	\$ 2,021	\$ 2,425	\$ 2,688	\$ 2,728	\$ 3,031	\$ 3,536	\$ 3,739	\$ 4,042
5	\$ 2,368	\$ 2,841	\$ 3,149	\$ 3,196	\$ 3,551	\$ 4,143	\$ 4,380	\$ 4,735
6	\$ 2,714	\$ 3,257	\$ 3,610	\$ 3,664	\$ 4,071	\$ 4,750	\$ 5,021	\$ 5,428
7	\$ 3,061	\$ 3,673	\$ 4,071	\$ 4,132	\$ 4,591	\$ 5,356	\$ 5,663	\$ 6,122
8	\$ 3,408	\$ 4,089	\$ 4,532	\$ 4,600	\$ 5,111	\$ 5,963	\$ 6,304	\$ 6,185
9	\$ 3,754	\$ 4,505	\$ 4,993	\$ 5,068	\$ 5,631	\$ 6,570	\$ 6,945	\$ 7,508
10	\$ 4,101	\$ 4,921	\$ 5,454	\$ 5,536	\$ 6,151	\$ 7,176	\$ 7,587	\$ 8,202

II. Executive Summary of Findings

A. Means testing & “able-bodied” household members

In 2015, Elder Services received approximately \$ \$234,900 in funding that would fall under the guidelines of the Older Americans Act (OAA). Under OAA, services for any programs funded under this act cannot be denied based upon means testing. Implementing means testing would be deemed as non-compliant and potentially lead to a loss of all future funding for these programs.

The consequences for non-compliance with granting agencies can be significant to the Tribe overall. Of the \$53,110,130 of the grant funds anticipated in 2016, approximately \$30,781,434 is federally funded. It is unknown if additional funds may be impacted.

It is unclear what criteria would be used to approve or deny a requested service based on the other members of the household. Elder Services offers a large variety of programs and services, including home repairs. It is unknown how the program would make the determination if a household member had the skills and physical ability to complete the work requested through the program.

B. Services available upon demand;

Emergency Response System (ERS) -lifeline – There are currently 82 individuals who utilize the emergency response system through Elder Services. The cost is approximately \$29 per system or an average expense of \$2,378 per month. The following table represents the potential impact if all those eligible under the conditions of this petition utilized the service.

Number of members	Cost per unit	Cost per month	Annual cost	Total cost over 10 years
1072	\$29.00	\$ 31,088	\$ 373,056	\$ 3,730,560
*Not adjusted for projected population growth				

Benefits Specialist Assistance is already available to anyone over the age of 55.

Elder Abuse Services are already available to anyone over the age of 55.

C. **Roof Repair or Replacement** - It is unclear if “roof repair or replacement” is meant to apply specifically to the Elder Repairs line item. The elder repair budget was funded with \$45,000 of Tribal Contribution in 2015. In 2016, this line item has been eliminated and \$25,000 that has been moved to Supportive Service line of the Senior Center budget. The intent is that these funds will only be used for furnace repair, roof replacement and minor home repair. Because the budget for the Senior Center does not contain any grant funding for the services provided, it is possible that means testing could be utilized.

D. **Hiring a Generalist** – Finance was unable to locate a job description or salary information for a “generalist” in this field. It is the responsibility of management to work to ensure that services are uninterrupted in the event of an employee absence and every position at Elder Services has a designated back up.

E. **Income Guidelines** – While different programs have a variety of requirements, in general, the Federal Poverty Level is utilized.

III. Financial Impact

- A. Implementing means testing would place Oneida out of compliance with OAA Federal grant requirements and may impact any future OAA funds. Currently, approximately \$ \$234,900 of Elder Services total budget comes through Title III & Title IV, which are programs funded through the Older Americans Act. It is unknown if the \$30,781,434 of Federal grants received by the Tribe would be impacted.
- B. Providing ERS to every eligible member could potentially have an annual cost of \$373,056 and a long range cost over 10 years of \$ 3,730,560. This figure has not been adjusted for the population growth of the upcoming Baby Boomers.
- C. There is no fiscal impact to means testing services for home repair that utilize Tribal Contribution.
- D. Finance was unable to locate a job description for a “Generalist” position; therefore, the specific salary information is unknown. An estimated salary range would be \$32 - \$40,000.
- E. Utilizing a Tribally defined income guideline for services utilizing Tribal Contribution has no financial impact.

IV. Recommendation

The Finance Department does not make a recommendation in regards to course of action in this matter. Rather, it is the purpose of this report to disclose potential financial impact of an action, so that General Tribal Council has sufficient information to render a decision.

Oneida Business Committee Agenda Request

1. Meeting Date Requested: 11 / 25 / 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:

30-60 day deferral

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:

Rae Skenandore, Finance

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:

On the Genskow 6 Petition, Resolutions 1-3 are complete and submitted. Research is ongoing and Requests for information are still awaiting responses on Resolutions 4-6; Record Subcommittee Meetings, GSD Chain of Command and Unclaimed Per Capita.

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

2015-2016 GTC Meeting Prep – Backwards Schedule

GTC Meeting Date	Description	10 Day Notice Date (includes weekends)	5 business days for Post Office – Mail Date	Material to Printing and Mail Center (10 business days)	Approve at BC Agenda
Monday, January 4 6pm	Annual	Friday, December 23, 2015	Wednesday, December 16, 2015	Tuesday, December 1, 2015	Wednesday, November 25, 2015
Saturday, March 19 10am	Special	Wednesday, March 9, 2016	Tuesday, March 1, 2016	Monday, February 15, 2016	Wednesday, February 10, 2016
Monday, July 4 10am	Semi Annual	Friday, June 24, 2016	Thursday, June 16, 2016	Wednesday, June 1, 2016	Wednesday, May 25, 2016
Saturday, September 24 10am	Budget	Wednesday, September 14, 2016	Tuesday, September 6, 2016	Monday, August 22, 2016	Wednesday, August 10, 2016
Saturday, November 19 10am	Special	Wednesday, November 9, 2016	Tuesday, November 1, 2016	Monday, October 17, 2016	Wednesday, October 12, 2016

Oneida Business Committee Agenda Request

1. Meeting Date Requested: 11 / 25 / 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:

1. Accept the legal opinion dated September 8, 2015.
2. Request, from the Law and Finance Offices, an update on the anticipated completion date of the analyses.

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.

Memo

To: Oneida Business Committee

From: Lisa Summers, Tribal Secretary 

Date: November 19, 2015

Re: Petitioner Frank Cornelius: Special GTC meeting to address four resolutions

1. Investigation into Oneida Seven Generations Corporation
2. Enforcing Salaries for Oneida Seven Generations Corporation
3. Freedom of Speech, Press and Assembly
4. Imposing a Tax on the Business Committee

The purpose of this memorandum is to provide you the status of the analyses for the above referenced petition.

Background

The above referenced petition was submitted to the Tribal Secretary's Office on April 28, 2015, and verified by the Enrollment Department. The petition was submitted to the Oneida Business Committee (OBC) agenda and accepted at the May 13, 2015, meeting.

Status

<i>Analysis</i>	<i>Original Due Date</i>	<i>Extension # and New Due Date</i>	<i>Date Accepted by the OBC</i>
Legislative	Sept. 9, 2015	n/a	Resolutions 1-3 – Aug. 26, 2015
Legal	Sept. 9, 2015	1. Nov. 25, 2015	
Financial	Sept. 9, 2015	1. Nov. 25, 2015	

A legal opinion was requested at the special OBC meeting of August 17, 2015, regarding what occurs when a petition is submitted which does not have all the appropriate documentation. This legal opinion, previously submitted, is attached for formal action.

The legal and financial analyses have not been submitted for acceptance.

Requested OBC Action

1. Accept the legal opinion dated September 8, 2015.
2. Request, from the Law and Finance Offices, an update on the anticipated completion date of the analyses.

JO ANNE HOUSE, PHD
CHIEF COUNSEL
JAMES R. BITTORF
DEPUTY CHIEF COUNSEL
REBECCA M. WEBSTER, PHD
SENIOR STAFF ATTORNEY

ONEIDA LAW OFFICE

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ONEIDA, WISCONSIN 54155

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FAX (920) 869-4065

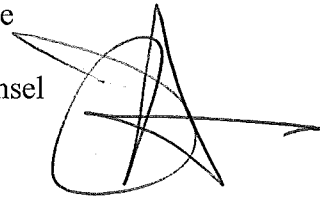
MEMORANDUM

TO: Oneida Business Committee

FROM: Jo Anne House, Chief Counsel

DATE: September 8, 2015

SUBJECT: Opinion – Missing Pages in Petition – Cornelius Petition



You have asked for a legal opinion regarding the validity of materials submitted after a petition is submitted. Specifically, you have asked about this in regards to four resolutions submitted after the petition by Frank Cornelius was submitted. I have reviewed prior legal opinions and actions regarding this issue by the Oneida Business Committee and the General Tribal Council in order to draft this opinion. This matter comes up infrequently and generally arises in regards to papers handed out at a General Tribal Council meeting.

Papers Handed Out at General Tribal Council Meetings

In a March 9, 1995 opinion, *Proposed OGTC Resolutions of Madelyn Genskow*, Chief Counsel identified that papers handed out at a General Tribal Council meeting were not properly presented under the Ten Day Notice Policy and could not be acted upon by the General Tribal Council. Although the facts in this case are rather complicated, this opinion looked at whether revised and substitute resolutions handed out during a meeting or between meetings could be properly brought before the General Tribal Council. The revised and substitute resolutions were in regards to a series of petitions that had been submitted and the analysis had been already been received by the membership.

Substitute Resolution – Petition

In a July 25, 2007 opinion, *Powless Petition – Additional Material*, Chief Counsel identified that a substitute resolution which went beyond the scope of the resolution submitted with a petition as not appropriate to be included in the mailing for the meeting materials.¹ This opinion identified that it is presumed that the author of the petition showed the entire set of documents to every signatory on the petition who in turn signed the petition because they felt those documents should be presented in a General Tribal Council meeting for discussion.

Analysis

This office has consistently viewed a petition as a distinct set of documents. Each document has been presented to every person who has signed the petition for review. Based on the review of

¹ The substitute resolution changed the request for a meeting to consider directing a per capita to be developed to a request for a meeting to adopt a per capita.

the petition and attached documents, the individual signing the petition believes the matter should be presented to the General Tribal Council for discussion and action. It has been consistently identified that the author of the petition is responsible for presenting the petition, that those individuals signing the petition are simply supporting the issue being brought forward. Finally, consistent with past practice, a petition is submitted for a legislative, financial and legal review.²

A review of the audio recording of the June 24, 2015, Oneida Business Committee meeting was conducted. At that meeting, Mr. Cornelius identified that he did not have resolutions submitted with his April 28, 2015 petition, that those referenced resolutions were recommendations. *See June 24, 2015, Oneida Business Committee meeting, audio file at 00:51:00 to 01:13:08.* Mr. Cornelius had also indicated he did not wish to present the resolutions; his only goal was to give a report to the General Tribal Council. Although, Mr. Cornelius did identify that he would “make up” the resolutions if the Oneida Business Committee determines they are required. The resolutions were eventually submitted at a later date.

Mr. Cornelius also suggested that he had included the same resolutions with a previous petition. A review by Records Management identifies the following prior petitions and/or actions submitted by Frank Cornelius.

- *May 1, 2014* – Materials at a Special Oneida Business Committee meeting identifying four resolutions. None were submitted or identified in the record.
- *September 16, 2013* – Petition to call a General Tribal Council meeting in 20 days regarding dissolution of Oneida Seven Generations Corporation.
- *July 9, 2013* – Petition to dissolve Oneida Seven Generations Corporation.

Records Management has reviewed the Oneida Business Committee meeting records and records regarding General Tribal Council petitions. No resolutions are in those files.

Based on the comments from Mr. Cornelius, it is believed that no resolutions existed at the time the petition was circulated for signatures. At best, it is believed that the resolutions were not included with the petition when the petition was circulated for signatures.

Conclusion

It is the opinion of this office that the resolutions are not a part of the petition. Consistent with past practice, the petitioner cannot submit additional materials for consideration after the petition is filed which are beyond the scope of the petition submitted to those signing the document. Given the ease with which signatures can be obtained on a petition and the minimum burden of obtaining only 50 signatures, this restriction is not particularly onerous.

If you have further questions, please contact me.

² This last review, a legal review, has been directed by the General Tribal Council to be presented. See action by Madelyn Genskow directing that a Chief Counsel opinion be included in regards to actions presented to the General Tribal Council.

Oneida Business Committee Agenda Request

1. Meeting Date Requested: 11 / 25 / 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:

1. Determine appropriate next steps with regard to the legal analysis for resolution 3, regarding the Open Records and Open Meetings Law.

2. Determine appropriate due date for the financial analyses.

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 TRIBE OF INDIANS OF WISCONSIN
Office of the Tribal Secretary

Location:

N7210 Seminary Road
 Oneida, WI 54155

Phone: (920)869-2214

**Mailing Address:**

P.O. Box 365
 Oneida, WI 54155-0365

Fax: (920)869-4040

Memo

To: Oneida Business Committee

From: Lisa Summers, Tribal Secretary

Date: November 19, 2015

Re: Petitioner Madelyn Genskow: Request Special GTC meeting to address 3 resolutions

- 1) Oneida Business Committee Accountability
- 2) Repeal Judiciary Law
- 3) Open Records and Open Meetings Law

The purpose of this memorandum is to notify of the status of the legal analysis for resolution 3, regarding the Open Records and Open Meetings Law, and to request the Oneida Business Committee (OBC) provide a due date for the financial analyses.

Background

The above referenced petition was submitted to the Tribal Secretary's Office on March 30, 2015, and verified by the Enrollment Department. The petition was submitted to the OBC agenda and accepted at the April 8, 2015, meeting.

Status

<i>Analysis</i>	<i>Original Due Date</i>	<i>Extension # and New Due Date</i>	<i>Date Accepted by the OBC</i>
Legislative	June 24, 2015	n/a	Resolutions 1-3 – June 24, 2015
Legal	June 24, 2015	1. Sept. 9, 2015 2. Nov. 25, 2015	Resolution 1 – October 14, 2015 Resolution 2 – October 28, 2015
Financial	June 24, 2015	1. Sept. 9, 2015	

The Law Office has indicated that the legal analysis for resolution 3, regarding the Open Records and Open Meetings Law, is expected to be completed by OBC meeting on November 25, 2015. If completed, the legal analysis will be provided as a handout.

Please note, although a 60-day extension was provided for the legal analyses on September 9, 2015, the OBC *did not* take action to provide a specific due date for the financial analyses. Attached is a “Business Committee Agenda Request” from Finance requesting a 30-60 day deferral.

Requested OBC Action

1. ~~-Determine appropriate next steps with regard to the legal analysis for resolution 3, regarding the Open Records and Open Meetings Law.~~ **Accept legal analysis for resolution 3, regarding the Open Records and Open Meetings Law.**
2. Determine appropriate due date for the financial analyses.

cc: GTC Petitions 2015

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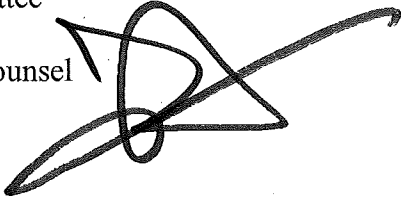
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MEMORANDUM

TO: Oneida Business Committee

FROM: Jo Anne House, Chief Counsel 

DATE: November 20, 2015

SUBJECT: Petition – Genskow – Open Records and Open Meetings Law

You have requested a legal review regarding a petition submitted by Madelyn Genskow. The petition contains three resolutions. The legal opinion will review only the resolution identified above. The Enrollment Department has verified a sufficient number of signatures on the petition.

The resolution contains seven Whereas sections.

- "...on March 25th, 2014 Oneida tribal member Yvonne Metivier requested from the Oneida Records Dept. Research for minutes and audio for General Tribal Council meetings where by a motion was made to create the position of Ombudsman[.]”
- "...Yvonne Metivier also on March 25th, 2015 requested, was there and General Tribal Council action to create the position of Internal Services Position?”
- "...the request was denied by the Director of the Oneida Tribal records Department who cited the Open Records and Open Meetings law 7.7.7[.]”
- "...in the past requests have been made for research of minutes and audio of GTC meetings by tribal member Madelyn Genskow regarding GTC minutes and audio and Business Committee minutes, and requests were honored prior to March 25th, 2015[.]”
- "...the members of the General Tribal Council need access to tribal records in order to hold the Business Committee and Management accountable to the General Tribal Council[.]”
- "...when Madelyn Genskow requested information regarding the General Manager boxes and their content and who was in possession of those record boxes, she was told the Internal Services Director could have access to those boxes but tribal members could not[.]”
- "...the types of issues the Position of Ombudsman deals with has been radically changed since it was started by the GTC to address concerns at the Health Center[.]”

Whereas sections are intended to provide legislative history and background regarding why the resolution is brought forward. Whereas sections are not enforceable.

The resolution contains one Resolve section.

- “the GTC orders that the GTC must approve the Open Records and Open Meetings Law in its entirety.”

To draft this opinion, I have reviewed prior actions of the General Tribal Council, Tribal law, policies and procedures, and various other resources. This opinion is broken into sections to address the issues raised in the resolution – Open Records and Open Meetings law, records requests, General Manager’s records, Ombudsman, and Internal Services Division Director.

Open Records and Open Meetings Law

The Open Records and Open Meetings law was adopted in January 2005 by the Oneida Business Committee in accordance with the authority delegated in the Administrative Procedures Act. The law is intended, "...to advance the democratic principle of open government by providing access to information regarding the affairs of government[.]" *Section 7.1-1*. In order to advance this policy, "...this law shall be construed with a presumption of public access...consistent with the conduct of governmental business. The denial of public access is generally contrary to the public interest, and only under certain exceptions may access be denied[.]" *Section 7.1-2*.

As identified in other opinions and reviews of the Open Records and Open Meetings law, there are exceptions to public access, or open records. Generally, section 7.4-1 defines records warranting an exception to public access, "...where the public's right to a document is outweighed by the public interest in keeping such documents confidential." Those exceptions are specifically listed in section 7.4, *Limitation Upon Access and Exceptions*. Unless an exception to a public record is specifically listed in this section, the presumption is that the record is a public document.

- Documents submitted or created prior to award of a bid or contract.
- Contracts prohibiting disclosure.
- Documents which if released would result in an invasion of privacy.
- Law enforcement documents.
- Documents which identify trade secrets or financial information of third parties.
- Drafts of documents.
- Documents containing medical information.
- Documents protected by attorney-client privilege.
- Documents from an investigation which contain personal information.
- Documents from the Child Protective Board.
- Documents which contain information which would result in danger to an individual.
- Documents protected by other law.¹
- Audit related documents.²
- Personnel related documents.³
- Documents related to a gaming license background check.⁴
- Documents related to student records.

The Open Records and Open Meetings law identifies that records requests should be made to the owner of the record. Where the owner of the record is no longer available, such as a prior member of the Oneida Business Committee or an individual no longer employed by the Tribe, the responsible party is the Tribal Secretary. The owner of a record has a reasonable time in which to respond to a request for records. If the request is denied, the requesting party can appeal that to the Area Manager, or if no Area Manager to the Tribal Secretary. If the records are the

¹ For example: Resolution # BC-8-14-91-A and the rules of order prohibit discussing individuals in open session; General Tribal Council has identified that the financial records of the Tribe shall be held in confidence; and the Membership Ordinance regarding enrollment records.

² However, final audit reports, subject to redaction, are available for viewing by Tribal members.

³ Under the Oneida Personnel Policies and Procedures, personnel records and information is considered confidential.

⁴ See Oneida Nation Gaming Ordinance; Tribe-State Gaming Compact regarding vendor licensing; and contracts for the purposes of obtaining background information, especially those concerning financial records.

responsibility of the Tribal Secretary, the appeal can be made directly to the Judiciary. Any appeal of a denial must be made within five business days. Finally, if the denial is upheld, an appeal may be made to the Judiciary. The Open Records and Open Meetings law places the burden on the owner of the record to prove why the denial of the request is within the scope of the law and the exceptions granted.

Records Requests

Records requests can be made to any department or program throughout the organization which maintains documents. A review of requests of this size is beyond the scope of this opinion. To obtain a picture of records requests the Records Management Office was contacted to identify information. The Records Management Office holds “inactive” records on behalf of the organization. *Section 7.9*. Inactive records include those required to be maintained by law such as accounting and financial records, prior elected officials, and prior employees. Most records, under the Open Records and Open Meetings law, have a hold period of seven years prior to destruction. *Section 7.9-4*.

The information provided involved a time period between February 19, 2015, and September 22, 2015. I have also requested copies of records requests and the responses to those requests. A selection of this latter group of records was submitted. During this time period, there were 40 requests made for records to the Records Management Office by 10 different individuals. Most requests were made for audio recordings with the second category being minutes. Of those requests, 19 were made by Madelyn Genskow, six were made by Leah Dodge, four were made by Mike Debraska, and six other individuals made between one and three requests each.

The report identifies that of the 40 requests, five requests were approved in part and denied in part, one request was denied in full. Two examples of the partial approval/denial are as follows.

- **March 25, 2015 Request**
 - Audio and minutes for a specific General Tribal Council meeting in 2008.
 - Approved
 - Audio and minutes for a specific General Tribal Council meeting in 2011.
 - Approved
 - General request for Ombudsman information from a General Tribal Council meeting.
 - Denied – the request was insufficiently specific to allow for the records to be pulled.
 - General request for information related to the “Internal Services position.”
 - Denied – the request was insufficiently specific to allow for the records to be pulled.
- **April 22, 2015 Request**
 - General request for information related to the Internal Services Division Director position approval by the Oneida Business Committee.
 - Denied – the request was insufficiently specific to allow for the record to be pulled and the meeting minutes of the Oneida Business Committee are already publicly available through the Tribe’s website.
 - Request a specific General Tribal Council meeting in 2005.
 - Approved
 - General request regarding job descriptions and the Quality of Life Subcommittee.

- Denied – the request was insufficiently specific to allow for the record to be pulled.

The Open Records and Open Meetings law identifies how long records are to be kept and how the records can be accessed. As part of the implementation of the law and technology advances, the Tribe is moving toward electronic records storage and delivery. This changes how records can be made available and accessed.

The Records Management Office is actively involved in the transition from paper records to electronic storage. This involves scanning, reviewing and tagging records with key words. Once this is done, the record is loaded into the OnBase program which allows for storage and retrieval. In addition, with the key word access and the ability to search documents, OnBase also allows easier research of those records. However, the research process still contains a significant amount of paper document searching and reliance on memory to narrow down the search parameters.

In addition to digitization of records, the Tribal Secretary's Office and the Intergovernmental Affairs and Communications department are actively working towards on-line access of records. This on-line access includes public access records such as the laws of the Tribe, resolutions of the Oneida Business Committee and information regarding tribal operations. In addition, the on-line access contains information available only to Tribal members such as General Tribal Council meeting minutes and packets. As records are placed on-line, they become available for members to retrieve without making a records request. For those records, the Records Management Office identifies where they are located on the website and directs the requesting party to search the on-line information. This self-access and research makes records available to members and requestors 24 hours a day, seven days a week. These records are no longer subject to a records request under the Open Records and Open Meetings law.

The Records Management Office has also moved away from fulfilling general research requests. Those requests are not within the Open Records and Open Meetings law parameters which outline the primary responsibilities of the office, and generally are time consuming activities which have been conducted on a time-available basis. The office is working towards making records more available in general and easier to research through an on-line database.

General Manager's Records

There are a number of boxes of records by previous General Managers of the Tribe. These boxes are maintained under the current retention schedules and are sorted, digitized, and destroyed as time allows within the Records Management Office. However, the particular boxes identified in the proposed resolution involve four boxes of records requested in 2013 and six boxes of records requested in 2014 spanning two different General Managers out of more than 100 boxes from previous General Managers. The boxes forwarded to the Internal Services Division Director contained departmental reports, business plans, and notes from various meetings attended. In a brief discussion with the Internal Services Director, it appears that the boxes may have been

forwarded for a review of the business plans contained in those records.⁵ All of the boxes were released and were not returned. The documents were subject to consolidation and re-use or destruction as duplicative or out of date.

A report on a telephone request made by Madelyn Genskow regarding the “King Dome” was included as a part of the reports delivered by the Records Management Office. This telephone request was made in early February 2015. The Records Management Office report identified six hours was spent reviewing the “General Managers” boxes for references to the request and no such records were identified.

The proposed resolution alleges that the petitioner was “told that the Internal Services Director could have access to those boxes but tribal members could not[.]” In general, not every record of the Tribe is available for viewing under the Open Records and Open Meetings Law. Further, the law requires that the request be sufficiently specific so as to identify a record and not be a general fishing expedition. Although there was no written request made, the report identifies that a search for the general record requested was made and that no such record existed. As a result, it would be a true statement, individuals (whether members, employees, or otherwise) would not have access to the boxes to browse through the documents. Although the contents of boxes sent to the Records Management Office must be clearly described, there are often confidential records included in those materials – such as financial records related to business opportunities, personnel records, and personal notes not subject to release – which is the case with some of the identified boxes.

Ombudsman

The position of Ombudsman was created by motion of the General Tribal Council at the conclusion of a meeting held on July 11, 2005.

“Motion...that a ombudsman position be established that would listen to the concerns of the employees of the health center and tribal community members, and that these concerns are brought to the assistant general manager, and the issues and how their resolved be published in the Kaliwhisaks on a regular basis[.]” *General Tribal Council Minutes, July 11, 2005, pg. 16.*

The July 11, 2005, General Tribal Council meeting was a special meeting called to address a petition regarding the Oneida Health Center. At the time, a significant turnover in doctors was occurring at the health center and there appeared to be a high level of dissatisfaction with administrative decisions. A review of discussion, mailed packet, handouts and presentations during this meeting does not identify any discussion regarding an ombudsman position or scope other than the motion having been made and adopted.

A job description was developed and an individual hired to fill the position. The position has been filled and vacated by employee(s) between its creation in 2005 and today, until being filled by the current employee. The job description approved in 2005 is substantially similar to the job

⁵ Since there are a significant number of “General Manager” boxes in the Records Management Office inactive files, and ten specific boxes were requested out of all the boxes present, it appears that this was not a general request for boxes, but a specific request for boxes containing a specific type of record. As identified above, the common record appears to be “business plans.” However, there are also a great number of entries regarding departmental reports that also report to the Internal Services Division Director which may have been the focus of the request.

description in place today which was posted on January 6, 2011. The primary difference appears to be transferring supervision from the Chief of Staff to the General Manager and more clearly identifying the duties and responsibilities. The job description remains focused on providing services to the Comprehensive Health Division.

National Ombudsman. At the October 9, 2013, Oneida Business Committee meeting a discussion took place during the presentation of the Ombudsman quarterly report. The report discussed a dispute resolution process for the Tribal organization. The national concept arose out of a discussion from membership in a national networking association. The follow-up discussion after the report was accepted was regarding a national or municipal Ombudsman office. The motion from that meeting was as follows.

“Motion...to ask Diane McLester-Heim to bring back a recommendation in 90 days to the Business Committee on how to expand the Ombudsman role to a National one for the Tribe[.]”

On January 22, 2014, the Oneida Business Committee referred this issue of a National Ombudsman to the Quality of Life Committee. That committee met on several occasions to discuss this question. On June 10, 2014, the Quality of Life Committee adopted the following motion.

“Motion...to accept the report and recommendation to work with HRD to change the job description for the Ombudsman to reflect the responsibilities of a National Ombudsman and to forward a recommendation to the OBC recommending this change be included within the FY2015 budget if necessary[.]”

At the June 25, 2014, Oneida Business Committee meeting the following motion was adopted. “Motion...to approve the recommendation from the Quality of Life Committee to revise the Ombudsman job description to become a National Ombudsman and to include adjustments if needed within the FY2015 budgeting process[.]”

The current Oneida Business Committee has determined that it will not implement this change from an Ombudsman focused on the health care area to a more organization-wide responsibility.

A review of the quarterly reports for 2015 identify that the office receives the majority of interaction from the health care area, however there are contacts from or about departments across the organization. These reports identify “contacts” made to the Ombudsman by Tribal members. There is no indication that an employee has not, or cannot, sufficiently address health care issues brought to the Ombudsman. These matters are in addition to the health care matters being addressed. It appears that these contacts, other than health care contacts, have been occurring since at least 2012 based on the initial quarterly report submitted on January 11, 2012.

Internal Services Division Director

The organization of the Tribe has been modified many times.⁶ In some circumstances that has occurred as a result of direction by the General Tribal Council. A primary example of that is

⁶ This includes organizational structures before and after adoption of the Constitution. A thorough history of the Tribe’s employment and organizational structure can be found on the Tribe’s website at <http://www.oneidanation.org/HumanResources/page.aspx?id=20080>, accessed on November 19, 2015.

resolution # GTC-2-25-82 directing the creation of a General Manager position to manage employment.

The organization of programs under the General Manager has changed several times since 1982 actions. The current structure of the Tribe was developed and implemented in 1994. The structure is based on logical groups of related activities. However, regardless of how the activities (programs, services, and business) of the Tribe are organized, some are unique such that they support the entire organization. This resulted in the development of the Internal Services Department. The department is made up of Grants, Kaliwhisaks, Management Information Systems, Print Shop and Mail Center, Tsyunhehkwa (the educational farm), Tourism, and Legal Resources.

The structure was consistent with the 1982 action of the General Tribal Council to have the organization of the Tribe managed through a General Manager. There was no General Tribal Council action which created or approved the 1994 reorganization of the Tribe or the changes that have occurred since that date.

In 2000, the General Tribal Council reviewed a petition presented regarding the organizational structure, including at least two options presented by the Oneida Business Committee. After a series of meetings the General Tribal Council adopted “Plan B.” During that meeting the Chairman identified that the motion was out of order because “Plan B” was not presented and the information was not delivered to the membership in accordance with the Ten Day Notice Policy. However, the motion was eventually acted upon and approved by a majority vote. Following this meeting, the Oneida Business Committee adopted resolution # BC-08-02-00-B which declared that the action of the General Tribal Council was in violation of the rules and processes of that body and could not be carried out by the Oneida Business Committee without violating their oath of office and responsibilities. In 2011, the Oneida Business Committee adopted resolution # BC-09-28-11-D which rescinded the prior resolution and began implementing the 2000 directive of the General Tribal Council regarding “Plan B.”

However, the Oneida Business Committee stated that after the passage of 11 years, “Plan B” was no longer effective and given the changes in the organization could not be implemented. The Oneida Business Committee reported to the General Tribal Council on at least three occasions their efforts to finalize a reorganization of the Tribal operations which was not completed during that term of office. The current Oneida Business Committee has committed to reviewing and completing a reorganization of the Tribal operations to present to the General Tribal Council and has assigned personnel to complete this project.

Analysis

The proposed resolution requests the General Tribal Council to consider directing the Open Records and Open Meetings law to be approved by the General Tribal Council. In support of this request, the resolution presents seven Whereas sections.

As identified above, some of those Whereas sections are correct, however they do not support the request regarding the Open Records and Open Meetings law. For example, yes, the Records

Management Office denied research requests presented by Yvonne Metivier for lacking specificity on which records were being requested. However, where information was given such that specific records could be identified, the requests have been fulfilled. In light of the number of requests for research and not specific documents and the increasing availability of records online and at the Oneida Community Library, the Records Management Office is no longer providing research services. Further, the office has not had a responsibility to conduct research services, but to manage the records of the Tribe and has begun focusing on that responsibility with its limited staffing.

It is also true in some respects that a request for “General Manager boxes” was denied. As identified above, the documents requested from those boxes did not exist. Further, a general request to review documents is insufficient to make documents available. Finally, the response on file indicated that some of the “General Manager boxes” had been transferred to the Internal Services Division Director to review. As identified above, that request was regarding economic development projects. The response to the requestor did not identify that “she was told that Internal Services Director could have access to those boxes but tribal members could not[.]” It appears that she was told the boxes had been transferred, that the Records Management Office would not be receiving the boxes back, and that there were no records of the type she had requested in the content lists for those boxes.

Finally, the Whereas sections in the proposed resolution identifies that the Ombudsman position “has been radically changed[.]” Based on the research, it appears that in late 2013 and early 2014, the Oneida Business Committee began exploring expansion of the Ombudsman position to provide services across the entire Tribal organization. The current Oneida Business Committee has not approved such expansion of duties. However, as identified by the motion creating the Ombudsman position, that position does “listen to the concerns of...tribal community members.” It appears that members have brought concerns to the Ombudsman position and since the quarterly reporting to the Oneida Business Committee has occurred, the Ombudsman has routinely reported contacts with members who brought issues forward outside of the Health Center area.

The Open Records and Open Meetings law was adopted in 2005 and has been substantially similar since that date. The amendments in 2014 were made to remove “Oneida Appeals Commission” and replace that with “the Judiciary.” No other amendments were made at that time. All amendments to the law were subject to either Public Comment periods under the Administrative Procedures Act, and any new amendments will be subject to Public Meetings under the Legislative Procedures Act.

The Resolve section asks that the Open Records and Open Meetings law be adopted by the General Tribal Council. There are no pending amendments to the law, and the law has already been properly processed and adopted through the authority set forth in the Administrative Procedures Act and, as applicable, the Legislative Procedures Act. No further approvals are necessary.

However, it is consistent with past practices of the General Tribal Council, to ratify actions properly taken by the Oneida Business Committee. For example, the Administrative Procedures

Act was one such law that was originally adopted by the Oneida Business Committee and then ratified by the General Tribal Council.

Conclusion

There are no prohibitions regarding the General Tribal Council ratifying the adoption of the Open Records and Open Meetings law which has been adopted in conformance and under authority delegated in the Administrative Procedures Act and under the Legislative Procedures Act. It is recommended that the resolution be changed to reflect such ratification and restricting future action to be taken only by the General Tribal Council.

Now Therefore Be It Resolved that the General Tribal Council does ratify the adoption of the Open Records and Open Meetings law and restricts amendment to this law by the General Tribal Council only.

If amended, the resolution would require only a simple majority vote as it does not change or amend any prior action of the General Tribal Council.

As presented, the intent of the resolution is not clear. Some of the interpretations, such as the law is invalid until such approval, would be in violation of existing actions and delegated authority by the General Tribal Council. As a result, the proposed language must be interpreted to be forward acting, I.e., that any changes to the law must be approved by the General Tribal Council. If this is the intent, it would be a simple majority vote to adopt.

The Whereas sections of this resolution contain some errors which should be addressed prior to adoption. Specifically, Whereas sections 6 and 7 should be deleted as they contain erroneous information. In addition, Whereas sections 1-3 should be amended to reflect that a “research” request was made, not a request for specific records.

If you have further questions, please contact me.

Oneida Business Committee Agenda Request

1. Meeting Date Requested: 11 / 25 / 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:

30-60 day deferral

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:

Rae Skenandore, Finance

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:

As petitions are taken in the order of submission and Finance is actively working on three remaining resolutions of the Genskow 6 Petition, work on the Genskow 3 Petition has yet to begin. This petition contains the following three resolutions; OBC accountability, Repeal Judiciary Law, and Open Records and Open Meetings Law. Finance is requesting that this item be deferred.

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

Oneida Business Committee Agenda Request

1. Meeting Date Requested: 11 / 25 / 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:

Approve 2016 Annual GTC Meeting materials

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

1. Meeting Date Requested: ~~10 / 14 / 15~~ ^{11 / 25 / 15} EXCERPT FROM OCTOBER 14, 2015: Motion by David Jordan to table to this item, seconded by Tehassi Hill. Motion carried with one opposed.

2. General Information:

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

[Empty text box]

Agenda Header: Resolutions

Accept as Information only

Action - please describe:

Action is required by the Oneida Business Committee per Personnel Policies and Procedures, Section IV, (A) (5) (n) which states, "Each fiscal year, the Oneida Business Committee shall analyze fiscal conditions to determine whether employees may trade back personal and/or vacation hours for cash that fiscal year."

3. Supporting Materials

Report Resolution Contract

Other:

1. LRO Statement of Effect

3. [Empty text box]

2. Memorandum

4. [Empty text box]

Business Committee signature required

4. Budget Information

Budgeted - Tribal Contribution Budgeted - Grant Funded Unbudgeted

5. Submission

Authorized Sponsor / Liaison: Trish King, Tribal Treasurer

Primary Requestor/Submitter: Geraldine R. Danforth, HR Area Manager *Geraldine R Danforth*
Your Name, Title / Dept. or Tribal Member

Additional Requestor: Maureen Metoxen, Executive Assistant/Human Resources Department
Name, Title / Dept.

Additional Requestor: _____
Name, Title / Dept.

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.

BC Resolution # - - - - No Trade Back for Cash for Fiscal Year 2016

- 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 Treasurer has identified that the budget projects of revenue and expenditures for Fiscal Year 2016 will not meet the requested needs resulting in budget reductions; and
- WHEREAS,** vacation and personal time is a liability managed by the Oneida Tribe of Indians of Wisconsin regarding the accrued hours, but is an added cash flow issue if paid out in addition to normal payroll expensed; and
- WHEREAS,** the Treasurer is recommending that the Oneida Business Committee deny trade back for cash of personal and vacation hours as identified in Section IV (A) (5) (n) of the Oneida Personal Policies and Procedures; and

NOW THEREFORE BE IT RESOLVED, that the Oneida Business Committee declares that there shall be no Trade Back for Cash authorized for Fiscal Year 2016.

**Oneida Nation
Legislative Reference Office**

Krystal L. John, Staff Attorney
Douglass A. McIntyre, Staff Attorney
Taniquele J. Thurner, Legislative Analyst
Candice E. Skenandore, Legislative Analyst



P.O. Box 365
Oneida, WI 54155
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(800) 236-2214
<https://oneida-nsn.gov/Laws>

*Statement of Effect
No Trade Back for Cash for Fiscal Year 2016*

Summary

In this Resolution, it is noted that the Treasurer has identified that the budget projects of revenues and expenditures for Fiscal Year 2016 will not meet the requested needs resulting in budget reductions and that vacation and personal time is a liability managed by the Tribe regarding the accrued hours but is an added cash flow issue if paid out in addition to normal payroll expenses. Also in the Resolution, the Treasurer recommends that the Oneida Business Committee (OBC) deny trade back for cash of personal and vacation hours as identified in Section IV(A)(5) of the Oneida Personnel Policies and Procedures. If adopted, this Resolution would deny trade back for cash of personal and vacation hours.

Submitted by: Krystal L. John, Staff Attorney, Legislative Reference Office

Analysis by the Legislative Reference Office

The Trade-back for Cash Policy and Procedure is provided for in the Oneida Personnel Policies and Procedures in Section IV(A)(5)(n), which is excerpted below:

n. Trade-back for Cash

Each fiscal year, the Oneida Business Committee shall analyze fiscal conditions to determine whether employees may trade back personal and/or vacation hours for cash that fiscal year. (Work Standard, 10-11-11)

- 1) If the Oneida Business Committee approves trade-back for cash, they shall also determine whether (a) and/or (b) applies:
 - a) All employees will have the opportunity to trade-back hours one time that year.
 - i) By August 15, each employee who has accumulated 24 hours or more of vacation and/or personal days may opt to trade in his/her hours for cash.
 - ii) Employees will receive their trade back on or before September 30 of that year.
 - b) Only those employees who are unable to utilize their personal and/or vacation time due to working conditions, such as a shortage in staffing, as determined by the HRD Manager or designee, will have the opportunity to trade back hours on a quarterly basis.
 - i) Employees will receive their trade back within 60 days after opting to trade back hours.
- 2) When trade-back for cash is approved by the Oneida Business Committee, the following standards shall apply:
 - a) Employees must decide which status (vacation or personal or both) from which their trade-back will be drawn.
 - b) Employees may not trade for cash more than 80 hours in one year. (GTC Resolution 5-23-11-B)

The denial of Trade-back for Cash is within the OBC's discretion pursuant to Section IV(A)(5)(n) of Oneida Personnel Policies and Procedures because it requires the OBC to annually "analyze fiscal conditions to determine whether employees may trade back personal and/or vacation hours for cash that fiscal year."

Conclusion

Adoption of this Resolution would not affect any current legislation of the Nation.

ONEIDA TRIBE OF INDIANS OF WISCONSIN**Human Resources Department****Location:**

909 Packerland
Green Bay, WI 54303

Phone: (920)496-7000

<http://www.oneidanation.org/humanresources/>

**Mailing Address:**

P.O. Box 365
Oneida, WI 54155-0365

Fax: (920)496-7490

Job Line: 1-800-236-7050

MEMO

TO: The Oneida Business Committee
FROM: Geraldine Danforth, HR Manager *Geraldine*
DATE: September 1, 2015
RE: Follow Up on Cost of Trade Back for Cash for 2011 through 2015

The OBC met on Wednesday, August 26, 2015 to review the request for the Employee Annual Trade Back for Cash and requested the history as well as the cost for Trade Back for Cash for the past few years.

FY2011

- The updated Trade Back for Cash Policy was approved by General Tribal Council on May 23, 2011. Attached is GTC Resolution 05-23-11-B titled Amendments to the Personnel Policies and Procedures on Trade Back for Cash of Personal and Vacation Time.
- BC Resolution 09-08-10-D limited to those employees unable to use their personal and/or vacation time due to working conditions such as a shortage in staffing as determined by the HRD Manager or designee.
- BC Resolution 05-23-2011-B states, " limited to those employees who have banked personal and/or vacation hours and are unable to utilize those hours due to working conditions, such as staffing shortage, will be fiscally responsible and will enable those employees to receive compensation in place of time off.
- OBC Meeting Sept 28, 2011 states Motion by Patty Hoeft to approve the HR recommendation to implement Option B that will allow the employees to trade back their vacation and/or personal hours on a quarterly basis, with the understanding that an employee cannot trade back more than 80 hours in one year, seconded by Brandon Stevens, Motion carried with one opposition and one abstention.
- According to a report from payroll, the total cost for trade back hours was **\$371,744**. NOTE: This may also include employees going from regular to temporary positions who were paid out their vacation and personal hours.

FY2012

- On October 5, 2011, HR Manager sends memo to all employees on Quarterly Trade Back for Cash.
- OBC denied the Annual Trade Back for Cash for all Employees at BC meeting on July 13, 2011 for FY2012.
- The Oneida Business Committee approved Quarterly Trade Back for Cash for employees for FY 2012 on September 28, 2011
- According to a report from payroll, the total cost for trade back hours was **\$374,677**. NOTE: This may also include employees going from regular to temporary positions who were paid out their vacation and personal hours.

Memo

Page 2

Re: Follow Up on Cost of Trade Back for Cash for 2011 through 2015

FY2013

- OBC denied Trade Back for Cash for Employees FY2013 and FY2014 at the regular BC Meeting on October 10, 2012.
- Payout of unused vacation hours for Medical Providers was \$79,870.
- Payout of personal hours over 200 for Tribal School Contracted staff was \$12,234.

FY2014

- OBC denied Trade Back for Cash for Employees FY2013 and FY2014 at the regular BC Meeting on October 10, 2012.
- Payout of unused vacation hours for Medical Providers was \$104,803.
- Payout of personal hours over 200 for Tribal School Contracted staff was \$17,475.

FY2015

- OBC denied Trade Back for Cash for Fiscal Year 2015 with BC Resolution 09-24-14-B.
- Payout of unused vacation hours for the Medical Providers was \$71,279.
- Payout of hours over 200 for Tribal School contracted staff was \$25,654

If you have any questions, please call me at ext. 7358

Oneida Business Committee Agenda Request

1. Meeting Date Requested: 11 / 25 / 15

2. General Information:

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

[Empty text box]

Agenda Header: New Business

Accept as Information only

Action - please describe:

1. Approval of the CIP Concept Paper for project #07-002 Social Services Building Remodel - Phase V.
2. Activation of \$50,000 from the approved FY2015 CIP Budget for CIP #07-002 Social Services Building Remodel - Phase V.

3. Supporting Materials

Report Resolution Contract

Other:

1. #07-002 CIP Concept Paper

3. [Empty text box]

2. FY 2015 CIP Budget Activation

4. [Empty text box]

Business Committee signature required

4. Budget Information

Budgeted - Tribal Contribution Budgeted - Grant Funded Unbudgeted

5. Submission

Authorized Sponsor / Liaison: Troy Parr, Asst. Division Director/Development

Primary Requestor/Submitter: Paul Witek, Senior Tribal Architect/Engineering
Your Name, Title / Dept. or Tribal Member

Additional Requestor: Fawn Cottrell, Contract Processor/Engineering
Name, Title / Dept.

Additional Requestor: _____
Name, Title / Dept.

Oneida Business Committee Agenda Request

6. Cover Memo:

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

Purpose:

The project team is seeking formal approval of the project's Capital Improvement Process (CIP) Concept Paper. The OBC approval is needed to show support of the proposed project concept and authorize the Project Team to develop the project's CIP Package. The project's CIP Package will contain more detailed information allowing for a more complete review of the project scope and budget before full project approval is given.

OBC approval of the Concept Paper is not project approval. It is simply showing that the OBC supports the project, but needs more information to approve the project. The Concept Paper approval authorizing the Project Team to work on the project's CIP Package.

Background:

The project team has assembled a CIP Concept Paper for the project, see attached. Basic project information and analysis is noted in the project's CIP Concept Paper.

Partial funding for the project is included in the FY2015 CIP Budget at \$50,000. The funds would be activated in the Project's CIP Budget and managed within that process.

The currently available CIP Budget allocation for this project would be needed for the creation of the Facility Master Plan noted in the Concept Paper. The Facility Master Plan would be used as support for the project's CIP Package.

Action Requesting:

1. Approval of the CIP Concept Paper for project #07-002 Social Services Building Remodel – Phase V.
2. Activation of \$50,000 from the approved FY2015 CIP Budget for CIP #07-002 Social Services Building Remodel – Phase V.

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

I. Purpose:

- A. Existing facility was built in 1962 for a purpose different than its current use by the tribe, functional layout is inefficient and the building systems are old and ineffective. The use of the facility has changed from its former primary use as a residential complex to its current business commercial use classification. The facility is 1960's era construction which did not include ventilation in accordance with today's standards and regulations. While there have been upgrades to the building since the tribe purchased it, there is still a need for further work. There is an opportunity to address potential layout revisions, update mechanical and electrical systems to improve building air quality, occupant comfort, controllability, reduce energy consumption and improve safety and maintainability.

II. Project Analysis

A. Project Description:

1. This project represents the fifth phase in the on-going remodeling of the Oneida Social Services Building. The efforts of this phased remodeling project focus on: bring the facility up to current requirements for fire/life safety; improved occupant comfort; improved usefulness of building space; and improved energy efficiency.
2. The scope of the current phase would be to address potential layout revisions, update mechanical and electrical systems to improve building air quality, occupant comfort, controllability and reduce energy consumption
 - a) The layout revisions would concentrate on remodeling the central portion of the building, to create proper handicap access to the second floor former chapel area and provide utilization of the old kitchen and cooler spaces for office functions.
 - b) The initial work would entail creating a facility master plan to identify potential layout revisions, and determine appropriate mechanical and electrical systems updates.
 - c) The master plan will include an implementation plan with associated component costing. This implementation plan will then be evaluated based on priority and cost estimate to determine work that will be able to be completed given available budget. Subsequent phases of Social Service Building remodel will be based on this master plan.

B. Assumptions:

1. That the Tribal organization will support the project allowing it to move forward.
2. That the allocated FY2015 CIP funding will be activated to allow completion of the facility master plan.
3. Funding will be available in future years through the CIP budget for implementing the work identified in the master plan.

C. Operational Impact:

1. Remodeling of the existing building will not require any additional organization support or staffing from DPW, Custodial, MIS, etc. A full evaluation will be included in the project's CIP Package.
2. Efficiencies gained by more functional layout of spaces and energy savings will have a positive impact on overall operations.

D. Organizational Goals: The project would support the following goals and objectives of the 2008 Comprehensive Plan for the Oneida Reservation and its 2014 Update:

1. Plan Element: Wellness:
 - a) GOAL #1: Ensure overall wellness for latiksa?shu h̄a tsi Niyole lotikst[^] hoku h̄a (“children as far as the old people”).
Objective 1.4: Improve quality of life through social programming.
2. Plan Element: Transportation, Facilities, Utilities:
 - a) GOAL #1: Enhance sovereignty by investing in tribal infrastructure
Objective 1.2: Improve energy efficiency of tribal assets
3. Plan Element: Land Use
 - a) GOAL #1: Maintain a balance between the natural components and the built environment of our land.
Objective 1.2: Maintain rural character.

III. Market

- A. Market Served: Clientele of the Social Services Department and program staff.
- B. Competition: Not Applicable, as the program is a public service entity.

IV. Potential Risk:

- A. Business Committee will not approve the activation of the FY2015 funds to initiate the project.
- B. Clients will lose social, health care, and educational opportunities.

- C. Failure to meet and fulfill the Comprehensive Plan's goals and objectives supported by this project.

V. Potential Investment

A. Funding Sources: Potential funding sources for this project include:

- 1. CIP Budget; the approved FY2015 CIP Budget included **\$50,000.00** for this project. Requests for project funding will also be made in future fiscal years.
- 2. Grants may be available for energy efficiency measures.

B. Development Costs: If the Concept Paper is approved:

- 1. The currently available CIP Budget allocation for this project would be needed for the creation of the noted Facility Master Plan. The Facility Master Plan would be used as support for the project's CIP Package.

C. Construction Cost Target:

- 1. The project's CIP Package will identify the total project budget estimate once the master plan is complete.

VI. Time Line Upon approval of the Concept Paper and activation of funding:

- | | |
|--|---------------------------------------|
| A. Facility Master Plan | 18-20 weeks |
| B. CIP Phase I - CIP Package | 3-4 weeks |
| C. CIP Phase II - Project Ranking and Approval | 6 weeks |
| D. CIP Phase III - Design | 24 weeks, depending on project scope. |
| E. CIP Phase IV - Construction | 52 weeks, depending on project scope. |

VII. Recommendations

- A. It is recommended that this project be approved in order to help the Department of Public Works accomplish goals and objectives in their work plans as well as those set in the Oneida Reservation Comprehensive Plan.

VIII. Client Approval A signed copy of the CIP-05 Form is attached indicating approval by client's division director.

ATTACHMENT: FORM CIP-05

Oneida Tribe of Indians of Wisconsin

ENGINEERING DEPARTMENT

Location:

N7332 Water Circle Place
Oneida, WI 54155

Phone: (920) 869-1600



Mailing Address:

P.O. Box 365
Oneida, WI 54155-0365

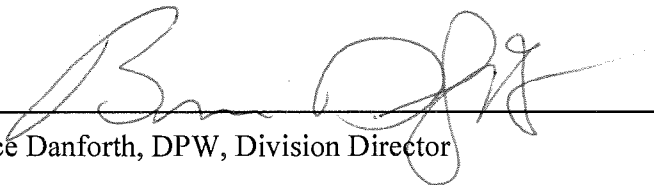
Fax: (920) 869-1610

Capital Improvement Process (CIP) Client Division Director Approval Form

To: Bruce Danforth, DPW, Division Director
Through: Jacque Boyle, DPW Facilities Director
From: Wayne Metoxen – Engineering Dept. Project Manager
Date: Oct 20, 2014
Re: Social Services Building Remodel – Phase V CIP 07-002

I have reviewed the attached Capital Improvement Process (CIP) document identified below for the above noted project and approve of the project moving into the next phase of the CIP Process.

CIP Concept Paper – dated: October 19, 2015



Bruce Danforth, DPW, Division Director



Date

CIP BUDGET ACTIVATIONS 2015

Revised: 11/17/15

Project No.	Project Title	CIP \$ App'd FY 2015	Activated Amount	Date Activation Approved	Unactivated Balance	Notes
05-013	Elder Services / Apartments Improvements	48,000			48,000	A
07-002	SSB Remodeling - Phase V	50,000			50,000	A
14-002	Cemetery Improvements	25,000	25,000	04/08/15	0	A
14-013	Early Head Start Facility	1,961,000	1,961,000	05/13/15	0	A
14-014	Oneida Golf Enterprise Remodel - Phase II	235,000	235,000	08/26/15	0	A
15-003	NHC Remodeling - Phase VIII	870,000	870,000	02/11/15	0	A,B
15-004	Business Park Storm Water	250,000	250,000	11/10/15	0	A
TOTALS:		3,439,000	3,341,000		98,000	

Adjustments

15-003	NHC Remodeling - Phase VIII		-300,000	02/11/15	570,000	B

Notes:

- A. Funding source: Tribal Contribution
 B. \$300,000 being activated from NHC Remodeling - Phase VIII #15-003 and transferred to SEOTS Community Center #11-002.

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:

[Empty text box]

Agenda Header: New Business

Accept as Information only

Action - please describe:

BC approval to have the Oneida Nation Vendor List to be presented to any enrolled member upon request. That list will include the name of the name of the entity and the individual(s) who operate and own it.

3. Supporting Materials

Report Resolution Contract

Other:

1. E-Mail Request 3. [Empty text box]
2. [Empty text box] 4. [Empty text box]

Business Committee signature required

4. Budget Information

Budgeted - Tribal Contribution Budgeted - Grant Funded Unbudgeted

5. Submission

Authorized Sponsor / Liaison: Cristina Danforth, Tribal Chairwoman

Primary Requestor/Submitter: Mike Debraska, Tribal Member
Your Name, Title / Dept. or Tribal Member

Additional Requestor: _____
Name, Title / Dept.

Additional Requestor: _____
Name, Title / Dept.

Lora L. Skenandore

From: Mike Debraska <mike.debraska@yahoo.com>
Sent: Friday, October 30, 2015 2:49 PM
To: Cristina S. Danforth
Cc: Dawn M. Moon-Kopetsky; Lora L. Skenandore
Subject: Next BC Agenda - Regarding Oneida Nation VENDOR List

Tina:

Please place me on the next Business Committee agenda (whether that is the November 10, 2015, meeting, if this request is on time, or the following one on November 25, 2015) for the following:

"To have the Oneida Nation VENDOR List" to be presented to any enrolled member upon request. That list will include the name of the name of the entity and the individual(s) who operate and own it."

Thank you.

P.S.---I know the dates may be off due to the Tribe being closed on November 11, 2015, due to Veterans Day.

Mike Debraska
Advocate

Oneida Business Committee Agenda Request

1. Meeting Date Requested: 11 / 25 / 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:

BC approval of travel report.

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.

BUSINESS COMMITTEE TRAVEL REPORT



Traveler Name: Cristina Danforth
 Enter name(s) of other Travelers OR [SPACE BAR] to delete

Travel Event: Seventh Annual White House Tribal Nations Conference

Travel Location: Washington DC

Departure Date: 11/05/2015 **Return Date:** 11/06/2015

Projected Cost: \$1,543.50 **Actual Cost:** \$1,804.91

Date Travel was Approved by OBC: 10/19/2015

Narrative/Background:

At the White House Tribal Nations Conference I was a moderator for the first Arm Chair Session. This session was in front of the entire conference and I asked the federal officials questions based off of submissions from the attendees. The officials participating were:

Secretary Jewell, Department of Interior
 Deputy Attorney General Sally Yates, Department of Justice
 Deputy Secretary John King, Department of Education
 Director Cecilia Munoz, Domestic Policy Council

Item(s) Requiring Attention:

None

Requested Action:

BC approval of the travel report

Oneida Business Committee Agenda Request

1. Meeting Date Requested: 11 / 25 / 15

2. General Information:

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

[Empty text box]

Agenda Header: Travel Request

Accept as Information only

Action - please describe:

Respectfully requesting the Oneida Business Committee's approval to attend the calendar year 2016 Tribal Technical Advisory Group face to face meetings in Washington DC.

Please note: As the Bemidji area representative, my airfare is paid for by HHS up front and the remainder of the travel expenses (lodging, taxi, etc.) are reimbursed by HHS.

3. Supporting Materials

Report Resolution Contract

Other:

- 1. TTAG Meeting Schedule
- 2. [Empty text box]
- 3. [Empty text box]
- 4. [Empty text box]

Business Committee signature required

4. Budget Information

Budgeted - Tribal Contribution Budgeted - Grant Funded Unbudgeted

5. Submission

Authorized Sponsor / Liaison: Melinda J. Danforth, Tribal Vice Chairwoman

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:

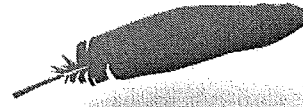
As the Bemidji area representative, I am respectfully requesting the Oneida Business Committee approve my attendance at the face to face TTAG meetings in Washington DC. Attached is TTAG's meeting schedule for calendar year 2016.

Please note: As the Bemidji area representative, my airfare is paid for by HHS up front and the remainder of the travel expenses (lodging, taxi, etc.) are reimbursed by HHS.

Yaw^ko!

- 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@oneidation.org

National Indian Health Board



2015-2016 TTAG Conference Calls and Face-to-Face Meetings	
Calls are 2:30 PM – 4:00 PM EST	
October 14, 2015	Conference Call
November 18-19, 2015	Face-to-Face Meeting in Washington, DC
January 13, 2016	Conference Call
February 25-26, 2016	Face-to-Face Meeting in Washington, DC
April 13, 2016	Conference Call
June 8, 2016	Conference Call
July 27-28, 2016	Face-to-Face Meeting in Washington, DC
September 14, 2016	Conference Call
October 12, 2016	Conference Call
November 3-4, 2016	Face-to-Face Meeting in Washington, DC

2015-2016 MMPC Conference Calls and Face-to-Face Meetings	
Calls are 2:00 PM – 4:00 PM EST	
October 9, 2015	Conference Call
November 17, 2015	Face-to-Face Meeting in Washington, DC
December 2, 2015	Conference Call
January 6, 2015	Conference Call
February 24, 2016	Face-to-Face Meeting in Washington, DC
March 2, 2016	Conference Call
April 6, 2016	Conference Call
Potential Spring MMPC Retreat	Date and Location Unknown
May 4, 2016	Conference Call
June 1, 2016	Conference Call
July 26, 2016	Face-to-Face Meeting in Washington, DC
August 3, 2016	Conference Call
September 7, 2016	Conference Call
October 5, 2016	Conference Call
November 2, 2016	Face-to-Face Meeting in Washington, DC
December 7, 2016	Conference Call

*****Please keep in mind that these dates are subject to change*****

Oneida Business Committee Agenda Request

1. Meeting Date Requested: 11 / 25 / 15

2. General Information:

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

[Empty text box]

Agenda Header: Travel Request

Accept as Information only

Action - please describe:

Motion to enter E-Poll results into the record for approval of travel for Jennifer Webster to Washington, DC for WI Tribes meeting with WI DHHS & CMS Officials on November 17-19, 2015.

3. Supporting Materials

Report Resolution Contract

Other:

1. email

3. [Empty text box]

2. [Empty text box]

4. [Empty text box]

Business Committee signature required

4. Budget Information

Budgeted - Tribal Contribution Budgeted - Grant Funded Unbudgeted

5. Submission

Authorized Sponsor / Liaison: Lisa Summers, Tribal Secretary

Primary Requestor/Submitter: April Skenandore, Executive Assistant
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:

On November 6, 2015, the following e-poll was conducted:

Summary:

Councilwoman Jennifer Webster is respectfully requesting Business Committee approval to attend a meeting between Oneida, Menominee, LCO, State of WI DHHS officials and CMS officials that is scheduled for November 17-19, 2015 in Washington DC. ****Note: The remainder of the WI Tribes will be allowed to participate via conference call****

The purpose of this meeting is to discuss and develop solutions to the Tribally Operated waiver that has been submitted to CMS by the State of WI that the WI Tribes have been supporting. Attached is a brief explanation of the waiver and its purpose.

FYI - The meeting with CMS was requested utilizing Oneida's contacts via TTAG (Tribal Technical Advisory Group) and was requested via Vice Chairwoman Danforth. Oneida Tribal officials will also take the opportunity to meet with the WI Congressional delegation on other legislative issues while in DC and Intergovernmental Affairs is preparing that schedule.

Oneida participants will include;

Councilwoman Jennifer Webster
Debra Danforth
Dave Larson
Scott Dacey
Tana Aguirre (unconfirmed yet)

Requested Action:

Approve for Councilwoman Jennifer Webster to travel to Washington, DC to attend the WI Tribes Meeting with Wisconsin DHHS Officials and CMS Officials on November 17-19, 2015.

Deadline for response:

Please submit your response by 9:00 a.m. on Friday, November 6, 2015. Please use the voting button, thank you.

The following is the e-poll results:

Support: Melinda J. Danforth, David Jordan, Tehassi Hill, Lisa Summers, Trish King

- 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

April Skenandore

To: TribalSecretary
Subject: RE: RESULTS: E-Poll Request Travel for Jennifer Webster to Washington, DC for WI Tribes Meeting w/WI DHHS Officials & CMS Officials on Nov 17-19, 2015

From: TribalSecretary
Sent: Friday, November 06, 2015 4:20 PM
To: April Skenandore
Subject: FW: RESULTS: E-Poll Request Travel for Jennifer Webster to Washington, DC for WI Tribes Meeting w/WI DHHS Officials & CMS Officials on Nov 17-19, 2015

April Skenandore
Executive Assistant
Business Committee Support Office (BCSO)
Office: (920) 869-4316

How can the BC Support Office help you?

Paula "Pogi" King Dessart (Executive Assistant) – Budgeting, Processing Accounts Payable, GTC Meeting Prep
April Skenandore (Executive Assistant) – BC Scheduling & Travel
Debbie Melchert (Administrative Assistant) – Signature Log, Mail Log, Kronos
Kathy Metoxen (Executive Tribal Clerk) – Pardons, Boards, Committees and Commissions
Heather Heuer (Information Management Specialist) – BC Meeting Agenda Requests, Packets, and Minutes

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From: TribalSecretary
Sent: Friday, November 06, 2015 10:12 AM
To: Brandon L. Yellowbird-Stevens; Cristina S. Danforth; David P. Jordan; Fawn J. Billie; Jennifer A. Webster; Lisa M. Summers; Melinda J. Danforth; Patricia M. King; Ronald W. Hill
Cc: Brian A. Doxtator; Danelle A. Wilson; Dawn M. Moon-Kopetsky; Jessica L. Wallenfang; Leyne C. Orosco; Lisa A. Liggins; Lora L. Skenandore; Nicolas A. Reynolds; Rhiannon R. Metoxen
Subject: RESULTS: E-Poll Request Travel for Jennifer Webster to Washington, DC for WI Tribes Meeting w/WI DHHS Officials & CMS Officials on Nov 17-19, 2015

Good Morning,

E-POLL RESULTS

The E-poll request to approve travel for Councilwoman Jennifer Webster to attend the WI Tribes meeting w/ WI DHHS & CMS officials on November 17-19, 2015 is approved. Listed below is the results:

Support: Melinda J. Danforth, David Jordan, Tehassi Hill, Lisa Summers, Trish King

From: TribalSecretary
Sent: Thursday, November 05, 2015 1:38 PM

To: Brandon L. Yellowbird-Stevens; Cristina S. Danforth; David P. Jordan; Fawn J. Billie; Jennifer A. Webster; Lisa M. Summers; Melinda J. Danforth; Patricia M. King; Ronald W. Hill

Cc: Brian A. Doxtator; Danelle A. Wilson; Dawn M. Moon-Kopetsky; Jessica L. Wallenfang; Leyne C. Orosco; Lisa A. Liggins; Lora L. Skenandore; Nicolas A. Reynolds; Rhiannon R. Metoxen

Subject: E-Poll Request Travel for Jennifer Webster to Washington, DC for WI Tribes Meeting w/WI DHHS Officials & CMS Officials on Nov 17-19, 2015

Good Afternoon,

Summary:

Councilwoman Jennifer Webster is respectfully requesting Business Committee approval to attend a meeting between Oneida, Menominee, LCO, State of WI DHHS officials and CMS officials that is scheduled for November 17-19, 2015 in Washington DC. ****Note: The remainder of the WI Tribes will be allowed to participate via conference call****

The purpose of this meeting is to discuss and develop solutions to the Tribally Operated waiver that has been submitted to CMS by the State of WI that the WI Tribes have been supporting. Attached is a brief explanation of the waiver and its purpose.

FYI - The meeting with CMS was requested utilizing Oneida's contacts via TTAG (Tribal Technical Advisory Group) and was requested via Vice Chairwoman Danforth. Oneida Tribal officials will also take the opportunity to meet with the WI Congressional delegation on other legislative issues while in DC and Intergovernmental Affairs is preparing that schedule.

Oneida participants will include;

Councilwoman Jennifer Webster
Debra Danforth
Dave Larson
Scott Dacey
Tana Aguirre (unconfirmed yet)

Requested Action:

Approve for Councilwoman Jennifer Webster to travel to Washington, DC to attend the WI Tribes Meeting with Wisconsin DHHS Officials and CMS Officials on November 17-19, 2015.

Deadline for Response:

Please submit your response by **9:00 a.m. on Friday, November 6, 2015.** Please use the voting button, thank you.

Oneida Business Committee Travel Request

1. OBC Meeting Date Requested: ___ / ___ / ___ e-poll requested

2. General Information:

Event Name: WI Tribal Leaders, State of WI DHHS officials and CMS officials meeting

Event Location: Washington, DC Attendee(s): Jennifer Webster

Departure Date: Nov 16, 2015 Attendee(s):

Return Date: Nov 19, 2015 Attendee(s):

3. Budget Information:

Funds available in individual travel budget(s)

Unbudgeted

Grant Funded or Reimbursed

Cost Estimate: 1200.00

4. Justification:

Liaison Appointment Responsibilities

To which Strategic Direction(s) does this travel relate?

Advancing

Principles

Creating a Positive Organizational Culture

Committing to Building a Responsible Nation

Implementing Good Governance Processes

Describe the purpose of Travel and how it relates to the Strategic Direction(s) and/or your liaison area:

Request approval to attend a meeting between Oneida, Menominee, LCO, State of WI DHHS officials and CMS officials that is scheduled for November 17-19, 2015 in Washington DC. **Note: The remainder of the WI Tribes will be allowed to participate via conference call**

The purpose of this meeting is to discuss and develop solutions to the Tribally Operated waiver that has been submitted to CMS by the State of WI that the WI Tribes have been supporting.

Attached is the meeting schedule and a brief explanation of the waiver and its purpose.

5. Submission

Sponsor: Jennifer Webster, Council Member

- 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

Vice Chairwoman Melinda Danforth
November 16-19

Monday, November 16, 2015

Evening: Arrival?

Evening: Dinner?

Tuesday, November 17, 2015

12:30 PM Meeting with Kitty Marx, et. al.
Department of Health and Human Services
National Museum of the American Indian
4th Floor Conference Room

Wednesday, November 18, 2015

9:00 AM CMS Leadership
TTAG
200 Independence Ave. SW
Room TBD

2:00 PM Meeting with Kathleen Laird
Legislative Assistant, Senator Tammy Baldwin
717 Hart Senate Office Building

3:30 PM Kitty Marx (@ TTAG)
CMS Tribal Affairs Update
National Museum of the American Indian
4th Floor Conference Room

Thursday, November 19th, 2015

11:00 AM 1115 Waiver Subcommittee Meeting
TTAG
National Museum of the American Indian
4th Floor Conference Room

12:00 AM Tribal Leaders Roundtable
Hosted by Ranking Member of Indian Affairs Subcommittee Raul Ruiz
(D-CA)
1319 Longworth House Office Building

4:00? Depart?

Oneida Business Committee Agenda Request

1. Meeting Date Requested: 11 / 25 / 15

2. General Information:

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

[Empty text box]

Agenda Header: Travel Request

Accept as Information only

Action - please describe:

Motion to enter E-Poll results into the record for approval of travel for Chairwoman Tina Danforth to attend the CME LPGA Classic on November 20, 2015 in Naples, FL.

3. Supporting Materials

Report Resolution Contract

Other:

1. email

3. [Empty text box]

2. [Empty text box]

4. [Empty text box]

Business Committee signature required

4. Budget Information

Budgeted - Tribal Contribution Budgeted - Grant Funded Unbudgeted

5. Submission

Authorized Sponsor / Liaison: Lisa Summers, Tribal Secretary

Primary Requestor/Submitter: April Skenandore, Executive Assistant
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:

On November 12, 2015, the following e-poll was conducted:

Summary:

Chairwoman Tina Danforth is respectfully requesting Business Committee approval to attend the CME LPGA Classic on November 20, 2015 in Naples, FL. It is agreed to let the LPGA, through the world of golf announce to the national news of our signed contract and location at the CME LPGA Classic on November 20, 2015. LPGA have extended an invitation for Oneida Tribe representatives to join them in this announcement.

Requested Action:

Approve for Chairwoman Tina Danforth to travel to Naples, FL to attend the CME LPGA Classic on November 20, 2015 where the announcement of the agreement between Thornberry Creek and the LPGA will made public.

Deadline for response:

Please submit your response by 9:00 a.m. Friday, November 13, 2015. Please use the voting button, thank you.

The following is the e-poll results:

Support: Melinda Danforth, Lisa Summers, David Jordan, Tehassi Hill, Fawn Billie, Jennifer Webster

- 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@oneidation.org

April Skenandore

From: TribalSecretary
Sent: Friday, November 13, 2015 2:33 PM
To: Brandon L. Yellowbird-Stevens; Cristina S. Danforth; David P. Jordan; Fawn J. Billie; Jennifer A. Webster; Lisa M. Summers; Melinda J. Danforth; Patricia M. King; Ronald W. Hill
Cc: Brian A. Doxtator; Danelle A. Wilson; Dawn M. Moon-Kopetsky; Jessica L. Wallenfang; Leyne C. Orosco; Lisa A. Liggins; Lora L. Skenandore; Nicolas A. Reynolds; Rhiannon R. Metoxen
Subject: RESULTS: E-Poll Request Travel for Chairwoman Danforth to Naples, FL to attend CME LPGA Classic on November 20, 2015
Attachments: Travel Req TD to Naples, FL Nov 20 CME LPGA.PDF

Good Afternoon,

E-POLL RESULTS

The E-poll request to approve Chairwoman Tina Danforth to travel to Naples, FL to attend the CME LPGA Classic on November 20, 2015 where the announcement of the agreement between Thornberry Creek and the LPGA will made public is approved. Listed below is the results:

Support: Melinda Danforth, Lisa Summers, David Jordan, Tehassi Hill, Fawn Billie, Jennifer Webster

From: TribalSecretary
Sent: Thursday, November 12, 2015 2:56 PM
To: Brandon L. Yellowbird-Stevens; Cristina S. Danforth; David P. Jordan; Fawn J. Billie; Jennifer A. Webster; Lisa M. Summers; Melinda J. Danforth; Patricia M. King; Ronald W. Hill
Cc: Brian A. Doxtator; Danelle A. Wilson; Dawn M. Moon-Kopetsky; Jessica L. Wallenfang; Leyne C. Orosco; Lisa A. Liggins; Lora L. Skenandore; Nicolas A. Reynolds; Rhiannon R. Metoxen
Subject: E-Poll Request Travel for Chairwoman Danforth to Naples, FL to attend CME LPGA Classic on November 20, 2015

Good Afternoon,

Summary:

Chairwoman Tina Danforth is respectfully requesting Business Committee approval to attend the CME LPGA Classic on November 20, 2015 in Naples, FL. It is agreed to let the LPGA, through the world of golf announce to the national news of our signed contract and location at the CME LPGA Classic on November 20, 2015. LPGA have extended an invitation for Oneida Tribe representatives to join them in this announcement.

Requested Action:

Approve for Chairwoman Tina Danforth to travel to Naples, FL to attend the CME LPGA Classic on November 20, 2015 where the announcement of the agreement between Thornberry Creek and the LPGA will made public.

Deadline for Response:

Please submit your response by **9:00 a.m. Friday, November 13, 2015.** Please use the voting button, thank you.

Oneida Business Committee Travel Request

1. OBC Meeting Date Requested: ___ / ___ / ___ e-poll requested

2. General Information:

Event Name: CME LPGA Classic Special Announcement 2017 Tournament to be held in Oneida

Event Location: Naples, FL

Attendee(s): Cristina Danforth

Departure Date: Nov 19, 2015

Attendee(s):

Return Date: Nov 20, 2015

Attendee(s):

3. Budget Information:

Funds available in individual travel budget(s)

Unbudgeted

Grant Funded or Reimbursed

Cost Estimate: 2000

4. Justification:

Liaison Appointment Responsibilities

To which Strategic Direction(s) does this travel relate?

Advancing Principles

Creating a Positive Organizational Culture

Committing to Building a Responsible Nation

Implementing Good Governance Processes

Describe the purpose of Travel and how it relates to the Strategic Direction(s) and/or your Liaison area:

Oneida Chairwoman Cristina Danforth has been asked to participate in the CME LPGA announcement of the 2017 LPGA Tournament Schedule. As you know, the first tournament will be held at Thornberry Creek at Oneida and it is appropriate for the Chairwoman to be part of the announcement.

An email dated November 10 is attached.

5. Submission

Sponsor: Cristina Danforth, Tribal Chairwoman

- 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@oneldanation.org

Dawn M. Moon-Kopetsky

From: Lora L. Skenandore
Sent: Tuesday, November 10, 2015 3:29 PM
To: 'cristlnad236@gmail.com'
Cc: Dawn M. Moon-Kopetsky; Lora L. Skenandore
Subject: FW: Update Regarding LPGA

Hi Tina,

Here's the latest from Lisa Summers on the LPGA information.

From: Lisa M. Summers
Sent: Tuesday, November 10, 2015 3:26 PM
To: Melinda J. Danforth; Cristina S. Danforth; Patricia M. King; Brandon L. Yellowbird-Stevens; Ronald W. Hill; Fawn J. Billie; Jennifer A. Webster; David P. Jordan
Cc: Leyne C. Orosco; Danelle A. Wilson; Lora L. Skenandore; Jessica L. Wallenfang; Nicolas A. Reynolds; Brian A. Doxtator; Rhiannon R. Metoxen
Subject: Update Regarding LPGA

Good Afternoon,

Below is an update from Oneida Golf Enterprise regarding the LPGA. There are 2 specific requests. The first, is to have time during the GTC meeting to provide an update on activity already taking place. The second, is to identify a BC member who can attend the press conference in Naples, FL on Friday, Nov. 20.

I am seeking input for the GTC meeting request and also on who will be willing to volunteer to go to FL on Nov. 20 – because this is next week, I need to ensure an e-poll is conducted timely for whoever decides to travel, so a response no later than 10 am on Thursday will be greatly appreciated.

Thanks everyone & have a good afternoon.

From: Janice Hirth [<mailto:jhirth@golfthornberry.com>]
Sent: Tuesday, November 10, 2015 2:28 PM
To: Lisa M. Summers
Cc: Josh Doxtator
Subject: GTC Update regarding LPGA

Good Afternoon to the Oneida Business Committee:

It is with great pleasure to submit this request to the Oneida Business Committee in order to keep you informed of the latest with the LPGA, and

With the GTC meeting coming up this Saturday, November 14, 2015, I and Josh would like to present and inform the GTC of the latest progress with the LPGA event to be held at Thornberry Creek at Oneida in 2017. We were on the GTC agenda originally and would like to follow that agenda if possible. It would take approximately 10-15 minutes to share the following news and excitement.

- We now have a signed LPGA contract, an approved loan agreement and have decided on a management company that we are still in negotiations with at this time.

- We have agreed to let the LPGA through the world of golf announce to the national news of our signed contract and location at the CME LPGA CLASSIC on November 20, 2015 which finalizes the 2015 LPGA tournaments for the year. It is Standard Procedure to announce the 2016 schedule and they will get all the National media attention and then end with a special news break of the first LPGA tournament of 2017 in Oneida.
- Next we have the week of December 1st to have a local NEWS conference here in Oneida for the local news and special neighboring and partnering guests attend at our Thornberry Creek at Oneida.
- To keep the hype going, the first week of January 2016, we will invite our Oneida Tribal officials, LPGA officials, LPGA players, the Event Management company officials, and other representatives from the Green Bay area be part of our big announcement and high profile event, again all at Thornberry Creek at Oneida.
- The LPGA players will be taping commercials, perhaps in the snow on our reservation and in our surrounding communities area during the first week in January.

On a separate note, the LPGA officials have extended an invitation to the CME LPGA CLASSIC to Josh and I on November 20th, and I am inviting whoever you wish to represent the Oneida Tribe to join us in Naples, Florida as well, for this announcement. Josh and I will be attending and please let me know if you wish to send a delegate so we can confirm participations. Lodging is scarce at this late date, but just getting the confirmation on Friday afternoon, we scurried and made reservations to fly out of Milwaukee on Wednesday and return on Friday. The news telecast time is still being finalized, but sounds like it would be around 10am on Friday. We will be using Thursday to work with the selected management company.

Thank you all in advance for your continued support of this event.

Janice Skenandore-Hirth
Agent
Oneida Golf Enterprise Corporation
4470 N. Pine Tree Road
Oneida, WI 54155
Work (920)434-7501
Cell (920)819-8362
Fax(920)434-8845



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Oneida Business Committee Agenda Request

1. Meeting Date Requested: 11 / 25 / 15

2. General Information:

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

[Empty text box]

Agenda Header: Travel Request

Accept as Information only

Action - please describe:

Motion to enter E-Poll results into the record for approval of travel for Treasurer Trish King to attend the CME LPGA Classic on November 20, 2015 in Naples, FL.

Note: After further consideration, Treasurer King has withdrawn her travel request, attached is the email notice dated November 16, 2015.

3. Supporting Materials

Report Resolution Contract

Other:

1. email 3. [Empty text box]

2. [Empty text box] 4. [Empty text box]

Business Committee signature required

4. Budget Information

Budgeted - Tribal Contribution Budgeted - Grant Funded Unbudgeted

5. Submission

Authorized Sponsor / Liaison: Lisa Summers, Tribal Secretary

Primary Requestor/Submitter: April Skenandore, Executive Assistant
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:

On November 12, 2015, the following e-poll was conducted:

Summary:

Treasurer Trish King is respectfully requesting Business Committee approval to attend the CME LPGA Classic on November 20, 2015 in Naples, FL. It is agreed to let the LPGA, through the world of golf announce to the national news of our signed contract and location at the CME LPGA Classic on November 20, 2015. LPGA have extended an invitation for Oneida Tribe representatives to join them in this announcement.

Requested Action:

Approve for Treasurer Trish King to travel to Naples, FL to attend the CME LPGA Classic on November 20, 2015 where the announcement of the agreement between Thornberry Creek and the LPGA will made public.

Deadline for response:

Please submit your response by 2:00 p.m. today, Thursday, November 12, 2015. Please use the voting button, thank you.

The following is the e-poll results:

Support: Melinda J. Danforth, Lisa Summers, Tehassi Hill, Brandon Stevens, David Jordan, Fawn Billie, Jennifer Webster

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April Skenandore

From: Patricia M. King
Sent: Monday, November 16, 2015 7:59 AM
To: Brandon L. Yellowbird-Stevens; Cristina S. Danforth; David P. Jordan; Fawn J. Billie; Jennifer A. Webster; Lisa M. Summers; Melinda J. Danforth; Patricia M. King; Ronald W. Hill
Cc: Brian A. Doxtator; April Skenandore
Subject: Travel for LPGA

I would like to thank the OBC for their approval for my travel to Naples, FL Nov. 20-21, 2015 for the LPGA Press Conf. Unfortunately, I am not able to attend, and request the e-poll be withdrawn, or used to allow another Committee member to attend. The cost for airfare at this late date, is expensive, however this is also a very important opportunity for Oneida to be present at. We do have coverage however, as Chairwoman Danforth requested and has also been approved to attend.

Yaw^ko

April Skenandore

From: TribalSecretary
Sent: Thursday, November 12, 2015 2:17 PM
To: Brandon L. Yellowbird-Stevens; Cristina S. Danforth; David P. Jordan; Fawn J. Billie; Jennifer A. Webster; Lisa M. Summers; Melinda J. Danforth; Patricia M. King; Ronald W. Hill
Cc: Brian A. Doxtator; Danelle A. Wilson; Dawn M. Moon-Kopetsky; Jessica L. Wallenfang; Leyne C. Orosco; Lisa A. Liggins; Lora L. Skenandore; Nicolas A. Reynolds; Rhiannon R. Metoxen
Subject: RESULTS: E-Poll Request Travel for Trish King to Naples, FL to attend CME LPGA Classic on November 20, 2015
Attachments: Travel Req TK to Naples, FL Nov 20 CME LPGA.pdf; Update Regarding LPGA

Good Afternoon,

E-POLL RESULTS

The E-poll request to approve Treasurer Trish King to attend the CME LPGA Classic on November 20, 2015 in Naples, FL is approved. Listed below is the results:

Support: Melinda J. Danforth, Lisa Summers, Tehassi hill, Brandon Stevens, David Jordan, Fawn Billie, Jennifer Webster

From: TribalSecretary
Sent: Thursday, November 12, 2015 9:01 AM
To: Brandon L. Yellowbird-Stevens; Cristina S. Danforth; David P. Jordan; Fawn J. Billie; Jennifer A. Webster; Lisa M. Summers; Melinda J. Danforth; Patricia M. King; Ronald W. Hill
Cc: Brian A. Doxtator; Danelle A. Wilson; Dawn M. Moon-Kopetsky; Jessica L. Wallenfang; Leyne C. Orosco; Lisa A. Liggins; Lora L. Skenandore; Nicolas A. Reynolds; Rhiannon R. Metoxen
Subject: E-Poll Request Travel for Trish King to Naples, FL to attend CME LPGA Classic on November 20, 2015

Good Morning,

Summary:

Treasurer Trish King is respectfully requesting Business Committee approval to attend the CME LPGA Classic on November 20, 2015 in Naples, FL. It is agreed to let the LPGA, through the world of golf announce to the national news of our signed contract and location at the CME LPGA Classic on November 20, 2015. LPGA have extended an invitation for Oneida Tribe representatives to join them in this announcement.

Requested Action:

Approve for Treasurer Trish King to travel to Naples, FL to attend the CME LPGA Classic on November 20, 2015 where the announcement of the agreement between Thornberry Creek and the LPGA will made public.

Deadline for Response:

Please submit your response by **2:00 p.m. today, Thursday, November 12, 2015.** Please use the voting button, thank you.

Oneida Business Committee Travel Request

1. OBC Meeting Date Requested: ___ / ___ / ___ e-poll requested

2. General Information:

Event Name: _____ L.P.G.A. Press Conference

Event Location: _____ Naples FL Attendee(s):

Departure Date: Attendee(s):

Return Date: Attendee(s):

3. Budget Information:

Funds available in individual travel budget(s)

Unbudgeted

Grant Funded or Reimbursed

Cost Estimate: _____ \$2,000

4. Justification:

Liaison Appointment Responsibilities

To which Strategic Direction(s) does this travel relate?

Advancing Principles

Creating a Positive Organizational Culture

Committing to Building a Responsible Nation

Implementing Good Governance Processes

Describe the purpose of Travel and how it relates to the Strategic Direction(s) and/or your liaison area:

The LPGA through, the world of golf, is hosting a Press Conference the national news of our signed contract and location at the CME LPGA CLASSIC on November 20, 2015. This finalizes the 2015 LPGA tournaments for the year. It is Standard Procedure to announce the 2016 schedule and they will get all the National media attention and end with a special news break of the first L.P.G.A. 2017 tournament in Oneida, WI.

This travel requests aligns within the accomplishment initiatives "A revenue diversification plan is developed" outlined in "Implementing Good Governance Processes" as well as the following Practical Vision: "Leaders Who Promote Positive Social Change" (Oneida Pride and Sense of pride to be Oneida.

5. Submission

Sponsor:

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3) E-mail this form and all supporting materials in a **SINGLE** *.pdf file to: BC_Agenda_Requests@oneidation.org

April Skenandore

From: Lisa M. Summers
Sent: Tuesday, November 10, 2015 3:26 PM
To: Melinda J. Danforth; Cristina S. Danforth; Patricia M. King; Brandon L. Yellowbird-Stevens; Ronald W. Hill; Fawn J. Billie; Jennifer A. Webster; David P. Jordan
Cc: Leyne C. Orosco; Danelle A. Wilson; Lora L. Skenandore; Jessica L. Wallenfang; Nicolas A. Reynolds; Brian A. Doxtator; Rhiannon R. Metoxen
Subject: Update Regarding LPGA

Good Afternoon,

Below is an update from Oneida Golf Enterprise regarding the LPGA. There are 2 specific requests. The first, is to have time during the GTC meeting to provide an update on activity already taking place. The second, is to identify a BC member who can attend the press conference in Naples, FL on Friday, Nov. 20.

I am seeking input for the GTC meeting request and also on who will be willing to volunteer to go to FL on Nov. 20 – because this is next week, I need to ensure an e-poll is conducted timely for whoever decides to travel, so a response no later than 10 am on Thursday will be greatly appreciated.

Thanks everyone & have a good afternoon.

From: Janice Hirth [<mailto:jhirth@golfthornberry.com>]
Sent: Tuesday, November 10, 2015 2:28 PM
To: Lisa M. Summers
Cc: Josh Doxtator
Subject: GTC Update regarding LPGA

Good Afternoon to the Oneida Business Committee:

It is with great pleasure to submit this request to the Oneida Business Committee in order to keep you informed of the latest with the LPGA, and

With the GTC meeting coming up this Saturday, November 14, 2015, I and Josh would like to present and inform the GTC of the latest progress with the LPGA event to be held at Thornberry Creek at Oneida in 2017. We were on the GTC agenda originally and would like to follow that agenda if possible. It would take approximately 10-15 minutes to share the following news and excitement.

- We now have a signed LPGA contract, an approved loan agreement and have decided on a management company that we are still in negotiations with at this time.
- We have agreed to let the LPGA through the world of golf announce to the national news of our signed contract and location at the CME LPGA CLASSIC on November 20, 2015 which finalizes the 2015 LPGA tournaments for the year. It is Standard Procedure to announce the 2016 schedule and they will get all the National media attention and then end with a special news break of the first LPGA tournament of 2017 in Oneida.
- Next we have the week of December 1st to have a local NEWS conference here in Oneida for the local news and special neighboring and partnering guests attend at our Thornberry Creek at Oneida.
- To keep the hype going, the first week of January 2016, we will invite our Oneida Tribal officials, LPGA officials, LPGA players, the Event Management company officials, and other representatives from the Green Bay area be part of our big announcement and high profile event, again all at Thornberry Creek at Oneida.

- The LPGA players will be taping commercials, perhaps in the snow on our reservation and in our surrounding communities area during the first week in January.

On a separate note, the LPGA officials have extended an invitation to the CME LPGA CLASSIC to Josh and I on November 20th, and I am inviting whoever you wish to represent the Oneida Tribe to join us in Naples, Florida as well, for this announcement. Josh and I will be attending and please let me know if you wish to send a delegate so we can confirm participations. Lodging is scarce at this late date, but just getting the confirmation on Friday afternoon, we scurried and made reservations to fly out of Milwaukee on Wednesday and return on Friday. The news telecast time is still being finalized, but sounds like it would be around 10am on Friday. We will be using Thursday to work with the selected management company.

Thank you all in advance for your continued support of this event.

Janice Skenandore-Hirth

Agent

Oneida Golf Enterprise Corporation

4470 N. Pine Tree Road

Oneida, WI 54155

Work (920)434-7501

Cell (920)819-8362

Fax(920)434-8845



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Oneida Business Committee Agenda Request

EXCERPT FROM NOVEMBER 10, 2015: Motion by Jennifer Webster to defer the Anna John Residential Centered Care Community Board FY '15 4th quarter report to the November 25, 2015, regular Business Committee meeting and to direct the Tribal Secretary's Office to notify the Anna John Residential Centered Care Community Board that stipends will be withheld if they do not comply for the next Business Committee meeting, seconded by David Jordan. Motion carried unanimously.

1. Meeting Date Requested: ~~10 / 28 / 15~~ 11 / 25 / 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.
- 2.
- 3.
- 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:

****Requested Action****

1. Accept Anna John Residential Centered Care Community Board FY '15 4th quarter

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

Anna John Resident Centered Care Community Board (AJRCCC)FY'15th 4TH Quarter Report

Submitted by: Kimberly Schultz, Vice-Chair

The purpose of the AJRCCC board is to serve in an advisory capacity for Anna John Nursing Home (AJNH) ensuring the operations are within the guidelines and policies of the Oneida Tribe of Indians of Wisconsin and within all the regulations, rules, and policies governing the operation of a nursing home. The Board also ensures the AJNH maintains a safe and sanitary environment while providing quality care and services to residents of the facility and as ordered by each resident's attending physician.

A. Current members of the AJRCCC Board are:

Chairperson	Vacant
Kimberly Schultz	Vice-Chair
Tracy Smith	Secretary
Carol Elm	Member
Patricia Moore	Member
Warren Skenandore	Member
Member	Vacant

Once the board member positions are filled, elections for the Chairperson will be held. Position was vacated by the resignation of Jacob Metoxen.

As of August 2015, AJRCCC had 46 staff members. Of those 46; 13 are Oneida enrolled and 5 are American Indian or Alaskan Native. (Since January the percentage of Oneida employees has increased from 17% to 29%).

B. The State Survey was completed in July for the AJRCCC. The survey was conducted over a three day period. Survey is done for the grading system on CMS guidelines. Management reported that the survey results were very good with six (6) deficiencies noted, none of which were major. Congratulations to the AJRCCC Administration and Staff on a job well done.

- C. The Veterans Administration and AJRCCC have reached an agreement for nursing home care for Veterans. This agreement will serve our Veterans in need of nursing home care without having to relocate from the area. Agreement is effect for the next year, with an opportunity for renewal.

- D. Significant progress has been made at the AJRCCC with the current and retro billing of Accounts Receivable. This effort has been possible with the added position of a Finance Coordinator. These efforts have a positive impact on the overall budget. AJRCCC revenue has been exceeding the expenses throughout 2015.

- E. The average occupancy of AJRCCC varies between 39-42, with full occupancy being at 48 beds. Generally speaking, the summer months are a slower time for occupancy with nursing homes. Occupancy rates are expected to increase coming into fall/winter months and with the new VA Agreement in place.

- F. AJRCCC is an entity within the Oneida Comprehensive Health Division. The strategic plan within the Oneida Comprehensive Health Division is focused in the following four areas:
 - 1. Improve access to care across the Health Division
 - 2. Continuous Quality Improvement
 - 3. Optimize Technology
 - 4. Enhance Our Workforce

The board looks forward to their continued partnership with the Oneida Comprehensive Health Division, AJRCC Administration/ Staff and the Oneida Community.

Oneida Business Committee Agenda Request

1. Meeting Date Requested: 11 / 24 / 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:

Quarterly reports to the OBC are part of the ONCOA By Laws.

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.

MISSION: ONCOA ADVOCATES FOR ALL SERVICES THAT PLACE PRIORITY ON THE WELL BEING OF OUR ELDERS

ONEIDA NATION COMMISSION ON AGING

Wesley Martin, Jr., Chairman
 Arlie Doxtator, Vice Chairman
 Marlene Summers, Secretary
 Shirley Barber, Member
 Carol Elm, Member

Mary Ann Kruckeberg, Member
 Patricia Lassila, Member
 Lois Powless, Member
 Dorothy J. Skenandore, Member

Melinda Danforth, OBC Liaison, and Lisa Summers, Alternate OBC Liaison

Primary Focus Areas for ONCOA

- **Long Term Care Services & Support** -- Personal Care Agency; Aging & Disability Resource-Specialist (ADR-S); Affordable & Accessible Elder Housing; Adult Day Services; Alzheimer's & Other Dementia Diseases
- **Communication** with Tribal Elders, Elder Service Staff and Community
- **Training & Education** for ONCOA and staff

ONCOA Meetings July, August, September 2015		
July 14 July 28 July 30	August 6 & August 11 August 20 & August 30	September 8 September 22

PROJECTS/TRAINING/EDUCATION

Alzheimer's Awareness and Research Initiative

- ONCOA connected with the Wisconsin Alzheimer's Disease Research Center in December 2014 after meeting representatives at the Annual Wisconsin Alzheimer's conference.
- ONCOA supports Oneida tribal members to participate in the national effort to end Alzheimer's.
- In May Dr. Dorothy Farrar-Edwards, Dr. Carey Gleason, Fabu Carter and Carol Hutchinson from the University of Wisconsin School of Medicine and Public Health – Alzheimer's Disease Research Center (ADRC) met with elders and others at the mealsite. Invitations to attend the presentation were sent out tribal-wide. ONCOA shared history of the Oneida community along with what ONCOA does for the community.
- At the Inaugural Conference on Alzheimer's disease in Indian Communities, we again connected with Carey Gleason and Dorothy Edwards. Plans are in the making to develop collaborations between the Oneida Nation and UW-Madison's Alzheimer's Disease Research Center. Potential areas are: Training Dementia

Specialist training; Community Education; Promoting Timely Recognition of Memory Disorders and Connecting to Clinic and Nursing Home Providers.

Third Annual Elder Expo

- Our third Elder Expo hosted by Oneida Nation Commission on Aging and Elder Services is over and our vendor and attendee surveys show that the expo was a great success with requests to repeat next year at the Radisson. All the comments from the surveys were carefully read and evaluated to improve the Elder Expo for next year. Over 300 elders enjoyed 22 tribal and outside vendors that offered valuable resources and information to them. The elders were also given this opportunity to socialize with each other.
- Our bag raffle and 50/50 raffles earned \$1,419.00 for the Roberta Kinzhuma Scholarship Fund. This Scholarship fund gives scholarships to single mothers pursuing a higher education.

Three Year Tribal Aging Unit Plan – 2016-2018

- To ensure that the interests of the elders on aging issues and advocacy are represented ONCOA members participated in planning meetings with Elder Service staff to develop the three year aging plan.

Three Year Tribal Budget Plan – FY2016, 2017, 2018

The operation plan, training/education plan and budget was completed and submitted on schedule. After the completion of the Budget FY2016-Fy2018 packet, several budget consolidation meetings were held in July to determine how to close the budget gap for FY2016. The goal of the consolidation meetings was to prioritize expenses within the FY2015 budget while supporting the four strategic directions and seven practical visions.

Elder Village – Cottage Neighborhood

- Affordable and accessible housing for our elders is a priority need in our community. To address this need, ONCOA played a major role in identifying the Elder Village Concept as a neighborhood that would enhance “Quality of Life” principles for elders.
- The main objective in April was to get the value of the homes in-line with the HUD allowable costs. The adjusted numbers from OTIE are complete and the next step is to get the contract modifications to the OBC. The start of construction is expected to be in mid-May. The entire project of the first group of homes is projected to be in December 2015.
- Dale Wheelock explained that 32 elder cottages is the final goal in about three years. The immediate plan is to schedule the build of 10-12 elder cottages.
- Elder Village homes meet the minimum ADA standards. A person needs to apply to get on the list for housing. Dale recently received the new income guidelines for occupancy and will send these to ONCOA. If the person gets in at HUD rates and then gets into a higher income bracket, the person can stay with adjusted rent rate and will not have to leave their housing.
- Collaborative efforts will continue with OHA, Oneida Planning, ONCOA and others through the development, design, and construction phases. ONCOA and Project

Team Status Meetings are held monthly to stay informed on the progress at various stages of development. Project Team Meetings are held at the Elder Services Conference Room. OBC members are invited to attend any of the meetings.

Adult Day Services and Elder Services Garages for the Elder Apartments and for Home Chore Maintenance.

- ONCOA has identified the need for **Adult Day Services and Garages for the Elder Service Maintenance and for Elder Apartments**. The Adult Day Service and Maintenance Garage was deleted from the original ORCCC project and slated for future development CIP. All three projects are related to the development of the Lee McLester II Complex. ONCOA will be working with Elder Services to support moving these projects forward.
- Troy Parr brought the subject of the Tribe having an **Adult Day Care** to the Planning Department Staff. At this point, the Adult Day Care program needs to be defined. Once the program is defined, then we could engage from a facilities standpoint. The best location to start to define the program would be at Elder Services. If a Community Block Grant is used to fund the program, a matching \$200,000 would need to be funded by the Tribe.
- The **Elder Service Maintenance garage** is still needed. This facility was deleted from the plans and any funds remaining in the ORCCC project funds would be applied to this building. ONCOA has not received a final closing amount of the ORCCC project. **The project is not moving.**
- In **February 2005** Elder Services started the plans for a capital improvement project request for garages for tenants occupying the Elder Service apartments. Project justification was because the existing building is located on top of a hill and it can be extremely windy with harsh weather conditions. Elders are especially susceptible to health problems caused by these conditions. Also, it can be very difficult for elders to get to and from their vehicles during strong winds.
Current Status: The CIP package (#05-013/May 31, 2007) for the Elder Services Apartment Garages was deleted from the CIP list but it was reinstated on the CIP list for FY2015. The apartment garages were again deleted from the FY2015 budget. Today there still remains a need for these garages as essential improvements to ensure a safe and secure environment for our Oneida Elders.

Aging and Disability Resource Specialist (ADRS)

- An Aging & Disability Resource Center (ADRS) is a one-stop shop for accurate, unbiased information on all aspects of life related to aging or living with a disability. The ADRS provides information on a broad range of programs and services; helps people understand the various Long Term Care Options available to them; helps applicants apply for programs and benefits; and serves as the access point for publically funded Long Term Care.
- Elder Services has been working on establishing an Oneida Aging and Disability Specialist Office where information specific to Oneida Services as well as services in the surrounding communities can be provided for dissemination.
- The State will provide funding for the ADR-Specialist Positions (2) in the amount of \$106,000. Oneida will designate an Oneida Representative to the Brown County and the Outagamie County ADRC Governing Boards.

- The ADRS Grant Proposal was submitted by Elder Services. The grant was approved by the OBC at the February 26, 2014 meeting. In May the grant, to fund the latter six months of 2014 in the amount of \$51,000, was approved by the State. Elder Services has received approval to post the ADRS Position.
- The ADRS was finally filled in October, 2014, and vacated the same month. Elder Services was able to fill the position with an Emergency Temporary Person, Mallory Patton, who is making great progress in her orientation to the program. We wish her much success.
- **Current Status: An open house for the ADRS in Oneida was held and Elder Services is open for business as of November 2, 2015**

Long Term Care Group

- A Long Term Care (LTC) group consisting of representatives from Oneida Health Center, Governmental Services, and ONCOA has been formed to develop a strategic LTC-Services and Supports plan for Oneida. Out of this large a core team has been formed.
- Lately the core team (Health Center, GSD, Elder Services, ONCOA, Law) have been meeting to deal with the **Tribal Only Waiver**. The Tribally operated Medicaid (low income) Home and Community Based Services (HCBS) waiver is an option for Wisconsin American Indian Tribes to provide long term supports for adults with long-term care needs in Wisconsin. This waiver is important because it aligns administration with the unique authorities of Tribal Governments, and assures that services will meet the unique needs of tribal members when meeting their long term care needs.
- During the past months the waiver plan was changed to Tribally Operated Waiver. It is expected that solutions will be developed to narrow the health care gap in critical risk areas experienced disproportionately among American Indians. Oneida supported re-submitting the proposal with changes to CMS.
- The Tribal Only Waiver will allow for 100% reimbursement at the federal level directly to tribes. The State will then not have to pay a percentage of the eligible service. We have not received any notification that the Tribal Only Waiver has been approved.
- **Current Status: Effective November 2015 CMS has not made a decision to implement the Tribal Only Waiver. A meeting with official in Washington, D.C. and representatives from Oneida Health Center and OBC is to occur.**

Money Follows the Person (MFP) Tribal Initiative

- The Centers for Medicare and Medicaid Services is offering states and tribes between \$850,000 and \$1.93 million in grant funding in order to build sustainable community-based Long Term Services and supports specifically for Tribal Members. Wisconsin must have an active partnership with the participating tribes or tribal organizations in order to be eligible for the grant. Oneida submitted a letter regarding our willingness to move forward with the State in developing systems to address tribal member needs. Each tribe selects an option that is most appropriate to the tribal needs.
- The project Oneida has selected to develop is a **Tribal Personal Care Agency** along with needed infrastructure to deliver Long Term Care services to Oneida Tribal Members. Having a Personal Care Agency will allow **Elder Services and Oneida Health Center** to obtain Third Party Billing Payments through Medicaid for In-Home Care and Home Chore Services. Currently, Oneida provides In-Home Care and Home Chore Services that are paid through Tribal Contribution. In the future, Elder Services could potentially increase these services utilizing the third party reimbursement received by the Tribe.

Up Date: The Tribal Personal Care Agency application was to be submitted to the State on June 1, 2015. Unfortunately more work needed to be accomplished and the revised deadline to submit is in September 2015. We have not received a notice that the application has been

submitted. ONCOA supports having a personal care agency **to help defray Tribal Contribution costs to the Elder Service budget.** The reimbursement will come from those services provided to clients who meet low income eligibility (Medicaid).

Great Lakes Native American Elders Association (GLNAEA)

- These meetings are held quarterly and membership is comprised of elders from the eleven tribes in Wisconsin. Each tribe takes a turn at sponsoring a meeting on their reservation. Tribal news and current issues in Indian country are discussed at the meetings. Social interaction between the tribes is an important aspect of the association that keeps members participating in the meetings.

Webinars/Training

- ONCOA attends webinars that are held monthly in the Elder Services Conference Room. These webinars pertain to services for Elders. The webinars are sponsored by GWAAR Health Promotion Team and Long-Term Care Services and Supports Technical Center. Efforts are made to seek local training offered by Oneida and in Wisconsin to keep training expenses to a minimum. ONCOA plans on attending one national conference that specifically covers Indian Elder issues on the national level.

Wisconsin Tribal Aging Directors Association

- ONCOA members participate in these meetings along with Elder Services Director, Florence Petri. All eleven tribes belong to this association and meet to discuss Aging Issues in Indian Country and to formulate ways to best meet the needs of our Native Elders.
- This is a collaborative relationship that ONCOA has maintained with Elders Services and the other tribes since the inception of the organization. Meetings are held monthly.
- The annual Title VI conference was attended by three ONCOA representatives.

Elder Service Staff Meetings

- Elder Service Staff Meetings are held on the first Tuesday of each month except when it falls on a holiday. Updated monthly calendar of events, speakers, and staff information comprise the agenda. There is an ONCOA Representative in attendance to provide a status of ONCOA Activities.

Title V – Senior Community Service Employment Program (SCSEP)

- ONCOA has always had great success by working with the Title V program. We currently employ a part time elder in an administrative assistant position. The wages are paid through Federal funds.

MEETING REQUIREMENTS

ONCOA meets on the second and fourth Tuesday of each month at 1:00 p.m. in the Elder Services Conference Room. Other Special Meetings are held during the month to address specific topics related to the goals and objectives of ONCOA. Meetings are open and community members are encouraged to attend.

GOALS

GOAL I	ONCOA will create policies and work together with Elder Services in an effort to improve the quality of life of our Elders.
GOAL II	ONCOA will communicate with Elders on issues, policies and services in order to increase their awareness and participation.
GOAL III	ONCOA will advocate at all levels (tribal, local, state, national) for resources to provide for elder services

COMMENTS

Each commissioner, along with the ONCOA staff, brings with him/her a varied background of employment, life experiences, education, and community/state/national involvement to work toward a common goal of advocating for services that place emphasis on our elders. The following list demonstrates the extent of current community/state/national involvement for the ONCOA commissioners and staff:

Oneida Nutrition Board	Anna John Nursing Home Board
GLNAEA – Elder Abuse Task Force	National Indian Council on Aging
Oneida Personnel Commission	Oneida Child Protective Board
Oneida Library Board	Veterans of Foreign Wars (VFW) Auxiliary
Oneida Police Commission	National Indian Child Welfare Association
Greater Wisconsin Agency on Aging Resources (GWAAR), Board of Directors	
Oneida Trust/Enrollment Committee (elected)	
National Indian Child Welfare Association (NICWA)	
Great Lakes Native American Elders Association (GLNAEA), Board of Directors and members	

Oneida Business Committee Agenda Request

1. Meeting Date Requested: 11 / 25 / 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:

Debra Danforth, School Board Chair
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:

Quarterly School Board report to the Business Committee.

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

Oneida Nation Elementary School
 P.O. Box 365
 N7125 Seminary Road
 Oneida, WI 54155
 Phone (920) 869-1676
 FAX (920) 869-1684



Oneida Nation High School
 P.O. Box 365
 N7210 Seminary Road
 Oneida, WI 54155
 Phone (920) 869-4308
 FAX (920) 869-4045

November 10, 2015

BOARD: Oneida Nation School Board
MEMBERS: Debra Danforth, Chair
 Priscilla Dessart, Vice-Chair
 Rhiannon Metoxen, Secretary
 Melinda K. Danforth, Member
 Todd Hill, Member
 Dewain Danforth, Member
 Apache Danforth, Member
 Fred Muscavitch, Member
CONTACT PERSON: Rhiannon Metoxen
OBC LIAISON: Fawn Billie
MINUTES: August 11, 2015 (approved)
 September 8, 2015 (approved)
 October 7, 2015 (approved)

UPDATES

15-16 School Year Student Enrollment: K-8 = 318 9-12 = 124 Total = 442

A significant change for the upcoming school year is that the State of Wisconsin will no longer be using the WKCE (Wisconsin Knowledge and Concepts) Standardized exam. This exam was typically held in the fall and was still administered using pencils, paper books and bubble sheets. Wisconsin schools will continue to use PALS (Phonological Awareness Literacy Screening) along with NWEA Measures of Academic Progress which are online testing programs administered three times during the school year. NWEA monitors student progress for FACE -12 grade and PALS monitors grades K-2.

Scoreboards for the football field behind NHC and the basketball court at the elementary school have been installed. The football scoreboard was up and running just in time for the Homecoming game on September 25.

The Oneida Nation Elementary School is once again approved to participate in the Fresh Fruit and Vegetable program through a grant from the Department of Public Instruction Food and Nutrition Services program. The Fresh Fruit and Vegetable program allows the school to provide a fresh fruit or vegetable snack to elementary students in the morning, typically between 9:00 and 9:30 am. The snacks for this school year have been reduced to 3 days per week instead of 5 days due to costs.

Under the CEP (Community Eligibility Program), the school system is in the second year of our 4 year commitment to provide free breakfast and lunch to all students attending the school regardless of income. The school's meals program receives reimbursement from the Wisconsin Department of Public Instruction Food and Nutrition Services program based on the percentage of students who have qualified for free or reduced meals in the 2013-14 school year.

The annual Family Feast we held on Tuesday, November 10, 2015 in the NHC cafeteria. The event was well attended as usual, with approximately 650 people being served.

GOALS AND OBJECTIVES

Our students continue to increase their knowledge of Oneida language and culture, as they attend language / culture and social dance classes as part of their daily education. Improving daily attendance and raising the reading and mathematics academic levels continue to be the overall goals for this school year.

The FACE program center-based program for the 3 to 5 year olds is currently full and taking names for a waiting list. This literacy based program is growing in popularity and families are referring families due to the success of the early childhood program.

Both schools will be implementing Stage two of the Positive Behavior Intervention and Supports (P.B.I.S.) program.

The Bureau of Indian Education requires quarterly reporting on the Indistar Program, which provides goals and activities for the categories of School Leadership & Decision Making; Curriculum, Assessment and Instructional Planning; Classroom Instruction, which includes parental communication. The annual updates for the Parent Involvement Policy and Home/School/Community Compact have been completed.

MEETING REQUIREMENTS

The Oneida Nation School Board meets the first Monday of every month at 5:00 p.m. in the library at the Elementary School, and meetings are open to the public. Special meetings are called by the School Board Chair when deemed necessary.

Oneida Business Committee Agenda Request

1. Meeting Date Requested: 11 / 25 / 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:

Amelia Cornelius, LCC Chair

Your Name, Title / Dept. or Tribal Member

Additional Requestor:

Jennifer M. Stevens, LCC Executive Assistant

Name, Title / Dept.

Additional Requestor:

Name, Title / Dept.

**ONEIDA LAND CLAIMS COMMISSION
QUARTERLY REPORT**

4th Quarter: July 1, 2015 to September 31, 2015

Submitted by Jennifer M. Stevens, LCC Executive Assistant I 490-3955

LAND CLAIMS COMMISSIONERS:

Chair-Amelia Cornelius, Vice-Chair-Loretta V. Metoxen, Secretary/Treasurer- (Interim) Dakota Webster. Commissioners: Donald McLester and Jay Rasmussen.

Brandon Stevens (1st) and Jenny Webster (2nd), BC: LCC Liaisons.

(Note: Need to do Internal Elections when we have a full board-waiting for 2 BC appointments to be completed.)

PURPOSE:

“Make recommendations to the Business Committee on ways to foster General Tribal Council participation in the decision making process regarding the settlement of the Oneida land claims in New York State. Article I-Authority 1-b ~LCC By-Laws

Special Note: The Land Claims Commission is an educational resource and liaison for the Oneida community regarding the New York Land Claims case and history. The Land Claims Commission strives to provide educational opportunities to learn more about the Upstate New York in order for the G.T.C. to make better informed and/or sound decisions. Although, there is sensitivity and confidentiality to our case, the Land Claims Commission continues to strive to assist G.T.C. members to be interested and better informed in the New York Land Claims case to the best of our knowledge and resourced provided for us.

Oneida Land Claims Commission By-Laws: Purpose

Article II: Officers 2-6 Duties

c: “The Oneida Land Claims Commission will review proposed settlement terms and advise the Oneida Business Committee regarding the best settlement terms that may be acceptable to the General Tribal Council.

d: “At least one member of the Oneida Land Claims Commission will participate, in an advisory capacity, at all meetings and events regarding Oneida Land Claims issues.”

e: “The Oneida Land Claims Commission shall advise and assist the Oneida Land Claims Business Committee in the development of communication and Public Relation services about the settlement efforts.”

General Tribal Council and BC Directives:

Resolution 3-21-77A, March 21, 1977: Oneida Litigation Committee was established. This is now known as the Oneida Land Claims Commission.

GTC Directive July 6, 1998: GTC directive; “Motion that the LCC become part of the Negotiating Committee and work to increase the communication and education of the NY Land Claims Area with a status report quarterly to the GTC and the By-Laws to be approved by the GTC and brought forward at the FY99 Budget Meeting.” Motioned by Celene Elm and seconded by Noreen Smith-Motion carried.

Resolution 9-4-02B Amendment to 9-11-96A. September 4, 2002: Land Claims Negotiation Team reformatted. Identified the Chief Negotiators as the Business Committee Chairperson, Vice-Chairperson, One Council Member, General Manager, and one Land Claims Commissioner.

OBJECTIVES:

The Oneida Land Claims Commission is an elected governing body and will still strive to meet the needs of the GTC. LCC continues to show interest in any BC meetings regarding the New York Land Claims Issues. LCC continues to aim to have their files put on On-base and Jennifer Stevens is striving to put articles in the Kalihwisaks-our last article was about the New York Land Claims Update. Jennifer Stevens was appointed by the LCC Chair, to assist in the New York Land Summit to be scheduled for spring of 2015.



PERSONAL COMMENTS: The Land Claims Commission met with the Business Committee August 31, 2015 and were not able to cover all their agenda items-A meeting was scheduled for October 21, 2015 and was cancelled; currently the meeting is being rescheduled. The LCC was not able to cover the history of the Land Claims Commission and would like to reschedule a meeting with Brandon Stevens and Jenny Webster. The LCC would like to update them on the history of the Land Claims Commission-since they are the Liaisons it would be valuable information for them to be better informed.

The LCC is currently looking at the office options; these details will be discussed in the near future with the Land Claims Commission and Business Committee.

The Oneida Land Claims Commission give thanks to Jennifer M. Stevens, LCC Executive Assistant for her 14 years and 5 months employment and due diligence for over the years.

ACTIVITIES:

July: The Land Claims Commission developed their agenda for their August 31, 2015 LCC and BC Joint Meeting.

August: The Land Claims Commission had a LCC and BC Joint Meeting with the Business Committee on August 31, 2015. The agenda items were not all discussed and another meeting was requested and scheduled for October 21, 2015 and was cancelled by the Business Committee due to no quorum. This meeting is currently being rescheduled for a future date. The LCC BC Quarterly Report was submitted for the August 26, 2015 BC Meeting.

September: The Land Claims Commission met on September 17, 2015 and currently working on review of the July 7, 2014 GTC Meeting Minutes regarding the last formal New

York Land Claims BC and Arlinda Locklear update, and Jennifer Stevens and Loretta V. Metoxen developed a Louise Cobell vs. Oneida Land Claims Case Comparisons. The land Claims Commission is currently revising our By-laws. September 28, 2015 the LCC participated in the New York Homeland Summit Meeting to discuss what the next step is to do with the 4 properties the tribe owns; to develop it or Sell it? There is continued discussion on what the tribe will decide with the New York properties.

MEETINGS:

Land Claims Commission has been meeting once a month on a regular basis as scheduled, the third Thursday of every month at 5PM. The LCC Meetings were held on July 20, August 20, 31, and September 17, 2015. Minutes and Stipends are up to date for October 30, 2015.

FOLLOW UP:

LCC & BC Joint Meeting: Need to Reschedule

Land Claims Commission and BC Joint Meeting Re: New York Land Claims

Agenda as follows:

- I. CALL TO ORDER**
- II. AGENDA**
- III. LAND CLAIMS COMMISSION**
 - a. Historical Overview**
 - b. By-Laws**
 - c. Cobell Case**
 - d. Education Plan**
 - e. LCC Office**
- IV. BUSINESS COMMITTEE**
 - a. New York Land Claims Strategy**
 - i. Present & Review: 4 Options**
 - b. Letter to Haudenosaunee Leaders:**
 - i. Present & Review: Letter**
- V. Adjournment**

Oneida Business Committee Agenda Request

1. Meeting Date Requested: 11 / 25 / 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: Amelia Cornelius, Land Commission Chair

Your Name, Title / Dept. or Tribal Member

Additional Requestor:

Submitted by: Lori Elm, Office Manager/Land Administration

Name, Title / Dept.

Additional Requestor:

Name, Title / Dept.

LAND COMMISSION—(JULY-OCT, 2015)

4TH QUARTER REPORT

FOURTH QUARTER IMPRESSION: Land Commission is currently evaluating their policies and procedures. This will allow the Division of Land Management to create more efficient services to the Oneida Nation and its tribal members.

The moratorium continues. All acquisitions and requests must be presented as procedural exceptions to the Oneida Business Committee. Land Commission will continue to move forward in acquiring land for the benefit of the Oneida Nation and its tribal members.

The Land Commission says good-bye to board member Bart Cornelius and welcomes to the board Racquel Hill and Jay Rasmussen.

Oneida Land Commission Members

Officers:

Amelia Cornelius, Chair *
Rae Skenandore, Vice—Chair
Jay Rasmussen Secretary

Members:

Donald McLester
Sherrole Benton
Racquel Hill
Lloyd Powless, Jr.

MISSION

“THE LAND COMMISSION IS AN ELECTED BODY OF POLICY MAKERS FOR THE DIVISION OF LAND MANAGEMENT, OVERSEEING LAND ACQUISITION, LEASES, LOAN APPROVALS, LAND USE, PROBATES AND ALL OTHER TRIBAL LAND ISSUES.”

BC Liaison:

Ron “Tehassi” Hill, Jr. , OBC

Alternate:

Jennifer Webster, OBC

LAND ACQUIRED

- ◆ 9 DREAM homes during the year
- ◆ Over 254 acres of vacant land
- ◆ 1 OHA home
- ◆ Currently own 39% or 25,337.9 acres of the original reservations 65,400 acres

Meetings:

Regular meetings are held the 2nd Monday of each month; Acquisition Meetings are held the 4th Monday of each month.

6 Meetings were held:

- 3 Regular
- 3 Acquisition
- 2 Hearings— 1 Probate &

BC Collaborations

- Rescheduled the Land Commission/Business Committee joint meeting from September 24, 2015 to November 2, 2015. To be held at Land Management.

POINTS OF INTEREST

- ◆ HELD THE ANNUAL LAND COMMISSION MEETING
- ◆ APPROVED PRE- ACQUISITION CRITERIA GUIDELINES INCLUDING A POINT SYSTEM
- ◆ DEVELOPED AND PRESENTED THE HBO PROCESS TO GENERAL TRIBAL COUNCIL , WHICH WAS ALSO APPROVED BY GENERAL TRIBAL COUNCIL
- ◆ WORKING ON COMMERCIAL LEASES, INCLUDING USAGE, AND RE-EVALUATING PROCESS
- ◆ APPROVED REMOVING THE REPURCHASING OF HOMES AFTER 1 YEAR PROCESS FROM FUTURE MORTGAGES STARTING OCT 1, 2015
- ◆ APPROVED 3 DREAM OPEN HOUSES: 2924 SANDIA (CLOSED), 474 RIVERDALE (PRE CLOSING SCHEDULE NOVEMBER) AND 1108 ORLANDO (OPEN HOUSE SCHEDULED NOVEMBER)
- ◆ APPROVED ONEIDA POLICE DEPARTMENT'S REQUEST TO USE HOME FOR K-9 TRAINING

LAND COMMISSION OVERSIGHT

- ◆ Residential Leases
- ◆ Commercial Leases
- ◆ Agricultural Leases
- ◆ Land Use Agreements
- ◆ Easements
- ◆ Mortgage Loans
- ◆ Home Equity Loans
- ◆ Licensing Approval
- ⇒ AND all other Land issues that may arise

COMMUNICATION TO COMMUNITY

- REAL PROPERTY LAW CLASS
- DREAM FLYERS
- ARTICLES IN THE CARETAKERS CORNER (KALIWISAKS)
- POSTING ON ONEIDA DIVISION OF LAND MANAGEMENT FACEBOOK PAGE AND DOLM WEBSITE

BC ACTION NEEDED: REQUEST BC TO ACCEPT THE LAND COMMISSION 4TH QUARTER REPORT

Oneida Business Committee Agenda Request

1. Meeting Date Requested: 11 / 25 / 15

2. General Information:

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

[Empty text box]

Agenda Header: New Business

Accept as Information only

Action - please describe:

- 1) Update report(s) from Division of Land Management/Environmental re: cemetery and Plan for follow-up on Moratorium as directed by the Chairwoman
- 2) Communication Plan
- 3) 950 page chronological historical master plan

3. Supporting Materials

Report Resolution Contract

Other:

1. Copy of Open Records Duplication Request Form

3. [Empty text box]

2. [Empty text box]

4. [Empty text box]

Business Committee signature required

4. Budget Information

Budgeted - Tribal Contribution Budgeted - Grant Funded Unbudgeted

5. Submission

Authorized Sponsor / Liaison: Lisa Summers, Tribal Secretary

Primary Requestor/Submitter: Nancy Barton, Tribal Member
Your Name, Title / Dept. or Tribal Member

Additional Requestor: Mike Debraska, Tribal Member
Name, Title / Dept.

Additional Requestor: _____
Name, Title / Dept.

Oneida Business Committee Agenda Request

6. Cover Memo:

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

1) Update report(s) from Division of Land Management/Environmental re: cemetery and Plan for follow-up on Moratorium as directed by the Chairwoman
--At the October 28, 2015, Business Committee, Pat Pelky, Division Director for DOLM and EH&S, was directed by the Chair to provide weekly reports and an updated report at the November 10, 2015 Business Committee meeting. He was not present at the November 10, 2015 Business Committee meeting.
--Requesting information regarding the plan for hydrologist including the budget, hiring process and scope of work.

2) Communication Plan

--It is unclear who is responsible for the Communication Plan. In the past term, the former Chairman, Ed Delgado, assigned the task to the Communications Department. No plan as been brought back.
--Requesting a Communication Plan be identified as well as the responsible party.

3) 950 page chronological historical master plan

--See attached Open Records Duplication Request Form
--Requesting opportunity to review the document and provide feedback on the contents.

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

Open Records Duplication Request Form

(Form # _____)

PURPOSE: In order to be in compliance with the Open Records & Open Meeting law this form was developed so that all requests for Open Records can be addressed effectively while maintaining confidentiality and security of Tribal records.

REQUESTOR INFORMATION:

Print Name: MICHAEL DEBRASKA / NANCY BARTON Current Date: 11 / 13 / 15

Oneida Enrollment #: 10738 Birth Date: 8 / 11 / 66

Email: _____ Phone #: _____

MATERIAL REQUESTING

BUSINESS COMMITTEE

- Minutes Resolutions Audio Video Supporting Documentation

Other: 950 Page Cemetery Report

Request Details: See attached

JD 11-13-15

Date Needed By: 11 / 17 / 15

GENERAL TRIBAL COUNCIL (Must provide Oneida enrollment # above)

- Minutes Resolutions Audio Video Supporting Documentation

Other: _____

Request Details: See attached

Date Needed By: / /

OFFICE USE ONLY

- Approved Denied See attached



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

ONEIDA FINANCE OFFICE

Office: (920) 869-4325 η Toll Free: 1-800-236-2214
FAX # (920) 869-4024



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.

MEMORANDUM

DATE: November 20, 2015

FROM: Larry Barton, Chief Financial Officer

TO: Trish King, Treasurer
Oneida Business Committee

RE: **Financial Impact of Resolution-- Investigate Oneida Seven Generations**

I. Background

Under consideration is a petition which contained a resolution directing an investigation of the Oneida Seven Generations Corporation. The Petition, if approved, would require the Chairwoman to "request the Superintendent of the Bureau of Indian Affairs to conduct an outside Federal forensic audit or investigation into the Seven Generations' operation for possible fraud in their land transactions or other financial improprieties."

Further, there are thirteen (13) separate bullet points listed, detailing directed information regarding the legal structures of partnerships involving Oneida Seven Generations Corporation, which the petitioners request be disclosed to the General Tribal Council. Lastly, The resolution would direct the Oneida Business Committee to immediately withdraw the Charter of the Oneida Seven Generation Corporation.

II. Executive Summary of Findings

The Finance Department has not been able to review the Legal Opinion of the resolution, as of this writing. However, in consultation with the Chief Counsel and the Director of Legislative Affairs, it is our understanding that the Bureau of Indian Affairs does not provide the type of service suggested by the resolution. As written, the resolution may not be actionable. However, we have requested a ballpark estimate from RSM US LLP, the audit firm currently conducting our annual audit of the Tribe's financial statements. They have estimated fees would fall in a range from fifty-thousand dollars (\$50,000) to two hundred-thousand dollars (\$200,000) or more, depending on how many hours are required to drill into the documents of each partnership, should the Business Committee choose to have RSM to perform the requested review. This would be outside the scope of work which the audit firm is already performing for the Tribe.

III. Financial Impact

There is no direct financial impact of the draft resolution as written. It is our understanding that the Bureau of Indian Affairs does not perform the service suggested by the resolution, therefore it may not be acted upon.

TOTAL ESTIMATED FINANCIAL IMPACT: NOT APPLICABLE

IV. Recommendation

The Finance Department does not make a recommendation in regards to course of action in this matter. Rather, it is the purpose of this report to disclose potential financial impact of an action, so that General Tribal Council has sufficient information to render a decision.



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

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MEMORANDUM

DATE: November 23, 2015

FROM: Larry Barton, Chief Financial Officer

TO: Trish King, Treasurer
Oneida Business Committee

RE: **Financial Impact of Resolution-- Salaries for Oneida Seven Generations**

I. Background

Under consideration is a petition which contained a resolution regarding salaries for all Oneida Seven Generations employees. Citing the original charter of the Oneida Seven Generations Corporation, the draft resolution states that the corporation was to keep only 25% of all revenues collected for operating expenses and return the other 75% back to the Tribe. The draft resolution would seek to have funds returned to the Tribe.

The first resolved section states that the General Tribal Council would set a maximum limit for salaries of 25% (for) operational costs per year for all four Seven Generations employees. Further, the draft resolution would establish a look back period, beginning in 2008 and progressing until the date of dissolution of the corporation. The second resolved section would direct the "Tribal Attorney" to take all necessary actions to compel Seven Generations to return any "excess profit" (salary paid to them which may have exceeded 25% of the revenues received by the corporation) back to the Tribe, using Federal Courts, if necessary.

II. Executive Summary of Findings

We have not been able to review the legal opinion as of this writing, but have a lack of clarity as to the legality of such an action. The Statement of Effect drafted by the Legislative Reference Office indicates the Tribe has no Corporate Code, therefore there is no legislative impact of the first part of the draft resolution. They further state that there is no legislative impact if the "Tribal Attorney" were to seek reimbursement from Oneida Seven Generations employees. Development of a Corporate Code would best be addressed by the Legislative Reference Offices processes.

III. Financial Impact

There is no direct financial impact of the draft resolution as written. It is our understanding that since there is not a currently adopted Corporate Code, the draft resolution may not be acted upon.

TOTAL ESTIMATED FINANCIAL IMPACT: NOT APPLICABLE

IV. Recommendation

The Finance Department does not make a recommendation in regards to course of action in this matter. Rather, it is the purpose of this report to disclose potential financial impact of an action, so that General Tribal Council has sufficient information to render a decision.



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FAX # (920) 869-4024

MEMORANDUM

DATE: November 20, 2015

FROM: Larry Barton, Chief Financial Officer

TO: Trish King, Treasurer
Oneida Business Committee

RE: **Financial Impact of Resolution— Freedom of Speech, Press and Assembly**

I. Background

Under consideration is a petition which contained a resolution regarding the freedom of speech, press and assembly. The first resolved section would compel the Kalihwisaks to print an unedited version of any article submitted by any Oneida tribal member, provided the submission did not exceed 400 words. The second resolved section states the "Kalihwisaks will print a disclaimer, so as not to be sued."

II. Executive Summary of Findings

We contacted the Managing Editor of the Kalihwisaks. It was communicated that the number of submissions cannot be determined. However, if the volume is such that additional pages were required to be added to the editions, the cost is sixty-three (\$63.00) per page. Further, the Managing Editor states that a disclaimer would not protect the Kalihwisaks, if the resolution would compel the paper to print any libelous or slanderous material. Last, the Managing Editor is concerned with a potential inability to edit any submissions in order to remove any obscene or objectionable material.

III. Financial Impact

A direct financial impact cannot be estimated. Whether or not additional pages would need to be added to any edition of the Kalihwisaks would be solely determined by the number of submissions which could not be edited by the Kalihwisaks staff. Further, according to the Managing Editor, the paper could be subject to lawsuit if libelous or slanderous material were printed, despite presence of any disclaimers.

TOTAL ESTIMATED FINANCIAL IMPACT: INDETERMINABLE

IV. Recommendation

The Finance Department does not make a recommendation in regards to course of action in this matter. Rather, it is the purpose of this report to disclose potential financial impact of an action, so that General Tribal Council has sufficient information to render a decision.



Onedas 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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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.

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FAX # (920) 869-4024

MEMORANDUM

DATE: November 20, 2015

FROM: Larry Barton, Chief Financial Officer

TO: Trish King, Treasurer
Oneida Business Committee

RE: **Financial Impact of Resolution— Imposing Tax on Business Committee**

I. Background

Under consideration is a petition which contained a resolution that a tax be imposed on the Business Committee members whom voted to restructure Oneida Seven Generations Corporation, as well as on the "Tribal Attorney."

The draft resolution alleges that the Oneida Business Committee has either not followed or has violated various General Tribal Council resolutions cited. The draft resolution seeks to compel all Business Committee members who voted not to dissolve OSGC to pay a "tax" of five-thousand dollars (\$5,000.00). However, the Chairwoman and the "Tribal Attorney" (presumably, the Chief Counsel) would be required to pay twice that amount, or ten-thousand dollars (\$10,000.00). Further, the draft resolution states that the affected persons begin paying from their personal accounts, or have their per capita payments canceled until the "tax" amount is paid.

II. Executive Summary of Findings

We have not been able to review the legal opinion as of this writing, and have a lack of clarity as to the legality of such an action. The Statement of Effect drafted by the Legislative Reference Office indicates the Tribe has no tax law or policy, therefore there is no legislative impact of the first part of the draft resolution, which imposes \$5,000 and \$10,000 taxes upon Business Committee members and the Chief Counsel. As to the second part, which describes how the impacted parties may pay the "taxes," there is already a Per Capita Law which would govern any attachments of per capita payments. Attachments may only be ordered currently by the Tribe's Judicial System.

III. Financial Impact

There is no direct financial impact of the draft resolution as written. It is our understanding that since there is not a current Tax Law or Policy, the draft resolution cannot be acted upon.

TOTAL ESTIMATED FINANCIAL IMPACT: NOT APPLICABLE

IV. Recommendation

The Finance Department does not make a recommendation in regards to course of action in this matter. Rather, it is the purpose of this report to disclose potential financial impact of an action, so that General Tribal Council has sufficient information to render a decision.



**ANNUAL
GENERAL TRIBAL COUNCIL
MEETING**

MONDAY, JANUARY 4, 2016

6:00 P.M.

RADISSON HOTEL & CONFERENCE CENTER

2040 AIRPORT DRIVE

GREEN BAY, WISCONSIN

ALTERNATE DATE FOR INCLEMENT WEATHER:

SATURDAY, FEBRUARY 20, 2016 OR SUNDAY, FEBRUARY 21, 2016

<<TIME>>

TABLE OF CONTENTS

Will be supplied by Printing
when content is approved and compiled

DRAFT

GENERAL TRIBAL COUNCIL MEETING INFORMATION

EXPECTATIONS

No Children Please. All seats are needed for voting age members.

Smoking only allowed in designated area.

No E-cigarettes allowed per Clean Air Policy of BC-05-28-14A.

Please exit the meeting in an orderly manner.

Keeping in line with the Oneida principle of Kalihwi-yó; meeting attendees are expected to treat each other with respect and kindness.

Please do not:

- Use profanity,
- Interrupt others,
- Heckle or threaten others,
- Disrespect property, or exhibit behavior that disrupts the meeting or endangers the safety of other attendees,
- Be under the influence of alcohol or illegal drugs,
- Have a weapon on their person in violation of any applicable law, or
- Take action that violates Tribal law.

TO ATTEND THE MEETING

You must be an enrolled Tribal member.

You must be at least 21 years old.

You must present a photo ID when checking in.

PHOTO ID REQUIRED

The Enrollment Department issues Tribal ID's.

Tribal ID Card Issuance hours and location:

9 a.m. to 4 p.m. weekdays

210 Elm St. Oneida, WI 54155

(920) 869-6200

GTC MEETING STIPEND

To be eligible to receive the \$100 GTC meeting stipend; attendees must be in line to register no later than 15 minutes after the start of the meeting **and** sign out after the meeting adjourns.

Those leaving the designated GTC meeting area will not receive their stipend.

EXITING SAFETY INFORMATION

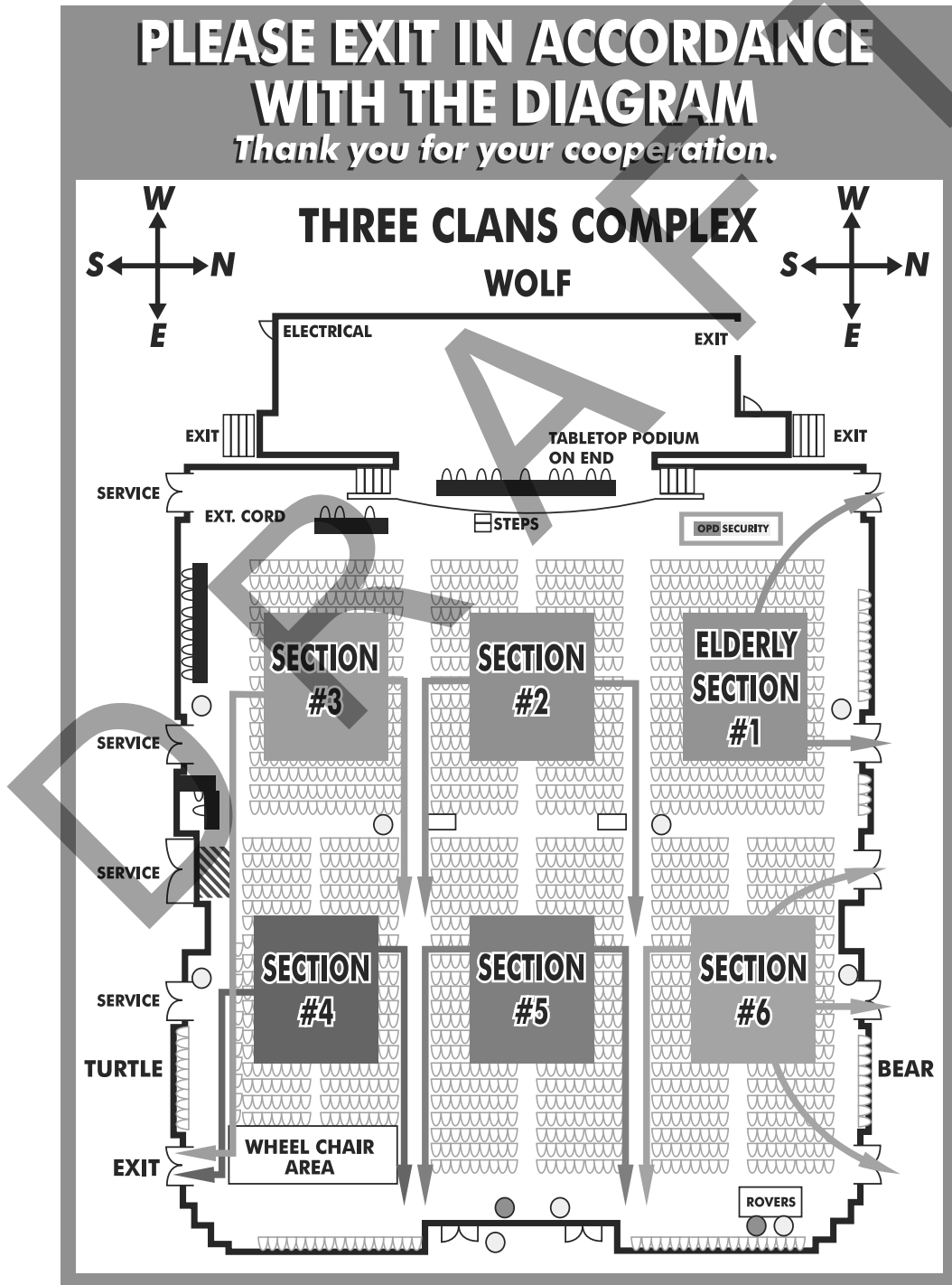
When the meeting is adjourned, please remain seated until your section is released by the Tribal Chairwoman

FOOD AND BEVERAGES

If you have medical needs, **please bring your own food and beverages** to ensure you are prepared if the meeting runs longer than 3 hours. Some food and beverages will be available for sale.

SUPPLEMENTAL PACKET A FOR ITEM - IX.D.

- 1 General Tribal Council,
- 2 The Oneida Business Committee is asking GTC meeting participants to honor the exiting flow identified
- 3 below. This cooperative effort will assist Security and the workers at the checkout tables.
- 4 • We ask GTC participants to be patient during the exiting procedures and be careful not to push or
- 5 shove other participants to avoid injuries and conflict.
- 6 • In the main room (3 Clans), we ask you exit through the door(s) according to the respective Sections
- 7 (1-6) flow of arrows, out each door identified.
- 8 • For those seated in the overflow room (Iroquois South), we ask you exit according to the instructions
- 9 provided by the lead staff person in this room.



Voluntary Retail Gift Card

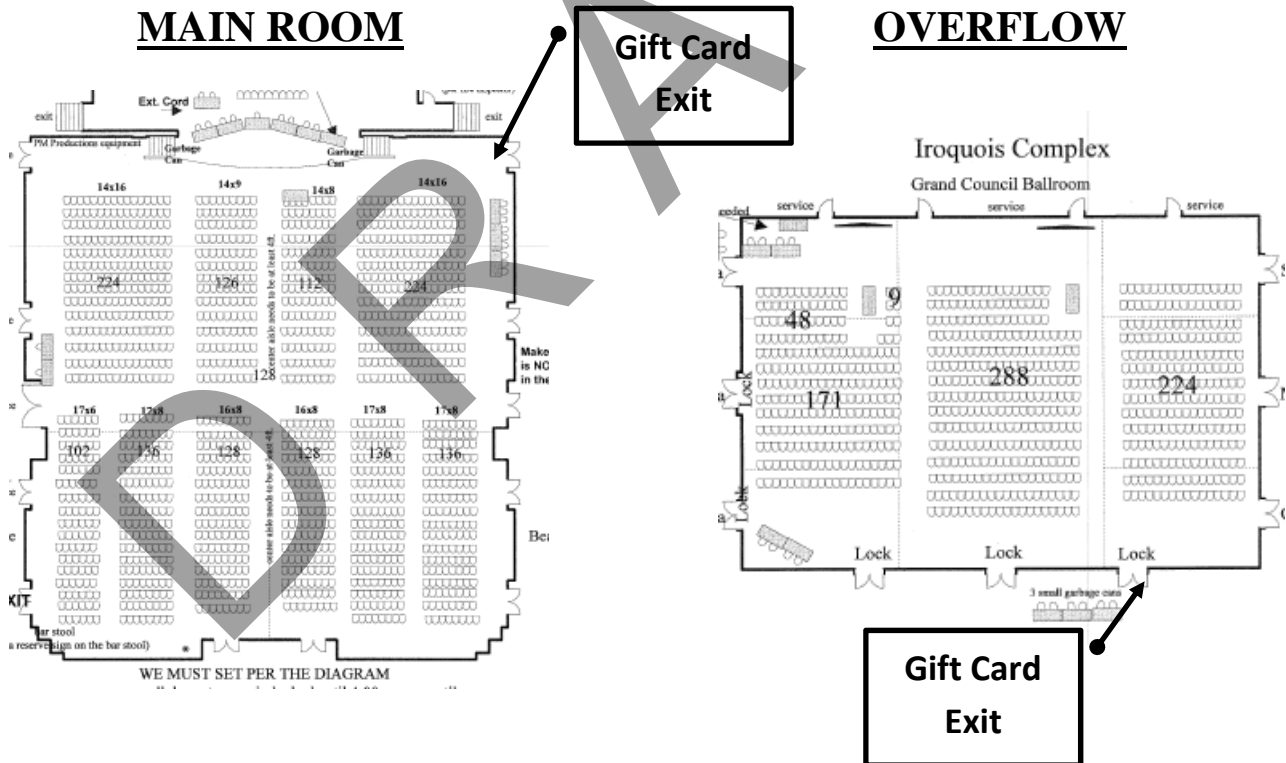
Announcement

1 The Oneida Business Committee is pleased to announce that \$100 Gift
2 Retail Gift Cards will be available at the 2016 Annual GTC Meeting.

3 Please note the following:

- 4 1) This is a VOLUNTARY choice.
- 5 2) Lost cards will not be replaced.
- 6 3) A signed an acknowledgement will be required.

7 Two exits have been designated for General Tribal Council meeting
8 attendees who choose to receive a gift card in lieu of stipend.



If you have additional questions, please contact the BC Support Office at
920-869-4364.

Voluntary Retail Gift Card

Frequently Asked Questions

1 **What if I lose my card, can I get it replaced?** No, if a card is lost, it will not be
2 replaced.

3 **Is the card still taxable income?** Yes, the card is considered taxable income; the
4 records will be kept the same as the distribution of checks or direct deposit and it
5 will be reflected on your 1099-MISC tax form.

6 **Can I get a card at some meetings and choose a stipend at other meetings?**
7 Yes, at each GTC meeting you will have a choice.

8 **Will there be special check-out lines for the cards at GTC meetings?** Yes, if
9 you want a card, there will be a special line for checkout to keep the exit process
10 moving smoothly. **Please see the maps on page on the Announcement page.**

11 **Will we eventually go 100% gift cards for stipends?** GTC would determine if
12 there is a full transition to gift cards. This would also require GTC to approve an
13 amendment to the “GTC Meeting Stipend Payment Policy.”

14 **Can I redeem my card for cash at any of the places that accept the card?** No,
15 the card cannot be redeemed for cash.

16 **Will I be able to use the card at the casino?** No, Gaming’s system will not
17 accept the gift card. The card is valid at any of the following entities:

- 18 • Oneida One Stops, Travel Center and Smokeshops
- 19 • Oneida Market
- 20 • Oneida Museum
- 21 • Oneida Family Fitness
- 22 • Oneida Nation Farm
- 23 • Oneida Apple Orchard
- 24 • Oneida Licensing Department
- 25 • Oneida Health Center
- 26 • Oneida Housing

1 Shek%li Swakweku,

2

3 I'm excited to let you know the new **General Tribal Council Portal** will be available
4 very shortly. Thanks to the hard work and dedication of the Website Steering Team
5 and its members, this new and streamlined site will allow GTC members easy to use
6 access to Reports, Meeting Packets, Meeting Minutes, Petitions and more.

7 Please check the Kaliwisaks and the Tribe's main page as additional information will
8 be coming soon!

9

Yaw<>k%=

10

Lisa Summers, Tribal Secretary

11

12

Home | Members | Directory | Contact Us | Sitemap

GENERAL TRIBAL COUNCIL PORTAL

Government | Our Ways | Resources | Community | Business | Visit Us | I want to...

Welcome **FORREST PELKY** to your GTC Portal

Enrolled tribal access to...

Reports | Packets | Minutes | Petitions | Videos | Resolutions

Tobacco Burning Honors BC

Newly elected Business Committee members attend a tobacco burning held on their behalf on Friday August 15, 2014. Burning tobacco will help our Tribal Leaders begin their term with a good mind, a good heart, and the best of intentions to make good, responsible decisions on behalf of the Oneida people now and for the next seven generations. Through the smoke of the tobacco acknowledgement and encouragement is conveyed to all of creation and our new leaders to continue and renew their responsibilities.

What's New

- Welcome to the GTC Portal
- Welcome
- Discounts for Tribal Members
- Benefits available for tribal members.

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PO Box 365
Oneida, Wisconsin 54155

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Oneida Tribe of Indians of Wisconsin

ONEIDA GENERAL TRIBAL COUNCIL

AGENDA



1. Welcome and Opening prayer
2. Announcements and Call meeting to Order
3. Adopt the agenda
4. Adopt Rules of Decorum and
Appoint Sergeant-at-Arms
5. Approve GTC meeting minutes
 - A. Tabled Minutes
 1. December 15, 2013 Special Meeting
 - B. New Minutes
 1. March 28, 2015 Special Meeting
 2. June 1, 2015 Special Meeting
 3. July 6, 2015 Semi-Annual Meeting
6. Reports
 - A. FY2015 comprehensive annual financial audit report by RSM US, LLC
 - B. Tribal Treasurer's annual report for FY 2015
 - C. Ticket and Merchandise Contract Report
 - D. Annual Report
7. New Business
 - A. Dialysis Center Presentation
8. Adjourn

ANNUAL MEETING

Monday, January 4, 2016

6:00 p.m.

LOCATION

Radisson
Hotel & Conference Center
2040 Airport Dr., Green Bay, WI

ALTERNATE DATE FOR INCLEMENT WEATHER

<day>, February <date>, 2015

<<time>>

TOPIC:

**ADOPT RULES OF DECORUM
AND
APPOINT
SERGEANT-AT-ARMS**

DRAFT

**Oneida Tribe of Indians of Wisconsin
BUSINESS COMMITTEE**



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



**P.O. Box 365 • Oneida, WI 54155
Telephone: 920-869-4364 • Fax: 920-869-4040**



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.

Memorandum

To: General Tribal Council
From: Oneida Business Committee
Date: November 25, 2015
Re: Rules of Decorum; Appoint Sergeant-at-Arms and Exiting

1 The purpose of this memorandum is to provide you with information regarding the agenda item
2 entitled "Rules of Decorum and Appoint Sergeant-at-Arms".

3 **Background**

4 Since taking office just over a year ago, the Oneida Business Committee (OBC) has taken the
5 time to review logistical concerns after each General Tribal Council (GTC) meeting. In our work
6 session known as "GTC debrief" meetings; we worked to obtain feedback and corrective
7 solutions to concerns raised by our staff, Security, Enrollment and Emergency Management
8 staff, as well as Election Board members.

9 This past year we have reviewed concerns during each of these debrief meetings which include,
10 but are not limited to:

- 11 • Alcohol / illegal substance use during GTC meetings,
- 12 • Crowd management / flow,
- 13 • Pushing and shoving during exiting,
- 14 • Designated smoking area,

- 15 • Decorum in the main and overflow rooms, and most importantly
- 16 • General safety and welfare of all tribal members

17 We understand there may be some concerns which arise at every meeting such as room
18 temperature and we will address these types of issues as they come up; however, the OBC has
19 taken the time to map out ways to address the main issues. In doing so, we are seeking your
20 support as we implement the provided solutions.

21 **Requested action**

22 1. Keeping in line with the Oneida principle of Kalihwi-y¹, we are looking to General
23 Tribal Council to adopt the following rules of decorum:

24 • **General Tribal Council meeting attendees are expected to treat each other with**
25 **respect. In addition, General Tribal Council meeting attendees shall not:**

26 (1) **Use profanity, interrupt others, heckle or threaten people, disrespect**
27 **property or exhibit behavior that disrupts the meeting or endangers the**
28 **safety of other attendees.**

29 (2) **Be under the influence of alcohol or illegal drugs.**

30 (3) **Have a weapon on their person in violation of any applicable law.**

31 (4) **Take action that violates Tribal law.**

32 2. In addition to the identified “Rules of Decorum,” we have presented here, we are also
33 seeking General Tribal Council support to appointment of a Sergeant-at-Arms for each
34 meeting. The scope of the Sergeant-at-Arms duty will be:

35 • **To oversee the Security Department during General Tribal Council meetings.**

36 • **To enforce the Rules of Decorum.**

37 (1) **General Tribal Council meeting attendee who violates the Rules of Decorum**
38 **may be prohibited from attending a General Tribal Council meeting or may**
39 **be removed from a General Tribal Council meeting by the Sergeant-at-**
40 **Arms, or designee, upon discovery of a violation or at the direction of the**
41 **Chairperson of the meeting.**

42 (2) **An individual removed from a General Tribal Council meeting shall not be**
43 **allowed to return for the duration of the meeting.**
44
45

1 The use of the good words about ourselves, our Nation, and our future.

- 46 • **The Oneida Business Committee has worked with the Internal Security Department**
47 **and determined that Jason King, Security Lieutenant, is the most appropriate**
48 **candidate.**
49
- 50 3. Lastly, the OBC is asking GTC meeting participants to honor the exiting flow identified
51 on page(s) of this packet. This cooperative effort will assist security and the workers
52 at the checkout tables.
53
- 54 • **We ask GTC participants to be patient during the exiting procedures and be careful**
55 **not to push or shove other participants to avoid injuries and conflict.**
56
- 57 • **In the main room (3 Clans), we ask you exit through the door(s) according to the**
58 **respective Sections (1-6) flow of arrows, out each door identified.**
59
- 60 • **For those seated in the overflow room (Iroquois South), we ask you exit according to**
61 **, and the instructions provided by the lead staff person in this room.**

62

63 **Suggested GTC Motion(s)**

- 64 1) Motion to adopt the Rules of Decorum as presented,
65
66 2) Motion to appoint Jason King, Security Lieutenant, as Sergeant-at-Arms, and
67
68 3) Motion to honor the exiting flow identified in the packet on pages

TOPIC:

APPROVE GTC MEETING MINUTES

Tabled Minutes

1. December 15, 2013 Special Meeting.....<<#>>

New Minutes

1. March 28, 2015 Special Meeting.....<<#>>
2. June 1, 2015 Special Meeting<<#>>
3. July 6, 2015 Semi-Annual Meeting<<#>>



**Oneida General Tribal Council
General Tribal Council Special Meeting
1 p.m. Sunday, December 15, 2013
Radisson Hotel and Conference Center, Green Bay, WI**

Meeting Minutes - DRAFT

Present: Chairman Ed Delgado, Vice Chairman Greg Matson, Treasurer Tina Danforth, Secretary Patty Hoeff, Council members: Melinda J. Danforth, Vince DelaRosa, Paul Ninham, Brandon Stevens. Not present: David Jordan

Ed Delgado: First on the agenda, before we get started, I want to mention as of 12:51 p.m. we have 1,389 Oneida tribal members in attendance. Some of them are in the overflow room. Overflow room, I want to remind you there are tribal members in there who want to listen. Please be respectful toward your other tribal members. We are all Oneida. Also, I would like to, before we do anything, have a moment of silence. We have tribal member, Kate Stevens who has, I believe, received her last rites. We also have Councilman David Jordan who is on medical leave. He will be doing a procedure. We all pray for a successful procedure with him. Could we have a moment of silence, please? Please. Thank you. Oneida Veterans color guard, posting of the colors. Wes Martin? Could you lead us in this, please.

1. Oneida Veterans Color Guard posting of the colors

Wes Martin: GTC, please rise. Please welcome the Native American Vets group. Thank you. Carrying the eagle staff is Harry J. Martin, U.S. Air Force; the American flag, Art Cornelius, U.S. Air Force; the Oneida flag, Tim Ninham, U. S. Navy; the Korean flag, Nathan Smith, Korean War Veteran, U.S. Air Force; carrying the Vietnam flag, Lloyd Powless, U.S. Army; carrying the POW/MIA flag, Jerry Cornelius, U.S. Army. Please give these veterans a round of applause. I'm not sure all of you guys are going to be able to get up the middle aisle. I ask if you can go around to the right. Can they get down the middle aisle? Please retire your colors Native American Veteran Association. As they are retiring, please give them another hand. They are our veterans. Please be seated, thank you. One of the things about being an elder is sometimes you can change the agenda. I was supposed to give a prayer but in lieu of our prayer, and this time that we are approaching the holidays, I wish to ask all the veterans in this room and the overflow room to please stand up. All the veterans, please stand up if you can. I ask the GTC members to look at these veterans. These are proud and the reason I'm asking that they be recognized is many of these at the holidays, Christmas is a time, some of our young veterans that are overseas and foreign countries. Many of these veterans that stand before you, give up a lot of their time during these holidays because either they are in the service overseas or not able to come home. I think that we should be proud of these veterans and I ask, as a GTC, please stand and give ovation to their time and service to this country and the Oneida Nation. One more time--thank you, GTC members.

2. Opening and Announcements

Ed Delgado: I would like to have a few words from our sergeant-at-arms, Jason King.
Jason King: Thank you, Ed. Just a few reminders before we begin the meeting today. Be aware of the designated areas. We have some security officers posted outside in the hallways. Be aware of the emergency exits, along with our designated smoking area. Also, one final reminder about the exiting today, please be courteous and respect for the elders around. We will have security monitoring the hallways, as far as people and making sure we are not pushing and shoving. We are all going to get signed, so we want to do it safe as possible. Thank you.

Ed Delgado: As long as Wesley talked about the veterans, I just want to talk two seconds. On Wednesday, we proclaimed, I forget the exact date, as Code Talker Day. We had four Code Talkers who were in the war. We went to Washington D.C., and for the tribe, received a gold medal signifying those heroes. Each family got one silver medal. The Code Talkers were Rupert Adams, my grandson's, O ya no lu, great-grandfather; Hudson Doxtator, Rimton Doxtator and Lloyd Schuyler. I think they will always be heroes to the Oneida Tribe. Yaw^ko. There is one more thing I'm supposed to do and I guess I'm not doing it because I sure forgot. We've had the color guard, oh, the opening. I will ask Paul Ninham to do the opening. Paul, could you do it?

Paul Ninham: A surprise. (Opening in the Oneida language)

3. Adopt the agenda

a. Approve attendance in meeting of representatives from McGladrey and Pullen who will give the financial analysis in regard to the petition
Ed Delgado: Thank you, Paul. The adoption of the agenda.

Frank Cornelius: Mr. Chairman, my name is Frank Cornelius. I make a motion that we adopt the agenda today and I be allowed 15 minutes to present my uninterrupted time to present my case.

Ed Delgado: We have a motion by Frank Cornelius. One second, please. We have a motion by Frank Cornelius. Could we have it on the screen please, so you know what you are voting for, and we have a second. Motion made by Frank Cornelius, seconded by Kathy Mauritz. Kathy Mauritz, could you spell your last name please.

Kathy Mauritz: M-a-u-r-i-t-z.

Ed Delgado: M-a-u-r-i-t-z. Here is the motion. Motion by Frank Cornelius to adopt the agenda and to be allowed 15 minutes uninterrupted. Now before the call for the question, we had a request from the Treasurer for an amendment. Tina?

Tina Danforth: I'd like to make an amendment to the main motion to allow McGladrey & Pullen to come into the meeting to give their presentation on the third-party-review.

Frank Cornelius: Out of order. Point of order. We have a motion and second on the floor. Tina Danforth: Yes, this is an amendment to the main motion.

Frank Cornelius: I do not want any additions.

Ed Delgado: This is an amendment. The amendment is to allow McGladrey here. They are the body that prepared an analysis, a third-party-analysis of what the consequences are here of this action. It is very important that you have the opportunity to listen to that. So we have a motion by Tina Danforth. We have a second? By whom?

Frank Cornelius: That's two motions on the floor, sir.

Ed Delgado: I know.

Frank Cornelius: We can't do that. Let's vote on them one at a time.

Ed Delgado: No, we have an amendment to the motion.

Frank Cornelius: I am not allowing amendment to my motion. I am the petitioner.

Ed Delgado: We do have amendments to motions, Frank.

Frank Cornelius: Mr. Chairman, we have a motion made and second.

Ed Delgado: We do, we do.

Frank Cornelius: I address the General Tribal, ask for a call for the question to see how many supports that motion.

Ed Delgado: We do have an amendment. We have a request for an amendment prior to the call for the question. We have a first, who seconded that? Madelyn, are you seconding that amendment?

Madelyn Genskow: No, I did not.

Cathy Metoxen: I appeal the decision of the Chair. This is General Tribal Council's meeting.

Ed Delgado: Loretta Metoxen, are you seconding that amendment?

Cathy L. Metoxen: I don't hear anything and I'm appealing your decision.

Ed Delgado: Loretta Metoxen? Loretta, are you seconding that motion for McGladrey to come in? Cathy is appealing my decision regarding...

Cathy L. Metoxen: Moving forward without General Tribal Council's vote on what their vote is...it is up to the General Tribal Council.

Ed Delgado: What we have is a motion, a second. We have an amendment by the Treasurer and a second.

Cathy L. Metoxen: I'm challenging you because General Tribal Council is the governing power of this tribe and you only function when we're not in session.

Ed Delgado: But we do operate under a set of rules. We have a point of order.

John Ori: Mr. Chairman? Yes, I believe it would be appropriate to withdraw the amendment and have McGladrey and Pullen and voted on separately. This is just Mr. Cornelius' motion to approve the agenda and to get McGladrey and Pullen in, is usually done separately as I recall.

Frank Cornelius: There are two items and the agenda, that is the second item.

Ed Delgado: No, we have one amendment.

Frank Cornelius: Mr. Chairman, this is not a dictatorship, sir.

Ed Delgado: I know.

Frank Cornelius: This is General Tribal. We control this meeting. We control this meeting. Please vote on the agenda. I do not want an addendum.

Ed Delgado: We operate under set of rules. The rules are that we have always allowed an amendment.

Frank Cornelius: This is a General Tribal. I don't want an amendment.

Ed Delgado: General Tribal Council will make that decision. It is going to come forward now.

Frank Cornelius: Well, let's vote on the motion then.

Ed Delgado: Ok, amendment by Tina Danforth to allow McGladrey and Pullen to give their financial analysis of the petition. That's the amendment. We will vote on first. All those in favor of the amendment, please signify by raising your right hand. Thank you. All those opposed to the amendment, please signify by raising your right hand.

Frank Cornelius: Raise your hand, everybody.

Ed Delgado: We are going to have to have a vote, I can't determine, a hand count. Election Board? We will do this through a hand count now. All those in favor of allowing...They are getting out there. I'm trying to read it before, can you pull it down a little bit so I can read it?

Frank Cornelius: Mr. Chairman, why don't we vote on the main motion and the addendum second? You are doing this backward.

Ed Delgado: No, this is the way it is done. You vote on the amendment and then you vote on the main motion. That is always the way it has been done. Amendment by Tina Danforth to allow McGladrey and Pullen to give their financial analysis of the petition. All those in favor now of that amendment, please signify by raising your right hand.

Frank Cornelius: While they are counting Mr. Chairman, I'd like to make an amendment.

Ed Delgado: During the counting of the vote, there is no comment. That is practice.

Nancy Skenandore: Excuse me. I'm here to listen to this meeting and there is a lot of chattering going on which is not necessary. I'm here to listen to the meeting. Whoever is chatting, go out in the hallway and chat.

Ed Delgado: Thank you, Nancy. Thank you for that vote. If you are not in favor of the amendment, please signify by raising your right hand. Thank you for that vote. Our final vote on this issue will be if you wish to abstain from this vote, please signify by raising your right hand. Pretty close. The amendment passes, 659 for, 589 no, 56 abstaining. Total vote: 1,295. We do have an amendment. There has been some debate whether or not I recognized the call for the question. I did recognize the call when I said we can have this vote for the amendment so I did recognize it. There are no more amendments. I know we have two

Amendment to the main motion by Tina Danforth to allow McGladrey & Pullen to give their financial analysis of petition, seconded by Loretta V. Metoxen. Motion approved by a hand count: 659 yes, 580 no, 56 abstained, total 1,295

Frank Cornelius: Mr. Chairman, there is one more amendment I'd like to propose before we vote. I'd respectfully ask of General Tribal if I could show three slides as a petitioner, and present why I don't think we don't need them to be here. I make that in a form of a motion-- I be allowed to present three slides and tell why

Ed Delgado: No, you can't do that. We are going to vote on the motion now.

Corinne Robelia-Zhuckahosee: We are allowed two amendments to a motion?

Ed Delgado: Not after the call for the question. There has been a call for the question. I will try and get...

Frank Cornelius: Did you recognize my addendum, sir?

Ed Delgado: Hold on. Parliamentarian, once a call for the question has been called for can there be additional amendments?

Frank Cornelius: You recognized a call for the question on the first motion.

Ed Delgado: After the request for the motion.

JoAnne House: The question is whether or not another amendment would be in order before the membership. The main motion was made. You recognized the Treasurer to make an amendment, then you also recognized a call for the question. We accepted the Treasurer's amendment. We are now back at this point to the main motion. There is a call for the question on the floor. There would be no discussion unless the membership wanted to vote on the call for the question to continue discussion, at which point another amendment would be in order.

Ed Delgado: Membership, you can vote on the call for the question. If you want no further amendments, you would support the call for the question. Am I right, Parliamentarian?

Frank Cornelius: I have another amendment.

Ed Delgado: First, we have to find out if you support the call for the question. All those in favor, supporting the call for the question, which means no more amendments, no more discussion, please signify by raising your right hand. Thank you. If you do not support the call for the question and would like to have further amendments, please signify by raising your right hand. Thank you. In this room, I believe that it is recognition, support for the call for the question. How about the overflow room?

Cathy Bachhuber: In the overflow room, the majority support.

Ed Delgado: Support ending, supporting the call for the question. No more amendments. We are now going to vote on adopting the agenda to be allowed 15 minutes to give his presentation uninterrupted. All those in favor of this motion, please signify by raising your right hand. Thank you. If you do not support the motion, please signify by raising your right hand. Thank you. If you wish to abstain, please signify by raising your right hand, thank you. That was easy. We do have an agenda.

Main motion by Frank Cornelius to adopt the agenda and to be allowed 15 minutes to give his presentation uninterrupted, seconded by Kathy Mauritz. Motion approved by a show of hands.

John Orié: Mr. Chairman, I have a motion.

Ed Delgado: I did look at the overflow room and it was evident that it was the same as here. We do have an agenda. We have 1,875 tribal members at 1:15 p.m. and we have John Orié.

John Orié: Mr. Chairman, I motion to fix the time to adjourn to no later than 2:45 with 2-minute speaker time limits.

Ed Delgado: You have your motion. Membership, do you support the motion? Do we have a second on that motion? Seconded by Matt Johnson. Thank you. All those in favor of the motion to fix the time to adjourn no later than 2:45 p.m. with 2 minutes speaking time limits and 15 minutes for presentations. All those in favor of this motion, please signify by raising your right hand. Thank you. If you do not support this motion, please signify by raising your right hand. Thank you. If you wish to abstain, please signify by raising your right hand, thank you. Motion fails. It is pretty obvious in the overflow room. Cathy Bachhuber, do you concur with what I just presented, that it is pretty obvious they did not support this motion?

Cathy Bachhuber: No, the overflow room overwhelmingly supported the motion.

John Orié: Mr. Chairman, I will amend the motion to go to 3 o'clock or 3:15.

Ed Delgado: It is inconclusive. Election Board?

Unidentified Individual: I have a question, sir.

Ed Delgado: We are counting the vote. We cannot do discussion during that time.

Unidentified Individual: If I don't ask my question, it might interfere with my vote.

Ed Delgado: I'm sorry, we are interrupting the vote. Bring it after the vote.

Unidentified Individual: Privileged question?

Ed Delgado: Right now we are counting the votes. There are no questions during the counting.

Unidentified Individual: I understand.

Nancy Skenandore: Mr. Chairman, we're not counting any votes in the overflow room. We weren't told to take any votes. Nobody has raised any hands and there is no counting going on over here.

Ed Delgado: Overflow room? Election Board? You should be counting the votes. The motion is to fix the time to adjourn no later than 2:45 p.m. with 2 minutes speaker time limits and 15 minutes for presentations. There is no 3:15, it is 2:45. Raise your hands for the yes votes if you support this motion. If you do not support this motion, please signify by raising your right hand. If you do not wish to vote on this motion and wish to abstain, please signify by raising your right hand. General Tribal Council, we have 813 yes votes, 534 no votes, 45 abstentions, a total vote of 1,392. The motion does pass. Frank? Uninterrupted, let's have some order.

Motion by John Orié to fix the time to adjourn no later than 2:45 p.m. with 2 minutes speaker time limits and 15 minutes for presentations, seconded by Matt Johnson. Motion approved by a hand count: 813 yes, 534 no, 45 abstained, total 1,392

Madelyn Genskow: Mr. Chairman, Mr. Chairman.

Ed Delgado: Madelyn?

Madelyn Genskow: You are supposed to follow the agenda. The agenda puts the other, McGladrey and Pullen first and Frank second.

Ed Delgado: No, Frank is first. Frank?

4. New Business

- a. **Petitioner Frank Cornelius: General Tribal Council directs the Business Committee to dissolve the Oneida Seven Generations Corporation based on the Law Office's March 2013 finding that the OSGC's corporate charter identifies that the shareholder (i.e. the Tribe) as represented by the Oneida Business Committee, can dissolve the corporation (petition submitted 7/9/13)**

Frank Cornelius: Thank you. Before I get into my speech, I know it is the Christmas season so I want to wish you all goodwill, no matter how this turns out. I trust the judgment of the General Tribal. When I say General Tribal, that means you and you and you, so anytime I use that thing. And because this is a General Tribal, a special General Tribal, normal ones occur in December and July. This is not a Business Committee so I am going to respectfully request that all the members of the Business Committee, with the exception of the Chairman and the Secretary to record it, leave the stage and find a place in the audience. Mr. Chairman, I make a motion that they all leave the stage during my presentation, any second?

Ed Delgado: The presentation, Frank. Come on, Frank. There is, to my understanding, General Tribal Council action or recommendation in the past that the Business Committee sit in front so the membership can acknowledge their votes. Them being up here are part of General Tribal Council's previous action. Frank, could you move forward.

Frank Cornelius: Can I what? What is your question, sir?

Ed Delgado: Frank, let's go. Frank, could you make your presentation, please?

Frank Cornelius: We have a motion on the floor. I don't know you're saying.

Ed Delgado: No, there is no motion.

Frank Cornelius: You want me to withdraw the motion?

Ed Delgado: Frank, we are doing your presentation. Let's get started. Frank, your presentation, please.

Frank Cornelius: To date, Seven Gens has run up a debt of over 20 million. Where there are federal dollars involved, the federal court will come after the federal recognized tribe and we could end up in Chapter 11 bankruptcy federal court. If you get the FBI in here, somebody is going to jail and we could lose some of our income. If we allow this to continue, it will affect our per capita. Today, we don't need the Business Committee to tell us what to do. We, together, the GTC, can do what we want to do. Something the Business Committee hasn't done in 17 years--dissolve Seven Gens. Show the first slide, please. Seven Gens has collected over \$2.5 million in one year alone in rent money for the tribe. \$1,862,675 in rent alone for the tribe. Our money. Show the second slide, please. They use this money as collateral to borrow more money for themselves. They kept the tribal money and use our rent money as collateral. Show the next slide. This is against Article V, Section I.C. of the constitution--you cannot encumber tribal assets. The constitution states, the General Tribal Council, that is you, of the tribe shall veto any encumbrance of tribal assets. Article IX, show the next one, of their own charter, it states under distribution of profits, directs them to turn that money back, that profit back to the tribe. They could keep 25 percent for managing the contract and the net and we'll, 75 percent of the net back. Seven Gens has waived its sovereign immunity in all financial

transactions, look at the bottom of the slide. In other words, they agreed to be sued in state courts and they will abide by the judgments. Show the next slide. Seven Gens is grantor on banknotes of failed business ventures, millions of dollars. They said these notes were secured by real estate. Grantor is one who makes a guarantee and a guarantee is a formal pledge to pay back the obligation. Show the next slide. This is against Article IV, Section I, Paragraph C of our constitution. The powers of the General Tribal Council, it states the General Tribal Council, you, of the Oneida Tribe of Wisconsin shall veto any encumbrance of the tribal lands or interest in tribal lands. Show the next slide. Their own charter, Article 17 limitations of power under paragraphs C and D states the corporation may not encumber any real property or of the Oneida Nation or securing loans or incurring debtness required on obligation or a guarantee on the part of the nation. Seven Gens is not paying back the principal on some of the notes. Show the next slide. You'll notice that in the last paragraph there are interest only payments. Note the third paragraph. The contract ends the payments in 2020. Right now, the current liability is \$668,000. Show them the next slide. If we don't pay that required it will go up to 10 million by the end of the contract. Look at what the auditor's perspective said from 2013 until down in the right corner 2020 we are going to owe \$10 million. We are going in the hole every day. On top of that, they are trying to extend the contracts. They have no intention to repay these loans. Read the auditors note below. The auditors note reads the corporation and its lenders are negotiating extending the terms of the loan. The corporation expects to renew the current agreement on a long-term basis with terms (in audible). Accordingly, the debt remains classified as long-term as Management does not anticipate repayment of these notes in amount in excess of the estimated scheduled payments. This is in violation of the contracts and their charter. Only the businesses are going to profit from this. They are supposed to repay us, the tribe, that is our profit. Next slide. Seven Gens salaries and benefits for the four people is \$662,827 a year. They make over \$165,700 a year, each of them. Plus, they have a meeting expense of \$250 each and every meeting. In 2012, they spent themselves \$16,000. That is over a \$1,000 a month added to their salary. And they have another slush fund called Other--\$12,000. Show the next slide, please. If we dissolve Seven Gens today, we could assign the rental units to the property manager in the division of land management and we could collect the two-and-a-half million dollars. Show the last slide, please. We could pay off all the debts. It would take us four years and nine months. Then we could increase our per capita. We only have 16,808 Indians on the tribal rolls and we're getting \$2.5 million profit. You guys figure it out. Last month, on the 2nd, you just saw, Seven Gens was caught again experimenting with an open burn project on O'Hare. It was written in the Press-Gazette. They are in violation of tribal laws. They are in violation of the charter and they are in violation of the constitution. Now I'd like to propose to you, show the next one, a resolution to dissolve them. I hope you'll second that motion. I make a motion that we accept that resolution to dissolve Seven Gens. You got the resolution on the board? We have a motion made and second, Mr. Chairman. I make a call for the vote. Thank you.

Cathy L. Metoxen: Call for the question.

Ed Delgado: I'm going to seek some legal opinion.

Frank Cornelius: It's a, General Tribal rules, You are the supreme law of the land today folks. You can call for the question.

Ed Delgado: We have an agenda in front of us. At this time, can this motion be made? I know in the past when Leah Dodge did her presentation, as I recall, she wanted to make her motion right after her presentation and I requested that she make it when we enter into discussion.

SUPPLEMENTAL PACKET A FOR ITEM - IX.D.

Frank Cornelius: Mr. Chairman, a point of order. I had 15 minutes. This is my presentation and I made a motion to accept the resolution to dissolve Seven Generations. It is my time.

Ed Delgado: I am trying to...

Frank Cornelius: General Tribal gave me the time.

Ed Delgado: I am trying to...

Frank Cornelius: This is my presentation. The General Tribal gave me these 15 minutes. I made a motion to dissolve Seven Gens and the motion reads--Seven Gens, revoke the charter in accordance with fifteen B and C of the charter, the corporate office and hold them responsible for the debts they made.

Ed Delgado: I agree this is your presentation, but I am trying to find whether or not it is within Robert's Rules of Order, our rules, whether or not, given the agenda that you just, please...

Frank Cornelius: You are snowing them. They called for the question.

Unidentified speaker: Silence.

Ed Delgado: Let me inquire so I can make the right decision. Now, I know that we've adopted an agenda. Now there is a motion. Can he present his motion at this time? Or, do we still have an agenda that General Tribal Council adopted that we have to cover or delete or whatever. But right now we have a motion. I'm suggesting that he wait for that motion. I will call him.

Frank Cornelius: We don't need your suggestion. The General Tribal Council rules.

Ed Delgado: I know. I'm trying to find out if you can make that motion right now from the Parliamentarian.

JoAnne House: The question is, is the motion in order on the floor? Typically, the General Tribal Council adopts an agenda that contains presentations. Typically, the petitioner is the last presentation given at which point it would have been in order for the presentations to close and a motion to be on the floor. The petitioner is the first presentation given. There are at least two other presentations to be made to the General Tribal Council, at which point, his motion would be in order after the other two presentations are given. It is out of order at this time.

Ed Delgado: I agree. Frank. When McGladrey finishes their presentation and we go into discussion, I will recognize your motion.

Corinne Robelia-Zhuckkahosee: Point of order, Mr. Chairman.

Ed Delgado: Your point of order?

Corinne Robelia-Zhuckkahosee: My point of order is, is Frank asked for his 15 minutes; they adopted an amendment to have McGladrey and Pullen give their financial analysis. What I would like to hear is just the conclusion of it and that would be it. Where is the third person that is supposed to be speaking, JoAnne?

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Frank Cornelius: This is my 15 minutes.

Ed Delgado: It is my understanding that McGladrey will be giving their presentation.

Corinne Robelia-Zhuckkahosee Correct, but who's the third one she's talking about?

Ed Delgado: The CFO.

Corinne Robelia-Zhuckkahosee: He's not on the agenda.

Ed Delgado: Ok, so McGladrey is.

Corinne Robelia-Zhuckkahosee: Yes, correct.

Ed Delgado: I agree, I agree. So we're going to go on if you're done, Frank. I don't think your 15 minutes is over.

Frank Cornelius: I'm not through with 15 minutes. I got three minutes left.

Ed Delgado: Go ahead Frank, but right now your motion...

Frank Cornelius: I would like to...

Ed Delgado: ...is out of order until after the presentation.

Frank Cornelius: In the interest of saving time, let's get this over with. We could get to the conclusion of McGladrey and Pullen and ask for their conclusions, rather than listen to a lengthy study of where the dollars went. They said we can pay this. It'll have a minimal effect on the tribe and we can meet our obligations. We're collecting \$2 million and only paying \$6 billion out. We can do this.

Ed Delgado: We have a motion on the floor, 15 minutes for McGladrey on the John Orie motion...

Frank Cornelius: And I made a motion to dissolve.

Ed Delgado: Ok.

Frank Cornelius: ...within my 15 minutes.

Ed Delgado: So after we conclude the McGladrey presentation Frank, you will be allowed to make your motion and then we'll go into discussion, ok?

Frank Cornelius: We're being railroaded folks.

Ed Delgado: We have a presentation.

Unidentified speaker: Mr. Chair, you automatically should give him another five minutes for all the baloney you're talking.

Mike Debraska: Mr. Chair? Mr. Chair, I'm to appeal your decision to stop Frank and stop Frank's motion. This is a General Tribal Council meeting. I'm going to appeal your decision and it does not matter what you have to say or what Chief Counsel has to say. If this body wants to vote on his motion, they have that right.

Unidentified speaker: That's right.

Frank Cornelius: I support the motion.

Cathy L. Metoxen: Second. Is Frank the second or can I second? I'm still standing.

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Ed Delgado: I'm going to recognize appealing my decision to you. Again, financial consequences of this tribe are in your hands--you are the General Tribal Council. A lot of this is up to you. I'm going to let you appeal my decision. If you do not want to hear the financial consequences of your actions, you can appeal it. So...

Frank Cornelius: Limit their testimony only to their conclusions, folks.

Latsi Hili: Excuse me?

Frank Cornelius: That's what they said. It'll have a minimal effect on the tribe.

Ed Delgado: Let's have order. Let's have order.

Mike Debraska: Mr. Chair, I appeal the decision. Let the body take the vote.

Ed Delgado: And I'm recognizing your appeal.

Frank Cornelius: I support that motion.

Ed Delgado: Again, General Tribal Council, this is in your hands. If you do not want to...

Frank Cornelius: Well, listen to them then.

Ed Delgado: He has a motion on the floor. If you want to recognize it right now, I say we have to complete the agenda. If you don't want to do it, if you want to recognize his motion...

Latsi Hili: Excuse me--it looks to me, you know, people are complaining about being dictatorship, right now it seems like it's being dictated, right now. And I think what we need to do, we all have a, we all have a good mind here and we all make decisions but we can't make a decision unless we know both sides of the story.

Ed Delgado: And I agree with you. I agree with you.

Latsi Hili: I personally do not care which way it goes, but I sure would like to hear both sides of the story.

Ed Delgado: And so would I, and I would think General Tribal Council would want to hear both sides of the story. But there's been an appeal of my decision. I'm saying you cannot make that motion right now.

Frank Cornelius: Yes, you can.

Ed Delgado: That he can make it later, after the McGladrey report

John Orié: Point of order, Mr. Chairman.

Ed Delgado: That's my ruling. You can appeal it.

Brenda Kindess: You take a turn. You take a turn like everybody else, John Orié. You take a turn like everybody else. John Orié, you sit down.

Ed Delgado: Ok, let's have order. Let's have order.

Frank Cornelius: Let the General Tribal speak. This is not a dictatorship. Let the General Tribal speak.

Ed Delgado: There's been an appeal of my decision.

Loretta V. Metoxen: Mr. Chairman?

Ed Delgado: I'm saying that we have to conclude McGladrey's presentation before Frank can make his motion. He says he wants to make his motion. I'm saying no. If you support, now this is hard to explain, if you want to support the appeal and allow Frank to make his motion now--now I'm not sure I'm getting this right because an appeal is kind of backwards voting-- I'm going to have to ask the help of the parliamentarian. What is the--no, I'm trying to get a way to do this.

Jo Anne House: The Chair has ruled the motion out of order. A member has appealed the decision of the Chair. The Chairman has recognized that appeal. A vote in favor of the appeal means the motion will be in order and can be acted upon by the membership. A vote not in favor of the appeal of the decision of the Chair means the motion is not in order and we will hear the presentations.

Ed Delgado: I guess a vote right now will result in Frank being able to make his motion, not hearing McGladrey, not hearing the analysis or anything. Possibly not, because he wants to make his motion and after that, call for the question could be recognized. I don't know what the future actions will be. But he wants to make his motion now. I'm saying no. There's been an appeal. An appeal by Mike Debraska. I'm recognizing that appeal. If you support the appeal, then you would vote yes. Questions?

Frank Cornelius: Could we clarify that, sir? If we appeal the motion and we want to appeal the motion and if that rules, we can vote instantly and end this today, is that right? If we appeal your motion...

Ed Delgado: If the appeal is successful, you can make your motion.

Frank Cornelius: We can end this vote and end this today, my motion will carry?

Ed Delgado: Your motion will carry.

Frank Cornelius: Thank you. Let's appeal his decision.

Ed Delgado: Your motion is to vote on what?

Frank Cornelius: To dissolve Seven Gens in accordance with the terms of the charter C and D and...

Ed Delgado: If you support the appeal, Frank can make his motion but we will still go into discussion after. So if you support the appeal you're overriding my ruling, is that I believe it to be out of order, at this time. So all those in favor supporting the appeal of Mike Debraska, please signify by raising your right hand. Election board? Oh no, we're not doing Election Board yet. Put them down please. If you do not support the appeal, please signify by raising your right hand. Thank you. If you wish to abstain from this vote, please signify by raising your right hand. Ok, in this room it's overwhelmingly that you do not support the appeal. Cathy Bachhuber, how about the other room? Cathy?

Unidentified speaker: They don't support the vote.

Ed Delgado: They don't support the appeal. Ok, Frank?

Cathy Bachhuber: No they did not.

Ed Delgado: They did not what? Cathy, they did not what?

Cathy Bachhuber: They did not support the appeal.

Ed Delgado: They did not support the appeal. So Frank, hold on. You'll be able to make your motion after McGladrey, when we go into discussion. Thank you.

Motion by Mike Debraska to appeal the decision of the Chairman, seconded by Frank Cornelius. Appeal failed by a show of hands

Cathy Bachhuber: We also have people at the microphone waiting to speak.

Ed Delgado: McGladrey?

Loretta V. Metoxen: Mr. Chairman?

Ed Delgado: Larry, our CFO, will introduce McGladrey.

Loretta V. Metoxen: Mr. Chairman?

Ed Delgado: Loretta?

Loretta V. Metoxen: I wanted to remind Mr. Debraska that he's not right.

Tina Danforth: Excuse me, can we continue on with this meeting, Mr. Chairman?

Loretta V. Metoxen: This is my point...

Tina Danforth: Excuse me, our visitors are here. Can we introduce them and get the meeting going?

Ed Delgado: Loretta?

Frank Cornelius: Point of order. I think he's out of order.

Ed Delgado: Loretta?

Loretta V. Metoxen: Mr. Chairman...

Ed Delgado: Loretta, we have on our agenda... Loretta, we are going to have the CFO introduce McGladrey...

Loretta V. Metoxen: Can I not finish our statement?

Tina Danforth: We're running out of time.

Unidentified speaker: We have people at the mic in the overflow room, Mr. Chairman, who's been standing here for 15 minutes.

Ed Delgado: I know. When we go into discussion we will do that. Frank will be able to answer questions. McGladrey will be able to answer questions.

Tina Danforth: No, they won't. They are making a presentation to the General Tribal Council. They are presenting. They are not here to answer a Q&A for General Tribal Council. That is between the General Tribal Council and us, the Business Committee, and the people who petitioned. They are only here to provide information. They're to be unbiased. They're here to do a third-party review. They are not going to be able to do a Q&A. They're not familiar with the proceedings of the Tribe.

Ed Delgado: Tina?

Tina Danforth: Yes?

Ed Delgado: We have had our auditors present before. We have presenters who have presented, answer questions. They will be here to answer questions and so will Frank. Could you please introduce the CFO?

Tina Danforth: Larry will introduce our guests and again, they are here to provide information as a third-party-review and the Q&A starts when the presentation starts.

Frank Cornelius: The General Tribal, give these people two minutes or two hours? I only had 15 minutes.

Unidentified speaker: If the question and discussion starts after the presentation, the presenter, why weren't we allowed to discuss it when Frank was done talking? Now you're saying that we can ask them questions, the auditors? Why didn't we allow that to Frank, as well? I have a lot of questions for him.

Ed Delgado: During discussion you can ask Frank questions. You can ask McGladrey questions. You can ask the Business Committee questions. But let's get on with the presentation, please. 15 minutes. Larry?

Larry Barton: Yes, we have principles from McGladrey & Pullen, Corey Topp, Larry Levine and Mitch Hurst. In the interest of time, I will ask them to come up and give the presentation and thank you for coming to the meeting.

Ed Delgado: Go ahead.

Corey Topp: Thank you. My name is Corey Topp. I'm with McGladrey & Pullen and I have Larry Levine and Mitch Hurst. We were contracted by the tribe to take an analysis of Seven Generations and what we're doing today, and its part of our presentation...the agenda, is to talk about the background of the project. The fiscal analysis results. We looked at the analysis of the agreements that Seven Generations has. We did real estate valuations. We looked at the valuation of Sevens Generations as a business, as a whole, as well as its business ventures. Those are entities that they have part ownership with, and then we also looked at what it would cost to do the duration process if Seven Generations were to dissolve. Just a quick background--Seven Generations is tribally-chartered, 100-percent owned by the tribe. It was basically formed to promote and enhance business and economic diversification with the Oneida Nation. Basically, to have certain businesses that were outside of the Tribe, that could go off and do things that wouldn't affect the tribe's general operations. Basically, Seven Generations serves as a holding company with related assets and its different business ventures. I know this is very hard to see, but this is basically an overview of its organization chart, where it has several properties that it owns, as well as business ventures; that its 100-percent owners and those that it has partners with that are 51 percent, where Seven Generations is 51 percent owner and the other partners are 49 percent. Within the analysis, we looked at various agreements. There's multiple lease agreements with all those properties that were on the previous slide. There's operating agreements with those partnerships and those partners, and there's also loan agreements with the lenders. The operating agreements and the loan agreements, Mitch will be talking about that and some of the impact and some of things that were within those agreements. With respect to the lease agreements, where you actually have their own properties and you have leases with tenants, there wasn't anything that was out of the ordinary when we looked at those agreements. They were straight forward lease agreements, standard terms and so forth with those tenants. There were some default and dissolution type provisions within these agreements that Mitch will talk about in his part of the presentation.

Larry Levine: Good afternoon, my name is Larry Levine. I'm also a partner with McGladrey and I'm here to discuss the valuation issues and results that we arrived at in this project. So just very briefly, an overview to how we value real estate and businesses that don't trade, don't trade on organized exchange. The real estate properties and the businesses that we value do not trade on organized exchange, like the New York Stock exchange, but nevertheless we follow very similar principles in the real estate and business valuation professions that one might if you were valuing just a publicly traded stock like IBM or Apple or United Airlines even. So what we care about from a valuation point of view is how much income or profits the business or real estate generates and then the risks associated with receiving that income. The approach generally that we followed, in our terms, is to look at the income that the project, whether it's the real estate or the business, generates and value it based upon the risk of achieving of that income. We also considered other real estate and business

SUPPLEMENTAL PACKET A FOR ITEM - IX.D.

valuation techniques. Looked at what we think the property would sell for if it was to be sold or what it would cost to replace that particular piece of real estate or business, and we factored all those different valuation approaches into our analysis. Almost all the real estate properties that we valued, that are up on this slide, we did look at the cash flow of each of the properties. We also supplemented that valuation result with the value that would be received if that property was to be sold, or if it was to be replaced by something equivalent. So in general, we considered at least two valuation principles to valuing each property. From a business point of view, we did the same thing. We looked at each of the cash flows associated with each of the business properties and arrived at a value for each of the underlying businesses--the holding company, the subsidiaries and consolidating LLC's and then the equity investments.

Mitch Hurst: Good afternoon, my name is Mitch Hurst and I practice in the corporate recover area and financial restructuring. One of the main purposes of the Seven Generations is to limit the liability and risk of exposure from entering into the various business entities. It's a very typical structure that you see in corporate America. I will say under the OSG's corporate charter, the tribe does have the right to dissolve OSGC but it will be a multi-prong process to dissolve the entity and transfer its assets, liabilities and business interests into the tribe. It will require the need to retain outside legal counsel and financial advisors and does have significant financial risks. The risks fall into the fact that the tribe and OSGC do not have unilateral rights to transfer its interests into various business ventures that Seven Generations holds. The operating agreements of each business venture have specific provisions governing the transfer and withdrawals of interests, on a both voluntary and involuntary basis. On the voluntary basis, Seven Generations should get fair market value for their interests but if the joint venture partners view this as an involuntary transfer, the tribe and the Seven Generations might get book value. As you see on this slide, the ramifications become apparent because Babcock, which is a very valuable asset that's being held by Seven Generations, has a fair market value of \$9,614 million. But if you look at the book value based on the balance sheets of Babcock, there's actually a negative \$322,000 book basis. Based on this analysis, it would be possible that if that the joint venture partner viewed the fact that the tribe is dissolving OSGC, then the involuntary provisions may be asserted and if that is true, then the tribe would receive book value for this interest which is basically zero, and there is a risk of losing, in this instance \$9.6 million dollars. So this is a significant risk that might come to fruition if a vote is taken today to dissolve Seven Generations. The other issue that is of great importance is the debt agreements that Seven Generations has. There's approximately \$25.3 million dollars of debt that is being held right now, at this level and in order to transfer these debts onto the books of the tribe, consent needs to be given by the lenders. If the lender does not give consent, it is possible under the loan agreements that they could call the loans and for early repayment and cause significant financial strain to the tribe. Additionally, if a vote is entered into prior to that, I would advise significant due diligence to determine that all asserted and unasserted liabilities have been identified because as I mentioned right now, they are being contained in these separate LLC's. But once they are brought onto the tribe's balance sheet, then exposure could result. Additionally, there should be a thorough legal analysis and again, the legal analysis is relative to both the debt agreements and also the operating agreements, to ensure that there's no negative financial implications. Based on our past experience and in conjunction with our analysis of Seven Generations, McGladrey believes that it would take roughly 10 to 12 months to accomplish a dissolution. In addition to some of the issues I've addressed already, there are transactional costs that will be incurred in order to get this dissolution accomplished. There will be a need to hire outside legal counsel, financial advisors, engineering advisors. There may be need for environmental due diligence professionals. During the time of dissolution, you would want to maintain the current staff and provide bonuses in order for those folks to stay to ensure the process gets completed in a proper manner, and professional fees, we would estimate to exceed over \$100,000 in order to get a dissolution accomplished. There's other

costs though, not limited to simply monetary costs but more tangible, and those would be the loss of the corporate structure.

Cathy L. Metoxen: Is their time up?

Ed Delgado: No.

Larry Levine: A loss of diversification and liability protection on the tribe's own financial position.

Cathy L. Metoxen: It's over 10 minutes.

Larry Levine: There's a potential loss of ability to maintain rank controls for certain tenants and again, the significant risk of potentially triggering involuntary transfer provisions contained in the operating agreements that could cause a negative financial result to Seven Generations and the tribe. There are options to dissolve that can accomplish the same goals that the members have. I understand there's an issue regarding the transparency of Seven Generations. There are some business interests that the tribal members do not want Seven Generations to pursue. Well, these can be cured before dissolution occurs. A modification of OSGC governance structure could be accomplished. There can be enhanced oversight and reporting requirements by Seven Generations to the Tribal Council and again the OSGC charter can be modified to limit the ability to enter into certain business activities that would be adverse to the interest of the General Tribal Council. So again, a lot of your concerns and most of your concerns can be resolved prior to and without the need to dissolve Seven Generations. I thank you very much for your time.

Ed Delgado: Thank you. Frank, we said you could make your motion before we go into discussion. Are you here?

Frank Cornelius: Yes, sir. I'd like to just address to what the...

Ed Delgado: No, could you make your motion and then we can go into discussion and we can ask questions.

Unidentified speaker: I make a motion to table the motion, to table everything. I think we need to really understand what is really happening here.

Ed Delgado: We... Frank, are you going to make your motion? We said we'd defer this discussion so you can make your motion that you wanted to make earlier. Frank?

Cathy L. Metoxen: He's pulling his motion out of his notebook.

Ed Delgado: Ok.

Frank Cornelius: Do you have the... Brenda, do you have that motion on the resolution to dissolve? That was the last slide. There's a motion to accept that resolution to dissolve. Would you read it, please? It's closer to you, I can't... I have to find it. Would you read it, Brenda, please?

Ed Delgado: Could you make the motion? Do we have a copy of that motion?

Frank Cornelius: I make a motion to accept the resolution to dissolve Seven Gens, and she has the resolution up there. I'm requesting she read it. That's my motion--is to dissolve.

Ed Delgado: We cannot accept a resolution. You can make the motion to dissolve.

Frank Cornelius: I make the motion to accept the resolution to dissolve

Ed Delgado: We cannot accept the motion. It was not mailed out to the membership. We can accept...

Frank Cornelius: This is a General Tribal Council...the purpose of this meeting was to dissolve.
Ed Delgado: The General Tribal Council has rules and you've made the rules that a resolution...

Frank Cornelius: I made a motion to accept the resolution to dissolve. That's my motion.
Ed Delgado: Could you make a motion to dissolve? That motion, you can make. We cannot accept the resolution.
Frank Cornelius: I make a motion that we dissolve Seven Generations in accordance with the terms of the charter and that we hold those leaders responsible for the debts they incurred.

Cathy L. Metoxen: Second.
Ed Delgado: Frank? You can make the motion; you cannot hold the leaders responsible. That's very unclear.

Frank Cornelius: Mr. Chairman, what's the use of asking, if you don't understand English? You asked for my motion, I give you my motion.
Ed Delgado: I will not recognize that motion, Frank.

Frank Cornelius: You're changing it. You're trying to control us. My motion was to dissolve with the terms of the charter and hold them responsible for the debts incurred.

Ed Delgado: That you can say.
Cathy L. Metoxen: Second.

Ed Delgado: Again, that's a very unclear motion. You can make it; but how it's acted upon is very vague.

Frank Cornelius: Ok, I'll try to make a motion again here. This is in accordance with the resolution-- Seven Generations charter be revoked in accordance with article 15 B and C of their charter and the corporate officers, whoever they are today, they're changing, be responsible for the bills incurred.

Ed Delgado: That is not actionable. That would be in violation of the charter.
Cathy L. Metoxen: Why?

Ed Delgado: Because the charter, Seven Generations operates as a corporation. The board members are not responsible, financially responsible.

Cathy L. Metoxen: I don't believe you.
Ed Delgado: I know, but I'm right. Jo Anne, could you provide clarification?

Frank Cornelius: You ask for my motion and then make yourself an expert and explain it. Let the General Tribal vote on the motion. If there's a question, it's up to the Seven Gens to come in with their own and appeal it, not appeal right here. Our motion is to do it. If they don't like it, they can come in with their own attorneys and then they can ask about this.

Nancy Pastorino: May we have some discussion regarding his motion?
Ed Delgado: Yes, but let's get the motion up first. Frank, you can make a motion to dissolve Seven Generations, directing the Business Committee to dissolve Seven Generations.

Frank Cornelius: No, we don't need the Business Committee.

Ed Delgado: In accordance with...
Frank Cornelius: You're telling me how to make it. You make the motion then.

Ed Delgado: Madelyn?
Cathy L. Metoxen: I had a question for those men.
Ed Delgado: Madelyn?

Madelyn Genskow: I wanted to make something clear to the Oneida people. I have on a good authority that there are members who were shareholders in Seven Generations and we are not allowed to know who they are, and that is a major thing and if whatever happens today, I hope that that will be corrected. If Seven Generations is allowed to go on, I hope that will be corrected today. If not, if they don't go on, well then that will take care of it. But there are people who are secret shareholders of Seven Generations.

Ed Delgado: Madelyn, I helped write that resolution, so I support it. We will look into that and if there are violations, so we will look into that. I support your idea. We need to know who invests. I'm going to jump over to Tiffany Bowles who has been there for half an hour and she's over here, so Tiffany in the overflow room.

Tiffany Bowles: I just have a question, is this the appropriate time? Yes?

Ed Delgado: Yes.

Tiffany Bowles: Ok, great. Please pardon me for missing it in the packet or the presentation but can someone please remind me, or any other interested tribal members of Mr. Frank Cornelius' authority in financial matters. Like, as an accountant, an entrepreneur, or a related manager in finances?

Ed Delgado: Frank, do you want to answer that question?

Frank Cornelius: Yes, I'd be pleased, proud and I just looked for this opportunity. I served five years as a senior disbursing officer for the Marine Corps air station, paying \$8 million dollars a month. I've run the air station controller- wise and all the aircraft, all the air fields. Mr. Chairman, I attained the level of the captain in the United States Marine Corps, and even though I had a disability that they would have terminated, the people in Washington allowed me to stay three more years in the Marine Corps because of my expertise and running the entire thing. So I do have it and I would like to just add, I would just add one more thing. I think the General Tribal needs to hear this. These conclusions of Corey Toepf, I talked to him on the phone five days ago. He was a very respectful gentleman and he told me within the conclusions, if you dissolve Seven Gens, it has a minimal effect and he said that the tribe would meet all the commitments. He's standing over there. Ask him.

Ed Delgado: Larry?

Larry Barton: To clarify, the descriptor, minimal...that was in reference to credit profile for the tribe. It doesn't assuage the \$9.6 minimal in valuation that would basically be vacated if the assertion is that the action of the membership is involuntary. The other aspect of that is there's \$26 million of liabilities by way of credit instruments on the balance sheet at Seven Gens. The banks will vigorously try to assert that we have the responsibility to liquidate that liability. Of course, there's a stand-alone LLC to separate that liability from the tribe. That doesn't preclude that they will try to assert that and frankly, our name's on it. That is our corporation. That is the tribe's good name. Yes, it's a separate liability, but they will assert we're responsible. Let's make no mistake about that.

Frank Cornelius: Mr. Barton, you're not an expert in what the banks are going to say. You're not a fortune teller.

Larry Barton: Yes, I am. Yes, I am.

Ed Delgado: Point of order.

Frank Cornelius: I'm talking.

Larry Barton: Yes, I am.

Frank Cornelius: Mr. Barton, in the summary, in the conclusions of McGladrey and Pullen, stated unequivocally that they can pay it, there's no problem and we have \$17 million to do this. We can transfer this. The Tribe now wants to spend out \$400 million to help Menominee build and you don't want to correct what's going on crooked in your own organization.

Ed Delgado: Ok, we have Allen Duxtator?

Allen Duxtator: My name's Allen Duxtator. If Frank's interpretation of tribal law is right, the presentation given by these non-Indian gentleman are moot because if Seven Gens is in violation of Oneida Law, that moots all contracts.

Ed Delgado: I'm going to...

Tina Danforth: When you get a chance I'd like to make some clarifications.

Ed Delgado: Ok, Tina?

Tina Danforth: I think I would like to take this opportunity to explain what McGladrey was saying. If we invoke a dissolution, there's two things that could happen. One is we're going to be liable, whether it's the corporation or the tribe, for the de-valuation of the assets if this is done involuntary. This is an involuntary action and if an involuntary action occurs we will be liable for the loss of \$25 million through this corporation. Because it changes, it changes the valuation. They're talking about the valuation and that's an important term to understand. If we do this, it's to the detriment of the corporation, to the detriment of the tribe. Because we have agreements and if we want to call those agreements, if we want to pull them back, then it gives the advantages to the people who we've entered the agreements with. They have the upper hand at that point and we don't. The other thing that they were trying to explain is fair market value and book value. Fair market value is the value of these properties and these agreements and these business exchanges in the open market on the New York stock exchange. These do not qualify under that. If we do this, it will go to the book value. Under the book value, we are at a negative. We will lose money and those were two clear things that they talked about and I'm not sure if everybody understands those kinds of terminologies.

Ed Delgado: Point of order. Ok, we have a two minute...

Tina Danforth: So I'm just trying to do my job to inform you of what could occur here.

Ed Delgado: Thank you, Tina. Nancy, and then we'll go over to Cathy.

Pearl McLester: I've been asking a long time ago to speak to the General Tribal Council.

Ed Delgado: We just left this microphone. We're going to go to this microphone and then over here.

Pearl McLester: I'm 91 years old and I'm standing here this long?

Nancy Pastorino: Let her talk.

Ed Delgado: Ok, Nancy gave up the floor to Pearl.

Pearl McLester: What I'm asking is-- the Oneida Business Committee should have dealt with this a long time ago. Now we're asking each one of you, giving us a report, why this wasn't taken care of by

you people, we wouldn't have to do this now. You should have done it a long time ago. So we want names and the people who are on this board. This is terrible what's going on in this tribe. It's just a dog-eat-dog up there, that's all I say. And I'm an old lady, maybe I'm not an old lady for what I'm saying but I'm just telling you. You people have got to come to your minds up there. We put you up there and we're crazy out here, I guess. But we want to know from each and every one of you why you're not on top of this all. Thank you.

Ed Delgado: Nancy? General Tribal Council, we have about 10 more minutes. We have to have a motion sooner or later. Nancy?

Nancy Pastorino: Thank you. I believe a lot of this is a human resource problem or an internal problem within Seven Generations. They make \$425-521 to do their job, while everybody else in the tribe--your casino workers, custodial, your frontline employees got a 44-cent-raise and the look at the raise they had, Seven Gens from the prior years, it's over a couple hundred-thousand-dollars. They pay themselves \$250 dollars for a meeting. Isn't that taking advantage of their power and authority? Tina mentioned something about fair market value. Did we think of that when we purchased, or Seven Gens, whoever purchased the golf course? Was that brought up then? No. From my understanding, we paid way above and beyond what should have been paid to purchase that. I just feel, for another thing, why isn't Seven Generations board members here at this committee to answer some of these questions? Thank you.

Ed Delgado: Nancy, we do have Seven Generation board members here.

Nancy Pastorino: Then why don't they get up there and, or, when somebody's talking, get up to a mic and explain it then? We don't know.

Tina Danforth: Because we weren't allowed to let them present as part of the agenda. There was hands raised that wanted Seven Gens to make a presentation. They prepared today a video presentation for the membership. When the agenda was adopted, there was no consideration given to them. There was a call for the question and it ended.

Ed Delgado: Tina.

Nancy Pastorino: I still have two minutes. Hello?

Cathy L. Metoxen: Who's running this meeting?

Tina Danforth: I'm trying to explain...

Nancy Pastorino: Hello? All I'm saying is, do they think it's proper, those board members of Seven G's to pay themselves \$425,000 dollars a year? I don't think the United States President makes that kind of money.

Ed Delgado: Thank you. Cathy Metoxen?

Cathy Metoxen: Thank you. Well I had some questions for those men that where in here, the non-Native men, the experts. I wanted some recommendations from them as far as family members, because when you got a sister to the Treasurer sitting on Seven Gens, that's questionable in my mind. Among, of other things I wanted to know, a list of the names of the shareholders that are personally on there from, you know, if there are assistant general manager or whatever. We should be able to know the list of names of people to all these LLC's. I keep hearing its top management that has all these LLC's out there. So I want to know who they are and how they, are they Oneida? Or do they have, you know, the corporate veil kind of stuff where they don't have to tell you who the non-native people are under their sleeve. The partners...

Ed Delgado: Two minutes is up Cathy. We're going on to Lloyd.

Cathy Metoxen: Ok, I make a motion to dissolve Seven Gens and that Frank Cornelius work closely with the Business Committee in assisting them.

Ed Delgado: We have a motion by Cathy Metoxen. Do we have a second? A second back here. Seconded by Scharlene Kasee. We have a motion. Could you put it on the board? There is no motion on the floor before the one that Cathy just made.

Linda Dallas: Point of order

Ed Delgado: We have a point of order. Where? Linda?

Linda Dallas: Good afternoon, Mr. Chairman, General Tribal Council. My name is Linda Dallas. Point of order is, I could have sworn Frank Cornelius has a motion on the floor first. So if Cathy's motion is an amendment...

Ed Delgado: That motion was not recognized. It was...

Linda Dallas: Then what, why are we discussing? I thought we had a motion that we were discussing.

Ed Delgado: We had discussion. Finally, we got a motion and we got six minutes. We have a General Tribal Council motion to adjourn at 2:45 p.m. I've been asking for a motion that we can recognize, Cathy made it. Could you read it, Madam Secretary.

Corinne Robella-Zhuckkahosee: Point of order.

Unidentified speaker: Call for the question

Corinne Robella-Zhuckkahosee: I agree with Linda. There's a motion on the floor from Frank. That's why we're in discussion.

Ed Delgado: We did not recognize it. I repeatedly...

Corinne Robella-Zhuckkahosee: No. Then why are we in discussion? You don't go into discussion just to discuss. There's got to be a motion on the floor to discuss.

Ed Delgado: On the agenda, we've discussed prior to a motion before.

Corinne Robella-Zhuckkahosee: That doesn't make any sense.

Unidentified speaker: Call for the question.

Ed Delgado: We have a motion it says, to dissolve Seven Generations Corporation and for Frank Cornelius to work closely with them to assist.

Patty Hoelt: Mr. Chairman, we have some clarification on the motion that we're working on so if people would just give us 30 seconds to get it on--no-- we're fine. The motion was made by Cathy L. Metoxen, seconded by Scharlene Kasee and it's to dissolve Seven Generations Corporation and for Frank Cornelius to assist and work with the Business Committee on, right, on the dissolution.

Ed Delgado: We are going to vote. There's been a call for question. We're running out of time. Normally we would let everyone else speak, but we're five more minutes.

Unidentified speaker: Call for question.

Tina Danforth: Mr. Chairman, are there two motions on the floor, Mr. Chairman?

Tina Danforth: Privileged question.

Ed Delgado: We're working with the motioner.

Unidentified speaker: Call for question.

Tina Danforth: Mr. Chairman?

Ed Delgado: Could you read it?

Patty Hoelt: Mr. Chairman, the motion on the floor was made by Cathy L. Metoxen, seconded by Scharlene Kasee, to dissolve Seven Generations Corporation and for Frank Cornelius to assist and work with the Business Committee on the dissolution.

Tina Danforth: Discussion on the motion.

Ed Delgado: All those in favor? We are going to vote now...

Tina Danforth: Discussion on the motion. I am not ok with...

Ed Delgado: We have a call for the question. It's been recognized. All those in favor of this motion, please signify by raising your right hand. Let's have some quiet, we are voting. Thank you. If you do not favor this motion, please signify by raising your right hand. Thank you. If you wish to abstain from this vote, please signify by raising your right hand. Thank you. In this room, it's pretty well overwhelming, not totally overwhelmingly, but it's obvious that you do not support the motion. I don't know about the overflow room. We might have to have a count.

Cathy Bachhuber: Mr. Chairman, in the overflow room the majority supported the motion, but there were a significant number of those not supporting it.

Ed Delgado: We are going to do a count.

Patty Hoelt: A hand count?

Ed Delgado: Election board?

Unidentified speaker: Mr. Chairman, can you clarify what we're voting on?

Ed Delgado: Ok, I will again.

Unidentified speaker: Thank you.

Ed Delgado: The motion, overflow room, main room here, the motion is to dissolve Seven Generations Corporation and for Frank Cornelius to assist and work with the Business Committee on the dissolution. If you support this motion, please signify by raising your right hand. Let's have some order. Let's have some order so Election Board can count please. Thank you. If you do not support this motion to dissolve Seven Generations, please signify by raising your right hand. Thank you for your vote. If you wish to abstain from this vote, please signify by raising your right hand.

Unidentified speaker: Privileged question.

Ed Delgado: We are counting. There are no motions or discussions. We have 814 votes yes, 689 no, 69 abstentions. Total vote 1,572. Motion carries.

Motion by Cathy L. Metoxen to dissolve Seven Generations Corporation and for Frank Cornelius to assist and work with the Business Committee on the dissolution, seconded by Scharlene Kasee. Motion approved by a hand count: 814 yes, 689 no, 69 abstained, total-1,572

Unidentified speaker: Privileged question.

5. Adjournment

DRAFT

Cathy L. Metoxen: Motion to adjourn.

Ed Delgado: We are past the time. We will entertain a motion to adjourn.

Unidentified speaker: Privileged question.

Cathy L. Metoxen: Motion to adjourn.

Ed Delgado: Bumper Cornelius? I don't know your real name.

Cathy L. Metoxen: I said it three times.

Ed Delgado: Ok, we have a motion to adjourn by this gentleman here. Could you identify your name? Allan King. Seconded by somebody over here. Kathy Mauritz? All those in favor, please signify by saying aye. Opposed? Abstained? We have adjourned.

Motion by Allan King to adjourn at 2:52 p.m., seconded by Kathleen Mauritz. Motion approved by a voice vote.



**Oneida General Tribal Council
General Tribal Council Special Meeting
10 a.m. Saturday, March 28, 2015
Radisson Hotel and Conference Center, Green Bay, WI**

Meeting Minutes - DRAFT

1. Welcome and Opening Prayer

Tina Danforth: Washtishtisi-yó. Good morning, everybody. We are going to go ahead and get started this morning. We have a quorum established of 1,232. We will update that number as we get more information. And so at this time, I'd like for us to stand so we can begin our color guard presentation this morning. Lloyd Powless please. You can begin Lloyd. Yes, please.

Lloyd Powless: Good morning. The veterans for today that are bringing in the flags are the Wisconsin Indian Veterans Eagle staff is Julius Summers, US Marine. US flag is Edward Skenandore. Oneida Tribal flag is US Army, Ken House, Desert Storm, US Navy, US Air Force. Wisconsin flag is Nathan Smith, Korean Veteran, US Air Force. The POW flag is Richard Elm, US Army, Vietnam. Also coming is Debbie Danforth from the VFW Ladies Auxiliary, 7784 President, and Connie Danforth. Also Mike Hill, US Navy, Vietnam. Also this morning Tianna Hackett will be doing the opening prayer.

Tianna Hackett: Shekóli. Swakwéku. hello everyone, my name is Tianna Hackett. I am turtle clan and People of the Standing Stone is the land or earth I come from. [opening given in the Oneida language]

2. Announcements and Call meeting to Order

Tina Danforth: Yawa%kó. Tianna. Color guard, if you would proceed. Thank you, everybody, you may be seated. Before we begin this morning, I have a brief announcement and short consideration. I think we need to be mindful of the people in our community who have had losses in their families. There has been at least 3 in the last week. It has been a trying week for the Oneida Community. With that notion, being mindful and respectful of each other in our community. I would like to respectfully ask each and every one of you to conduct yourselves accordingly this morning for our meeting. We've had some very good meetings over the last 5 or 6 months. I appreciate all the cooperation of General Tribal Council. I appreciate all the cooperation of the administrative staff, Secretary's Office, Security, Police Department and community members who volunteer to help coordinate this meeting. There is a lot of work that goes on so that we can have a very orderly and informed meeting. With such, I would also notify each and every one of you that it is my obligation to run the meeting as orderly as possible and I can't do it without your assistance. In my role as the Chairwoman and facilitator of the General Tribal Council meeting, I'm also going to lay out an expectation that in the event somebody's behavior becomes inappropriate and their demeanor is inappropriate and they are acting in a manner that is very beyond demanding, agitated or aggressive, either to each other or to myself or my peers, I will ask you to be seated. In the event that you are not seated I will then ask Security to have you removed if it comes to that point. Again, we've had some very good meetings; I've been very appreciative of all the coordination that has gone on so that we can get General Tribal Council's business done. I just hope that we will continue to proceed in a manner that is respectful and mindful of the peers and the elders in the room. Our Veterans and Elders have served. It is just common courtesy and I've been very thankful that we've had some good meetings lately. That is just a reminder, again, I appreciate, again, the cooperation and with that I'm going to open up the floor for discussion as noted. We do have a quorum established of 1,232 individuals signed in at 10:00 and I will be updating that information.

3. Adopt the agenda

Tina Danforth: I'm going to open the floor to adopt the agenda. Madelyn, and then Sherrole. Can someone turn the microphones on, please? Check all three, please. I don't know if there is a power button on those or not. Can you test it, Madelyn? It is still not on. Is yours on Sherrole? Yours is not on. Can we have some assistance with the microphones, please? Pat's coming over to check them. He is coming to assist you, if you could be patient please.

March 28, 2015
General Tribal Council Special Meeting Minutes

Madelyn Genskow: First of all, I would like each member of the Business Committee who approved this agenda to please raise your hand real high so we can see who you are. Who approved this agenda?

Sherrole Benton: Point of order, Madam Chair.

Madelyn Genskow: I don't think that is unreasonable.

Tina Danforth: Can we, the business at hand is to adopt the agenda.

Madelyn Genskow: Okay, I will continue with adopting the agenda.

Tina Danforth: Thank you, I would appreciate that.

Madelyn Genskow: I make a motion that we adopt the agenda that I'm going to recommend but also that meeting not last longer than four hours and that the remainder of the agenda shall be continued in two months for the General Tribal Council to address the remaining issues. That's part of my motion. The items on the agenda shall be in amended with item 4.C., the Secretarial Election Update shall become #1 on the agenda and that discussion will be allowed about the Secretarial Election. And number two that item #2 on the agenda shall be 4.E. regarding the election of the judiciary. That is my motion.

Tina Danforth: Just for clarification. There is a motion and I need somebody to come and be acknowledged to support the motion. There is a lady in the front, state your name please. Muriel, did you say? What is your last name, please? Muriel Kroegmen seconds the motion to adopt the agenda with the consideration that the meeting be held for four hours and the remainder of the agenda, if we do not complete it, will be continued in two months and item 4.C. would be the first item on the agenda and item 4.E. would be the second item on the agenda, and that for the update on the Secretarial Election that there shall be discussion allowed. That is the motion for consideration right now.

Madelyn Genskow: In the debate, can I make a comment about this motion?

Tina Danforth: The motion is being recognized as being made by yourself and seconded by Muriel. That is the motion on the floor. All discussion from this point on must be in regards to the motion to adopt the agenda with the considerations stated about item 1 & 2, four hour time limit, meeting continued in two months if not completed, and that there is a discussion on the Secretarial Election update.

Madelyn Genskow: Can I make a comment in discussion?

Tina Danforth: I'm going to go to Sherrole and come back again to the discussion on the motion on the agenda. Sherrole please.

Sherrole Benton: I make an amendment to the main motion that should this meeting be continued that the GTC stipend will not be paid for the continuance. Thank you, that is my motion.

Linda Dallas: Point of order.

Tina Danforth: There is an amendment to the main motion which provides that if this meeting is continued that a GTC stipend shall not be paid for the continuance. That is an amendment by Sherrole Benton. Is there support on the motion? There is a second, the gentleman in the front. What is your name? Jonathan Smith supports the motion to amend the main motion regarding the agenda.

Linda Dallas: Privileged question, Madam Chair.

Tina Danforth: Yes, Linda.

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Linda Dallas: Privileged question being that historically when a meeting is handled like that and we have another meeting there is a stipend this is awarded to the General Tribal Council so I would like a legal opinion on that.

Sherrole Benton: Point of order that is not a privileged question.

Linda Dallas: Yes it is.

Tina Danforth: She's asking whether or not this type of amendment is allowed because historically she is stating it has not been allowed. Historically there has been a lot of changes to the agenda and as we proceed, several years ago we didn't even have a stipend and that wasn't even a consideration. I think it is an allowable amendment at this point. I believe there is a request for a parliamentary ruling. JoAnne, if you would provide that. In my opinion, this is an allowable amendment but you can state what you feel is your opinion as parliamentarian. JoAnne.

JoAnne House: The question presented is whether or not the amendment is in order to, not pay a stipend if the meeting is continued to a second period. It would be in my opinion that that would be in order. It is an action of the General Tribal Council to modify the rules such as this when they are in session.

Tina Danforth: JoAnne, can you just provide how that applies to the General Tribal Council action that allowed for stipends. Can you make it relevant to that action of the General Tribal Council please?

JoAnne House: General Tribal Council adopted a motion that approved a stipend to be paid to members age 21 and over who appear at a General Tribal Council meeting and later amended stay through the entire meeting. That motion was originally adopted as a result of a petition. The amendment was adopted as a result of a second petition that was presented. Because of the action that was taken it is a procedural action of the General Tribal Council. There are policies that the Business Committee has adopted that identify how it will be monitored with a check in and check out process and how it will be paid out and what you have to do to qualify for it. Ultimately, the decision to pay the stipend belongs to the General Tribal Council, itself.

Tina Danforth: Thank you, JoAnne.

Linda Dallas: Another privileged question. What is the voting requirement, you are changing something, is that 2/3?

Tina Danforth: It requires a 2/3 vote is the answer to your procedural question. Thank you.

Linda Dallas: My third procedural question, are we going to keep changing the rules every time we come into a meeting or we just going to uphold our laws?

Tina Danforth: That is not a procedural question, Linda.

Linda Dallas: It is.

Tina Danforth: I'm going to move on. Madelyn, discussion on the amendment. We are now discussing the amendment and only the amendment to not allow for payment for a continuance of this meeting, Madelyn.

Madelyn Genskow: This amendment is disrespectful to the General Tribal Council. I would like to report to you before you consider whether paying the General Tribal Council \$25 an hour, what I would like to report to you what some of the other boards and committees get. For the Chairman of OTIE, \$1,000 a meeting, \$300 a meeting for each member. They don't have a report on Bay Bank in the current book. But back in 2011, it was \$600 for the Chair and \$500 for each person. This is what they need to know about whether the money to fund General Tribal Council. They need to know. For the Oneida Airport Hotel Corporation, \$500 each.

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Tina Danforth: Madelyn, I think your point is well taken. Please don't call for a point of order. She is being orderly in her remarks. The information she is describing is public information regarding board stipends and commission and committee stipends.

Madelyn Genskow: There are more.

Tina Danforth: I know there are more. What I'm saying Madelyn, is your point is well taken that other boards, committees, and commissions, when they conduct meetings, are paid various amounts of money.

Madelyn Genskow: I just have to say that General Tribal Council is supposed to be the supreme power of this Tribe.

Tina Danforth: Okay, there is no disagreement with that. I'm going to move on to Linda and then over here to Donnie. Is there anyone in the overflow room, before Linda starts. Linda, please. Again, address the amendment only. Let's be respectful, remember. You are going to want to be afforded the respect you are speaking. Linda.

Linda Dallas: I respectfully make a second amendment to the agenda to include an update from the Tribal Chairwoman and/or her designee regarding the Wisconsin Supreme Court case currently pending per a petition from Tribal members from the Oneida Tribe of Indians of Wisconsin. The Tribe has received notice from the Supreme Court that they have taken up the action. They are putting it on their schedule and we are scheduled to have that matter heard in the fall, this fall, 2015. I'd like to add it to the agenda so that the General Tribal Council is aware of that matter concerns and their opportunity to participate in it.

Tina Danforth: There is no point of order regarding this second amendment. We are allowed two amendments. This is the second one. There is a motion to adopt the agenda. There is an amendment to not pay a stipend for the continuation and this is the second amendment. Let's try to be a little bit more orderly here.

Sherrole Benton: Clarification, Madam Chair.

Tina Danforth: Yes, Sherrole.

Sherrole Benton: Is Linda's second amendment in order since there is no ten day ten day notice to GTC on that issue.

Tina Danforth: I have not ruled on that yet because people were calling for a point of order. Thank you for your question. It is my opinion that a second amendment to provide that an update regarding this item is not in order because it has not been noticed as an item on the agenda. I understand your concern around this issue. I don't believe it is appropriate at this time because it has not been noticed as a point of information. It needs to be noticed to the membership but as well as to the people presenting. I've not been given an opportunity to prepare for that. I can speak generally to it, but that would be it.

Linda Dallas: I respectfully request a legal opinion on that. We've had General Tribal Council meetings which involved millions of dollars that have been added to the budget from the General Tribal Council floor. We've had other items that have been added into the meetings and action taken on from the General Tribal Council floor. Historically, we've had things added, not necessarily even to the agenda, just actions taken from the floor that have completely changed the business that we have done in General Tribal Council. I respectfully request a legal opinion because I do believe it is appropriate.

Tina Danforth: JoAnne, can you please respond.

JoAnne House: The question is whether or not the amendment is in order. The Chair has ruled the amendment out of order because it did not receive notice in accordance with the Ten Day Notice Policy. A member has argued that past practice of the General Tribal Council has allowed these types March 28, 2015
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of amendments. The examples presented by the member identify a budget meeting in which actions to amend the budget were made that were not particularly noticed to the membership. A budget meeting in and of itself, discusses how the money of the Tribe will be spent. In that meeting, if the action taken on the floor reflects the budget and modifying the budget, it would be in order regardless of whether or not it had been noticed, because the budget itself was noticed. This action has not been noticed to the General Tribal Council. There has not been time to prepare materials to inform the membership so that they can arrive in an informed manner in order to have open discussion regarding it. I would agree with the Chair's ruling that this out of order. It does not comply with the Ten Day Notice Policy as adopted by the General Tribal Council.

Tina Danforth: Thank you, JoAnne.

Linda Dallas: Thank you.

Tina Danforth: We will go back to the amendment that provides that there shall be no payment if this meeting is continued. Are there any other questions or comments on the amendment in which continuation of the meeting will not be paid a stipend? Yes, the lady in the middle.

Cora Bell: Yes, my name is Cora Bell. This is the first time I've ever talked here. I agree with not paying the stipend because I feel like we are not dealing with, I guess, when I went to Indian School back in the stone age we were taught brotherhood, unity, to work together, and I feel like a lot of these meetings we are dealing with serial attention seekers and not people who are interested in the best interest of the Tribe. Why can't we all work together? We're not always going to see eye to eye on things but I feel like, one time we had a gal here about a supreme court ruling and I'm a law student so I could of actually gave input but I couldn't even think about standing up because some people have to say something about everything. Some of them have really good points but then what we are dealing with is they lose their credibility because they have to say something about everything. They are not being respectful to everyone else that can truly benefit the Tribe and work together. That's it.

Tina Danforth: Thank you. Regarding the amendment on the continuance. Don and then Leah.

Don McLester: Am I correct in assuming that there was only one amendment so far?

Tina Danforth: Yes, that is correct.

Don McLester: I'd like to make a second amendment that we only have a two minute discussion on the subject at hand. Per person.

Tina Danforth: There is a second amendment to the main motion to adopt the agenda that provides that discussion shall be limited to two minutes per person. Is there support on that second amendment? Nadine, Nadine is in support of the amendment for two minutes per person. We have a second amendment that limits discussion per person to two minutes. Discussion on the two minute rule? Leah.

Leah Dodge: Just wanted to remind General Tribal Council that the motion to allow petitioners to answer questions from the floor did pass. If a petitioner would have to answer questions from the floor, that would violate that General Tribal Council rule because it may take more than two minutes total for a petitioner to respond and answer questions that General Tribal may have of that person. Second of all, I'm requesting a hand count of these votes especially because it is going to require 2/3 majority to overrule prior actions. And then also to let General Tribal Council know that according to Robert's Rules the removal of a member from this body must be at a vote of the body not from a simple whim of the Chair. Thank you.

Tina Danforth: Hopefully we won't have to honor of any of my whims today, Leah. Again, my job is run an orderly meeting and I will do the best I can. We are now on the second amendment for two minute discussion and regarding, you know, presentation is not discussion for two minutes per person. The presentation, that is separate. The two minute rule does not apply to the presentation. It applies to discussion on the topic that is front of you. Thank you for asking that question. Any other

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questions on the two minute rule? Questions or comments on the two minutes rule? I am going to look for everyone to raise their hands if you are in agreement with the second amendment for two minute rule, please raise your hand. Thank you. If you oppose the amendment for the two minute rule, please raise your hand. If you oppose, please raise your hand. Thank you. If you abstain from the two minute rule, please raise your hand. If you are abstaining, thank you. The second amendment does pass for a two minute rule, thank you. We will move to the first amendment which is the continuance of the meeting will not be paid a stipend. Discussion, questions, comments on the continuance of the meeting? Doug.

Doug Skenadore: I just would like to be mindful of our brothers and sisters down in Milwaukee that come up here for the meeting. Costs them quite a bit. Thank you.

Tina Danforth: Thank you, Doug. The lady over here, to my left, I'm sorry, I do not know your name. The lady in the blue shirt, black jacket.

Tammy (last name not provided): Tammy.

Tina Danforth: You can make your remark please on the first amendment.

Tammy (last name not provided): I just wanted to remind everybody that when we get this money we have an option to spend it right back into the Tribe. It is a benefit for the Tribe. It can be put back in and it revolves back in, in sales. When we say "take it away" we're kind of like, hurting ourselves. That is all I wanted to say.

Tina Danforth: Joey.

Joey Christoph: I guess we had this meeting planned for a long time. Everybody was prepared for this meeting to sit it out, so let's finish this meeting today.

Tina Danforth: Thank you. Mr. Espinosa.

Tom Espinosa: My sentiments exactly. I believe that we should have all items discussed. No longer should we table any of these items. Let's do it in a mannerism that is professional, tactful, and empathetic of others.

Tina Danforth: Thank you. Madelyn, on the first amendment, please.

Madelyn Genskow: Four hours is a long time, especially for some of our elderly. We have people here that have diabetes, that are in wheelchairs, and I don't think that it is wrong for us to meet for four hours and continue in two months. I think that is considerate of those people and we're always talking about a warm, wonderful people we are. Let's prove it. Let's put our money where our mouth is.

Tina Danforth: Thank you. The young lady to my left.

Naomi Faustino: I apologize. This is not on subject, but do you realize that a lot of our members aren't even seated yet and we are almost 40 minutes into the meeting?

Tina Danforth: Thank you. I would like us to proceed with the content of the meeting. We still haven't adopted the agenda.

Naomi Faustino: I believe last week you said it was okay for us to use the overflow room, right?

Tina Danforth: I'm okay with it. General Tribal Council this is your meeting.

Naomi Faustino: I believe somebody is using their power trip and not allowing anybody to sit in there. We are all trying to squeeze into here. We're 40 minutes into the meeting, we have people standing out in the hall way, people standing all around, and they are only picking and choosing and letting a handful of people sitting in there. We still have to pay to rent that room; we are paying

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security to man that room. They are walking around still saying is somebody sitting here, can we sit there, can fit people in here. There is all kinds of people squished in here, sweating, diabetics. Come one, we're paying to use it, why can't we use it?

Tina Danforth: I agree, I'm going to ask that if anyone is standing in the room, please feel free to sit in this room. There are some open seats in the front. I'm going to ask for the cooperation and consideration that there be some, there are empty chairs in the overflow room and that there be a consideration. I know we have a rule because we want to fill this room and we want to keep everybody engaged. The practice has been that we need a second room. This is your meeting and this is what I'm hearing is the sentiment. We do our best to provide rules and parameters to run the meeting. I think it should be allowed at this point to let people go into the overflow room. I appreciate the cooperation, again of Security and the administration. We should really be allowing people to have a seat. Let's move on, please. Frank.

Frank Cornelius: Good morning everybody. I would like to ask your support to not accept or support either of the amendments and to go back to the original agenda and I say that because, one, Doug said earlier, we have people that have driven long distances to be here and handle business. We don't get the Business Committee every day in front of us to hear what we have to say and they are here right now to do business. Secondly, people like myself that work six days a week, I've been planning for two or three weeks to come here and I'd like to see some respect for people that had planned to be here also to make the good decisions for the Tribe. Thank you.

Tina Danforth: There is a gentleman. Is that Warren? I can, on my right. Derek, sorry. Can't tell with the hat, sorry.

Derek Denny: I'd just like to call for the question, please.

Tina Danforth: There is a call for the question. I'm going to recognize the call for the question to vote on the first amendment that states if this meeting is continued a GTC stipend will not be paid. All those in favor, please, we are going to have to do a hand count. Raise your hand. If the Election Board would please count. Please raise your hand. The motion is to not pay \$100 stipend if this meeting is continued. If you agree, please raise your hand. This requires a 2/3 majority vote. Rocky, are we ready? We're waiting for a couple more counters. Okay, Rocky? Is everyone done counting, let Rocky know please. All those opposed to the GTC stipend not being paid for the continuance, please raise your hand. Anyone opposed, please raise your hand to be counted. If you oppose, please raise your hand.

Melinda K. Danforth: Tina, can you give us time in the overflow room people are still walking in, so I cannot do the hand count.

Tina Danforth: We are voting and anyone opposed to the motion, anyone opposed to the motion to allow for GTC stipends to be paid, please raise your hand so Melinda can count you in the overflow room. Please raise your hand.

Madelyn Genskow: Madam Chair, I'm not sure what is going on.

Tina Danforth: Excuse me, excuse me. Please. There is no discussion during a vote. Please sit down. Because we are waiting and we are voting, people need to be seated. They need to pay attention. At 10:15 the quorum was established at 1,427. I just want to note that. This requires a 2/3 majority. At 10:15 the quorum was 1,427. Regardless of that, the 2/3 vote majority will be based upon those voting, those voting either an affirmative or negative. Those voting yes or no will make up the 2/3 count. Okay, she's ready. All those abstaining on the first amendment to not allow a payment for the continuance of this meeting, if you are abstaining, please raise your hand to be counted. Please raise your hand if you are abstaining.

Linda Dallas: Tina, this is Linda Dallas, I'm in the overflow room. We have a problem with the count over here.

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Tina Danforth: Excuse me. You need to be quiet because we are voting. Sorry but I asked Madelyn to be quiet because we are voting.

Linda Dallas: That is no problem.

Tina Danforth: Rocky, are we ready yet?

Melinda K. Danforth: No, we are not ready yet. We still have people walking in.

Brian Doxtator: Madam Chair?

Tina Danforth: I'm going to ask for people to save their comments until we're done voting. I know what the issue is so let's just please be patient.

Brian Doxtator: Okay, thank you.

Tina Danforth: I'm cognizant of what's occurring.

Melinda K. Danforth: Okay, we're ready in the overflow room.

Tina Danforth: Thank you. So there is some things that are happening as they're bringing forward the tally of the votes. I understand that at 10:15 we had a quorum established of 1,427 registered voters. This particular vote requires 2/3 majority vote. It is 2/3 of majority vote of those actively voting yes or no. When we're considering a 2/3 majority vote, it is based on the yes votes and the no votes. The abstentions are nonvoting. Because the abstentions are not voting, they are not counted in making the 2/3 requirement. It is going to be based on the total of the yes and no votes, 2/3 of that. If you have a calculator it is time 0:66. Even though the quorum is 1,427 we may only have 1,100 people voting for whatever reason. We take that 1,100 and if out of 1,100 we have 1,000 yes and 50 no, then we take 2/3 of 1,050 because those are the people who voted yes or no. I'm just giving you an example of how we come up to the 2/3 majority vote number. I know there is some issues because people were in here and people were in there. People are questioning whether people voted twice. Your integrity is at stake, this is your meeting, these are your resources, this is your opportunity to participate in your government. You have your right and we expect everyone to be honest when they vote and to vote accordingly and that the situation with people moving from this room to that room is not an issue. Visibly, I have an indication what is going to happen here but we have to wait for the number. It is coming forward, thank you for your patience.

Melinda K. Danforth: Tina, we need a revoke in the overflow room.

Tina Danforth: Revoke, to what extent?

Melinda K. Danforth: Yes. Both of them.

Tina Danforth: Yes's, no's and abstentions?

Melinda K. Danforth: Yes, yes.

Tina Danforth: I think we had yes's and then we had no's and then it started to fill up during the abstention.

Melinda K. Danforth: The no's were starting to fill up.

Tina Danforth: I'm going to ask for everybody's patience because this is an issue. I described how this occurs. We gave the membership, this is your meeting, we gave you the courtesy of taking a seat in the other room. I'm going to ask that you be patient and that you be seated. If you want to vote, please be seated. If you want to vote, stay in the room. It is only fair. There is some question. If you leave the room, you will not vote. If you go into the other room, I'm going to ask that unless you are seated, you are not voting because of the issue that we allowed people to go from this room to that room. If you are interested in voting, please be seated. Please stay in the room. If Melinda could

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please go to the microphone and give us your totals after each vote registered for yes, no and abstention it will help speed up the process.

Melinda K. Danforth: We just need a recount for the just overflow room for the last two: the no's and the abstains.

Tina Danforth: Because this is a situation, I'm going to ask for the membership. What do you want to do? Do you want everybody to revote or do you want to revote only the overflow room?

Unidentified members of the audience: Yes.

Tina Danforth: I think it is fair that we redo the vote totally. But everyone needs to stay in the room and stay in your seat from this point on. We're going to revote because I know this is an issue. On the first amendment, all those in favor of the motion that if the GTC meeting is continued there will not be a payment. If you are in support of nonpayment for continuation, please raise your hand. Rocky, are your voters done?

Melinda K. Danforth: We're done the overflow room

Tina Danforth: Melinda is done. Anyone who is opposed to the motion that if this meeting is continued, you will not be paid. If you are opposed, please raise your hand to be counted if you are opposed to the nonpayment for continuance. Rocky are we ready to move on? If you are abstaining please raise your hand. If you are abstaining to the amendment that if the meeting is continued there will be no stipend payment please raise your hand if you are abstaining, please raise your hand. We have the results of the vote. There were 1,147 votes cast for this consideration. Of the 1,147, 198 yes, 949 no, 22 abstaining. 2/3 majority vote is 765. Therefore, this motion fails. The main motion now for consideration is to adopt the agenda. I'm going to just note, this is a very straight forward agenda. Let's try and keep any remarks to a minimum. It sets the parameters of how we're going to conduct the meeting. It's taken us an hour to get to the agenda to be passed. Unless you have a concern, a notable concern, we're going to try and move forward. The motion on the floor is that the meeting not last more than 4 hours and the remainder agenda be continued in 2 months and that 4.C. be the first item and 4.E. be the second item. That is the motion for consideration. Questions or comments specifically on that? Madelyn.

Madelyn Genskow: I'm really hoping that the General Tribal Council will approve this agenda because we're going to be voting on the constitutional change and, boy, we better know what we're doing because I think we can lose our power, the General Tribal Council. With that last vote of the General Tribal Council, the General Tribal Council lives.

Tina Danforth: Thank you. Ryan.

Ryan Gerhardt: Call for the question.

Tina Danforth: Thank you. The main motion in front of you is to adopt the agenda and that the agenda not last more than 4 hours, that item 4.C. be first and item 4.E. be second. That is the motion to adopt the agenda. All this in favor please raise your hand. To adopt the agenda, please raise your hand if you are in support. In the overflow room, if you are in support, please raise your hand. Thank you. If you are opposed, please raise your hand. If you are opposed to the agenda, please raise your hand. If you are opposed, please raise your hand. If you are abstaining, please raise your hand. If you are abstaining on motion to adopt the agenda raise your hand. Motion carries. Thank you everybody. The first item on our agenda will be item 4.C.

Kaylynn Gresham: Privileged question.

Tina Danforth: Who is asking? Kaylynn.

Kaylynn Gresham: I just want to know is it 4 hours from now because we just adopted the agenda?

Tina Danforth: The meeting started at 10:00. We spent an hour on the agenda. Thank you.

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4. New Business

c. Secretarial Election Update (item moved at the adoption of the agenda)

Tina Danforth: Secretarial Election Update please. Presentation will be a PowerPoint video presentation.

Melinda J. Danforth: [audio/video presentation begins] Good Morning everybody and welcome. Once again we appreciate the opportunity to present information on Oneida's Secretarial Election. Today we will briefly review the proposed amendments and we will take a look at some of the survey results we received. Additionally, at the last General Tribal Council meeting there were questions about the fiscal impact of each constitutional amendment. The fiscal impacts were updated by the Finance Department and are contained within this presentation. Lastly, we will briefly review the meetings upcoming deadlines and important dates for you to remember. On August 21, 2010, the General Tribal Council approved the following five amendments to move forward. Amendment A would lower the voting age from 21 years of age to 18 years old. Amendment B would change the Tribe's official name to the Oneida Nation. Amendment C would remove the Secretary of Interior from an oversight and approval role with the Tribe. Amendment D would formally establish a judicial branch of government within the constitution. Amendment E would remove the first Monday meeting requirement for annual and semi-annual meetings. Let's now take a look at what affect they could have legislatively, meaning how they impact our current laws, legally, and fiscally. Prior to the General Tribal Council taking action on the five amendments in 2010, a survey was conducted. This survey was designed to assess Tribal member's support for the constitutional amendments. 7,119 Tribal members age 18 and over were sent the survey. Tribal members age 18 and over were included because it was already known that in accordance with Federal regulations Tribal members who are 18 years of age by the time of election would be able to vote. Of the 7,119 surveys that were sent, 1,739 were returned which is a 24% response rate. However, 80% of people who responded to the survey lived outside the reservation. Next, we are going to review some of the most frequent comments that were received from the survey and the updated fiscal impacts that the Finance Department has concluded. Amendment A would lower the voting age from 21 to 18. However, the language is written so that you will still have to be 21 years of age in order to run for office. According to the survey results that we received those who supported the amendment said that if a person was able to serve in the military they should be able to vote. They also said that 18 year olds were considered adults and should have rights as adults to vote. Of those who supported lowering the voting age also said that it was consistent with the United States voting age. Those that did not support the amendment said that they felt that 18 year olds did not have enough maturity, experience and/or knowledge to vote on matters that General Tribal Council was taking up. They were also concerned about the cost relative to the GTC meetings stipend. They also didn't feel that 18 year olds had enough education or qualifications. Those who said that they were unsure about how they would vote said they were concerned about cost but think that if a person can serve in the military they should be able to vote. Also those who said they were unsure about how they would vote said they should be able to vote but not run for office. The legislative analysis shows there are 687 tribal members between the ages of 18 and 20 years old as of September 9, 2014. The legislative analysis also shows the Election Law and the GTC Meeting Stipend Payment Policy will need to be amended if this amendment should pass. The fiscal analysis from the Finance Office anticipates that of the 687 tribal members that are 18 to 20 years old, 114 of them would attend General Tribal Council meetings. Based on this turnout the estimated stipend cost may increase by \$11,400 per meeting. On average, General Tribal Council meets 8 times per year which would then be an estimated cost of \$91,200 per year if 114 additional tribal members attended the meeting. If all 687 tribal members who are 18 to 20 years old attend the General Tribal Council meetings, the additional cost would be \$69,900 per meeting times 8 meetings per year which would equal \$559,200. The Finance Department has also expressed facility capacity concerns in the future. Currently, the Radisson will hold 2,500 Tribal members for General Tribal Council meetings. If we should begin to near capacity we will have to find an alternative facility to hold General Tribal Council meetings. On average, General Tribal Council meeting attendance has been between 1,400 and 1,600 Tribal members. Now let's move on to the next amendment. Moving on to Amendment B. The top three comments from the survey results that supported this amendment said that it strengthens Tribal sovereignty, sounds consistent and professional, and is shorter and more concise. The top three comments from those who did not support this amendment were that they felt we should keep Wisconsin in the name, others felt that there may be confusion with other Oneida Nation's located at the Thames and the State of New York and others wondered why this issue is being raised. The top three comments from

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those who were unsure how they would vote said that they wanted to keep Wisconsin in the name and again, confusion with other Oneida Nation's located in the Thames and New York state. Others said they needed more information before a decision could be made. Let's look at the impacts of this amendment. The legislative analysis concluded that all Tribal laws should be amended to reflect the name change from the Oneida Tribe of Indians of Wisconsin to Oneida Nation if this amendment should pass. The legal opinion shows that changing the name does not automatically require an amendment to every law of the Tribe and that the change would be noted and corrected when laws were brought forward over time. The legal opinion also cited this does not create a major legal hurdle and the validity of existing laws. The fiscal impact shows that there is no direct financial impact if this amendment were to pass. Amendment C would remove the Secretary of Interior from an oversight and approval role with the Tribe. Within the constitution there are provisions that grant authority to the Department of Interior Secretary which is an agency of the federal government with certain oversight and approval authority. During the self-governance/self-determination era, Oneida became a Self-governance Tribe. Many of the provisions in the constitution that require the approval of the Secretary of Interior became moot. The only valid provision within the constitution relating to the Department of Interior Secretary is their oversight on how we amend our constitution. That is the process that we have been going through for the past five years. In reviewing the survey results, the top three comments from the survey in support of the amendment are one, that it's a sign of the Tribe's sovereignty, two, concerned about the Tribe's accountability if removed, and three, felt that it was unnecessary position. The top two comments from those who do not support the amendment are they are concerned about the Tribe's accountability if removed and concerned about losing federal assistance or support. The top two comments from those who are unsure how they would vote on this amendment said they needed more information and concerned about the Tribe's accountability. One of the biggest concerns we heard was maintaining Federal Trust relationship. Although the trust relationship is not embedded in the constitution but rather the federal trust responsibility is contained within our treaties. We address the concern by including the relationship in the preamble, to make it clear that there is not intent by us to relieve the federal government of their responsibilities to us. Now let's review the impacts of this amendment. The legislative analysis points out that if this amendment should be approved there will be two new ways constitutional change could occur. First, if a constitutional change is presented to the Oneida Business Committee, 8 of the 9 members of the Business Committee would have to agree to forward this change to the General Tribal Council for consideration. If the change is approved, the General Tribal Council will vote to send the constitutional change to the next general election or a special election. If the proposed amendment is approved by 65% of the members that voted in the election, the change will occur. The second way for constitutional change will be by submitting a petition with 10% of the membership who is eligible to vote. Once a petition is submitted and validated, the constitutional change will be sent to the next general election to be voted on. If the proposed amendment is approved by 65% of the members who voted in the election, the change will occur. The legislative analysis also indicates that the Oneida Election rules need to be developed to comply with the new system for adopting constitutional amendments. The analysis also notes that there is no threshold for how many voters must appear and vote at the tribal election for constitutional change. The legal opinion did not cite any legal impacts, nor did the fiscal analysis. Before we move on to the next amendment, the fact that this amendment is our main focus should be noted as a part of our strategy to enhance and strengthen Tribal sovereignty, which is one of the tribe's largest goals. Amendment D would formally establish a judicial branch within the constitution. According to the survey results, the top three comments in support of this amendment were to demonstrate the tribe's sovereignty; however, they were concerned about fairness, ethics, and accountability and specific staff qualifications. The top two comments from those that did not support the amendment are they are concerned about the Tribe's accountability if removed and concerned about losing federal assistance or support. The top two comments for those who are unsure on how they would vote said they needed more information and were concerned about the Tribe's accountability. The legislative analysis shows that this amendment will require General Tribal Council to establish, by law, a judiciary to exercise the judicial authority of the Tribe. A resolution by the General Tribal Council that expressly delegates the judicial authority of the Tribe is required. The legal opinion states that the adoption of the proposed constitutional amendment would not affect the existence or the activities of the current judiciary. If the amendment is adopted, a resolution must be adopted by the General Tribal Council to reaffirm the designation of the Oneida Judiciary to be the judicial body of the Tribe. The fiscal impact indicates that this amendment are sunk costs. This means we will continue to budget and expend the dollars that are currently being allocated to the Oneida Judiciary

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to operate. The legislative analysis for this amendment indicates that this amendment would remove the requirement of General Tribal Council having to meet the first Monday of January and July and that the General Tribal Council will still meet in the months of January and July but will avoid potential conflicts of holidays such as New Year's and the 4th of July. Both the legal opinion and fiscal analysis showed no impacts. We will now proceed onto a very quick review of the materials that you have or will be receiving in the mail from the Bureau of Indian Affairs relative to the Secretary Election. The voter registration form and absentee ballot request are on the same sheet. These were mailed to all members 18 and over with a mailing address on file with the Enrollment Department on March 6, 2015. The upper section of the form is the voter registration and the lower section of the form is where you can request to receive an absentee ballot. If you choose to register, this form must be received no later than 4:30 p.m. on April 1, 2015. If you choose to request an absentee ballot, you will receive a second packet in the mail containing the absentee ballot and instructions. This is what the absentee ballot packet looks like. As a reminder, this mailer will be sent to tribal members who included the voter registration form and checked the request for an absentee ballot. The mailer will include instructions for absentee voters, an absentee ballot, a secrecy envelope. This is the envelope that the absentee ballot must be placed in and sealed before it is returned.

Tina Danforth: Can I ask that this be discontinued because we really can't see anything being provided. I'm getting a lot of feedback about that. I'd like to take a minute to apologize that the presentation is not legible. I've got several complaints that it's blurred and when it is visible the colors chosen don't project well. The red does not show up and when it is blue there, I have a blue monitor. I don't see any of the blue writing. I just want to apologize on behalf of the Secretarial Update Committee that this is not legible and people are saying it's hard to pay attention when you can't see what is being said to you. I don't know if you want to give a few highlights, Melinda, or if you want to move on to discussion. Move it to discussion? Ok. I guess we are going to move into a discussion of the Secretarial Election. Sherrrole.

Sherrrole Benton: Thank you, Madam Chair. I make a motion to accept the update as a report.

Jennifer Webster: Second.

Madelyn Genskow: A point of order, or whatever. Point of order, Madam Chair.

Tina Danforth: There is a motion by Sherrrole to accept the update report, seconded by Jenny Webster. Now we're up for discussion on the acceptance of the update. Madelyn.

Madelyn Genskow: If we vote for Sherrrole's motion, will that eliminate the discussion?

Tina Danforth: No, because we're in discussion. We are now in discussion about the update.

Madelyn Genskow: So, if we vote to approve the report, we will still have discussion?

Tina Danforth: We discuss before we approve. We are in discussion. When this discussion ends then we will vote on the motion and then there's no more discussion once we start voting.

Madelyn Genskow: Anybody has any comments about the Secretarial Election, they have to make it right now?

Tina Danforth: Yes, I would appreciate that.

Madelyn Genskow: I would really urge everybody to fill out, if you have not filled out the registration form, please, it's kind of late, it's kind of late. Maybe if you get it in the mail Monday morning, if you don't have a form, you can get one from the Enrollment Office. Do not make a copy. They say you can't use a copy, you got to get one from the Enrollment Office. You got to fill it out properly and, please, if you need help, have somebody help you fill out. Cause it's not telling you how to vote, it's just helping you to fill out that form so you can vote because if you do not fill that form out and send it back immediately so that it gets there by April 1st, you will not be able to vote on the changes. And these change are, these are big changes. Amendment C will stop absentee balloting. If you have family that can't make it to the polls on a future change in the constitution or if they're in a nursing

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home, whatever, if you vote to approve Amendment C, absentee balloting will stop at the next change in the constitution. Also with regard to the judiciary, I am very opposed to supporting the judiciary. If I'm called out of order, I hope somebody will call out the appeal the decision of the Chair. On November 15, 2008, the General Tribal Council adopted resolution that said no agent of the Tribe shall enter into any agreement with any, no, it's not 2 minutes.

Tina Danforth: Let her finish.

Madelyn Genskow: It says we adopted this resolution and it says no agent of the Tribe shall enter into any agreement with any corporation that prohibits full disclosure of all transactions, receipts, and expenditures and the nature of such funds and that such an agreement is not binding to the Tribe. The Business Committee, with the Tribal legal department's guidance has misled the General Tribal Council.

Tina Danforth: Okay, Madelyn, wrap it up, please.

Madelyn Genskow: The Open Records Law says that the new judiciary will enforce it. They're closed records law. The new judiciary is going to enforce it. Don't. Get rid of the judiciary and for heaven sakes don't put it in the constitution.

Tina Danforth: Okay, you're done, your time is up. Thank you for your comments. I'm going to go over here to Ed and then to Linda and then to Leah and then to the middle, Doug.

Ed Delgado: First, I'd like to thank Melinda and Lisa. I know they've worked many years and hard on this constitution. This election coming up will be a summation of all that effort. I generally support the amendments; however, I strongly do not support the amendment which takes out the Secretary of the Interior. The reason being is that every three years, Tribes have to go to Congress and convince a whole new set of Congressmen about, teach them about the special relationships between the Tribe's and the federal government. We do not want to diminish that in any way and taking out the Secretary does diminish it. I know the Law Office will say that it's all engrained in federal law, which it is -- federal law changes. Federal law is based on policy. Policy comes from several municipalities and States who are all against that federal relationship with Tribes. Every time somebody wants to argue sovereignty, they argue against that special relationship. Let's not diminish it in any way. Thank you.

Tina Danforth: Thank you, Ed. Okay, Linda, 2 minutes.

Linda Dallas: Thank you, Tina. I'd like to strongly encourage all of our people to mail the ballots in over the next couple of days because the deadline is quickly approaching us and they have to be received by that date, not mailed but received. I think it is important for everybody to participate. I don't support the amendments that are being proposed for a variety of reasons. If you want to talk to me personally, I don't have the time to tell you all those things in two minutes but I don't support any of them. I think it would be a huge mistake for people to support taking out the Department of the Interior because if you take out the Department of Interior, we no longer have anybody over us. We have so many problems inside of the Tribe, there's the different investigations with the theft and everything else that is going on. I've been in an elected capacity for years and I've seen so many corrupt things that are going on and we don't have any mechanisms in place to even address those people. They don't enforce the laws, they don't discipline them, they don't hold them accountable. Some people are fined and they are deemed criminals and others are criminals and sitting on the Business Committee and the Judiciary and the Gaming Commission, you know? That's inappropriate. I don't support any of the changes. I don't support any of the amendments.

Tina Danforth: Linda, keep it clean.

Linda Dallas: I'm very disappointed, there's nothing in this packet that came out to us that has anything about such an important issue. The presentation you gave this morning is inadequate at best. You don't even have information that we can see and understand. There is nothing in the packet so that we can follow along. The last few meetings that we've had in General Tribal Council there has been nothing discussed about such an important issue. I don't support what you are doing

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and it's inappropriate not to keep the people informed and to truly tell them what the total impact is to our people. You change the constitution and people aren't going to realize when they vote yes for those changes they are going to change the way the Tribe does business in a negative way, in an adverse way. I also encourage people to learn about the case that is pending before the Wisconsin Supreme Court right now.

Tina Danforth: Thank you, Linda. Thank you, your time is up. Thank you.

Linda Dallas: I know you don't want anybody to know about that but please talk to me if you want to know about that.

Tina Danforth: Do you want to look at my clock? Two minutes. Okay, the next person on the list is; I have Leah, Doug, Pat Cornelius. So, Leah, go ahead.

Leah Dodge: If anyone would like to see Melinda's slideshow, they can go to my website, oneidaeye.com. It is the top post in the website, it gives the slideshow in its entirety and it also has...

Pat Cornelius: Point of order, it has nothing to do with this.

Leah Dodge: Yes it does. It says where they can get a copy of what the slideshow would have been.

Tina Danforth: Let her use her two minutes, she is on topic. She's promoting, but she's on topic.

Leah Dodge: If people want to see what the presentation had in it, that's where they can go to see it. There is also commentary involved, bring their attention to page 19 of the pdf. It would be regarding lowering the voting age to 18. There was a side bar that at some point, I presume it was Melinda or other BC Members, met with Oneida Nation High School students and gave them an exercise. They came back and said they felt they were not mature enough to deal with the issues that GTC deals with. I think that is important information that General Tribal Council ought to know. Again, if you are interested in the slideshow she had, go to the website, it's in its entirety. Thank you.

Tina Danforth: Thank you, Leah. Okay, the next person is Doug then Pat. Doug, go ahead.

Doug Skenandore: Yeah, I'll probably use up the whole two minutes. The only one I support of all those changes is having the meetings changed from Monday to Saturday. Otherwise I don't support any of those constitutional changes. I think the old saying goes "if it ain't broke, don't fix it". That's an opinion. If we go messing around with that, we have a Tribe to the north of us that changed their constitution and right now the only ones that makes the decisions is their Business Committee. The General Tribal Council is taken out of the equation. I would hope that wouldn't happen to us. The other thing with the Business Committee, with the Tribal legal department's guidance has misled the GTC and said the GTC cannot know the details in the contracts. The Open Records Law says the new Judiciary will enforce it. Madelyn touched on that but there is another one, I think is greater than that. That is the contracts that the Land Office made with the non-Oneidas. They're giving them lifelong leases and right now we have over 2,500 acres leased to the non-Oneidas. Who's going to enforce that because that should not be. Who even gave them authority to do that? That would be a privileged question.

Tina Danforth: Five seconds, Doug.

Doug Skenandore: Okay, I love you all.

Tina Danforth: Okay, I got Pat Cornelius; Mr. Steffes, Brad, and then Melinda.

Pat Cornelius: Tina, what I'm going to do is pass my time on to Loretta Metoxen.

Tina Danforth: She's down further on the list, but okay, you only get two minutes, Loretta, regardless.

Loretta Metoxen: I didn't ask for this, you know.

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Tina Danforth: Two minutes.

Loretta Metoxen: The constitutional changes have been worked on for more than ten years. Where were you? All of you that have this discussion about I don't like this and I don't like that. There were any number of community meetings and hearings on the very five amendments that are proposed. There were some other amendments that were proposed as well and those have been eliminated because they were not popular and not good for the Tribe. As for me, and Madelyn disagrees with me and it is her prerogative. She should do that when she is not happy with what somebody says on Tribal affairs. As for me, I am voting for all five amendments because they are good for this Nation. The other one comment that was made by Ed, and I disagree with him on it. Is that taking out the Secretary out of the constitution will not disrupt our relationship, the trust relationship, with the United States government. It will not because we have 2 treaties, the Treaty of Canandaigua of November 11, 1794, and the Treaty that sets the boundaries for this reservation on February 8, 1838. Those are the things that tie us to the United States government and nothing can disrupt that.

Tina Danforth: Thank you, Loretta. The next one is Mr. Steffes, then Brad, and then Melinda.

Robert Steffes: That slideshow that you had out here. We couldn't read a thing on it, at all. I got up and looked at your screen up here and I could see that you guys could see some of it, a lot more than the people out here could see. I have no idea what is going on. What are we voting for? We're voting to change the rules here and you can't even put out a video or a slide here that everybody can see? Come on now. How much money do you people get up there, to put out a movie that you can see here and understand?

Tina Danforth: Thank you Mr. Steffes for your comments. Next person I have is Melinda, Brandon and Brian. And I will go after Brian, Brad.

Brad Graham: Good morning everybody. On Thursday I contacted Mr. Scott Cameron of the BIA who's in charge of this. My first question to him was who approved the add-ins and strike-outs in your packet you had gotten, there was a pamphlet. He said they'd received a letter from the Tribe. I said you mean the Business Committee. He said yes. I said only thing GTC approved was the proposed amendments. I said we did not approve any of the add-ins or strike-outs. I said we have procedures, policies, and rules for this. Mr. Cameron looked in our constitution and said yes, you do. You's were denied your rights. This Business Committee denied us our rights to vote on what is going in this new constitution. They're just now being an investigation into this. Also, the Judiciary, he agreed, should not be in place because this election has not taken place. So, therefore, I would ask the people here because our rights have been violated by the Business Committee. The Chair has nothing to say and no vote unless it's a tie. The rest of them did this. Therefore, I'd like a motion that the Secretarial Election be halted, stopped because our rights, our constitution and our civil rights have been violated by them people. We were supposed to be involved in this. It's like the election law or any other law. We have procedures and policies in place. We were not given that opportunity. They wrote that judiciary themselves and excluded us, the General Tribal Council. We're the governing body, not them.

Tina Danforth: Five seconds.

Brad Graham: Kill this motion. Kill the election. Somebody make a motion please and kill this election.

Tina Danforth: Thank you, Brad.

Brad Graham: Thank you.

Tina Danforth: Alright, I have Melinda, Brandon and then Brian.

Brad Graham: Madam Chair, can I make a motion now or do I have to wait?

Tina Danforth: We're in discussion and a motion can be made during discussion, there is no limitations.

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Brad Graham: So, I make a motion for the GTC to halt this Secretarial Election, completely, and that upon passage of this, Monday morning, the Chair will call Mr. Cameron and notify him that General Tribal Council negated the Secretarial Election and the BIA has no problem with it. Yaww.'ko'

Tina Danforth: Okay, wait Brad, please wait and please everybody, can I have your patience for one second here. It's my understanding that a motion was made to accept the update and then Madelyn asked if we could have discussion. I said now is the time for discussion. There is a motion to accept the update. A motion can be made either to amend that or, after we approve the update, a subsequent motion can be made to do whatever you feel is warranted at that time.

Brad Graham: I make an amendment then.

Tina Danforth: If you are going to make an amendment to the update being accepted, I would like you to rephrase your amendment please.

Brad Graham: That General Tribal Council vote no for the Secretarial Election today, to halt it completely because of our rights being violated. And that upon passage of this, the Chairwoman notify Mr. Cameron, Monday morning, that the election has been stopped.

Tina Danforth: Give me a second here, I am trying to get this amendment so that I can explain it as I'm hearing it. What's being provided on the board is that there is an amendment to the main motion that General Tribal Council vote no for the Secretarial Election and to halt it completely because GTC rights have been violated and that the Chair contact the BIA and notify him to stop the election process. I have, I kind of prefaced it a little bit different in my notes but basically that's my understanding of the amendment. The main motion is to accept the update, the amendment is that General Tribal Council vote to stop or halt the Secretarial Election from going forward and that myself, the Chair, contact the BIA, Mr. Cameron, to stop the election process. That is the amendment, there is not support on that motion, yet. Is there somebody supporting this amendment?

Doug Skenandore: I second it.

Tina Danforth: Mr. Doug Skenandore is in support of the amendment. Now there is discussion on the amendment.

Sherrole Benton: Point of order.

Tina Danforth: Sherrole, what is your point of order?

Sherrole Benton: My point of order is that we're simply here to hear an update about the Secretarial Election. We are not voting to make changes to the constitution today and actually if people want to vote against all of the amendments in the Secretarial Election then that will say that constitution remains the same. Thank you.

Tina Danforth: Sherrole, in your point of order is that we're here to hear the update and not to vote on the election. I don't think Mister, Brad's, intention is for us to vote but to stop the election process and in my opinion it's an allowable amendment because one, today was to give us an update on the election process. His amendment is to stop the process and to notify the BIA. It is in order with the main motion.

Sherrole Benton: Can I have a Parliamentarian?

Tina Danforth: Yes, we can do that.

Sherrole Benton: This is simply an update about the election.

Tina Danforth: Right, you are right. It is an update about the Secretarial Electoral Process going forward, that we are in the process of conducting for the GTC. JoAnne.

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JoAnne House: The question is whether the amendment is in order. The amendment calls for the Secretarial Election to be stopped and the Secretarial Election Board Chairman, Mr. Cameron, be notified of that action. The General Tribal Council approved these amendments to move forward and they are being processed in accordance with the federal rules and regulations. Because the General Tribal Council took action regarding approving the amendments to move forward it would be my opinion they could take action to stop the Secretarial Election. Part of the difficulty that, stop, step back. Part of the point of order that was raised is that this was simply a report given to the General Tribal Council and didn't call for action other than to accept information. The General Tribal Council in the past, in regards to Treasurer's Reports, and at least one other occasion regarding, I believe Retail, a presentation, has taken action to direct certain items coming out of those reports even though it was simply an informational document. It is not a common activity for the General Tribal Council to do that, but it is in order.

Tina Danforth: Thank you, JoAnne. The motion on the floor is an amendment to stop the electoral process from going forward and to notify the BIA. That's the amendment. The main motion is to do an update, is to provide an update on the electoral process that we are currently undertaking. The amendment is in order. The amendment, it will require a 2/3 majority vote to pass. That is the Parliamentarian's ruling. That is my understanding and right now, because the amendment is on the floor, discussion must be pertaining to the amendment to stop or halt the electoral process from going forward and that the Chair notify the BIA representative, Mr. Cameron, to stop the electoral process. That is the amendment on the floor, discussion.

Linda Dallas: Privileged question, Madam Chair.

Tina Danforth: What is your privileged question?

Linda Dallas: I believe that the motion that was presented verbally is different from what is presented to the membership on the screens. If I understood correctly, Brad's motion that it said that the Secretarial Election would stop immediately and indefinitely.

Tina Danforth: That is the intent of the motion and that is my understanding of the motion that is made as an amendment by Brad. Brad, is that your intent.

Brad Graham: Yes.

Linda Dallas: It's not in the motion like that.

Tina Danforth: The verbiage is a little awkward, I agree. I don't know if there a suggestion to make it more clear.

Linda Dallas: Would it be appropriate to use the legal term?

Tina Danforth: Excuse me, Linda. Are we having an issue with showing the amendment? We need to make that visible. Right now it reads there is an amendment to the main motion that General Tribal Council vote no for the Secretarial Election and to halt it completely because GTC rights have been violated and that the Chair contact the BIA representative, Mr. Cameron and notify him to stop the election.

Brad Graham: On Monday.

Tina Danforth: Yes, on Monday. Thank you. He did state that.

Linda Dallas: For clarification, would it be appropriate to use the legal term to quash this activity?

Tina Danforth: You know, this is Mister, Brad's, amendment. It is within his purview if he wants to adjust the language to it. I did say it reads a little bit awkward but I think the intent is understood. Is the intent not understood?

Linda Dallas: Thank you.

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Tina Danforth: Brad, is your intent to stop the electoral process and to notify the BIA, Mr. Cameron, on Monday to stop the electoral process. Is that your intent of your amendment?

Brad Graham: That's correct, Madam Chair.

Tina Danforth: Thank you. Okay, now we are going to take comments on the amendment to, I'm going to say, stop, instead of halt, the electoral process. And we'll start with Loretta.

Loretta Metoxen: Madam Chair, General Tribal Council, I think there ought to be a little more proof of how individual rights were violated. This is an extremely serious matter and I feel that somehow, I worked on this. I've been involved in the process for all these years and I don't feel like my rights were violated but I think my rights will be violated if I'm prevented from voting on these five amendments.

Tina Danforth: Okay, Madelyn, Brian and then Mark.

Madelyn Genskow: I yield my time. I will wait in second in line after Debbie Danforth.

Tina Danforth: Okay, Debbie.

Debbie Danforth: Madam Chair, I just would like to speak against this amendment. I believe there has been ten years of work that has put in to the development of the Secretarial Election, there has been a number of meetings that have been held, there's been a number of issues that have been addressed, there's been opportunity for everyone in this room to make their comment and speak either for or against moving this forward. I think this is a total waste of money at this point if we stop this election. Thank you.

Tina Danforth: Okay, Brian, Mark, and then Melinda.

Brian Doxtator: First question to Chief Counsel does this need a 2/3 to overturn?

Tina Danforth: Yes, I did state that.

Brian Doxtator: Oh, I'm sorry, I didn't hear you. Thank you. I agree with Loretta. I'm not sure what, it wasn't explained clearly what rights were violated in this process. Just to act on the fact that a sentence structure says so, I think would be not the best interest of the Tribe. Secondly, to correct some people, the motion to amend the constitution occurred in 1982 so we've been working on this process that long. I think it's something as simple, if you register to vote, you go vote, and you support or don't support. Why stop it now, since 1982, it's just kind of ridiculous. I would like to see actual legal documents before we vote as to the accusations. Yaww, k'o.

Tina Danforth: I have Mark, Melinda, then Tehassi.

Mark Powless: Madam Chair, I have no comment on the amendment. However, I do have a comment when we get back to the Secretarial Election Update.

Tina Danforth: Okay, thank you, Mark. Then I have Melinda, Tehassi and then Linda.

Melinda Danforth: First I have to apologize for the presentation. The presentation actually ran very well this morning. So, I don't know if it is the screen or the tint. I have to apologize for that. We have had this presentation or a presentation almost every single General Tribal Council meeting for the past year. There has been information, special editions in the Kailhwisaks. These amendments have been shared with the General Tribal Council for the last couple of years at GTC. We've been giving you updates, we've been giving you updates about the process. We've been telling you this is a federal process that we have to go through, not a Tribal process. And, yes, in August 21, 2010, the General Tribal Council was presented each of the amendments along with the amendment language. The motion was to forward these amendments to the Secretary of Interior to call for a Secretarial Election. And that verbiage was shared and that's what spurred this whole process. Unfortunately, we've been waiting for the Department of the Interior to call this election for over four years. So, March 28, 2015

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we've been waiting for that and again it was a process of re-educating the people what they voted for back in 2010. So, while I do agree with everybody that this is absolutely important, I don't know about stopping the process. Like Brian indicated, in 1982, General Tribal Council directed constitutional change. People besides me have been working on this issue for a very long time and I picked it up about six or seven years ago along with Lisa Summers. And so, it's up to the people and I would encourage you to continue with the process. If you don't agree with the amendments, vote no in the election. Again, our constitution hasn't been changed since 1969 and this is our first attempt to do so. Thank you.

Tina Danforth: Okay, I have Tehassi, then Linda, then Madelyn.

Tehassi Hill: My comments are pretty much similar to Melinda's that this information has been before GTC and approved and as Melinda stated, we've been waiting for the BIA to approve these going forward and we're just now getting back to the election process. I also agree that if you don't agree an amendment individually, vote against it, or all of them in their entirety, vote against them. This is your opportunity to voice your opinion about our constitution that has not been updated since 1969. So, I don't feel that it would be right to halt this at this time because we've gone through this process and it is very lengthy. You heard since 1982 we've been trying to get something forwarded and getting work done with the BIA with GTC direction. These amendments are what has been directed by you, the GTC, to bring forward and so we're just trying to get this work completed that you've asked previous Committee's and now our Committee to get this work completed. Thank you.

Tina Danforth: Okay, I have Linda.

Linda Dallas: I think that it's very interesting that you keep going back to 1982, we're in the year 2015 right now for those that aren't aware of that. 1982 was a long, long time ago. And what does that give you? That gives you almost 30 years to have properly informed the General Tribal Council of what you were doing, how you were doing, when it was supposed to be done, what the deadlines are, what are the rules, how are you supposed to do it, you know, what's the impact going to be financial, legislative and all the other things. That hasn't happened. Look at your packets people. Look inside your packets, I'm looking at page 35; there is one sheet of paper in here. It says TOPIC, Secretarial Election Update. And on the bottom it says multimedia presentation which doesn't even work and we can't even see it. But how many people need different methods to see and understand and what isn't in this packet is what was in those envelopes and what Brad's talking about is all those redline and all those strike out versions that are inside there. And those are things that the General Tribal Council should have known. Those are the things that should have been in this packet. Your presentation, you could have had slides and you could have inserted them inside this packet so people could see and listen and watch what you're doing so they understand. They have a better success rate of being able to comprehend what you're trying to tell them. I would be willing to bet that at least 2/3 of the people sitting here in General Tribal Council today, just here, not the rest of our Tribal members, don't understand what is involved in this Secretarial Election. I think that it's appropriate to cancel it. I think that, yes, you've done work for ten, since 1982. You know, we've been sitting here, you're saying we've been waiting for four years for this process. Well, you know, you should've got the fire lit, you should've kept it going, you should have taken all that time to inform the General Tribal Council so that they understand from A to Z what are you doing. Why are you doing it? What's the impact? What's it going to cost? Some of the information you provided today, I don't buy. I don't buy some of your financial impacts, I don't buy your legislative impacts and I'm one of the first cases that was with the Judiciary. That's an absolute circus over there. And I'm assisting a person who is the second case over there. We don't even have anything to recuse or disqualify those judges over there. That was the foundation for the last 25 year experiment called the Oneida Appeals Commission. I'm sorry, but if you don't even have those things in place how do you expect to afford somebody their due process. That's a Wisconsin constitutional right, United States constitutional right and it's an Oneida Tribe of Indians of Wisconsin enrolled member right. And we're not afforded those basic things. I don't agree with these changes. I don't think that the election should go forth. If you're going to do things you should be forthright, you should be honest, you should have it in writing, for everybody to see, you should have it in your packets and every meeting that we had up until the election we should've had something in our hands that showed us what you're doing, when you're doing it, how you're doing it, all these things I just said here.

Tina Danforth: Five seconds.

Linda Dallas: So, I agree with the motion. I think that it's time to step back, look at it, and do it right.

Tina Danforth: Thank you, Linda. Thank you.

Linda Dallas: Thank you.

Tina Danforth: Madelyn.

Madelyn Genskow: I'd like to say to General Tribal Council to vote on what's been presented to us through the mail is very difficult and complicated. Many of our people do not understand what's going on. And, General Tribal Council, you have an opportunity right now to shut this down. Take that opportunity; preserve your right as the supreme power of this Tribe.

Tina Danforth: Tammy.

Tammy Melchert: I just want to make a recommendation that maybe, in a positive way, we could cap every change to ten words or less. I notice this, it's a lot easier. I know people are busy in their lives. But we always get this bible pack of information which is awesome, it's so detailed and we need that. But can we just, you know, put a heading on top of each subject to get normal language. You know because, when I first started reading this, I'm like, I had to learn all this jive of judiciary, you know, all these words first. It took me a year to get that down, I'm serious. So, I'm just saying, you know, maybe we need to make it simpler, easier, ten words or less.

Tina Danforth: Thank you. Thank you for your comments. You know, I know I got a couple more people at the microphone and I've kind of been waiting to make a comment but I have a question for people as part of my two minutes here. How many of you have received your packet, can you raise your hand? Looks like a good number of you. How many of you have had the time to read it, understand it, fill it out and send it in? Okay, how many of you would like more time to consider it, to consider the packet, read it, understand it and mail it? Okay. And I'm just hoping that for those of you that still have your packet that you can get it in the mail no later than Monday because the deadline is Wednesday and I don't know how long the conventional mail takes anymore. I don't know if it has to be post marked by the 1st or if they have to receive it by the 1st. They have to receive it by the 1st, so that's a huge issue in going out east here with this mail. So it will be interesting to see what transpires in the next couple of days. Alright, I'm going to take a couple more comments. I have Sherrole, Michelle and Carol.

Sherrole Benton: Thank you, Madam Chair. I think that I'm not the only one who wonders why there is people who like bring up this kind of chaos and confusion in our GTC meetings other than to prolong it. And I'm going to venture to guess that the true spirit and intent of this motion is ultimately to kill our new Tribal court because what people want, what they want to do is have GTC hear your case. Would you like to have over 1,000 people hear your case on civil matters or child support matters or any other matter? We have dedicated, we have asked, we voted for the judiciary, we voted for new judges, we put them in place because we wanted an impartial, neutral, objective, group of professionals to hear our cases. Do you really want over a 1,000 people to hear your civil and child support cases? Thank you.

Tina Danforth: Thank you, Sherrole, Michelle, then Carol.

Michelle Danforth: So, one of the things that's in the packet is a raise for our employees and as we keep prolonging and having meetings and more meetings to keep talking about the Secretarial Election, we want to make five changes. We keep spending, everyone probably got a printout of the five changes. Every time we do mailings, every time we print stuff, we are spending more and more money. Every time we have another meeting to move things forward we're spending more time and energy instead of just moving forward. We have to start to move forward. We can't just sit in one place, we have to start moving forward. So, I mean, I don't feel like our rights have been violated because for years we've seen notices of meetings in the Kalliwisaks, notice of meetings printed out and hung up in departments, notices everywhere. And we need to start moving forward. Everybody

received the packet. You have, it's your right to vote. So, I don't feel we've been violated. That's all I have to say. Good luck.

Tina Danforth: Thank you, Michelle. Carol.

Carol Smith: At the beginning of the meeting we voted to have two minutes per person and yet the same people are coming up here again and again and getting another two minutes. We're going to be here all day again and we're not going to get through half of the agenda. I'd like to move forward, please.

Tina Danforth: Thank you. And just so you know, I am keeping track of everybody's time and every time there's a motion or an amendment to a motion, a person is allowed to speak to each item for two minutes. So, I've been doing my best up with my little stop watch on my phone. So just be patient. Okay, Mark.

Mark Powless: Madam Chair, the members that came up and voiced their opinions and their concerns with regards to the action that are on our agenda have a right to express their opinion and view. I'd like to express my opinion and view as well. The Secretarial Election amendments does not diminish the authority of the General Tribal Council. Those that state that it does diminish the authority of the General Tribal Council are simply not correct. The Secretarial Election, amendments in fact strengthen the Tribe's sovereign authority and strengthens the General Tribal Council's authority to govern the Tribe. Secretarial Election has been an effort undertaken by the Tribe for more than 30 years. In fact, I served on the Tribal council in 1982 when the Business Committee at that time took action to pursue the amendments of our Tribal constitution. So, it's been an ongoing effort for over 30 years but perhaps maybe an issue here that's being brought out here is perhaps maybe the information going out to the membership over this period of time appears it may not have been sufficient. I just want to make that comment. Thank you.

Tina Danforth: Thank you, Mark. I'm going to go to this lady on my left, I don't know your name.

Marena Bridges: This is my first time speaking here so pardon me if I do this wrong. My name is Marena Bridges. I just wanted to say that I'm kind of hoping we can talk about too because as Melinda pointed out, we have received packets about this. She has talked about this at every meeting. There have been community meetings about this. This has been in the Kallihwisaks. I feel like at this point if you are not really sure what's going on that's kind of on you. And we have a responsibility as citizens to take this information and participate in these meetings and do this kind of stuff as it is offered to us. And I don't think we should expect the Business Committee or anybody else to spoon feed us information. I'm well aware of what is going on because I've been following, attending meetings and all that kind of stuff. I've been looking at the Facebook page or you can go and talk to somebody, you can email people. The information is there. So, I think, you know, we're all adults here, we can take responsibility, we know what's going on. If you don't agree with something that is going on in the election then go and vote and say no. That's your right as citizens of this Nation to vote and say no. It's not that hard. So, and I'd like to call for the question.

Tina Danforth: Thank you. Okay, let's keep some decorum here. Thank you for your comments and I will acknowledge her request to call for the question on the amendment. I think there's been a lot of good comments and let's move forward. So, all those in favor of the amendment to the amendment is that the GTC vote no for the Secretarial Election and halt it completely because GTC rights have been violated and that the Chair contact the BIA representative, Mr. Cameron, on Monday and notify him to stop the election process. If you are in favor of this amendment, please raise your hand. If you are in favor of the amendment to stop the election process, please raise your hand. And this will take 2/3, I believe, to pass. It's a 2/3 majority. Raise your hand if you are in favor of the amendment to stop the election. Raise your hand to be counted. Okay, if you oppose the amendment, please raise your hand to be counted. If you oppose the amendment, please raise your hand. Yes, you do, it requires a 2/3 majority vote. I don't want anybody questioning me after the fact. Rocky, are you ready? Okay, if you are abstaining for the amendment, please raise your hand to be counted. If you are abstaining, please raise your hand. Rocky, you have your numbers yet? Working on it? Thank you. We have the tally for the results. Those favoring the motion, the amendment, 78, those opposed, 923, abstaining, 628, 667 was necessary to meet the 2/3 requirement. The motion fails.

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Total votes 1,001. Thank you, everybody. We are back to the main motion to accept the update of the Secretarial Election process. Kaylynn.

Kaylynn Gresham: Can I call for the question?

Tina Danforth: Yes, thank you. There's a call for the question on the motion to accept the Secretarial Election Update. All those in favor of the update report, again I apologize there was nothing in the packet and the video presentation was poorly visible. So, all those in favor of the motion to accept the update, please raise your hand. Motion to accept the update, raise your hand, if you are in support. Okay, thank you. If you oppose the motion to accept the update, please raise your hand. If you oppose the update, please raise your hand. Abstaining, if you are abstaining to the update please raise your hand. If you are abstaining. Okay, thank you. The motion passes to accept the update. Thank you for your cooperation on that item.

- e. **Petitioners Leah Due Dodge, Michael T. Debraska, Franklin L. Cornelius, Bradley Graham – That GTC vote whether (1) all Tribal elections include the SEOTS polling site, including the inaugural Judiciary Election as we was GTC's intent by voting to include the Judiciary in the 2014 General Election; (2) to nullify and Judiciary Election that excludes the SEOTS polling site that may have occurred before the requested meeting is held; (3) a new Judiciary Caucus be held & that due notices be made in Kallihwisaks & prominent places 10 days prior to that Caucus & the inaugural Judiciary Election; (4) to address other Tribal election issues (item moved at the adoption of the agenda)**

Tina Danforth: The next item in front of us is the Legislative Operating Committee Update which is number 4.A. on page 9. Oh shoot, sorry. When we adopted the agenda the second item to be addressed is the petitioners Leah Sue Dodge, Mike Debraska, Frank Cornelius and Brad Graham. The petition regarding the vote whether all Tribal elections include a SEOTS polling place. That is to be item number 2 on this agenda as adopted. So, I apologize that I was moving forward. So, that is in front of you. Is there a presentation by the petitioners? Do you have information? Okay, we are getting things set up for them. And while we have a couple minutes while they set up, I just want to make one brief announcement so if you will give me your indulgence. The 50/50 raffle winner for Ashley Dallas, bring your blue ticket. Okay, we're ready for the presentation on the polling place for the Milwaukee site which includes the inauguration for Judiciary, GTC's intent to vote to include 2014 election, nullify the Judiciary Election, a new Judiciary Caucus to be held and that to address Tribal election issues. This is the gist of what this petition is about so Leah is going to give us a presentation. Go ahead, Leah.

Leah Dodge: Good afternoon. I'm presenting on behalf of Mike Debraska, Brad Graham and Frank Cornelius who wasn't able to be here today. Our petition is why and how GTC must defend Tribal democracy and voting rights against the Business Committee, Election Board, and Law Office. It's been said in an election it is not the votes that count, it is who counts the votes, but the truth is, both of those matter. OBC resolution 03-13-02-O. The Oneida Constitution reflects intent to promote the widest possible participation of Oneida people in their governance and the use of the SEOTS polling site is likely to increase participation in Tribal elections. On October 27, 2013, GTC rejected a petition signed by members of the Oneida Election Board to eliminate the SEOTS polling site in Milwaukee. Instead, GTC rightly voted to continue including the SEOTS polling site in Tribal elections. On January 7, 2014, GTC voted to include the election of Judiciary in the 2014 General Election which included the SEOTS polling site. On June 16, 2014, OBC Vice-Chair Melinda Danforth asked GTC to delay the election of the Judiciary due to mistakes by her, OBC, and the Judiciary Transition Team. GTC allowed the delay. GTC was never told that allowing the delay of the Judiciary election meant that OBC, the Oneida Election Board (OEB), and the Oneida Law Office (OLO) would try to exclude the SEOTS polling site despite GTC's directives and against the Oneida Constitution's intent to promote the widest possible participation of Oneida people in their governance. When five GTC members filed a complaint with the Appeals Commission, the OBC, OEB, and OLO claimed they had the right to make a one-time exception to include the SEOTS polling site. As if Tribal voting access is a gift from them to GTC rather than a matter of civil rights. How could any Tribal election not affect the governance of the Oneida people. Why would OBC, OEB, and OLO ever choose to exclude the SEOTS polling site from any election given GTC's directives and the constitution's intent. Why didn't OBC, OEB, and OLO simply agree to present GTC with the option to vote to require the inclusion of

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SEOTS in all elections? The most logical answer is that they don't like the way some people vote and they want to keep the power to disenfranchise some voters. It's clear now, GTC must defend its civil and voting rights against the undemocratic actions of the OBC, OEB, and OLO. The future of the Oneida Tribe depends on it. The Judiciary Election was eventually held on September 22, 2014. But on September 29 an official election observer wrote a letter to the OBC Chair, Vice-Chair, and Secretary, as well as the OBE Chair and Vice-Chair, about violations of the Election Law that she had observed, include the failure to make sure that the electronic ballot counting machine in Oneida was working and empty when the polls opened. The election observer wrote that she was asked to ask and OPD Officer sitting in his car to come in and observe the process and he said that it should have been done over an hour earlier before the polls opened. She said she was asked to sign the ballot machine printer tape but was never told to make sure it showed a zero ballot count and that she wasn't comfortable but she signed it anyway. She said the ballot machine was empty but she wondered where all the ballots that had already been cast during the first hour had gone. Tribe members who voted between 7am and 8am have said the machine wasn't working and they were told to put their ballots in a file folder on top of the machine because there were no sealable envelopes nor a locked ballot box for them to use and that there were no observers nor OPD Officer's in the room with the ballot box to make sure that ballot's weren't removed from nor illegally added to the file folder. The Oneida Election Law states that at 2.9-3 Subsection A. If a ballot counting machine is used, the ballot counting machine shall be prepared prior to 7 a.m. on the day of the election. The judges shall open the polls only after four tribal members verify through signatures on the tape, the ballot box is empty and the ballot counting machine printer tape has a zero total count. The Oneida Election Law states at 2.9-4 at least one Oneida Police Officer shall be present during the time the polls are open and until the counting of ballots is completed and tentative results posted. The Oneida Election Law states at Section B, Ballot Box, 2.9-9 all ballots being votes shall be placed in a receptacle clearly marked ballot box and shall be locked until counting of the close of the polls. Provided that with electronic ballot counting, the ballots may be placed within the ballot counting machine as they are received. The Oneida Election Law states at 2.8 Registration of Voters, Section D., Qualifications/Verification of Voter Eligibility 2.8-7 any voter denied eligibility shall be allowed to vote provided that the ballot shall be placed in an envelope, initiated by two election officials, sealed and numbered. The Oneida Election Law also states at 2.9, Election Process, Section D, Rejected Ballots, 2.9-13 rejected ballots are to be placed in a specially marked container and sealed. Why weren't sealable envelopes and locked containers available to hold the ballots cast from 7 to 8 a.m. when the ballot counting machine wasn't working as required by law? Why weren't there any election workers or OPD officers in the room with the unmarked, unsecured file folder guarding the ballots that voters were unlawfully told to put their ballots in? Think about that. The law requires that sealed envelopes that can be initialed as well as a locked container clearly marked ballot box must be present. What did they have instead? Despite all of these problems and more, including the delay of election due to mistakes by OBC and the Judiciary Transition Team and efforts by OBC, OEB, and OLO to unjustly exclude the SEOTS polling site from the election. OBC certified the results anyway. Now OBC and OEB have, for the 3rd time, illegally scheduled an unlawful election to fill the OBC vacancy despite the fact GTC never voted to adopt any motion to enact an election and despite the fact the Election Law requires a primary to be held when there are 16 or more candidates as are on the sample ballot. GTC members have until April 10, 2015, to file for an injunction/temporary restraining with the Judiciary. It's obvious. OBC, OEB and OLO don't take Tribal democracy, voting rights, nor the election law seriously. That's why it's up to GTC to defend Tribal democracy and voting rights by taking action today, to demand the following: adopt a motion to include the Milwaukee SEOTS polling site in all Oneida Tribal Elections; adopt a motion to require a 2/3 majority hand counted vote by GTC to reschedule any tribal election; adopt a motion to require that a locked ballot box and sealable envelopes be on hand at all times in all polling places during tribal elections and that failure to do so results in automatic election nullification; adopt a motion to require that every voting and ballot counting process be video recorded in the presence of a police officer, that the recordings be available upon request by GTC members and that failure to do so results in automatic election nullification; adopt a motion to require that all tribal election results have to be certified by a 2/3 majority hand counted vote of GTC, rather than OBC due to the obvious conflict of interest in approving their own election results; adopt a motion to assert GTC's right to nullify any Tribal election at any time if information comes to light which undermines the integrity of that election as determined by a 2/3 majority hand counted vote of GTC; adopt a motion to require Election Board members who are immediate family members of candidates for and current members of the OBC, the Judiciary, and all other elected boards, committees and commissions be dismissed

form election board duties, and that the term immediate family be defined as husband, wife, mother, father, son, daughter, brother, sister, grandparent, grandchild, aunt, uncle, niece, nephew, mother-in-law, father-in-law, brother-in-law, sister-in-law, 1st or 2nd cousin, step-parent or someone who is recognized by GTC as a member of the Election Board member's extended family, for example nephew and niece-in-law. GTC can make these and other important changes today and take back control of our democracy and our destiny. GTC must defend Tribal democracy and voting rights against the Business Committee, Election Board, and Law Office. The future of the Oneida Tribe depends on it. Democracy, use it or lose it.

Tina Danforth: Okay, Leah, is there anything else?

Leah Dodge: I'm going to turn the mic over to Mike Debraska for a moment.

Mike Debraska: Madam Chair, would it be appropriate to field questions at this time?

Tina Danforth: Do you have any more information to present? No, okay, then we will open it up for a Q&A. Any questions or comments from anybody, if so, please come to the microphone. And I'm sorry, I stepped out for a minute to use the restroom so I don't know what the conclusion of your presentation was other than if it was just a matter of information, I'm not sure what your intent is to accomplish? So, we will take some questions and comments. Linda.

Linda Mercier: Thank you, Madam Chair. I have a question, when did it become constitutional to have voting off of the reservation because it was always my understanding that voting should take place within the reservation boundaries.

Tina Danforth: You know, I believe it's by resolution and I'm not sure if it's resolution of the Business Committee or General Tribal Council, that I'm not clear on.

Mike Debraska: It was a resolution by the Business Committee and GTC did approve that resolution.

Linda Mercier: Do you know when that was, Mike?

Mike Debraska: No, I'm sorry, I don't have that information.

Tina Danforth: It was quite a few years ago, at least 10 years ago.

Linda Mercier: Okay, then I have another comment.

Tina Danforth: 2002, I'm being told, 13 years ago.

Linda Mercier: Then I have another comment cause I think it is unconstitutional that only Milwaukee people get to vote. I think we have Oneidas across the United States, in Chicago, in California, in New York, Minneapolis, they should also have the right to vote and perhaps maybe you need to send out absentee ballots to them as well. Those are my comments.

Tina Danforth: Linda, thank you for your comments. Were you done or no? Did you have any other comments?

Linda Mercier: That's it for now, but thank you.

Tina Danforth: Linda, in reference to your comments, when the 2002 resolution passed it was to give consideration to Milwaukee because we know have a large contingency of Tribal members that live in that area and it was made to allow, to increase participation. The discussion was that what about Milwaukee and Chicago and other urban areas? But what was feasible at that time was Milwaukee and because of the population it was supported at that time. People from Chicago can go to Milwaukee to vote. I've known people from other parts of the country that have driven to Milwaukee, voted and driven back to other parts of the country. You know, I would support absentee ballots, but that is not what is stated in the constitution.

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Linda Mercier: Do we have a cost for that polling site?

Tina Danforth: Not off hand, I'm not aware of what the cost is.

Linda Mercier: I would like to know at some point what the cost is and the participation of the people in that area that participate and if it is really feasible to continue to have it there.

Tina Danforth: Those costs are incurred by the Election Board and the Election Board has a budget. The Election Board budget is approved every year so that they can conduct those polls. So, it is within their purview of the budget, it is within the approval of General Tribal Council to expend the funds to allow that participation.

Linda Mercier: Thank you.

Mike Debraska: If I can respond a little bit to that, to some of that, to some of those questions and issues. You have to go back several elections. Several tri-annual elections that Milwaukee has participated in. At one point or another, there has been continual problems plaguing the Milwaukee SEOTS site. At one point, I believe it was the 2008 Tri-annual election, the wrong address was sent out. We had more than 60 people that went to the wrong address and there were some BC members that lost by less than 15 votes. Those 60 votes, 50 or 60 votes, that would have completely swayed things. And it's not just that that election year as well. There's just has been multiple, multiple issues and multiple problems spanning the better part of 10 to 12 years. Our constitution does state, and preface the fact that we're looking at providing the widest area for participation. To exclude Milwaukee or anybody, again, I agree with the fact that maybe it is time we look at absentee ballots. I do believe if you are Oneida, irrespective of where you are you should be able to vote and participate in our elections. That is the widest possible participation. If you have an armed forced member that is 21 or 22 and serving over in Afghanistan you are going to tell me he can serve his country but he can't vote in our election because he can't present himself at the polls? What's wrong with that issue?

Tina Danforth: Let's move on to the comments. Sherrille, then Pat, then Madelyn, then Leah.

Sherrille Benton: Thank you, Madam Chair. I have some serious concerns about Leah Sues Dodge's presentation here. For one thing, it's one sided. She's making allegations against people who are not afforded an opportunity to answer or explain what kind of allegations and accusations that she's making. So, without hearing from those she's accusing of wrongdoing, I think that this petition is completely out of order. And if she and others believe that there is seriously some issues to look at, perhaps there should be an impartial outside third party investigation done but we shouldn't simply believe her because she speaks it. This is a democracy. We have to hear the other side. We have to hear all stories. We have to see the evidence. We have to see what the case is all about. Thank you.

Tina Danforth: Thank you, Sherrille. For those of you who are interested, on page 82 is a breakout of the cost for the last election cost for Milwaukee of \$7,400. And next on the list is Pat.

Pat Cornelius: Maybe the best thing is if you go back to the original constitution where everybody comes to the Oneida Reservation and votes. That's the way I believe it is said and it wouldn't be a bad idea to go back to that. As far as being fair and equitable and saying that now Milwaukee has this voting, everybody's going to rush there and vote and we're going to have more participation. I don't believe that is true. To be fair and equitable, you should put up a voting poll site in Chicago, Minneapolis, California. Wherever we have a group of Oneidas. They should share in that just as well as Milwaukee and not just Milwaukee. That's my opinion.

Tina Danforth: Thank you, Pat. We have Madelyn, then Leah, then Jenny.

Madelyn Genskow: For one thing, first I'd like to ask Melinda wasn't there a referendum where it was asked what the community, Oneida community wanted as far as absentee balloting? Could you report on that?

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Melinda Danforth: Sure. There was a referendum that was done by the community about absentee ballots and the community did support it. In 2010 when we presented the constitution amendments there was an additional constitutional amendment that was presented to allow for absentee ballots to go forward and amend the constitution in that manner. At that GTC meeting in 2010, GTC did decline allowing for absentee ballots. So, we do have a discrepancy at GTC, they said no to absentee ballots but in a community referendum, that is not binding, they said yes. The action by GTC was opposite what the community had said at that time.

Madelyn Genskow: Could you give the totals on the amount that wanted absentee ballot in the referendum? What were those totals?

Melinda Danforth: I don't recall the totals, Madelyn. I don't have the referendum with me at this time.

Madelyn Genskow: Ok. Also, they keep saying, I hear a number of people saying that our constitution says you have to vote on the reservation. That is not what the constitution says. The constitution says that you have to vote at the polls. And therefore, since there is an Oneida office in Milwaukee and there is a polling site there, that gives the legality of following the constitution. The constitution does not say that the polls have to exist on the reservation.

Tina Danforth: Five seconds, Madelyn.

Madelyn Genskow: I guess that's pretty much it. Thank you.

Tina Danforth: Thank you.

Mike Debraska: Madam Chair?

Tina Danforth: Okay, Mike.

Mike Debraska: What I find so both interesting and kind of disturbing about all of this in this whole matter is the fact that this could have simply been cleared up. We've been discussing for the better part of 13 years. Why hasn't there been a resolution brought forward by the Business Committee to GTC to approve it to allow the Milwaukee SEOTS polling site to participate in all the elections. Why hasn't that been done? It could have all been cleared up, no lawsuits filed, no challenging of elections no nothing if people are simply accorded their rights. But for some reason, that doesn't seem to be taking place. I find it both interesting and disturbing at the same time.

Tina Danforth: Alright, I have Leah, Jenny, then Brandon.

Leah Dodge: Madam Chairwoman, I make a motion to include the Milwaukee SEOTS polling site in all Oneida Tribal elections.

Mike Debraska: Second.

Tina Danforth: Okay, there is a motion by Leah to provide that there be a Milwaukee polling site in all Tribal elections. The motion is supported by Mike Debraska. All questions and comments at this time must be in relationship to the current motion on the floor to have a polling site in Milwaukee for all elections. Shawn.

Shawn Skenadore: Yes, Mike. You said that 13 years ago that there wasn't any information like this and this means dearly to your heart. How come you didn't bring this forward 13 years ago then?

Mike Debraska: We have been. We've been fighting this issue for the better part of those past 13 years but every time we bring something forward to deal with this very issue either it's slighted or it's pushed off. We've filed challenges at almost every single election. But yet, for some reason, here we are 13 years later and Milwaukee's still being challenged. The real questions becomes why? Why challenge it? Why does voter disenfranchisement, if you will? For lack of a better term, it's voter disenfranchisement. Why? That's what I don't understand. Perhaps members of GTC can better

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explain that to me because I look at it and say, this could have been by way of resolution 12 to 14 years ago. And again, drafting that type of resolution, is not my job that's the elected officials up here. Maybe that's a question better aimed at them, rather than at me. I support the polling site and I support absentee ballots wherever Oneidas may be.

Tina Danforth: Okay, Frank.

Frank Cornelius: You know, when you consider, if you can vote in Milwaukee or vote just up here in Oneida, maybe we could consider, when we consider voting on this amendment if you look at the US government or the local municipalities. You have to vote within that district. And to me, Oneida Reservation is the district. But along with that I would also say maybe we should consider allowing absentee ballots because we're also allowed those when we vote in those type of elections. So, thank you.

Tina Danforth: Thank you, Frank. Rocky.

Rocky Hill: I just wanted to make a couple comments. The first comment I have is that we have no jurisdiction in Milwaukee. None. Our reservation boundaries are within Brown and Outagamie County. I always had a concern with that. I understand that we have a bigger population of Oneidas there but they make it GTC meetings and stuff so I think it is important to them they will make it to come to vote too. In addition, the voter population that does vote in Milwaukee, a lot of people are actually from this area traveling down that way who vote. And the number of votes has steadily declined. It has not increased at all since 2002. Thank you.

Tina Danforth: Thank you. Pat Lang.

Pat Escamea: Escamea.

Tina Danforth: Oh, I'm sorry.

Pat Escamea: I just have a question. I see that you got that 200K money and I'm just wondering what you're going to do with it and any if anybody knew about that money?

Tina Danforth: Can you restate your question?

Pat Escamea: That 200K money that you received from the TIO or

Tina Danforth: OTIE? That was a distribution to the Tribe from the corporation for their annual profit sharing. That goes into the general fund and then it gets allocated in a future budget cycle.

Pat Escamea: Okay, thank you.

Tina Danforth: Okay, Don.

Don McLester: I have a question about the constitution on voting rights. Although Milwaukee has a voting section down there, if we pass this, according to the constitution what we do for one Oneida we do for all. So, therefore, if there is an Oneida in Alaska, Hawaii, Chicago, Minnesota, request a polling site, by the constitution they're entitled that. That's why I assume they put that in there that you have to report to the polls on the reservation and that's the way. This is a reservation. This is a community within a block and circle. Everything outside there doesn't pertain to nothing except here on the reservation. We as a people better learn and we better learn quick, if we don't take care of this reservation and this land that we're standing on, we won't have nothing. We send all this money outside the reservation. None of it, not a dime of it comes back. Nobody in this room that lives that outside this reservation is going to send a \$100 back here to take care of it. None of yours. How do I know? Let's quit the stipends.

Tina Danforth: Don, can you check your tone, please?

Don McLester: Thank you.

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Tina Danforth: Thank you. You know, we're all adults here and we don't need to be scolded so let's just try and keep our demeanor in a very respectful way. And I'm going to call on Priscilla?

Pat Ulrich: No, Pat.

Tina Danforth: Pat, I had Pat and I changed it to Priscilla. Sorry.

Pat Ulrich: The other twin.

Tina Danforth: Sorry.

Pat Ulrich: My sister and I have been coming since the beginning over many, many years ago before they would even have from this Tribe 75 people for a quorum. We would have to turn around and go back to Milwaukee. We didn't get a stipend. Now, my mother, my cousins, they had to leave. Their fathers and mothers had to leave this reservation because they couldn't get jobs. My grandmother stayed here and my grandfather and they lived in a shack. What I mean is without that stuff between the halls, a house, a pump over 20, 30 years. I just kind of feel sad to think that someone here on this reservation doesn't want to include me and my family. Everything that is going on when I come up here to vote is for us, for you. I'm supposed to be a part of that. I'm not angry, I'm just sad. As if my mom had to make that decision and I'm 76, I'm going to be 77 soon and I'm sad that you would do that. I don't deserve that. My family doesn't deserve that. We worked really hard. I can remember in Milwaukee when we had to go on Mitchell Street upstairs, when the office started. You people made SEOTS what it is. You, on this reservation. Because SEOTS belongs to you. You claim it, it's not us separate from you. You all voted for it. You gave us the money for it because you want the rest of the people out there that said we got Oneidas all over the place and they belong to us, they belong from here and we're going to support them. And I believe in this Tribe and I will continue until I'm not on earth anymore, I'm still going to come back. That's all I have to say, thank you.

Tina Danforth: Thank you, Pat. Brandon and Leah and then Yvonne.

Brandon Stevens: I think the next agenda item, I believe is the legislative update and contained in the legislative update is the Election Law amendments. With these amendments being proposed, we could, you could send those through the process. We would process them through our normal, through the LPA. We would bring them through and we will present them back to the General Tribal Council. My concern here is just passing something without knowing the effect of what it is tomorrow. So, you could pass these and I'm not going to say I'm with them or against them. I'm just saying put them through the process, we'll bring them back, present them to you in a fashion where we can show you all the facts and information, give a fiscal estimate, legislative analysis on existing laws that may affect it. And so, to prevent all the further conversation, we just put it through the process and we'll present it to you at a duly called meeting with this Election Law amendments and we could have a better conversation.

Tina Danforth: Okay, thank you. I have Leah and then Yvonne.

Leah Dodge: If we look to the Business Committee's packet itself, on page 90 it says the Business Committee has a recommended action. Motion to direct that polling places be held on the reservation and in Milwaukee for all elections of the Tribe or motion to direct that polling places be held on the reservation and Milwaukee for only the General Elections of the Tribe. My motion is so that polling places be held in the SEOTS polling site for all elections. I don't think we need to wait for the legislative process as Brandon had said. The financial impact is already in there on page 90, it says we note that the cost of a second site is not significant and can be mitigated by taking action to train election personnel in Milwaukee to lower those costs. So, there's no need to wait for Brandon's Election Law amendments. I mean, that could take months and months from now. We could make the decision here, get it over with and they have then of course, they would have to incorporate that into their Election Law when it does finally come forward. This is a legal motion to make and I completely agree with the lady's comments that we should be inclusive of each other. Having the SEOTS polling site's been a practice and it helps us be inclusive of the largest population center besides here of our Tribal members. Thank you.

Tina Danforth: Okay, thank you. We have Yvonne, Pat, then Sherrolle.

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Yvonne Metivier: Thank you, Madam Chair. I was truly heartened by the talk from Pat from Milwaukee because we did have a petition by Brian Duxtator last year to get rid of the polling sites and we said no we want to keep them. What do we got against Milwaukee? In the 1930's when our people were starving the Tribal historian told me this story. The 1937 Chairman was, our people were starving and eating tainted meat. They needed to get out and get food. Many of them went to Milwaukee. These are their descendants. That is the Iroquois way to go out in the world and provide for your people when you have to. Now, what happened in 1937 is that the then Chairman of the Tribe was given money, farm equipment, and seeds for all the people, but he did not distribute it. Like Leah said, let's be inclusive for all the Oneidas.

Tina Danforth: Okay, thank you. Sherrole, Kaylynn and then Cathy. No, I'm sorry, Pat, Sherrole, Kaylynn.

Pat Cornelius: Madam Chair, General Tribal Council, I make a motion not to accept that petition based on, it's not, you know, the allegations that are not fair to the other parties that could not come back and participate in it. So, I'm making a motion not to accept it.

Tina Danforth: Pat, there is already a motion on the floor. The motion is consideration to have a polling site at for all Tribal elections. So, you can't make a motion that is contradictory to the motion already on the floor. Sorry, Pat.

Pat Cornelius: Can you call for the question then?

Tina Danforth: I will recognize the call for the question, Pat. Thank you. So, there's a call for the question to vote on the current motion on the floor. The motion right now before you is to include a Milwaukee polling site in all Tribal elections. So, I'm going to recognize the call, all in favor of a polling site in Milwaukee for all Tribal elections, please raise your hand. In support of Milwaukee polling site, please raise your hand. And I'm going to ask the Election Board to please count. I think it is support, but let's count. No, simple majority. There is nothing that this is contradicting. This is just an enhancement. The Election Law will have to get amended. This provides a simple majority, it is a directive of the General Tribal Council. Please count. All those opposed to the motion for a Milwaukee polling site at Tribal elections, for all Tribal elections. If you're opposed, please raise your hand. If you're oppose, raise your hand. Ready, Rocky? All those abstaining, please raise your hand. If you are abstaining raise your hand for the Milwaukee site, please raise your hand. Thank you, Rocky. Those voting yes for the Milwaukee polling site is 926, voting no, 58, abstaining, 60, total votes is 984. The motion passes. Jenny, you have question?

Jennifer Webster: Madam Chair, I have a request for the rest of this petition, I'd like to make a motion to deny the other four issues in this petition.

Leah Dodge: Madam Chair I believe my hand was raised first and I would like to make a motion to require that a locked ballot box and sealable ballot envelopes be on hand at all times in all polling places during Tribal elections and that failure to do so results in automatic election nullification. Then, in case if we do have future ballot voting counting machine malfunctions we know that the integrity of the process is secured with the sealable envelopes and the locked container.

Tina Danforth: There is a motion, I recognized Jenny to speak next and she did make a motion to deny the other four items in the petition. I need to know if there is support for Jenny's motion so the motion is supported by Sherrole Benton. Motion on the floor in front of you is to deny the other four items in the petition and could you briefly state the four items, Jenny, just for the record.

Jennifer Webster: Item 1) scheduling a meeting and that was regarding the Saturday Sunday issue, nullifying the election that does not include the SEOTS, holding a new judiciary and caucus and other Tribal election issues that were stated in her request. Do you want me to go in more detail, I can read the full.

Tina Danforth: On the fourth one, please.

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Jennifer Webster: To nullify the judiciary election and to schedule a new judiciary and caucus. Those have been done. Those are moot issues. We've already had the caucus for the judiciary and the election.

Tina Danforth: The third one was the new judiciary, what?

Jennifer Webster: The new judiciary caucus and election. The request is to redo that.

Tina Danforth: So the motion in front of you, what page are you referencing to, just so people can look.

Jennifer Webster: 73

Tina Danforth: There is a motion to deny the other four items as listed on page 73 regarding the scheduling and the election caucus regarding the judiciary. That is a motion in front of you. The motion is made by Jenny, second by Sherrole. Questions and comments on the motion only, please. Questions and comments on the current motion on the floor. Are there are any questions or comments?

Sherrole Benton: Call for the question.

Tina Danforth: There's a call for the question on the motion to deny the other four items in the petition. All those favor of the motion, please raise your hand. All those opposed to the motion to deny the other items, raise your hand. If you are opposed to the motion to deny the four items, raise your hand. Thank you. If you are abstaining, please raise your hand. If you are abstaining to this motion, please raise your hand. And based on the visible hand count I'm going to call this motion as being passed to deny the four other items regarding this petition. That motion has carried, thank you.

a. Legislative Operating Committee Update

Tina Danforth: The next item on our agenda is an LOC, Legislative Operating Committee, update. Brandon.

Leah Dodge: Madam Chair, I'd like to make a motion first. I did get, I do have an opportunity to speak because we are still on that issue.

Tina Danforth: Leah, we cleared that item when we adopted the motion just now to deny the remainder of the four items presented.

Leah Dodge: I'd like a parliamentary rule on that.

Tina Danforth: JoAnne, do you want to respond, please.

JoAnne House: The question is whether or not additional actions regarding the Election Law or the petition would be in order in light of the motion that just took place. It would be my opinion that all of those items would be out of order since the motion was inclusive of all remaining actions under the petition. It would be out of order.

Tina Danforth: Thank you. Okay, we're going to move on. Brandon.

Brandon Stevens: Good afternoon. My purpose is to give the General Tribal Council a legislative update on the activities of the LOC which is the Legislative Operating Committee which is comprised of the council persons of the Committee, myself as the Chairman of the LOC, Tehassi Hill the Vice Chair, Jenny Webster and Fawn Billie also are on the Committee as well. The LOC is a subcommittee of the Business Committee and it is our duty to draft the laws and process them through under General Tribal Council's direction and that was adopted by the LPA which was adopted by the General Tribal Council. So, you've given us the structure how to adopt the laws. I'm just going to go through a few of the items that General Tribal Council will have a direct impact on and will be in front of the General Tribal Council for their approval. Election Law is one of them. This is for your

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information. I'll go through, this is the legislative process. You guys probably can't read that but basically an item can come to an LOC meeting by request. Anything that you guys want that you want the LOC to look at to possibly look at as a possible law. You would bring that to the LOC meeting. The LOC will look at, put it on the active files list and then we send that to the staff attorneys and they will develop a legal analysis, we'll send out for a fiscal analysis and we if we accept then we would forward that to a public meeting. A public meeting will be held, given notice in the Kalihwaks and then during the public hearing people, the community members come to the meeting and they'll provide public comments on their ideas, suggestions, concerns about the law. And so, we have another meeting following up on the public hearing comments. And after the public hearing is done you have ten days to submit written comments. So, anyone that cannot attend the meeting can provide, have ten days to write comments on the potential law. So, we'll have that meeting, we'll go through the public comments and then we'll provide another analysis and if we think it is ready to go, we'll adopt it and forward it to the Business Committee for their consideration. And with the laws that we are talking about here, the Business Committee will take a look at the laws and they will decide if it is ready to forward to the General Tribal Council. And if you look on page 9 of your packet there is a summary of all the items that currently have to deal with General Tribal Council. The first one is the Budget Management Control Act, the Election Law amendments, Employment Law, the GTC Meetings Law, which has been a hot topic the last couple of meetings about where it was. The Membership Ordinance and the Sanctions and Penalties Law which is also something that I think the General Tribal Council should be apprised of too. That law is going to really dictate on the accountability, ability of the Business Committee to hold elected officials accountable. We can hold each other accountable rather than going through the whole removal process which is very tedious, a lot of signatures. We could intermediary have sanctions on Committee members or elected officials for not following law, not doing what they are supposed to. So that, those things would come to the General Tribal Council for approval on how we would hold each other accountable. I guess for the purposes of time, we have about an hour to go. I just wanted to go through a brief update of what the LOC activities are so when we talk about the Election Amendments, like we just did, there is a process that was adopted by General Tribal Council. The authority has been given to us adopt and draft laws. It also gives the structure which is the LPA which was adopted by the General Tribal Council. So, these amendments that we were just talking about can still go through the process and we can still bring them through and it will come back to the General Tribal Council. So, we're not taking away anyone's rights, there is still a process and it can still happen and it will happen in a timely fashion with notice and public hearings and such. So, I guess with that, I'd like to thank you and I guess, look for a motion to approve the report.

Tina Danforth: Jenny and then Madelyn.

Jennifer Webster: Madam Chair, I make a motion to accept the LOC update as FYI.

Tina Danforth: There is a motion to accept the LOC update as an FYI. The motion is made by Jenny Webster and seconded by Sherrole Benton. Discussion on the motion, Madelyn then Janice and then Doug.

Madelyn Genskow: I'd like people to look at page 10. You know that what they are considering under membership, page 10 under membership. Okay, they're considering amendment to the Membership Ordinance were requested to include an individual's New York Oneida blood and Oneida of the Thames blood when determining blood quantum for membership in the Oneida Tribe of Indians of Wisconsin. And it says since submission of the request for amendments to the Trust/Enrollment Committee is working on a Sustain Oneida initiative to gather information that will be beneficial in determining what type of amendments should be made to the Membership Ordinance based on this request. I think that would be great except for we are 17,000 strong we do not have enough land for home sites for the Oneida descendants of Wisconsin and right now, I've been told that we do not have enough money that Oneida Tribal members who request contract health on some health issues are being denied because of funding. You Oneida Wisconsin people and your descendants, do you want to add other people to this role and have it that there are less, like I say, we don't have enough home sites already. We don't have enough money for contract health for these people. And you know they keep saying we're going to disappear, well we're 17,000 strong. You know, if we ever get to that point when we're down to say a 1,000 or 2,000 of real Oneida, of full blooded Oneidas or whatever then maybe that would be okay to bring in people from

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other Oneida Tribes. But, I guess I'm opposed to that because I feel that the descendants of Oneida of Wisconsin should have priority for home sites and for contract health and for all the other things that are funded by our Tribe.

Tina Danforth: Okay, thank you, Madelyn. I have Janice.

Janice Decorah: Okay, I'm glad that you reported that the GTC Meeting Law was being worked on, however, it was worked on for four years and you brought it forward, the LOC, the BC brought it forward at the semi-annual last year for approval. Just because the timing and the meeting adjourned, it wasn't brought back. Just to be clear, what was brought back was on the agenda last July is what you are bringing back. Okay, so, in essence some of the things I'd like to point out was first of all, Vince wanted a petition process, a GTC petition process because it was based on the length of time it was taking for petitions to be heard and everything that revolved around that. During that time frame, the LOC or the BC or whoever decided we're going to make a law, it into a meeting law of how we conduct ourselves here, how we gather, etc. And within that law, I don't think we need a law, we're all adults here and it's kind of stringent. Within that process is the GTC petition process. They introduce a law and a process together. It should be separated, that is my opinion. The things that, if you're working on it, which I don't know what you are working on because it's in draft form to be adopted then some of the things that General Tribal Council needs to be aware of is that it doesn't even mention Robert's Rules, it establishes a Sergeant at Arms position with no financial analysis, it limits the time that you can speak. If a meeting ends, any agenda item will go to the BC and they'll handle it. It also incorporates asking for so many meetings per year outside of the annual, semi-annual and the, what is the other, treasurer's report?

Tina Danforth: Okay, your time, Jan.

Janice Decorah: It's dangerous. Bring back what you had and then I can do that discussion there.

Tina Danforth: Okay, thank you, Jan. The next person is Doug.

Doug Skenandore: Okay, I make an amendment to the motion on page 10 with Membership Ordinance that we do not adopt memberships from the Thames and upstate New York. Keep it here in Oneida. Reason being is that we, you know, like Madelyn said, we are already full here. If we bring anybody else in, we are not going to have any room to hold a meeting. We are growing out of this place, we don't have enough for medical and we don't have enough for our lands. They had a chance to get in the boat and they wouldn't get in and then the other thing, they wouldn't play nice with us. We went to land claims, you know. They weren't very nice with us there. So, can I have a second?

Sherrole Benton: Point of order.

Tina Danforth: What is your point of order? He has two minutes, his time is not up.

Sherrole Benton: These items are not for voting on today, this is just information. It is an update of what committees are working on. All of these issues will be brought to the GTC but they are not presented as proposals to vote on today.

Tina Danforth: Right, I understand that. But he's giving his opinion about it and he can continue.

Doug Skenandore: The parliamentarian there said that we can bring a motion even though it's still, you know, just from Brandon. The motion is not to do that. Do not bring Oneida Thames and the ones from upstate New York into our enrollments. Keep our enrollments of the Oneida Nation of Wisconsin.

Tina Danforth: Doug, I'm going to have to remind you that there currently is a motion on the floor to adopt the update of the LOC. The motion was made by Jenny and so therefore, the only thing that can occur at this time is an amendment to the main motion to accept the update.

Doug Skenandore: The amendment to the motion to leave out the Oneida Thames and upstate New York out of our enrolled membership.

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Leah Dodge: I just had a question, so, all these laws and everything in this update are they going to go through the public hearing process again?

Brandon Stevens: Correct.

Leah Dodge: Every single one of them, okay.

Brandon Stevens: Every single one.

Leah Dodge: I just want to make sure, thank you.

Tina Danforth: Thank you, Leah, Ed.

Ed Delgado: I just want to say I like the last vote because we have Oneidas who are partial, part from the Thames or New York and here and they are considered 1/2 bloods or 1/4 bloods. That doesn't make sense. Many of them are full Oneida and we have to recognize that and we should. At the same time, further expansion of our rolls, we need to be careful. I'm an elder. I really like the idea of this per capita as it currently stands. I don't want to see that diminished with a significant increase in membership. And I also recognize that our educational benefits are threatened if we expand our membership too much. So, I support this but I do not want to see us expand our membership significantly. Regarding the other initiative to police yourselves. I would caution General Tribal Council or the BC on passing that. I know you'll go through public hearings, you'll have discussion, but if we look at other Boards, Committees and Commissions, and how they police themselves it becomes very political. And a person can be punished by that Board, Committee or Commission. Just because the people don't like them and my experience on the Business Committee for 9 years, we have that too. We have people who gather together and raise issues and try and burn people who they don't agree with and that's not nice. Like Doug said, we're supposed to love each other. And our votes today have shown that, especially our support for Milwaukee. Yaww.'kó'

Tina Danforth: Thank you, Ed. Okay, I'm going to go to Linda in the overflow then come back this way to Loretta, Corinne, and Michelle. So, Linda. Her microphone's not on.

Linda Dallas: Thank you. I'd like to ask all my questions then ask for the answers to be provided afterward so that I don't get shafted out of my two minutes here. I'd like to stay on the membership ordinance to begin with. So, in the membership ordinance you are talking about the Thames and the New York Oneidas. But what else. I would like you to tell the membership what else you're considering in that membership ordinance. Are you looking at going back to our traditional ways of where it's based upon if your mother's Oneida? Are you looking at considering if the father's Oneida? Are you looking at, you know, are we going to have to be required to know the culture and the language and the history of the Tribe and practice it in order to be considered Oneida? That's my understanding that's one thing that's being considered which I think is a threat to the vast majority of the General Tribal Council. If that's the case I think that you should tell us, and what are your options that you're going to provide to every Tribal member so that they can learn the language and the culture and have an opportunity to participate in that? Also, is it going to be based upon the color of a person's skin or their hair or their eyes or anything like that? With regard to the sanctions and penalties laws, I am totally against that. I think that we have no business allowing the Boards, Committees, and Commissions to police themselves. As an appointed Personnel Commission member and an elected official of the Election Board, the Gaming Commission, the Appeals Commission and the Trust/Enrollment Committee, I could tell you horror stories about what happens on these Boards, Committees, and Commissions, excluding the Trust/Enrollment Committee, that's been fairly decent, I guess. But with regard to the other ones there are things that go on that are not addressed and when you report them you are the one that is retaliated against, you're ostracized and there's nothing done that's stopped it. As a Gaming Commissioner I reported out information on the 78 percent theft rate and I was the one that got removed along with Rochelle Powless and we had to fight for our rights and we ended up winning our case. But in the process while I was gone, they changed the ONGO and then they made it so that you can't be on the Gaming Commission if you've ever been removed from a Board, Committee, or Commission. And I...

Tina Danforth: Five seconds.

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Mike Debraska: Second.

Tina Danforth: Motion is by Doug to amend the main motion to eliminate the consideration of the blood quantum for Oneidas of the Thames regarding the Membership Ordinance. Is there support on the motion? Mike supports the motion, the amendment by Doug.

Doug Skenandore: And upstate New York too.

Tina Danforth: And New York to be included.

Doug Skenandore: I think Tehassi wants to third it.

Tina Danforth: Okay, is this allowable? I'm just going to ask JoAnne because I know it's going to get asked.

JoAnne House: The question is whether or not the motion is in order. Consistent with the prior action of the General Tribal Council, this motion would be in order.

Tina Danforth: Thank you, JoAnne. The motion on the floor is an amendment to the main motion to leave out the Oneida of the Thames and New York in the blood quantum consideration from the Membership Ordinance requirements as discussed in the update on page 10. That is the amendment on the floor. All discussion at this time must be to the amendment regarding the membership ordinance. So, I'm going to take the gentleman in the middle, please state your name.

Jacob McLeister: Jacob McLeister. Okay, my comment on this is I'm pretty sure this blood quantum thing is about if one of us Oneidas of Wisconsin mixes with one of these other two Oneidas that then our children will be eligible for the rolls here in Wisconsin and not just, you know, adding their rolls to ours. I'm pretty sure we're not looking to do that. Because, I'm pretty sure everyone would agree that would be a bad idea to add their rolls to our rolls. But to say that if we go and, you know, come along with them and we create kids that they can be on our rolls if that is what we choose rather than the other two rolls. That I can see being kind of agreeable and then I would also like to call for the question on the amendment here as well.

Doug Skenandore: Cause if you went and intermarried with them, your children, you'd have a choice if you want to be on their rolls or this roll.

Jacob McLeister: But the blood quantum, still, you would have to state that you are this much of Oneida Wisconsin and then this much of Oneida of New York. What this is trying to say is that either one doesn't matter. You can go to either or and we'll accept them as your 1/4 or 1/2 Oneida instead of 1/4 of Oneida Wisconsin New York and 1/4 Oneida of Thames. Now you are just 1/2 Oneida instead. That is all that's saying. Instead of.

Doug Skenandore: I don't know.

Tina Danforth: Okay, that is the consideration. Mr. McLeister, I didn't catch your first name, but has made a request for a call for the question on the amendment and the amendment is to leave out the Oneida Thames and New York blood quantum for our membership ordinance requirements. So, I'm going to recognize it, the amendment, the call for the question. So, if you agree with the amendment to leave out the Thames and New York blood quantum consideration for membership ordinance. Please raise your hand, if you agree with the amendment on the blood quantum ordinance consideration. Anyone in agreement, please raise your hand. We're voting on the amendment. Okay, anyone opposed to the amendment to include the membership of Thames and New York blood quantum. Okay, anyone abstaining from the amendment to include the blood quantum consideration for membership ordinance, abstaining please raise your hand. Okay, motion to leave out Thames and New York blood quantum for membership has failed. So, this amendment is now off the floor, there is no consideration for this amendment. We're back to the main motion to accept the LOC update. The main motion is to accept the LOC update. Leah.

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Corinne Robelia-Zhuckkahoosie: I want them done.

Brandon Stevens: Ok, yeah. That, I would.

Corinne Robelia-Zhuckkahoosie: I think the BC could get it done, I really do. To bring back to the GTC for approval.

Tina Danforth: So your amendment is to provide that a timeline is given for presentation of each item in the LOC update in July.

Corinne Robelia-Zhuckkahoosie: No, that the laws and acts that they are talking about in here are finished and ready for adoption.

Tina Danforth: Ok. There's an amendment to the motion regarding this update. The amendment reads that items in the LOC update be presented for consideration at the July semi-annual meeting. Is that your motion Corinne? Is that the agreement with the seconder, Cathy? Yes. Okay. That is the clarification on the intent of this amendment is that these items be brought back to July semi-annual meeting for consideration.

Sherrole Benton: Point of order, Madam Chair.

Tina Danforth: Yes, Sherrole.

Sherrole Benton: I believe that this violates the time that we need for public hearings and for community meetings and for information. The Tribal membership is not going to be able to get to every legislative hearing and public hearing and write their testimony or comment on any of these issues by the next meeting. I believe that this motion is out of order.

Tina Danforth: The motion is not out of order, Sherrole. They are asking that the information be presented to General Tribal Council for consideration. It may take a lot of diligence on the part of the LOC to conclude these items by July for presentation and consideration, but it is not out of order. Any other questions or comments on the amendment regarding these presentations to be brought forward in July.

Jacob McLester: Call for the question.

Tina Danforth: There's a call for the question, by somebody, but I don't know who. The gentleman, Mr. McLester, is calling for the question on the amendment that these items be brought back to GTC in July. So, all those in favor of the amendment regarding the LOC update items to be presented for consideration in July, raise your hand please, if you are in support of the amendment for a July conclusion of these items. If you are in favor of the motion, please raise your hand. Okay, if you're opposed to the amendment to bring these back for consideration in July, raise your hand. If you are opposed to the amendment, raise your hand. If you are abstaining to the amendment, please raise your hand, if you are abstaining to the amendment to bring these back in July. The motion for the amendment has failed and we'll go back to the main motion which acceptance of the LOC update.

Tehassi Hill: Call for the question.

Tina Danforth: There is a call for the question regarding the LOC update by Tehassi. I'm going to recognize that at this time. All those in favor of the motion to accept the LOC update as information, please raise your hand. Thank you. Opposed to the update, if you are opposed to the update, please raise your hand. Okay, abstaining, please raise your hand. If you are abstaining, please raise your hand. Motion carries to accept the update. Thank you.

Brandon Stevens: Thank you.

b. FY-2016 Budget Process Update

Tina Danforth: Next item on the agenda is a presentation regarding the fiscal year 2016 budget process. And that begins on page 13. Trish?

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Linda Dallas: ...the only one in the history of the Tribe that's been removed but I reported, I disclosed inappropriate activity on the Board and they removed me. So, I ask for consideration on that.

Tina Danforth: Okay, thank you, Linda, your time is done. Thank you. I have Loretta, Corinne and then Michelle.

Brandon Stevens: Does she want me to answer the questions?

Tina Danforth: Okay, Brandon wants to answer the questions raised by Linda. So, go ahead Brandon.

Loretta Metoxen: Yawwá'kó', Madam Chair.

Tina Danforth: Loretta, please wait.

Brandon Stevens: The only question that I heard out of that was to inform the membership if we are considering the qualifications in the membership ordinance like skin color, hair or cultural competency and that's not true. It's just what it is, saying that it's including the other communities' blood which are our cousins really. That is our blood. That's it. Thank you.

Tina Danforth: Loretta.

Loretta Metoxen: Yawwá'kó', Madam Chair. I'm one of those members on the Trust/Enrollment Committee. I've been there, I think, re-elected for 26 or 27 years, can't keep count. But, one of their major projects right now is sustainability of the Tribe. And what that means is, are we going to be a Tribe in 25 years, or 50 years. And there are statistics, there are statistics to show that we, unless we change our ways with sustainability, we will not be a Tribe because we are diminishing in population. Again, people where are you? We have put articles in the Kalihwaks for well over a year on this very issue. To tell you what's happening with that and what should be included or options for inclusion and one of them is the blood quantum from northern New York in New York State and the Thames in Ontario. We have families in this community, and somebody already mentioned that, that their mother is from the Thames, their father is from here. They are 100 percent Oneida but they are only qualified as ½. Something has to be done about that. So, we're working at it, we're working at it real hard. Please read the items in the Kalihwaks on sustainability and find out whether or not we're going to be a Tribe. We say we're going to be bulging here with people, we are not. I've got a lady standing right behind me whose mother, or grandmother, is from the Thames and her family has questions about that. Yawwá'kó'

Tina Danforth: Thank you, Loretta. Corinne and then Michelle.

Corinne Robelia-Zhuckkahoosie: I'd like to make an amendment to have a timeline put on all these reports from LOC for adoption at the semi-annual meeting in July.

Tina Danforth: There is a request or a motion made by Corinne Zhuckkahoosie to amend the main motion that a timeline be provided for each one of these items in the LOC update be provided at the July meeting. Is there support on the motion?

Cathy Metoxen: Second.

Tina Danforth: There's a second by Cathy Metoxen regarding the amendment. So, right now, all discussion must be to the amendment which states that a timeline be presented for each item in the LOC update to be provided at the July semi-annual meeting. Motion is by Corinne, second by Cathy. Discussion. Is there any questions or comments on the amendment? Michelle.

Michelle Anderson-Danforth: I think Brandon wanted to respond.

Brandon Stevens: I guess I'd like the motioner to further clarify what it is you're asking for. If it's just a timeline of how long these laws will take and we'll bring back for General Tribal Council, that's fine. But if you want them done?

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Trish King: Shekóli Swakwe-kú. Trish King ní: yúkyats. I'm a little under the weather today so I hope you forgive me for taking deep breaths. I can't hardly breathe, I'm wondering, in lieu of time, do you want to hear the presentation. I believe it was pretty thorough in the packet. If you want to hear the presentation, I'll take 5 – 10 minutes to just go over the overview. Otherwise, if you have any other questions, we could go right to that also. Otherwise I'll just.

Tina Danforth: You know, based on the information, I am in favor of a presentation. And I know it is 1-34 so we're going to conclude in about 20 minutes. So, my preference is that we go forward. We have a lot of information, this is a very important topic. I think it is real important for a 10 minute presentation.

Trish King: Okay, I just thought I'd offer. Okay, what the presentation that I'm going to go over with you on is really the process that the Business Committee has endorsed from the beginning from the time we came in and it's not going to talk about numbers. It's going to talk about process and value. The Oneida Business Committee adopted the budget initiative of sustainability through resolution 02-11-15-A. This resolution can be found in your information packets on page 14. And the information in the packet shows the steps that Committee followed in order to create strategies that support and enhance efficient and sustainable public financial management, which is really key to promoting economic sustainability, good governance, social progress and a rising standard of living for the Oneida Community, all enrolled Oneida members. The Oneida Business Committee by consensus agreed to validate and commit to the Tribe's current vision, mission, and core values. These were adopted by the General Tribal Council in the past, I believe as far back as 1991. As we worked through a process to support these guiding principles, we created seven strategic practical visions and four strategic directions to align all of our activities to. The end of mind, as stated earlier, is sustainability and the spending plan shall encompass the four strategic directions. And I'll give a little bit more information as I go on. The Tribe's vision is a Nation of strong families built on Tsí'Niyukwalihó Tá and a strong economy. Tsí'Niyukwalihó Tá means all of us and our ways. The mission statement is to strengthen and protect our people, reclaim our land, and enhance the environment by exercising our sovereignty. The core values are the values that we endorsed that approved by General Tribal Council and how we want to treat each other and be among each other. How we work together. Those core values are Kahletsyalusla, which means the heartfelt encouragement of the best in each of us, Kanolukhwásla, compassion, caring, identity, and joy of being, Ka'nikuhli:yó, the openness of the good spirit and mind. Ka'ishatúsásla, the strength of belief and vision as a people. Kalihwi:yó, the use of the good words about ourselves, our nation and our future. Twahtsiliyá, all of us are family. Yúkwaisiyá, our fire, our spirit within each one of us. Again, the Business Committee is working to endorse these guiding principles to use these as guiding principles in all that we do and they requested an initiative be created to align our budget planning processes with our overall mission, vision, core values, strategic visions and our four strategic directions. We introduced this process when we started to developing the fiscal year 2015 budget. And we're reinforcing the process for the fiscal year 16 budget. I'd like to take this opportunity to thank the Oneida Nation High School students for presenting their understanding of all of these items, the mission, the vision, and the core values. They helped us and gave presentations during the budget kick off meeting in February. They also indicated what was important to them and what they want the government to help them with and what they want the community to stand with them on. Some of those things were to build a new high school so that they have their own identity, more culture classes and training and on the community side they want to see the family carnival come back. They did an excellent job in sharing their messages with us. We promised to consider all of their words and presentations as we're moving through developing the budget process, to hear their voice and share it with them. After an environmental scan of the organization and the community was completed the Business Committee created the 7 strategic visions that I spoke about. These are visions that we would like to see happen in 3 – 5 years. First one was, they're not in any specific order but they are things that we want to see get done. We want our community to be more engaged. We'd like to strengthen our systems to support and accountable and affective governmental design. We'd like to see our leaders promote positive social change. Everyone practicing living a good mind, Ka'nikuhli:yó, increase volunteerism in our community. Build long term sustainable plans and creating economic systems. This doesn't mean that things are not done, what it does mean is that we need to pay attention to them and either create them or enhance them. The four strategic directions that we utilized or that we created, were created to use as guides to reaching our seven practical visions. They are advancing Onxyotc'a:ka principles, implementing good

governance processes, committing to building a responsible nation and creating a positive organizational culture. The Oneida Business Committee is assisting my office to begin the process of aligning the organization to the vision, mission, seven practical visions and the four strategic directions to the core values. This alignment process is titled "value based budgeting process". The end in mind is sustainability. By aligning this budget initiative with the guiding principles, we create a greater understanding of why we do what we do. Everybody can feel comfortable that the spending plans that we create and approve, that are approved by General Tribal Council, are validated and justified in a way that makes sense to each and every one of us. On a final note, I want to point out that during our 2015 budget planning the Business Committee deemed the 2015 as a year of assessment, a year of learning and understanding, trying to get a basis of where we are so we know what we need to improve. In July, we'll be giving an update on the 2015 budget. For fiscal year 16 we want to build a valued based budget that leads us to sustainability. Also want to create a budgeting process where the people's voices are heard as we develop the budgets. This will take some time to organize, however, it falls in line with one of the visions, having an engaged community. I ask for your patience as we work on developing on that process. I'd like to thank you for giving me the opportunity to present and hopefully we can answer any questions. The information inside the packet is pretty detailed and this is a what we went through, what we're calling strategy sessions in order to get priorities focused on, in order to get these strategic directions, so that we can lead the organization to benefit the people of the nation. Yáwax'kó.

Tina Danforth: Thank you, Trish. At this time we're going to take some Q&A regarding the presentation on the value based budget process. Madelyn.

Madelyn Genskow: I'm wondering if certain things are going to be in, are you talking about the next year, the 2016 budget?

Trish King: Yes.

Madelyn Genskow: Okay, I'm wondering, I have minutes about the community fund and I'm wondering if these things are going to be in the budget next year. I think there are many Tribal members that don't know about the community fund and I'd like you to know because your children and grandchildren can have access to that fund. There was approved elite cheer fees for \$500 for one person, YMCA gym and swim fees for \$450 for one person, YMCA gym and dance class for one person, \$450, YMCA gym and swim class for \$450 and three of those people were from the same family. Is that going to be in next year's budget? Are you going to advertise that for all Tribal members?

Trish King: You're speaking about a fund that's developed that comes from a contract that we have, the resource is the contract that we have with the Coke company. So, all the soda that we sell, they give us a certain portion back. What we've done is put that in a fund so that we utilize a portion of that for community, individual development, for individuals to apply for that. That has been put out in the Kalihwisaks as of I believe in January. We realized that we weren't getting a lot of applications and so we put it out there in the Kalihwisaks. So there is an application form online, information is online. It is for individual growth. I don't have all the details here right with me right now but the funds are there, they're not Tribal contribution. They come from the sales that we earn from the contract that we have with that company.

Tina Danforth: The community fund is a opportunity for Tribal members and Tribal groups to request funding for community activities and personal growth opportunities. It is allowed \$500 per individual per year. It also allows \$1,500 per group per year. The community fund as stated by Trish is funds that come from the Coke contract, the Coca-Cola contract. It is set aside amount every year goes into that fund. And this fund has been made available to community members through notice through the Kalihwisaks, and the intranet, word of mouth helps, but this is a funding opportunity that has been made so that it was more fair and equitable. Prior to the current process to access funds, it was just kind of whoever knew about and for whatever purposes. There was no continuity, so now there is at least some continuity to those funds.

Madelyn Genskow: There was a, the guidelines that I have were probably from an older issue of the Kalihwisaks. The current issue of the Kalihwisaks it has the announcement of it. The old one said it March 28, 2015

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could not be used for personal use. Is the current guidelines then state that it can be used for personal use or is there any example given of these type things that Tribal members can know they can access.

Trish King: I defer to Jenny.

Jennifer Webster: Madelyn, these funds are geared towards children and youth. Sometimes there are requests for youth for maybe a mission trip, there are requests from youth to go to a basketball camp, karate camps. But the funds are geared for children and youth.

Madelyn Genskow: So, but this is not going to camp. This is lessons at YMC that many Oneidas can take access to. So you're saying that they can apply to and how do they who do they apply, where do they get the forms from?

Jennifer Webster: You can get that from the Finance Office. The forms are through the Finance Office.

Tina Danforth: Can I just elaborate. Each and every individual sitting in this room, or in the over flow room, can access these funds up to \$500 per person. And it is for personal growth and development. It is not just for youth. It is for all community members. There are groups that do fundraising, they can access the funds as well. The fund provides, like I said, \$1,500 per group for like fundraising group activities, \$500 per individual. It also provides Coca-Cola products which is both Coke, juice, power drinks, those products can be accessed as well. We provide Coke products for our powwows and our community events. Everybody in this room is eligible to apply for those Coke products for their community events and fundraising opportunities. And it's not limited to just youth, it is for every individual, every Tribal member can access the fund through an application and request process.

Madelyn Genskow: Someone asked, approached me and asked me for clarification, to ask you for clarification. Does that just apply to Oneidas who live on the reservation or does it apply to Oneidas everywhere?

Trish King: Enrolled Oneida members.

Tina Danforth: Enrolled Oneidas.

Madelyn Genskow: All enrolled Oneida members.

Tina Danforth: Yes.

Madelyn Genskow: Thank you.

Tina Danforth: Yvonne.

Yvonne Metivier: In the Treasurer's presentation of the, this presentation, on page 21 it has the underlying contradictions which are the blocks and barriers standing in the way of reaching the seven practical visions which are stipends, colonization, individualism, entitlement, tunnel vision, unbalanced values, conflicting priorities and impatient. I would really appreciate it if I could get some explanation how you arrived at these six barriers to our sustainability. I do realize that this vision was developed without numbers and without input from the Finance Department. But there's, what information was used to determine these barriers? They sound more like accusations and attacks against the General Tribal Council and the people. Please explain how you came to this determination.

Trish King: These items that are identified in here are some of the things that we face as a people and a Nation and community. Often times, when we are going through, let me back up a minute. When we were going through the strategy development to get to creating a vision of what we wanted to do in order to support the mission, vision, and core values, we had to identify and really sit down and take a look at what are some of the things that are infringing upon us a people, as a

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Nation, to getting to our success. There's often times we hear that people are not happy and they tell us that. They come to us. They state it here. So, those are some of things, it's our individual experiences. It's complaints that come forward that show these things. It is a matter of, it's not accusing any one individual or any group of individuals. It's a matter of behaviors that we want to identify so that we can address dealing with them in a good way so that we can get to our vision and our mission as a people of a Nation.

Tina Danforth: Okay. Leah, Kaylynn and Linda.

Leah Dodge: Trish, why on earth would you put an individual who has lost this Tribe millions of dollars anywhere near a budget development team? That's like putting Jeffrey Dahmer in charge of the high school cafeteria. He's also lost hundreds of thousands of dollars in his own personal business decisions.

Trish King: The way I look at things, is that, from my own perspective and I'm not speaking on behalf of the Council, if we don't learn how to forgive some of these people we're never going to be able to forgive ourselves. Some of the things that were done by who you are referring to, you know that person isn't here and I don't want to speak about him. That was one of the original agreements that we made as a General Tribal Council that we wouldn't do that. If he is here, I'd like to open it up.

Leah Dodge: No, that is one of the agreements that the Business Committee made. He could come to the General Tribal Council and explain himself and ask forgiveness there but until then we should not give him any position of authority over any budget.

Trish King: It's not a position of authority at all. It's a matter of helping each other learn what, he's in an area where he can be influential with his knowledge and experience just like all of the other Committee members that have been involved in this. We asked for a budget. We asked for people to participate in these teams so that we can get a cross reference of all the people and all the organization and everybody that's working so we can work together, and always remembering that we are trying to get to the end in mind. If we continue to hold each other down, push each other away, we'll never get there.

Leah Dodge: If we continue to lose money for our Tribe and never try to make amends or try to pay it back. What is the message that is telling us? It's really scary that person is in authority over children. It's teaching people that there's no accountability or responsibility for. It's not like he lost a couple, ten dollars or ten thousand there, he has lost millions.

Unidentified Speaker: Point of order.

Leah Dodge: Get him off the team now.

Tina Danforth: Ok, let's try and stay on task and I understand that you are expressing your opinion Leah, I also have an opinion but at the same time we need to be able to get our points across with being, again, diplomatic and respectful. I just want to remind everybody of that notion and the next person I have is Kaylynn.

Kaylynn Gresham: I'd like to make a motion to accept the fiscal year 2016 budget process update as information.

Tina Danforth: There is a motion by Kaylynn to accept the business of the budget presentation update for 2016. Who is the seconder on this motion to accept this update? Jacob McLeister is the seconder on the motion to accept the 2016 budget process update. And I do have just one question because that is the motion on the floor. The discussion is now on the motion and on page 32 there is a fixed mandates subcommittee of this group and the fixed mandates group as you can see has about 9 people on it, 8 people on it. But in this fixed mandate group, they made a presentation to the Business Committee on Monday afternoon and the fixed mandates includes the gaming per capita payment and the debt payment. I feel it's inappropriate to include the debt payment for gaming compact fees is not a GTC mandate, that's an operational cost. The debt payments for all the operational and infrastructure and capex and improvement projects is not a fixed mandate it is a cost

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of doing business and it is also a cost of operations and should not be included in their consideration. And I did question this on Monday and I didn't really get any answer as to why those two items are part of GTC mandates because they are not from a fiscal standpoint. And so, I just would like that clarified if at all possible. Trish.

Trish King: Okay, the debt payments and the gaming operation. I believe that was in regards to the compact fees. Although it's not a fixed mandate it is required with the GTC makes decisions on how those get paid. So the gaming thing is a, the compact fee that we pay to the State. And granted that it is an operational thing but it is a standard fee that gets put in the budget every year so when the team was looking at the fixed mandates they were kind of looking at is that really a fixed mandate because it is going to happen every year, we have to budget for it every year. The same thing with the debt payments. But the debt payments portion of it was, I thought they agreed to look at deferring that to the financial, the strategic financial management team who would be actually working on creating that policy and systems for how we pay our debt. The gaming operation one, it doesn't have to be addressed by this team, it was just something that they were considering. Again, it's all open for discussion.

Tehassi Hill: Madam Chair, call for the question.

Doug Skenadore: May I make an amendment?

Tina Danforth: Doug.

Doug Skenadore: I make an amendment to the motion that the next time you come before us, that we want to see actual numbers. Yes, that's right, that's what we want. We want to see numbers, we don't want to see all this sustainability and all this mumbo jumbo. We want to know where is the meat and potatoes, where is the money, where are the funds going. That's what we want to know. We don't want to know about all these committees and all this other stuff. Okay, Linda.

Tina Danforth: I'm going to have make everybody aware at this point. I appreciate your trying to make an amendment at this point, Doug. We are at our four hour timeframe and there is a motion pending regarding acceptance of this item as an update for information. So we need to either get on to the vote so we can recess for a continued meeting in two months or unless you have something very succinct to make as far as an amendment, we're going to have to move on Doug.

Linda Dallas: Am I able to second his motion and call for the question so we can vote quick?

Tina Danforth: Yes, you can.

Trish King: What was the motion, Madam Chair?

Tina Danforth: Doug, please restate your amendment.

Doug Skenadore: The amendment is that the next time you come before GTC that you have numbers, we want to know what's coming in, what's going out and we don't want to see a presentation like this again. Go, Doug. Go, Doug.

Tina Danforth: Let's have some order here. I'm trying to wrap us here.

Trish King: Discussion, Madam Chair.

Tina Danforth: There is an amendment by Doug and a second by Linda and I believe there was a call for a question on the amendment. So, that's where we are at, at this time.

Sherrole Benton: Point of order, Madam Chair.

Tina Danforth: Yes, Sherrole, what's your point of order?

Sherrole Benton: This budget presentation is an update about the process.

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Tina Danforth: Right.

Sherrole Benton: It is simply information.

Tina Danforth: Right.

Sherrole Benton: So why are we making an amendment to the main motion to order what will be presented the next time we are given an informational update?

Tina Danforth: While the budget process may be informational, the information needs to be beyond the narratives and philosophical strategic directions of the Business Committee. It needs to include financial information which lends itself to the amendment and the amendment is in order.

Sherrole Benton: Okay, well, what we need to keep in mind here is that we do have an annual budget meeting where there is more specific information and all the numbers presented at that time.

Tina Danforth: Yes, that's in the packet.

Sherrole Benton: This is simply a process update.

Linda Dallas: Point of order, there's been a call for question.

Tina Danforth: Okay, Sherrole, we're going to move on.

Linda Dallas: No more conversation.

Tina Danforth: We are going to vote on the amendment and the amendment is that the next presentation regarding the budget process shall include numbers including expenses and other income items. Please be quiet. I'm trying to move us along here. All those in favor of the amendment raise your hand. If you are in favor of the amendment, raise your hand. If you are in favor of the amendment please raise your hand to be recognized. In the overflow room as well, please raise your hand regarding the amendment. Those opposed to the amendment please raise your hand. Those opposed to the amendment, those opposed to the amendment. Those abstaining to the amendment, those abstaining, please raise your hand. Motion carries regarding the amendment. And we are going to move on to the main motion to adopt the update information from the Treasurer. All those in favor of the main motion to adopt the budget process update please raise your hand. If you are in favor of the update, please raise your hand. Thank you. If you are opposed to the budget process update please raise your hand if you are opposing. Okay, abstaining on the budget process update, if you are abstaining. Okay, motion passes to accept the budget process update.

e. Adjourn

Tina Danforth: At this time we are at our four hour timeframe. A motion to adjourn and that this meeting be continued and two months.

Sherrole Benton: Motion to adjourn.

Tina Danforth: Motion by Sherrole Benton and then seconded by Jonathon Smith to adjourn the meeting at 2:06 p.m. and this will be continued in two months. All those in favor of the motion say aye. Opposed. Abstentions. Motion carries.



**Oneida General Tribal Council
General Tribal Council Special Meeting
6 p.m. June 1, 2015
Radisson Hotel and Conference Center, Green Bay, WI**

Meeting Minutes - DRAFT

1. Welcome and Opening Prayer

Lloyd Powless: Good evening. I would like to introduce the flag bearers that are bringing in our flags tonight. We have the eagle staff, Ray Elm, 11th Infantry Army/Vietnam, Commander Cletus Nihnam 101st Air Bourne, Army/Vietnam, American Flag, Richard Elm, 1st Cavalry Army/Vietnam, Oneida Nation, Ken House, Vietnam/Desert Storm Navy/Air force, Wisconsin Flag, Kenneth Webster, 1st Cavalry Army/Vietnam, VFW Flag, Carl Goman, Big Red One, Army/Vietnam, Purple Heart Flag, George Greendeer, 82nd Air Bourne, Army/Vietnam, POW MIA Flag, Gary Melchert, Big Red One, Army/Vietnam. Also coming in are Arthur Cornelius, Air force, Nathan Smith, Air force. For our opening prayer tonight, I'd like to introduce Loretta V. Metoxen, Tribal Historian and Veteran.

Loretta Metoxen: [Oneida word] The Thanksgiving address. I've been requested to do the short version today and so I will do that. We give thanks to the Creator for our Mother Earth and for all the things on Mother Earth--the grasses, three sisters, corns, beans and squash, the short plants, strawberries and all the medicines that are provided for us; the original tobacco, all trees; all the trees that we have on this earth, especially the maple, all the indigenous animals, all the waters, the lesser waters, the great waters that provide for our sustenance and that of all the growing things upon the earth; the birds owl?shuba, the winds, the thunderers that come from the west and bring us the waters, our elder brother, the sun, our grandmother the moon, the many stars, the four messengers and skanyatali-yo who brought us the good words. And, for these and all the things that the Creator gave us, Shukwaya/itsu. Ta.ni.

2. Announcements and Call meeting to Order

Tina Danforth: I'd like to thank our Veterans for their continued service to our community. They come, sometimes at a moment's notice at their own expense and we just observed our Memorial Day service for those who gave their lives for our freedom. Again, I would like to say Xawakó to our Veterans, our warriors who helped us open this meeting.

At this time the count at 6:00 p.m. was 1,190. Again, I ask for everybody's cooperation and consideration to be respectful and mindful of each other as we conduct the business for this evening and that there be respect shown from the floor so that we can hear the speakers and to be patient with one another.

3. Adopt the agenda

Tina Danforth: With that I would like to open up our meeting this evening and to look for the adoption of the agenda and I'm going to call on Pat.

Pat Cornelius: Madam Chair, Business Committee and General Tribal Council. I make a recommendation that we go ahead and follow the agenda.

Tina Danforth: Is that a recommendation or a motion?

Pat Cornelius: It is a recommendation.

Tina Danforth: So it is a recommendation, ok, thank you.

Pat Cornelius: To get it voted on. I'm sorry. It is a motion to accept the agenda as presented.

Tina Danforth: There is a motion by Pat Cornelius, second by Sherrole Benton to adopt the agenda as presented--which includes item A., petitioner John Powless regarding the Dialysis Center, item B. Gina D. Powless to create a support system of paralegals and legal advocates and letter C, Yvonne Metwiler regarding a .99 cent wage increase for employees under \$65,000. That motion is on the floor, made by Pat Cornelius, seconded by Sherrole. Madelyn, do you have a question or a comment. I am calling on Madelyn, please.

Madelyn Genskow: Madam Chair, it should not be necessary to adopt the agenda. We adopted the agenda on March 28th. We should not have to re-adopt the agenda. We adopted the agenda already.

Tina Danforth: Thank you. Unfortunately, we do not have any draft minutes from the March 28th meeting so with that, I am going to recognize the motion that we proceed. We are, of course we did, recess for this because there was a time limit but we also adjourned. Because we adjourned we re-established our quorum and are going to go forward with the remainder of the agenda items from March 28th. Currently, I am going to allow for the motion to stand that we proceed with this agenda as presented with items A, B and C, in that order. Are there any questions or comments on the motion currently made? Michelle, do you have a question?

Michelle Danforth: No, I have an amendment.

Tina Danforth: Yes, you may. Michelle.

Michelle Danforth: I would like to make the amendment that if you have a comment or question on information being presented that you have 2 minutes to take the microphone after the presenter is done.

Tina Danforth: Could you restate your motion, if that is what you are making, an amendment to the motion.

Michelle Danforth: After the presenter is done presenting, tribal members have 2 minutes to either ask or make a comment. Ask a question or make a comment.

Tina Danforth: I'm trying to understand that you are making an amendment to the main motion to provide that after the presentation you have a 2 minute limit or 2 minutes to get to the microphone? You just said 2 minutes after the presentation.

Michelle Danforth: A 2 minute limit.

Tina Danforth: 2 minute limit to respond to the motion on the floor.

Sherrole Benton: Second.

Tina Danforth: Who is the seconder? Sherrole. There is an amendment to the main motion to provide that after the presentation is completed that each individual will get a 2 minute limitation to ask questions or make comments regarding the motion on the floor. That is the amendment.

Sherrole Benton: Can I get a clarification? Does she mean per person at the mic?

Tina Danforth: She did not say that so I don't know.

Michelle Danforth: Sorry, per person.

Tina Danforth: Currently, the amendment is to allow for questions or comments with a 2 minute limitation per person once the presentation is completed. That is the amendment that is on the floor right now regarding the main motion to adopt the agenda. Are there any other questions or comments? Madelyn.

Madelyn Genskow: I feel that it should be more like 3 minutes because it is kind of hard to get through it. Also, if what happened to me last week, I mean last time, I was half way through my June 1, 2015

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and Medicare and stuff and some don't have the insurance. I don't know how they make it. If you don't have insurance or Medicare, praise god that we have the Health Center and these places we can come to and they can contract you out. For a lot of the non-Oneida's I don't know how they make it. A lot of them like John said, they just curl up and decide to die. My aunt Carol was one of them, she was on dialysis for 11 years. That is a long time. To see her just give up, that hurt. But you have to stop and think about her. What was she going through? What are these people with dialysis, what are they going through? They are going through living hell. If we have the opportunity to help them, I think we should. I know you are going to say we don't have the money but all the money we've been wasting at the Land Office, we've been buying that land and giving it to the non-Oneida's for farming.

Tina Danforth: Your time is up Doug, thank you. The lady in the middle, please.

Arvilla Doxtator: My name is Arvilla Doxtator and I've been listening. I've been away from the area for some time. I come back and see that large amount of improvements that are here now. When I hear people complain about having to go into Green Bay for dialysis it just I just want to say, you don't know how lucky you are that you can go to Green Bay. I just think that, I came from an area where we were really poor. I mean during the depression and now I come and it seems like the members of the tribe expect everything to be done for them. I go, I have lived away and I have worked, I've gone to school, I've made my way and I come back here and like I say, I see the improvements. But the thing that bothers me most is that I'm a registered nurse and when I go to the Health Center and I see non-natives working there. I ask what? What are our young people doing? Are they not going to school to become nurses? To become doctors? Where is the education? Where is the advancement of the young generation? That frightens me. I understand when they do go to school and come back here that they are not really welcomed. I think there are some more problems here and I honestly feel that we can do it if we focus on the real problems. The real problem, I think is that the people are not committed to themselves. They are not committed to their own health. They go and do the things that they know they are not supposed to do when they are diabetic and then they come and cry, help me. I'm native. Yes, we are going to made fun of wherever we go, that is a given. But I can see that some of the reasons they are not treated well is because they have provoked the health care giver. I think we should be honest with ourselves and look and see and just each as an individual try to leave to help the tribe by helping ourselves.

Melinda Danforth: Is it Maureena?

Unidentified Speaker: I came up here to speak on behalf of my mother, she is 49 years old, her name is Carla Bridges and she is currently on dialysis. She's been on dialysis, since I believe a little after my dad died in 2007. My mom was taking care of herself, she was taking her insulin, and she was losing weight. She was doing all of the things that she was supposed to do. Unfortunately, the stress from my dad passing away very suddenly made her health take a nose dive and she wasn't able to control our own health. A lot of people are and this kind of stuff happens away. Her condition deteriorated and there was nothing she could do about it. She goes into Green Bay to take dialysis at the DaVita dialysis center and she has talked several times that she does not like the way she is treated. She is mistreated. I did have a doctor say to me once, because I didn't know much about dialysis or end stage kidney disease so I asked her about it. She said how can you not know about that, aren't you Native American? I found that completely unacceptable and it kind of does speak to the rates of diabetes and end stage kidney failure among native people and that is completely disproportionate to the rest of the population. My mom wanted me to convey that she would very much like if we could at least look into what funding sources there are for a dialysis center in Oneida because she feels like she would be treated better. She feels like she would get culturally relevant care that would be helpful for her mental health that does play into your physical health. She has seen a lot of other Oneida elders who are actual elders being treated badly or having to expend a lot of energy to go into Green Bay and all the way back to the reservation. I think if we're compassionate people, we aren't just going to talk about individual responsibility that is a part of it but as a nation, we are committed to taking care of each other as native people and not just talking about individual responsibility and I think we should also be talking about all the different things, the physical, exhaustion, depressions, mental health issues that go into this. It is very disturbing to me, if I'm going to be honest to hear what you are crying about, you are whining about it. My mom is on dialysis,

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lot of percentages that go into effect as far as bringing a dialysis to Oneida. But I think that it would be very beneficial. Not just for the elderly because we have learned that there is a 32 year old that started dialysis. There are a couple people my age, in their 40s that have started dialysis. It is no longer just something that the elderly are looking towards. There is a lot my age and there are even individuals that are younger than me across the United States. I am shocked in the numbers that I have seen where there are 190 tribal members in Gallup. There are 162 dialysis patients in Zuni. This is affecting every tribe. It is affecting every nation. I think that the sacrifice that our elderly have given to our people, to our tribe, to our land, I think bringing a dialysis center closest to their home is going to let them know how important and sacred their fight has been to our people and helping us to become an Oneida Nation. I think to have someone that is an Oneida technician working on our elderly where it only takes a couple minutes for them to go home is going to let them know how important they are and how much we love them. I thank you for your time. I really hope this goes through and I really hope this will benefit and help a lot of our tribal members. I also heard of many Menominee that are being refused dialysis in Shawano, even to the other tribes around us. Knowing they would be able to come here to get equal and good treatment, I think would be a very large message. I know what lady who travels all the way to Appleton because she could not tolerate the way she was treated at the dialysis center in Green Bay. I thank you for your time. I really hope this goes through.

John Powless: I do not have a lot of financial numbers to give you or cost estimates. All I'm asking for is a commitment from you that we go ahead and get those numbers and bring it back before the people so we know exactly how much it is going to take. It takes a lot of time to do all of that, to put all the numbers together, to do the research, to make the calls. That needs to be done. We have people that work for us here in this tribe that can do a lot of that. We have a lot of talented people in the tribe. People can figure this stuff out better than I can. I feel more than comfortable that our own people can figure this out and solve the problem. All I'm asking for at this point is for a commitment for us to go forward to try to accomplish a very sacred task in helping others and to think of others before ourselves. That is what this is all about, thinking of others. I'll open it up for questions or however the Business Committee wants to conduct it.

Tina Danforth: Thank you, John and we appreciate your comments and presentation. And Burdeena we thank you as well in support of your father. At this time, the presentation is complete and we can take questions and comments from the floor. Please come to the microphone and state your name if you would like to make any comments or ask any questions. Jan.

Janice Decorah: Hi, my name is Janice Decorah. I sympathize with you and I know you are right as far as if you go outside the tribe and you don't like the way you are being treated but at the same time, we have the same comments made about treatment within the Health Center itself. I'm a cancer survivor. I'm grateful for what used to be called contract health. I drove myself through my whole sessions, chemo and radiation until I couldn't drive myself anymore. I have family members there but it all boils down to the tenacity of the person that is going through cancer, that is going through dialysis, etc. We have over 100 dialysis centers in Green Bay, I'm sorry but for you to say that you didn't like the way you were treated, it was too far to go, let's build our own. It is not feasible. I'm talking to you from one person that had cancer. I'm grateful to the Health Center. What could be done or what should be done if you want stats, would be for the Health Center itself, to see preventive medicine. If you are starting to need dialysis or something, they should have as system in place to help you. As far as getting to places, that you don't like the people how they treat you, that is not reason enough because there is over 100 locations. It is just, I'm sorry.

Tina Danforth: I'm going to ask for Doug next.

Doug Skenandore: Hi John. After hearing your testimony and your presentation, I sure was moved. I hope and pray I never get the kidney problem with the dialysis and I do have diabetes. I've had it for many years. Insulin goes up and down. I'm always nervous about that dialysis stuff too which I know a lot of our brothers and sisters are. Whether diet and exercise is enough, it helps but I know a lot of skinny people with it too. Another thing is we could take this as an opportunity like John's daughter said; you can make a profit on it. Not that we want to make a profit on the ill but if we went ahead and built a dialysis center and then open it up to not just to our own people to the non-Oneida's too. That is what we need. We need businesses with paying customers. With today, you have insurance

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she's 49. She lost her husband when she was 41. She couldn't help that. She had depression. If she stops doing dialysis, 10 days later, she'll die. That is the reality of the situation. She wants to be in a place where she feels comfortable, where she is treated well, where her mental and her cultural heritage mean something. I don't think that is asking too much or whining or crying, personally. Thank you.

Melinda Danforth: Leneva, Frank, Jenny.

Laneva Hill: Thank you, John for this presentation. It is very helpful. I think if we had a little bit more volunteers around here to transport these people to dialysis they wouldn't have to worry about the transit. I went through this twice, with my mother who is passed away and now a friend of mine. I take her 3 days a week and I pick her up 3 days a week and it is not bothering me. I think if we had a little bit more people to help these elders and the young lady. To say that we have 100 dialysis offices around here, that is not true. We only have 3, Eastside, Westside, Bellevue and I've seen how these elders were treated. They get off dialysis and they sit in their office, in the middle of a room waiting for transit for 2 or 3 hours for them to get picked up to be brought home. I've called transit several times for these elders to be picked up. You cannot tell me that these elders are not being treated right because they are being treated the wrong way. The elder that I'm taking to dialysis is 77 years old. She's still holding a job, part time. She is trying to take care of herself. I don't appreciate anybody coming along telling me or telling her or telling anybody else that this elder is not taking care of herself because she is trying. I want somebody to come and tell me that she is not taking care of herself or she's not trying. I'd like to thank you John for your presentation and I support you and your daughter, very much.

Melinda Danforth: Thank you, Laneva, Frank.

Frank Cornelius: There is no need; I don't feel to try to understand that we need it here. A lot of people have diabetes. Statistics nationwide is shown that diabetes is prevalent amongst Native Americans. We can rule that out as a fact and John just pointed out he has it. We've heard a lot of good things and some things that we should do but it seems to me we are starting at the top. I'd like to hear from the health center, what have they got for the Native American. Do they have a program where Native Americans can start giving dialysis? Are we training in the University next to us? I'd like to know what is the Business Committee is doing? If they realize we have a problem, have they gone back to Indian Health, has anybody checked to see if we can get a greater appropriation for Native Americans under Self Determination Act? As John pointed out, we don't have the statistics yet, let's look at what we need before we start saying yeah, let's have one now. Come up with statistics and tell us let's see if we can afford one.

Melinda Danforth: Thank you, Frank, Jenny.

Jennifer Webster: My name is Jenny Webster. John, I sympathize with your stories and the other stories but I also think we need to be fiscally responsible. Based on the estimates from the Health Center, we have about 10 patients, 10 patients we're talking about, that is the estimate from the Health Center. We've also identified that there are 6 centers in the area, in Brown and Outagamie County, 4 centers in Green Bay, 1 in Kaukauna and 1 in Appleton. Based on the state reporting, this is on page 45 of your book, based on the reporting there are a total of 110 dialysis centers. I also want to point out on page 43; the Health Center does have some preventative programs. We need to use those. Nutrition Services Incentive program, promising program grant, intertribal bison herd development, Oneida youth foods systems entrepreneurial program, special diabetes preventative health heart initiative special diabetes program and also the just move it programs. We have spent a lot of time, money and energy on those programs. I understand we have issues with transportation. I would like to make a motion to deny the petition and direct the Business Committee to address the transportation concerns and continue monitoring access to health care in the event action is needed.

Melinda Danforth: There is a motion by Jennifer Webster to deny petition and direct the Business Committee to address the transportation concerns and that was seconded by Sandra Schuyler. Are there questions on the motion? Gina, did you have a question on the motion?

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Gina Powless: I had discussion before she stopped that discussion. I wanted to speak to the issue that the petitioner presented.

Melinda Danforth: All the questions and comments now need to be directed to the motion because the motion has been made on the floor. So, if you have comments that are in relationship to the denial of the petition and to direct the Committee to address the transportation concerns; that is where we need to go now.

Gina Powless: The question that I have is Mr. Powless' petition. He wasn't speaking directly to transportation issues. That is not what his topic was about. He didn't say we all need a ride to the dialysis center. His petition was specifically addressing that we needed to address having a dialysis center in Oneida. This to me, is out of order, this motion is out of order right now. I'm not the Chair, I don't know who calls that, I'm just saying.

Tina Danforth: I'm going to ask for a ruling on this, it is my understanding there is an alternative to what is being petitioned and there is a resolution on page 39 addressing the dialysis center. Again, one, if there is going to be support that resolution needs to be considered. Two, if what is being proposed as a motion right now is in addition to that or instead of that, is not really clear at this time. I apologize for stepping out. I think the Committee is trying to find a, or at least the motioner is trying to find a compromise or a medium, midpoint to consider. I'm going to ask for a parliamentary ruling. I don't necessarily think it is out of order but I guess that is what we pay the parliamentarian for. So I'm going to ask her what her opinion is, JoAnne.

JoAnne House: The question is whether or not the motion is out of order. The materials presented to the membership identified aspects in regards to dialysis center in addition to the resolution that was presented. The Business Committee provided a recommendation to the membership in the materials that contains the motion presented by Council Member Webster. I would argue that, it is my opinion that the motion is in order because it has been presented to the membership for this meeting.

Tina Danforth: Thank you, JoAnne. Currently, the motion is to deny the petition and direct the Business Committee to address the transportation concerns and to continue monitoring access to health care in the event action is needed. That is the current motion; it is in order. Are there any other questions or comments? I'm going to ask the gentleman to my right, Mr. Cornelius, Kerry.

Kerry Cornelius: I would actually like to make an amendment to that motion to direct the Business Committee to do a study for comparison to the cost of building and running a dialysis center in comparison to the Green Bay centers and also would include any travel expenses as well.

Tina Danforth: Can you please restate your motion? Your motion is to the effect; have the Business Committee study the cost of a building and to give us a comparison of what is available or utilization?

Kerry Cornelius: Yes, that is correct. Do a study for comparison of the cost of building and running a dialysis center to paying the Green Bay Center to take care of our patients that need to be taken care of (tribal members) and to include travel expenses with that as well.

Tina Danforth: There is an amendment by Kerry to have the Business Committee do a cost of the building and operations in comparison to the current Green Bay Centers. I do respect your amendment but there is information pertaining to cost in the packet. I don't know if that suffices or not.

Kerry Cornelius: I think it doesn't include the cost. I'm looking for alternatives for travel and to make sure that we are definitely paying. I don't want to say the cheapest price but the best price.

Tina Danforth: There is currently a motion on the floor; is there support for the amendment that is on the floor? Is there support for the amendment made by Kerry regarding the cost of a building in comparison to the current Green Bay Centers. Is there support? Second call. There is support by Madelyn for the amendment made by Kerry. Alright, the current amendment reads to direct the Business Committee to complete a study to compare the cost of the building and running a dialysis

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center in comparison to paying Green Bay dialysis centers and for the study to include travel expenses. Are there any questions or comments on the amendment? We are now going to address questions or comments regarding the amendment. Debbie.

Debbie Danforth: Madam Chair, I just wanted to comment that the majority of this information is already included in the packet that was handed out at the March meeting that included the cost and the comparisons. It also included the average cost in reimbursements from Medicare and Medicaid. I believe that this information has already been provided. What I would also like to do is to add an amendment to the original motion the concerns that I've heard echoed here have to do with the fact that the treatment is not of the quality that individuals expect. Therefore, we should be looking at the quality of care that is being provided at that and I would ask that the amendment made that the motion to have a team developed to include the Ombudsman to look at the quality of care that is being provided at any of the dialysis centers where any of our community members are receiving services and that we take that forward then to those dialysis centers and let them know that we are not satisfied with the quality of care that our community members are receiving.

Tina Danforth: Can you restate your second amendment, please.

Debbie Danforth: My second amendment is that we develop a team to include the Ombudsman to look at and analyze the quality of care that our community members are receiving through any of the dialysis centers where our people are receiving services.

Tina Danforth: There is a second amendment by Debbie to have a team developed including the tribal ombudsman to look at and analyze the quality of care at any of the centers where our patients, it is still being typed. I will wait a second. There is a second amendment being proposed to have a team developed including the Ombudsman person to look at and analyze the quality of care of any of the centers where our patients go for service and provide the information to the dialysis centers. There is a second amendment being made by Debbie. Is there support on the second amendment to the main motion? Is there support? Seconded by Nancy Skenandore.

Debbie Danforth: Madam Chair, just for correction, the patients should be our community members, not patients. Thank you.

Tina Danforth: Questions regarding the second amendment to do an analysis, questions? Mike.

Mike Debraska: Madam Chair and the rest of the Business Committee and this goes to the motioner, Debbie. Can we please put a time frame on this? Both of those amendments, I see no time frames. I just don't want this sitting out there and lingering for 12 months, 18 months, 24 months and then all of a sudden 3 years from now this comes back to us. Please specify some time frames in there.

Tina Danforth: Does the motioner want to consider a time frame?

Debbie Danforth: Yes, I'd say 60 days.

Tina Danforth: Thank you, any questions or comments on the second amendment to do an analysis? Julie.

Julie Barton: I think it is a little premature to deny the petitioner at this moment. There are many people and this is a really critical issue for our community. I see people all around me with diabetes, including myself. I had asked to participate in a health center function related to diabetes issues. I was told I could not because I was not a patient there. I guess if we are looking at preventative medicine we also have to look at who can participate in the health center. I was told anybody can, then when I called, I could not. We need to also beef up our customer services there so we can do as much preventative medicine as we can. I agree with the transportation issues, they need to be addressed as soon as possible. There is also the issue of customer service. We could improve our own and so that we can take a lesson from that and carry into the Green Bay area. Also we need some political input when it comes to a clinic. A clinic is going to operate the way they feel best, in their best interest. We have to tell them who we are; what our culture is about and that comes from a political point of view of public relations point of view. I will probably support the petition. I'd like to

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hear more comments on a critical issue about our health. Where are we going to be in the future? Are we going to be healthy or not? That is our choice. We've got one of the best health centers that I can think of, of any tribe and yet it takes 3 – 6 months to get an appointment. We've got to beef up our own as well as look at this issue.

Tina Danforth: Thank you, Barb.

Barb Cornelius: I have a point of order. I believe there have already been 2 amendments on this motion so Debbie's is the 3rd one. One was the main motion, and then one on transportation, then the one Kerry Cornelius did. I think it is out of order, the 3rd motion. My understanding is that you can only have 2 amendments.

Tina Danforth: There are 2 amendments to the motion. The motion is what we are considering and you can add 2 amendments to that motion which creates 3.

Barb Cornelius: There are 4 then. There is the main motion, there is a motion that somebody amended it for the transportation and Kerry Cornelius amended it for the study and the Debbie amended it for the Ombudsman. I'm just seeing if that is true.

Tina Danforth: We only have 2. Those were discussion items that you stated.

Barb Cornelius: Ok, then my question to the motion is that I think we should -- I heard everybody say this, that and everything, I think we should be proactive. I think we kind of know where the road is going and we know more and more Oneida's will be on dialysis. More and more even general people in the general population will be on dialysis. It is happening. I think we shouldn't say it is going to be too costly for things. I really think a patient needs to have comfort when they go to something like that. We as people that have not been on dialysis, we don't understand what is going on in their bodies and all these other types of things and stuff. I think we should, no matter what the cost is, if we can collaborate, we can collaborate with Davita and just give them the land and they build a building and all this other stuff. There is so many different ways to do it where it doesn't always have to come right directly from the tribe. The other thing we can do is fundraisers. You see so many people say we want raise this amount of money for a certain cause and stuff. We can do that.

Tina Danforth: Thank you, Barb. Your time is up. Thank you. The lady to my right, in the blue sweatshirt.

Sheena Danforth: I just have a comment. Many of knew my dad, Redmond Danforth Sr. He recently passed away but I just wanted to let you know that sometime before he was on dialysis and it takes a support team to get that going. Even if it is in Green Bay, yeah Green Bay is 10 – 15 minutes from Oneida but you need a support team. Sometimes people are at work, some people are busy and just can't do it. I'm a mother to 3 children. I was in school full time and I was the one taking my dad to dialysis, taking him to his appointments, to the wound clinic like she had mentioned. It is painful. It is very hard to get them, even if they are in the hospital room, down to where they need to do dialysis. I think that is what John means. If we had something here like that in the community, it is close to home, you have people that you are familiar with, you have those familiar faces and that is helpful sometimes in coping and healing. I really think it would be beneficial to not just the elder but like you said there are young people out there too. It doesn't matter if you are proactive or whatever because sometimes you just have these diseases that just from genetically or whatever the case may be. We have so many young people going to school nowadays. I would be grateful to work at that place just that it would have helped my dad just one step further. Like you said, people just give up on dialysis. He gave up on dialysis. It was too hard. It was too painful. It was a lot on my mom and a lot on me. I would bring my 2 year old and my 4 year old to the hospital with me because that is what needed to be done to get my dad to dialysis. I really think you guys need to think about the support of these families that do have dialysis and getting that center together or at least thinking about it. Get the numbers. Get the facts. Get the team, like my auntie had said just to figure it out just so you have more information. Thank you.

Tina Danforth: Thank you. Any more questions, we are on the second amendment, there is a question called for on the second amendment. The second amendment is to have a team developed, June 1, 2015

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including the Ombudsman person, to look at and analyze the quality of care at any of the centers for our community members to go for service and provide that information to the dialysis centers and that this is completed in 60 days. That is the second amendment to the main motion. If you are in favor of the second amendment, please raise your hand. Thank you. If you are opposed, please raise your hand. If you are opposed, please raise your hand. Thank you. If you are abstaining, please raise your hand. Thank you. Motion carries on the second amendment. We are back to the first amendment. The second amendment is to direct the Business Committee to complete a study to compare the cost of building and running a dialysis center to the cost of paying Green Bay dialysis centers and for this to be completed in 6 months. That is the first amendment. All those in favor of the first amendment, please raise your hand. Thank you. If you are opposed, please raise your hand if you are opposed. If you are abstaining, please raise your hand if you are abstaining. Thank you, motion carries for the study to be done in 6 months. The main motion now, is to deny the petition and direct the Business Committee to address the transportation concerns and to continue monitoring access to health care in the event action is needed. This one also, you know, is asking for the committee to do something without any time frame for update. Mark.

Mike Debraska: Madam Chair, can we get a timeframe on this one as well? I just looked at this and I don't want there to be miscommunication or unclarified specifications here. Please have the motioners put a time frame on that, maybe to match the 60 days on the other one.

Tina Danforth: Kerry, do you have a time frame in which you want to see this study complete. 6 months? Does the seconder agree? Madelyn: 6 months? Yes. Doug.

Doug Skenadore: I would like to say that I'm not in agreement with any of the motions or amendments. We have a budget of \$400 million a year and all the money that we are wasting and I would rather see us go ahead and decline this motion and these amendments and bring forth a motion that we go forward with the study and that we bring it forth not just the study but what it is going to cost to build. We haven't heard anything from our handy dandy treasurer over here. She should be able to tell us where the funds would come from and what we can do to move forward with this. That is what I am holding out for. Trish, did you want to respond?

Trish King: I'm glad you think that I'm a handy dandy Treasurer; that makes my day. In reality as we stated earlier, there are considerable costs that have been already identified within the book. I don't know how many of you have brought it with you but to come up with some of the funding would be even if we move forward in 6 months it would cost for another adjustment to the budget. We're just getting started on creating the budget. I don't know that we would be able to find the funds right off the bat but if it was for development of a facility is something you want to do in like 2018, after you do the planning and the design and construction costs and define how much, not how much but how to implement the operational costs and the projected revenue. I just think that there is, it is already in your book that is what I'm saying. The funding for this year or next year would be extremely limited; I don't know what you would want to give up in that budget in order to create this facility. It will take some time is what I'm saying. It doesn't mean that it can't happen in the future and if it is something that we want to work towards but I believe our health center and all of our programming has been geared toward improving our health our quality of life, health wise. It really is a lot up to us to take control of our own selves. A lot of people are doing that and they are very active and sometimes just isn't enough and I understand that. My sister died from needing dialysis also. It is not immune to a lot of us, we feel that pain and that understanding but the financial component of it would actually have to be thought about, considerably, on where and when we can do it. Thank you.

Tina Danforth: Thank you. Burdeena wanted to make a comment.

Burdeena EndHunter: I also wanted to state that as me, mom and pop looked into this, nationwide with any Native American tribe, DaVita and Fresenius are more than willing to work with any tribe to pay for a lot of the expense, the building and to also equip it with technicians. Working with the tribe that are certified in bringing them in that are tribal members. What we have seen of a lot of the tribes that have put them in within the reservation boundaries was very minimal cost to the tribe. DaVita and Fresenius, they go out of their way to pay for a lot of the expense to put a building within the reservation boundary. I think that this would be so beneficial to our tribe to stand with all the other tribes that have made a statement that their elderly are valuable. That it is a necessity and that they are loved. Thank you.

Tina Danforth: Thank you. Sherrolle.

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Sherrolle Benton: Thank you, Madam Chair. I support the amendments and I also support the main motion. I think that together the amendments and the main motion set us on a path to begin looking, studying it and planning for it and addressing the quality of care issues and the transportation issues. I'm in full support of this and I call for the question.

Tina Danforth: Thank you. There is a call for the question on the first amendment to direct the Business Committee to complete a study to compare the costs of building and running a dialysis center to the cost of paying Green Bay dialysis centers and for the study to include travel expenses and for this to be completed in 6 months. That is the first amendment. All those in favor of the first amendment, please raise your hand. Thank you. If you are opposed, please raise your hand if you are opposed. If you are abstaining, please raise your hand if you are abstaining. Thank you, motion carries for the study to be done in 6 months. The main motion now, is to deny the petition and direct the Business Committee to address the transportation concerns and to continue monitoring access to health care in the event action is needed. This one also, you know, is asking for the committee to do something without any time frame for update. Mark.

Mark Powless: Madam Chair, members of the General Council, I want to thank you for this opportunity to say a few words on behalf of this issue and I want to thank you brother for bringing this issue forward to the membership. I appreciate the words that have been expressed by the members here today. Diabetes is in indeed an epidemic in Indian country. Knowing that, we need to plan for the future care of our relatives that are diabetic. We need to plan for our relatives that are going to need dialysis as well as those that are already on dialysis. My brother submitted a petition to the General Council. The General Council is here today to discuss that petition and the petition was forwarded to our governing body, the Business Committee. They did an analysis of the petition, they did an analysis of the issue, they did a study of the issue and they also did what Kerry motion's was asking for, they already done all that. All that has already been done, if you read the packet and information that was submitted to the General Council, you will see that information was already done. That study was already completed. And so the question here today before us is, do we want to have a dialysis center here in Oneida for our members? That is the question and so I think it is imperative that we address that and I think that our members of our Tribal Council have been given that information. No doubt you've had a lot of discussion; you've had a lot of debate with regards to the issue with regards to the petition. I would like to know what our leadership up here is thinking and what they are saying with regards to the issue of dialysis on our reservation and whether or not we need a center here. I believe we need a center here, if we don't need it here today we're definitely going to need it here tomorrow. With the numbers and the statistics that are out there with regards to the epidemic of diabetes, it's a fact. Therefore, if we are not going to do it today, let's plan for doing it tomorrow and I think we need to plan for it in a respectful and a financial way so that we can also address the many needs that present our tribe. Thank you.

Tina Danforth: Thank you, Mark. Sandy.

Sandy Schuyler: Just some information. Only 20 of the 506 HIS tribal facilities provide onsite dialysis services. Of these 20 facilities, only 3 have tribally operated dialysis facilities. 17 of those 20 provide services through an independent for-profit company.

Tina Danforth: Thank you, Judy.

Judy Cornelius: Thank you. I agree with Mark in the daunting, tremendous statistics that are coming out on diabetes and the fact that so many people in our community have it. What worries me is the motion that we are going to vote on right now. Pull it up, would you please? I don't understand this continual monitoring. If there were continuous monitoring, why do we have the situation that we do? I guess it comes back to the quality of the care, the continuation, case management within the health center. There are issues and falling back on this motion is there is no logic to, at least for me. I disagree with it. I approve of what Mark just said. Let's plan for it. The future is coming and we know a lot of our kids that are coming up are overweight and they are going to suffer problems because of that. And, diabetes is one of the main ones, thank you.

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Tina Danforth: Thank you, Judy. I'm going to call on Madelyn, then the gentleman in the overflow and then Mike. Go ahead, Madelyn.

Madelyn Genskow: Normally, the Business Committee also gives a presentation. We know that many of us are tribal members who attend General Tribal Council don't study the book. To me, for the Treasurer to not do a presentation on this, is hard to describe the words for it. There should have been a presentation as to how much it was going to cost and there is nothing. I mean, like I say, many people don't read the book. There should have been a presentation by the Treasurer.

Tina Danforth: In the overflow room.

Roland Christjohn: Shekoi my name is Roland Christjohn. I just had a few comments about this thing that is going on right now. I believe that we shouldn't pay for this and to deny it. What we really should doing but we'll be denying our future health. When I look around, I'd say about 85% of Oneida's are obese and yeah, it is funny but it is really your health and when you get older you're going to need dialysis. For all the people that like to drink, that is what you are going to need also. We need to take this into consideration really deep because this will be our future. Our elders take care of us when we're born and then when we get older we are supposed to take care of our elders, that is our culture and that is our way. That is the way I was raised. If we deny our elderly, we're denying ourselves and we need to deny this, what she is trying to pass, this petition right here. We need to think of our future. That is all I have to say, thank you.

Tina Danforth: I have Mike Debraska and then Brandon wants to speak. But before I call on you, Mike, I need to excuse myself. I have a family emergency that I need to address. It has been very difficult for me to sit and listen to the discussion because I have a family member whose health is at risk right now. I don't appreciate the little sigh out there that just came up. We're talking about a serious matter here. It affects a lot of our families and our health condition sometimes they're prevalent, sometimes there is something that is hereditary, sometimes it is due to the environment we live in. It is very unfortunate that we even have to have this discussion but health care and quality health care is everybody's responsibility. I truly apologize that I can't be here for the duration of this meeting but you know, sometimes family has to come first. Thank you.

Melinda Danforth: Mike.

Mike Debraska: I'm sorry, I didn't catch Dr. Powless' daughter's name. I just wanted to thank her for her presentation and to state that I do agree with what Mark was stating earlier that we do need to move ahead with this. She had illuminated some facts; one of those facts was that Fresenius was one of the companies that were going to initiate and even help with this. If they are going to help with this that really minimizes the cost to the tribe, yet gives us the services that we so desperately need. I think this report needs to come back to us, it needs to come back to us in a timely manner with all the correct information and I would be more than happy to give her a hand. I myself am a kidney transplant patient. I understand this probably better than a lot of the doctors do at that center because I went through it myself.

Melinda Danforth: Thank you, Mike. Brandon.

Brandon Stevens: I guess I'll respond to my Uncle Mark. You wanted to hear some of the committee members on what they felt. I believe there are a lot of issues that came out. One was transportation and the other was the level of customer service, quality of service. Those things can be addressed. As far as the planning, I believe we should plan. We are at the day in age where we put a lot of money on medication. Where prevention is a small amount, you have a lot of money going to medication and less of it going to prevention. That is the planning part. How do we get our youth, our younger individuals to get into that mode so we don't have to have this humongous facility waiting for them because they are going to be living those lifestyles that we aren't really trying to stay away from? I think there is a need here. I don't want to disqualify that. I want to make sure we are planning and going in the right direction and that we have the right numbers and saying where is the curve going. Are programs working? Is our customer service up to par in our own facility? How do we make those things better to make sure we are planning for everything? Put more funds towards prevention so our kids aren't growing up with diabetes, getting it earlier. Those are the comments

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I'm saying, I agree with my uncle and I also agree with my other uncle here that it does need to happen, we need to plan for it, and we need to make sure our programs are working to curb this problem because it is a problem. Thank you.
Melinda Danforth: Michelle.

Michelle Hill: I just want to say that in 2003, my mom had a heart attack, she had a triple bypass. She's a feisty old lady. The doctors kept telling her after her bypass that she was diabetic. My mom kept saying no I'm not and he said yes you are. She said no I'm not and she argued with him. In the end she wasn't, she was right. She was not diabetic and she knew it. To me, that was just showing me the spirit of my mom that you don't accept it. If you know you are not, you just don't accept it. You don't say I'm predisposed to be diabetes or it's in my genetics to be diabetic. You do everything you can to not be diabetic, to stop it. Although I know that we have a number of our people that are diabetic and they need this service and I respect John for bringing this forward and bringing this to our attention the way it is. However, I disagree and I think that we shouldn't immediately jump and move forward with building a facility. We should first plan effectively and efficiently and take care of what we have right now because that percentage is, if it is 1600, and we have 17,000, that is 10% of our membership and let's focus on that right now, it is a small percentage and working with them so they have the best possible service and our elders aren't being mistreated. So our people in general are not being mistreated. That means sitting down with those facilities and talking with them and finding out who is going to treat and take care of our people the best. Also, the plans that a young lady mentioned her mother wanted to have a cultural significance involved--We have those programs so I think it comes down to better communicating our services. If her mother wants a cultural guidance or assistance, then we need to develop some system that points everybody in the right direction and support system that they need. I believe in the fact that we really need to invest in the wellness of everything as opposed to the illness of what we don't want foresee. What we can do to change. Let's not just accept that we're all going to end up diabetic because that is not true, that is not true and my mother proved it to me.

Melinda Danforth: Thank you, Michelle. Judi.

Judith Jourdan: Good evening, my name is Judith L. Jourdan. I just wanted to say I'm in agreement with a couple other people that I heard speak tonight that Oneida has one of the best diabetic programs. As a matter of fact; I had been going to Prevea for my health care for quite a number of years. Right now I'm in the process of switching back to the health care because of all the programs; the Triad program and the diabetic program that Tim Moureaux works so hard on establishing here. I also agree with what someone else said too about having a team or somebody who could work with the other dialysis centers in Green Bay to build on that working relationship between Green Bay and Oneida because I think if there were just a little more communication that maybe the treatment of our elders would be better as far as the dialysis. Considering that the number of people that we have that use the dialysis centers and to think about building a whole dialysis center here in Oneida instead of concentrating on the program here, the diabetic program here is excellent. It is one of the best. Going to Prevea for so many years, they don't have all of the meetings and the programs and the luncheons that support people who have diabetes. I think a big part of what we need to look at as a group, as a nation is, let's start doing preventive things. I'm a diabetic myself. I know for myself that it is hard to maintain that diet. It is something that we have to do; we all have to do to take care of it. The only way that we are going to stop it is by doing something to correct it after it is gone so far. Let's do something to prevent it and start taking care of ourselves. Concentrate more on putting more of our money into prevention. Thank you.

Melinda Danforth: Thank you, Judi. I just want to quick make a clarification. Dialysis is part of potentially the disease, diabetes. Dialysis doesn't equal diabetes. There are a lot of stages in diabetes, pre diabetes, you're actually diabetic and it can be controlled through diet and exercise. Just because you have diabetes doesn't necessarily mean you need dialysis. I just want to make that clear as I think we are getting the issues confused as Oneida does receive substantial amount money for diabetes prevention programs for the Tribe, I believe it is around \$300,000 per year that we receive from the federal government to have a special diabetes program. One of the initiatives that have been taken up most recently has been the opening up of the fitness center for no fees for tribal members. That right there and I think I would like to tell a story about the health center. A few years ago we got a call from one of the local people who do amputees for our diabetic patients and he asked what is

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going on, you guys are not sending anybody over. And that is because we don't have anybody that we are sending over to get amputated on now because we are focusing on prevention and because we are focusing on wellness. Those are the kinds of stories that we need to take into consideration as well--those positive stories that are occurring. And I agree with you all that we need to look at the numbers, we need to look closely at the information and if we haven't had that time to go through the packet, because that information is provided in there, I think we should take that time to make a wise decision about how we want to plan for the future. I'm going to continue on until somebody calls for the question. Lisa.

Lisa Summers: Thank you, Madam Chair. I'm letting you all know right now that I'm going to vote for the motion. I'm voting for it because the resolution and the petition in the packet require us to then take immediate action. If we're talking about looking at the future and planning appropriately and taking steps to do something further down the road, then I'm willing to make a motion that directs us to bring back a concept in a dialysis program to present back to you in January of this coming year. It will be at the January meeting. I'm willing to do that and so I'm going to support the motion that is on the table for that. The other thing I wanted to point out is that if you start looking on page 43 of the packet, it is very clear the number and the trend is downward. It is pointed out in the financial analysis on page 50. It starts on 43 and goes to page 50, that Wisconsin is part of the Network 11, including Michigan, Minnesota, North Dakota, South Dakota and Wisconsin. It is measured in 2 different ways: the prevalence rate and the incidence rate. Both of those trends are in a downward pattern. I think is one of those things that we need to take note of because it demonstrates the amount of work that our health facility has been doing to help promote better healthy communities, healthy native communities, right here on our reservation. We're talking the data that we collected shows that only 3% of the native population here is affected, it equals 10 individuals. I think it is important to us to look at ways for us to collaborate and I think there were a lot of great suggestions and reasons why we should proceed today. I think if we go ahead and support the motion on the floor, we can move forward in a way that allows us to do different kinds of planning and collaborate together to find some real solutions and address those issues that we've identified today such as the transportation. Yawwáki.

Melinda Danforth: Sheena.

Sheena Danforth: I was just going to say that I think if we put the transportation with the quality of care team that is being made then that way it is getting done all in one shot and if they do in a presentation it is all done in one setting. We don't have to keep coming back, we don't have to table it, and we don't have to give it another year. I do call for the question.

Melinda Danforth: Thank you for your comment, Sheena. I'm going to recognize the call for the question. The motion on the floor is to deny the petition and direct the Business Committee to address the transportation concerns and to continue monitoring access to health care in the event action is needed. Again, I need to make it clear that the petition is asking us to take immediate action to build a facility. The other motions, the amendments that were passed earlier about doing a study would still stand if this motion passes. I'm going to try a hand raising count first. All those in favor to deny the petition and direct the BC to address the transportation concerns and to continue monitoring access to health care, in the event action is needed, please raise your hand. All those opposed, please raise your hand. All those abstaining, please raise your hand. I'm going to call the motion as carried by majority. Lisa.

Lisa Summers: I'd like to make a follow up motion, Madam Chair. I'm going to make a motion to direct the Oneida Business Committee to bring back a recommendation on a concept for future dialysis program at the Oneida annual meeting 2016 for GTC consideration.

Melinda Danforth: Motion by Lisa Summers and seconded by Corinne Robelia-Zhuckkahoese to direct the Oneida Business Committee to bring back a recommendation on a concept for a future dialysis center and that recommendation be brought back to the General Tribal Council at the January 2016 annual meeting for future dialysis program. Joey, I'd ask you to be patient with us please. I understand your concerns and I appreciate them very much but we're in the voting process or actually, we are waiting for the motion to come up and if you don't agree, please vote no. There is a motion made by Lisa

Summers seconded by Corinne Robelia-Zhuckkahoese to direct the Business Committee to bring back a recommendation on a concept for a future dialysis program and that the recommendation to be brought back for consideration by the General Tribal Council at the annual GTC meeting in January 2016. Comments on the motion made? Sherrole.

Sherrole Benton: Thank you, Madam Chair. I call for the question.

Melinda Danforth: There is a call for the question. All those in favor of the motion that is pending before you, again, I just read it, direct the BC to bring back a recommendation at the annual GTC meeting in January 2016, please raise your hand. Thank you. All those opposed, please raise your hand. Thank you. All those abstaining, please raise your hand. Thank you. Motion carries. Thank you, I appreciate the discussion on this issue as it is very important and thank you, John for bringing this issue forward.

B. Petitioner Gina D. Powless – to create a support system of paralegals, advocates and attorneys to assist and advocate for Oneida enrolled Tribal members that are engaged in any case with the Oneida Judiciary (Petition submitted September 8, 2014)

1. Petitioner Presentation

Melinda Danforth: The next item on the agenda is the petitioner, Gina Powless who requests to the General Tribal Council to create a support system of paralegals, advocates and attorneys to assist and advocate for Oneida enrolled Tribal members that are engaged in any case with the Oneida Judiciary. Gina, did you want to come forward and make a presentation?

Gina Powless: Thank you. Want to say good evening to each and every one of you here tonight. My name is Gina Powless, a tribal enrolled member. I do work for the tribe and I do live on the reservation. The reason I am here and the reason why I started the petition was due to the fact that with our new judiciary the new rules of procedures that they have understood in their court system are extremely complex. They are difficult; they are very difficult. It is my understanding they adopted the Rules of Civil Procedure from federal court. So it was like a template and they took it and applied it to ours. I'll give you a little background. I have been an advocate in the past, back in 1995. I worked as an employee representative and I stopped that work in the year 2000. Since then, I have done advocacy on my own for employees in different matters, employment issues, housing issues and most recently family court issues. I do believe that our tribal membership, our tribal enrolled members are deserving of having someone represent them when they go into court. Most people that go into court don't know the rules and the protocols when you step into court. You have a very difficult time navigating through that system. Sometimes you might be waiving your own rights. If you have an attorney, a paralegal, or an advocate, that is not going to happen. They have to look out for your best interest. Again, I want to emphasize this is specifically for enrolled tribal members whether you are an employee, whether you live in housing and you have housing issues, if it is something that has to be litigated at the judiciary, I would really like to see personally that our tribal membership have that representation. We do have trained staff within our tribe that can provide that. We have the legal resource center, the paralegals, we have the employee relations representatives and they provide that service to employees. We have a gaming management representative. That is on the employee relations reps and the gaming management rep that is on the gaming side of the house. On the non-gaming side of the house you have one paralegal and no one for management that represents management. That is just from my experience. Some of the suggestions that I had when I was thinking about this was that we could combine those areas so we could minimize the cost of bringing on all new people. Since we already have the resources, let's take it to another level and instead of just litigating possibly employment issues, let's bump it up a little bit higher and maybe they could advocate. The area that I do find that just rises me really is the family court. We have tribal members that are going in there, fighting for either custody of their children or placement of their children. To me that is very high on the list of priorities. Just like our elders are high on the list, so are our children, so are our babies. I really think when we have moms and dads that have to go out there and spend money on attorneys, thousands of dollars while we're the ones who set up the court system--the tribe took that stand to set up this judiciary. So, let's take the stand to make sure that our people have representation when they walk into that court. I don't have a presentation, a power point, anything all big and fancy. I don't have all these numbers but I do know the need is out there. I also know that we have the staff within our tribe to do it. We have an office full of attorneys; we have one attorney that litigates for management when they have cases at the judiciary. She takes on all those cases. I don't know if they can share her or use her to actually supervise this area but we have the resources within our area already. I don't have a power point presentation. I don't have anything to hand out as this was my idea that we do this for our own people. I'm not trying to get up here and whine and cry around and say oh we need

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everything, but if we have it already, let's make the best use of it if we already have it and build on it. I do have a motion that I would like on the record and that motion is to establish a fully funded and staffed office of public defender by fiscal year 2016 to be composed of Oneida Tribal members, lay advocates, employee representation reps, paralegals, equal employment officer department and a staff attorney who have previously worked on cases before the Oneida Appeals Commission and Oneida Judiciary.

Melinda Danforth: Gina, can you bring the motion over to Lisa so she can get it up on the board, please. There is a motion by Gina Powless and there was a second by, who was the second by? Judy Cornelius. Thank you, Judy. While she's getting the motion on the Business Committee did have a recommendation in the packet and it is my understanding that there was not a presentation that was going to be given but rather information. At the time the Business Committee received this petition in September of 2014, the Oneida Judiciary had not been up and running at that point. One of the goals of the Oneida Judiciary, once the Oneida Appeals Commission was disestablished for the allowance for lay persons to be able to represent themselves within the tribal court system, rather than have to hire attorneys, or advocates. A person would be able to go and be able to advocate for themselves in front of the family court judge. Prior to the judiciary coming into effect, that is one of the discussions that we did have with the family court. When we hired the family court judge, we indicate to him that we wanted to be able to have people represent themselves in court. We also did tell the judiciary when they were elected into office that that was one of our goals. Even though the rules of civil procedure may be complex that's one of the goals of the judiciary; to be able to put pamphlets together. Put simple handouts, simple rules into a pamphlet that were understandable for the lay person to be able to enter into the court system. The court has only been up and running for about 8 or 9 months or so, so far. We have no indication of how things are running at this point. Unfortunately or fortunately, the judges cannot attend General Tribal Council meetings so their opinion is not reflected in the documents you have before you. I just wanted to basically state that the Business Committee's recommendation was that at that time there was no indication coming out of the court system about how people could represent themselves and there was no indication the court wouldn't be issuing out documents that the lay person could read in order to comply with the rules of civil procedure. Again, we also told the court system that we wanted to be able to not have people go in there without having representation and feel comfortable in that atmosphere. Again, the court has only been open for 8 or 9 months. The recommended motion by the Business Committee was to direct the judiciary processes to ensure the processes and procedures are implemented in a manner that is understandable to unrepresented tribal members. Again, I'm sure there are individuals out there with stories about cases that they've been through the judiciary and the family court and so I guess we encourage you to share those at this time. The motion on the floor is to establish a fully funded and staffed office of public defender by fiscal year 2016 to be composed of Oneida tribal members, lay advocates, employee relations representatives, paralegals, equal employment opportunity officers and staff attorney who have previously worked on cases before the appeals and the Oneida Judiciary. All comments at this time should be towards the motion. Mike Debraska.

Mike Debraska: Quick question, this goes for Gina as well as the Business Committee. On page of 112 of this, there is an estimated start-up cost for the support systems for the attorneys, advocates and paralegals. Do all of you agree with these numbers? I look at this and say the grand total for this what they are estimating for start-up cost would be almost a 1/2 million dollars. I want to know because I look at this and I say they have a managing attorney, staff attorney, 2 paralegals, grant writer, secretary and all the other things that go with it, fringe, indirect and professional liability insurance. I look at it and the reason why I ask that question is because I know, Gina, you had said it is better if we make better use of the resources that we currently do have. I'm wondering if the numbers are reflective of that.

Gina Powless: When I read that Mike, I thought that all fresh brand new people and my idea is that we just build on what we have already. That doesn't reflect what I'm talking about; the Business Committee could best answer if that reflects all new people to man that office.

Melinda Danforth: Mike, if you look at page 111. It did indicate that it would be about \$448,000 start-up cost. On page 111, under financial impact, it says Oneida to provide services in house estimated to be \$448,610 but it says it does not take into consideration that employee advocacy which we currently have in house may be incorporated so we wouldn't need an additional \$200,000 and then the finance area is indicating that start-up cost and inflation over 10 years the fiscal impact would be \$3.685 million. This is an estimate from the Finance department.

Mike Debraska: Thank you.

Melinda Danforth: Chrissy, you have to go to a mic. I cannot hear you.

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Chris Cornelius: Madam Chair, my point of order is that I believe we need to have a second before we move into discussion.

Melinda Danforth: There is a second, I did recognize Judy Cornelius.

Chris Cornelius: I didn't see it on the board so that is why I asked.

Melinda Danforth: Thank you. There is a privileged question, Corinne.

Corinne Robelia-Zhuckkasee: Thank you. It says that, wait now. It says to be composed of Oneida tribal members, lay advocates, employee relations and on and on. But are you specifying in this motion that all these people have to be Oneida tribal members or are you just including Oneida tribal members plus anybody else?

Gina Powless: I'm specifying all of them, whether they are employee relations, paralegal or the attorney, that they are all tribal members.

Melinda Danforth: Madelyn and then Lisa.

Madelyn Genskow: Once again, no Treasurer's report. I'm going to make a motion and I want to give my reasons.

Melinda Danforth: Madelyn, there is already a motion on the floor so it would have to be an amendment.

Madelyn Genskow: I know, but there can be other motions, ok, amendments, and ok, whatever. There is an appeal challenge to the secretarial election to change our tribe's constitution. It will take time for the process to be decided. There is also resolution to repeal the judiciary act that has been petitioned and will come before the General Tribal Council as soon as the Business Committee allows it to come forward. The resolution details that on November 15, 2008, a special resolution read in part no enity of the tribe shall enter into a contract with a corporation that prohibits full disclosure. That means the Business Committee can't keep how our money is spent from the membership. The Business Committee did not carry that out. They passed a....

Melinda Danforth: Madelyn, I'm going to have to ask you to stay to the issue. Somebody did call a point of order; this is not relevant to the motion at hand which is to establish a fully funded and staffed office of public defender's office. I'm asking you to stay to the subject.

Madelyn Genskow: I feel that this issue should be tabled until those 2 things are decided; the decision by the Department of Interior and also the General Tribal Council has a right to decide that before we spend more money. The resolution that is going to be brought will give the General Tribal Council the right for full disclosure, take back the supreme power of the tribe and to carry out the General Tribal Council directive. I make a motion to table until those decisions have been made.

Melinda Danforth: There is a motion to table, that will take precedent over Gina's motion, as a matter of fact, but I need a second. Is there a second to table? Sharlene Kasee. Motion to table by Madelyn Genskow seconded by Sharlene Kasee. I'm just making sure. I keep hearing if it is in order. Yes, the motion is in order to table and there is a call for the question. The motion is to table this item. I'm going to call for a hand vote. All those in favor, no more discussion Madelyn. We're voting on the motion to table. We're voting on the motion to table, Madelyn, please. All those in favor of tabling this item, please raise your hand. Thank you. All those opposed, please raise your hand. Thank you. All those abstaining, please raise your hand. 1/2 of the room didn't vote and so it was close. We're going to try this again; otherwise I'm going to do a hand count which will take a little bit of time. All those in favor of tabling this item, please raise your hand. I apologize, I have to wait for the camera to go through the overflow room. Thank you. All those opposed to tabling this item, please raise your hand. Thank you. All those abstaining, I'm going to call this motion as carried. Motion to table this item has passed.

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C. Petitioner Yvonne Metivier – direct the OBC to raise employee salaries hourly \$0.99 (ninety-nine cents) all employees under \$65,000 and no layoffs (Petition submitted November 17, 2014)

1. Petitioner Presentation

Melinda Danforth: The next item on the agenda is a petition submitted by Yvonne Metivier to direct the Business Committee to raise employee salaries hourly \$0.99 all employees under \$65,000 and no layoffs. I'm going to request Ms. Metivier to come forward and give her presentation as this time. Is Yvonne here? There she is.

Yvonne Metivier: Hello General Tribal Council, it is good to see you. Just a little bit of housekeeping. When we have this petition process, we usually have legislative analysis, CFO, legal department and sometimes a statement from the Business Committee. I will just quickly go through that. The LOC just says this is up to the General Tribal Council. The CFO says that last summer during the previous administration, HRD recommended a raise. The legal analysis in order for us to have this starting October 1, 2016, is we need a majority vote and the Business Committee statement says that we should look at increasing salaries in 2016. Also, you can ask the petitioner questions, if you want. We had a resolution last fall where if you have questions of the petitioner, they can come back to the mic and answer your questions, and you can do that. Also, I just wanted to remind you that the Ho-Chunk's in March raised \$13 as the minimum wage for everyone. I guess the gaming business is getting in with the mainstream in the United States. I'll just read a short statement. Hi Cheryl. Welcome back. Fleet, it is nice to see you. Did you miss us? He said yes. Dear General Tribal Council, decades ago in all its wisdom, the General Tribal Council determined that the gaming business revenues would be used for jobs, homes, education, health and more for all the Oneida people. Some Oneida employees make the money at the casino, which is the primary source of revenue and the others implement the programs and deliver the services to the tribe. In ten years, employees have received a 2011 raise for those under \$60,000 for \$75 per hour and in 2014 another \$.44. For ten years, that is \$12 per year raises. The Treasurer's budget did not include a raise for employees, in the budget it said zero for raises. This was last fall and then in February when we came forward to discuss the budget. In October, the Treasurer sent a memo to program managers and division directors which listed 6 barriers to a vision of financial stability for the tribe and number one was stipends. There is no financial data to support that claim by the Treasurer and blaming the GTC is troublesome. After all, the GTC saved the tribe over \$20 million when they dissolved 7 Gens and they well earned their modest stipend. In anticipation of the BC, except for the Chair, who does not seem to grasp basic economics of doing business and protecting the resources of the people, a petition was submitted on November 16, 2014, that asked for a \$.99 raise per hour for all employees under \$65,000 and no layoffs. I just wanted to read this little portion that the Chairman wrote, the Chairman Tina Danforth wrote in March about the raises, which she supports. This is why we choose a flat rate. Our front line employees deal with difficult customers and situations daily and are dedicated to their positions because they need to provide for their families. They are often the lowest paid employees, to me; it is simple economic justice to ensure all employees receive the same amount of increase. The General Tribal Council will make a decision to support the workers of Oneida and their families who carry out the directive to go out and work and prosper. The Oneida employees deserve a raise and the tribe can accommodate the \$.99 raise. After all, it is the cost of doing good business and supporting our Oneida workers and their families just as the GTC directed so many years ago. Therefore, I make a motion that the GTC directs the OBC to raise employee salaries hourly \$.99 for all employees under \$65,000 and no layoffs to begin October 1st for the 2016 budget year. Thank you and I need a second.

Melinda Danforth: Who seconded it? Stacy Grignon. There is a motion by Yvonne Metivier to direct the Business Committee to raise employee raises by \$.99 for those employees making under \$65,000 and it should commence for October 1st for the fiscal year 2016. That was seconded by Stacy Grignon. As you know, or may not know, the agenda did provide for a presentation by the Human Resources Department which I am going to allow. Human Resources, please step forward and make the presentation and then we'll go into discussion.

2. Business Committee Recommendation

Barb Kolitsch: Good evening, GTC. I have a really short presentation and you can see the presentation up on the screen.

Melinda Danforth: Can you introduce yourself, please.

Barb Kolitsch: Yes. Good evening, my name is Barb Kolitsch, I'm from the Human Resources Department and I'm going to be doing the presentation today. The presentation was actually put together with a

group of people from the Treasurer's office and Human Resource Department and the Finance Office. This information is going to be real short so if I can just have your attention for a real brief time and then obviously, we'll address questions if needed. When we put this presentation together, we wanted to provide additional information to help this decision tonight, make a good decision by GTC. Some of the information that I put together in this presentation was from an organization called World at Work. What they do is they actually do studies every year on what other companies are doing as far as giving raises. And Yvonne already addressed what other companies are doing and speaking specifically about Ho-Chunk. I'm going to talk about how wage is determined in our organization. I'm going to talk about typical reasons for increases in wage that most companies give and what the World at Work study has shown. I will talk briefly; again, you will see the chart and Yvonne already talked about when our raises have been given in the last 10 years. And then a recommendation to strategically plan a wage increase to help drive organizational culture to finish the presentation. To start with, we've all heard at one time or another so and so is over paid, right? Employees don't determine their wage and they don't determine their wage structure, the human resource department does. Most human resource departments in organizations do so. They create a structure and it is a scientific structure. It isn't something that we just kind of pull out of our heads and say this sounds good. We created the structure and this is how it works. The positions are graded by Oneida HRD based on a market analysis, a comparison to other and that is a comparison to other employers. We actually look at, let's say a nursing position, and we look in the area about what nurses are making in similar facilities as our facility here. Then we look at duties and responsibilities and make sure those duties and responsibilities are reflective of other nurses in the area and make that those are the same that we're comparing them to. We also look at knowledge, skills and abilities required for the position because some positions obviously require more education, more knowledge, more experience, and more skills than other positions. That all ends up in a grade so taking into consideration all of those things, we grade positions. After the positions are graded, they are assigned to wage chart, defining specific minimum, min point and maximum wages in that wage chart. Positions requiring special knowledge, education and skills will obviously have higher grades. Here are some examples of that. If we look at a position such as a life guard, they are going to require minimal education, such as a high school diploma and then potentially, they are going to need a life guard certification. I was a life guard at one point so I actually fell on this chart one point in my life. A special skill that a life guard would have is the ability to swim. That is obvious, you want your life guards to be able to swim and pull out if they need to. How they determine the grade is by looking at all the things we considered in our life position, senior life guard position which is currently posted and is graded at a 5 level. We also have dental assistants. And again, the education or knowledge for being a dental assistant is you need a dental assistant certificate. None of us want someone being a dental assistant for us when they don't have that certificate so it is special knowledge that somebody has to go achieve and prove knowledge before they can do some work on us. Special skills they need a dental accreditation. They need to be accredited before they can actually do that work and because they need a little bit more knowledge and experience and skills, they are going to be graded at a higher level. They grade out at grade 9. Another example is an accounting manager. An accounting manager is typically going to need a bachelor degree in accounting. Special skills may be a preferred that they have a certified public accountant and supervisory experience as being a manager. They'd be graded at an exempt level; the other 2 are non-exempt at a grade 6. So, if we try to pay a dental assistant at a wage of a life guard, we'd never be able to fill the position right? We'd have a real hard time finding someone for a dental assistant graded at a lower grade or something that is not in the market analysis. If you look at those 3 positions, we'll see the minimum, mid-point and maximum wage of all 3. You'll see a life guard of minimum \$9.11, maximum \$12.76 and then you see dental assistant; you can see the range. Also there is the accounting manager and there is also a range there and taking into account their knowledge, experience and skills they are bringing into the position.

Melinda Danforth: Barb, can you hold on?

Barb Kolitsch: Sure.

Melinda Danforth: Mark, please let her finish the presentation and we'll get to your privileged question. You can ask the question when the presentation is done, thank you. I know that this issue and everybody wants to get out of here, everybody wants to get voting on this action but please entertain the information and then we can get going. Thank you.

Barb Kolitsch: I have about 3 more slides, if you could just be patient, thank you. There are typical reasons employers give increases for wage or salary. The most common reason in 2014, according to the World at Work study would be that a promotion would be the most common reason for an employer to

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give a raise to an employee. Second was merit; third is market adjustment due to outside employer wage competition. Temporary assignment such as an interim position and then only 11% of employers gave cost of living adjustments in 2014, the ones that they studied. You can see on the far right side the ones that we've done over the past years but I'm going to give specifics about those. And Yvonne also covered those a bit as well. In the next slide you can see the fiscal years that we actually did salary increases. In 2005, 2006, 2007, 2011 and 2013, there were increases given to employees of some sort and those were reflective of different reasons from merit to salary or wage increases. The next slide talks about the years that we did not get increases which Yvonne also talked about. 2008, 2009, 2010, 2012 and 2014, there was no increase. There are no increases for various reasons and that was a lot of the companies in the U.S. had the economic downturn. A lot of companies also did not give raises or cost of living raises. With the realization to remain competitive, we do want to remain competitive as Yvonne says; the Ho Chunks are giving raises and we want to give raises too. The Business Committee's strategic direction is to remain competitive and create a positive organizational culture. To support that implementation of a planned salaried increase, we want to phase in or the organization recommendation is to phase in increases through value based budget. Look at a positive organizational culture and do it in a phase-in plan. Plan for performance based increases which we haven't done in a while. We want to stay competitive in the market so we do want to give increases and then maintain a market driven structure. Our structure hadn't been looked at or changed in the last 7 years so it does need to change. Yvonne brings a great point in saying that we do need to give increases, we do need to make a change so that is agreed upon. In the last slide the wage increase plan, we just a put a side by side. On the left hand side is the Yvonne's petition and that is a \$99 per hour increase the approximate to the organization would be about \$5.7 million. According to her plan, obviously she didn't put a plan in for fiscal year 2016 or 2017. The proposed plan through budget approval process would be 16 employees get a \$50 per hour increase at approximate cost of \$3.2 million and 17 a \$45 per hour increase at approximate cost of \$2.9 million. The proposed plan is a market based increase over 2 fiscal years versus 1 fiscal year. It would start in October of 2015 if the GTC approved the budget in 2015. The idea for the 2016 budget, the idea is to have a responsible budget and plan out the increased, the salary wage increases. Just a note, there is a star, some of you may not be able to read it under the blue or left hand column, that is the approximate cost is less you'll see in the left hand column for Yvonne's proposal but that proposal does not include all employees as stated in the petition. The right hand side does include all employees. Thank you for your attention.

Melinda Danforth: Thank you, Barb for that presentation. Can you bring up the motion? The motion by Yvonne Metivier is to direct the Business Committee to raise the employees \$99 for those employees making under \$65,000 and that it commence on October 1, 2015 which is fiscal year 2016 budget. It is my understanding, Miss Parliamentarian is that because it starts in fy 16 this requires a majority vote? I'm going to go by those people that were standing in line first. Frank, I believe you were the first one up.

Frank Cornelius: Hi there, are we discussing just the presentation or the main motion? My name is Frank Cornelius; I'm part of the Senior Management at Oneida Casino. I am in support of a \$99 employee pay raise but for all employees not just those earn under \$65,000.

Melinda Danforth: Let's be respectful, please.

Frank Cornelius: Yes, I have 2 minutes. Eliminating those that earn \$65,000 and up from the pay increase is not good business, especially where the casino is concerned. The casino generates \$190 million of gross dollars each year and gives back the tribe about \$90 million and that money is used to support like the per capita and the stipends for today's meeting. Those are very important things to the membership here. You must have professional people that are educated and have a lot of experience in managing large operations. That is why I like them to be included. Each employee does play an important role to the success of the casino and tribe from the front line all the way up to the Gaming General Manager. Someone brought up, the petitioner brought up earlier that there were 2 raises in the last 10 years. I received only 1 of them, \$44. We are up substantially for this year, by the way. As Yvonne states on page 136 of the packet, the GTC will make a decision to support the workers of Oneida and their families who carry out the directive to go out to work and prosper. I fit into the category also. When I go to work I make a diligent effort to make more money for the tribe. It is one of the things I'm focused on every day and I feel I should participate in that. So Madam Chairwoman, with all due respect I would like to amend the motion to read the General Tribal Council directs the Oneida Business Committee to increase all employee salaries by \$99 per hour effective with the June 7, 2015 pay period with no layoffs and to include the casino dealers; they would be exempt most likely and then to include the boards, commissions and committees. I think it is respectful of HRD putting out the effort of putting together the

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program today, I think it is a great idea to carry out that but that does not provide any employees with a pay raise until June of 2016, roughly give or take a few months so that is over 1 year from right now. I want everybody to understand that I appreciate your time.

Melinda Danforth: Frank, I need you to bring the motion up here or restate it.

Frank Cornelius: I will try to quote it as much as I can. I said, Madam Chairwoman, with all due respect I would like to amend the motion to read that General Tribal Council directs the Oneida Business Committee to increase all employees' salaries by \$99 per hour effective with the June 7, 2015 pay period with no layoffs and to include boards, committees and commissions.

Melinda Danforth: Yvonne, did you have a clarification of your motion?

Yvonne Metivier: No, no. My motion that I read was not up on the board correctly.

Melinda Danforth: Ok.

Yvonne Metivier: Can I see it please, hold on.

Melinda Danforth: Yes, hold on.

Yvonne Metivier: The motion that I read said GTC directs OBC to raise employee salaries hourly \$99 all employees under \$65,000. So it should say raise employee salaries hourly by \$99. Thank you.

Melinda Danforth: Thank you. The amendment on the floor made by Frank Cornelius is to amend the main motion to have the Business Committee include all employees' salaries to be increased by \$99, effective with the June 7, 2015 pay period to include also the casino dealers and the boards, committees and commissions. I'm going to ask the Parliamentarian, first, if this is in order because it seems like it contradicts the very first motion.

JoAnne House: The question is whether or not the amendment is in order. The original motion reflected a \$99 per hour increase for employees of the tribe making \$65,000 per year or less. The materials presented to the General Tribal Council identified a broad range of options available. The presentation made to the General Tribal Council also identified that. The information was presented to the membership. The motion modifies the main motion by increasing its scope and would be in order.

David Jordan: I have one major concern with this amendment is because I believe it needs a 2/3 vote if you would switch it or if both of them would switch it to October 1 but right now we'd need a 2/3 vote to pass this because it is unbudgeted funds.

Frank Cornelius: I would be willing to adjust that to 2016. I believe the initial

David Jordan: Actually, October 1.

Frank Cornelius: I believe that first petition didn't have a date in it, if I'm correct.

Melinda Danforth: I need a second for this motion. State your name please. Wesley Orasco. Thank you, Wesley. The motion, or the amendment, that is in order by Frank Cornelius seconded by Wesley Orasco is to direct the Business Committee to raise all employee salaries \$99 per hour effective with the October 1, 2015 pay period and to include casino dealers and the boards, committees and commissions. Is that correct Frank?

Frank Cornelius: October 1st and no layoffs, please.

Melinda Danforth: And no layoffs.

Frank Cornelius: That came from the original.

Melinda Danforth: To direct the Business Committee to raise all employee salaries \$99 per hour effective, you can delete with the, effective October 1, 2015 and to include casino dealers and the boards, committees and commissions and with no layoffs. Is that correct, Frank?

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out I say we can take it a step forward so I make an amendment to the motion that everyone \$75,000 and above that would take a reduction of 5%.

Melinda Danforth: I'm just going to ask but I'm pretty sure it is out of order. That motion is out of order; I'm going to rule it out of order. Thanks Doug, Madelyn.

Madelyn Genskow: I just like to say look what money has done to us. My gosh, people would say comments like the guy just said about Yvonne for trying to help people that have incomes lower than \$65,000. Is that what money has brought us to? I grew up here on this reservation. We used to care about people who had lower incomes. It just seems like people, when they go to college, that saying are armed and dangerous. Well we have people we know who are educated and dangerous. Anyway, I really support Yvonne's petition and her motion. There are people that are making \$80,000 or \$90,000 or \$100,000 or more, they don't need a raise. People that are making \$65,000 or less, they do need a raise.

Melinda Danforth: Thank you, Madelyn. Janice, then I'm going to Terry in the overflow room.

Janice Decorah: I support the motion based on we've been in cost containment since 2007 or 2008. That is 8 years of employees taking the brunt of not being looked at as an investment. Anytime there have been any positive financial increases, the investment dollars went elsewhere. That track record speaks for itself. In 2010, GTC voted on a \$.50 increase. We bought into the gloom and doom that was given and there was even a member of the finance team that said he was against it because he didn't think we should have to placate employees. In 2011, GTC gave themselves a long overdue raise because it was never offered by the Business Committee or Administration. For 8 years, cost containment has served as the economic out of dealing with employee merit increases. Since July 2011, no investment in the employee has been accomplished other than HRD updating the employee evaluation form that has absolutely no merit attached to it. It is absurd trying to fill that out year after and based on what? The only time consideration is given to employee wages is whenever there is a GTC petition. That speaks volumes of itself of where we are on the priority list. Fortunately, tonight, General Tribal Council can make it loud and clear that we are a great investment and that we will no longer be the brunt of cost containment while valuable investment dollars continue to go elsewhere and up in smoke.

Melinda Danforth: Thank you, Janice, Terry.

Terry Cornelius: Hello, my name is Terry Cornelius, member number 1038. I wanted to speak in support of my cousin's Frank's amendment. And yes, he's my cousin and I don't support just because he's my cousin or I don't want to support for selfish reasons. I'll say it right here, if this amendment goes through it probably will not affect me; my wife has already taken a position in Madison Wisconsin as the Tribal Affairs and Legislative Specialist for Department of Children and Families. I am currently under efforts to sell my home in Green Bay and look for employment in Madison so I can reunite my family. Not speaking for selfish reasons, but I do support Frank's amendment that would include everybody and I would also point out that I hold a master's degree in Business Administration which is one of the reasons I do hold a position right now that pays over \$65,000. I guess I'm educated and dangerous but I want to read is article 6, titled the bill rights of our constitution. It says all members of the tribe shall be accorded equal opportunities to participate in the economic resources and activities of the tribe. That is the first sentence within our own constitution. Therefore, looking at this in my view at least, if we vote to exclude any tribal members; those making more than \$65,000, if we vote to exclude them, in my view, that is unconstitutional. Who are we to vote to exclude tribal members from sharing in the economic resources?

Melinda Danforth: Thank you, Terry, Tom.

Tom Espinosa: My question is in regard to ethics and morale. Before we move this forward we have to evaluate all our employees to see if they are up to par and hence worthy of a raise. The morale at the casino is not the highest it could have been. It actually has plummeted in recent years. I've seen instances whereas you've had exemplary employees that have really, quite frankly, have been given the shaft. We need to put an end to that before anything. Ethics and morale should supersede all before we even contemplate a raise whether it be those making less than \$65,000 or those making above. Are they truly up to par of their duties and or responsibilities? Do they truly exemplify the positions they hold because money should be of no relevance. It should be about passion and desire to be there, showing up for work.

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Frank Cornelius: Yes.

Melinda Danforth: We'll go into the discussion part of it.

Frank Cornelius: Do I have to get back in line or can I finish my 2 minutes?

Melinda Danforth: I'm pretty sure that was 2 minutes, Frank.

Frank Cornelius: There was the discussion, initially, and then there was the amendment. Does the amendment count in the 2 minutes?

Melinda Danforth: Yes, thank you, Ken Stevens.

Ken Stevens: Other than a cheap trophy to put on her mantle, I don't understand what Miss Metvier's motivation is for doing this. She has no grounds, no authority, no credentials, and no right to be representing the employees of this tribe. They deserve much better. The employees of this tribe deserve much better.

Melinda Danforth: Ken, I would appreciate if you keep your comments to the motion, please. To the motion, please.

Ken Stevens: If HR was doing their job this petition wouldn't even be on the floor. Employees' voting themselves their own raises is like the inmates running the asylum. If HR were doing their job, this petition would not be on the floor.

Melinda Danforth: Let's have order please.

Ken Stevens: Miss Metvier calls this petition fair; entry level employees will be getting around a 12% raise people on the other end will be getting about a 2% raise and those evil employees who make more than \$65,000 get nothing. And for that I say Miss Metvier, shame on you. This petition stinks. It's got lawsuit written all over it. The last time a petition came like this to the floor.

Doug Skenandore: 2 minutes.

Melinda Danforth: Doug, we are timing so please stop interrupting so we can get through this, I'd appreciate it.

Ken Stevens: Let me finish by saying this. Our employees are divided into; I divide them in to 3 units. We have our best employees, we have our mid of the road employees who should be inspired by our better employees and then we have worst employees who shouldn't even be in here, let's put it that way. A petition like this, it gets all of our mid of the road employees thinking, why on earth should I work that hard when I only have to work that hard.

Melinda Danforth: Thank you Ken, your time is up. Doug.

Doug Skenandore: I was going to say your clock doesn't match mine.

Melinda Danforth: I have David recording right here, so.

Doug Skenandore: You must be hitting the reserve button.

Melinda Danforth: You better hurry up, your 2 minutes started.

Doug Skenandore: I think on the contrary, Yvonne Metvier is on the right track. We have such an unbalanced wage throughout our nation and we're happy for the dealers and all them that make \$65,000 plus. I think there comes a time where greed takes a halt. What we're looking at is the ones working on that. Working just as hard but we just want to bring the balance up. One of the ways that we can do this because I know that our handy dandy Treasurer she's got to have a report on this one, and so to help her

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and do it methodically and then in that process we can also create the requirements for future wages. A system that allows us to do this on an annual basis versus like you said, coming back to a GTC every time we need a raise. This should be an administrative process and it should be budgeted for and planned for and that is exactly what we've been trying to do. I ask for that consideration even though this amendment is on the floor, we did introduce it in the budget plan in the presentation so I guess that is all I wanted to say, to look for 2016 & 2017.

Melinda Danforth: Thank you, Trish. Lloyd.

Lloyd Zeise: My name is Lloyd Zeise; I am a poker dealer at the casino.

Melinda Danforth: Lloyd, can you get closer to the mic please, we cannot hear you. Thank you.

Lloyd Zeise: Sure, my name is Lloyd Zeise, I am a poker dealer at the casino and I've been employed in the table games department since 1992. I started out making \$5.15 and I am up to \$6.10 after 22 years. We did have raises in the last 22 years. I just want to let you know that as a dealer, we don't make anywhere near \$65,000, we're not in the category if there is any confusion. I would also like to say that a dollar increase would be great. I've been illegally excluded raises in the past. Our wages have been capped. There has been a GTC directive to give us raises that was ignored illegally and that has not been addressed either. I would just like to say when we, as a dealer you are injured and you have to go on. You get assigned to another department until you get better. I forget what they call it. We only make the \$6.00 per hour the time that we are healing to come back to work. We have to work the full 40 hours per week but at the \$6 per hour which is way below minimum wage. I just like to have that also addressed in this. Thank you.

Melinda Danforth: Thank you, Lloyd. Mike.

Mike Debraska: Thank you, Madam Chair. Just a couple of questions--I want to take you guys back to January when we were in the budget meeting. Does anybody on the Business Committee recall when I asked you guys specifically the question; do you guys know how much the people in this tribe make with respect to salaries? Most of you shook your heads no. My question now is; where did you come up with these numbers that we have 2,597 employees and that the financial impact for one full year of operations is approximately \$5,756,000? I asked you specifically, in January at the budget meeting if you know what people made and you told me no. What has changed since then?

Melinda Danforth: Those are all accumulated numbers and that estimate came from the finance department.

Mike Debraska: So the finance department does know what people make.

Melinda Danforth: I don't think they know individual, they take an accumulated amount, Mike. A number of the employees, they can run reports to that matter. HRD is the only entity that can run individual reports on who makes what.

Mike Debraska: That is interesting. Secondly, my question is with respect to the motion that was made to include all boards, committees, commissions, and believe me people, I have no problems with individuals that are deserving getting raises. But I do have some nuances here with respect to the boards, committees and commissions getting these raises as well as other ones and no layoffs. Doesn't that no layoff portion violates the restructuring plan that GTC passed back in 2000? And wouldn't it require 2/3 super majority vote to override that?

Melinda Danforth: That would be a question for the Parliamentarian, JoAnne.

JoAnne House: The question is whether or not the motion is in order when it identifies that there shall be no layoffs particularly with respect to the 2000 action of the General Tribal Council regarding reorganization. That action was adopted by the General Tribal Council. To give you some history, the Business Committee ruled it out of order because they determined it was improperly placed on the floor. This Business Committee prior to this particular term ruled that action of the Business Committee violated the General Tribal Council directive and began formulating the reorganization. That body recognized that the reorganization identified in 2000 was so far out of date that it was not possible to implement it and began the tedious process of putting an organizational structure in order. They did not

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Melinda Danforth: Thank you, Tom.
Tom Espinosa: Because I'm going to continue to pay tribute to my nation through hard work and dedication with or without a raise. Thank you.

Melinda Danforth: Thank you, Tom. Frank.

Frank Cornelius: There seems to be quite a bit of support to not give the raise to people at \$65,000 or higher. And I'll ask you to consider a few different things. This week and last week my day included 2 things, not the only things.

Melinda Danforth: No, he just made the motion, so please be patient.

Frank Cornelius: Today's discussion was 3 hours with a vendor on how they can work harder to provide us with more revenue. Every person that does a job does it for a different reason, skill set, expectations, or different reasons. I have a master's degree as Terry does. The tribe paid for it and now I'm here to move my own career forward. The jobs that we do are difficult. Today's was about 3 hours discussing a matter with a vendor on how they can improve the revenue for the tribe. Last Thursday's was an extremely spirited discussion on how to save \$80,000. You add up these kinds of decisions over the course of a year and it adds up to a lot of money at stake. I'll tell you right now, the casino is about \$7 million better than budget and that is due to all the people that work at the casino from the line to the top. I apologize; I'm getting a little passionate here. Last couple 8 - 10 months ago we had one of our top level managers approached from another casino at probably about 80% pay raise. And you know what, Oneida is very far behind on what the pay compensation is with both managers at the casino and I imagine managers across the tribe. Some people may be corrupted with money and some people are motivated by it. If you don't have motivated people running the casino and the BC, then you know what, finances are not going to be profitable.

Melinda Danforth: Thank you, Frank. Julie.

Julie Barton: I'm in support of a raise. I always have been but I think some of the questions that I have haven't been answered. First of all, is it going to get budgeted in this fiscal or what fiscal year will it be budgeted? The other is I will not support the increase for boards, committees and commissions. That is a whole different area, totally different area and not only that, they don't go by an hourly wage or a weekly wage or anything like that. Their stipends either come from General Tribal Council directives or from some other development issues that come up and they do give themselves raises at times, putting it in the budget. At one time, the Business Committee was going to downsize because we felt that management now had the tools to do most of the work the boards and committees do. We need an oversight, certainly, I think we support that but I don't support the increase unless it comes into another issue. I brought that to the floor in another forum. Barb Kolitsch mentioned that there were raises given in other ways. Then when the presentation first started it sounded like there were no raises given, absolutely none. But then again, it was presented as something somebody is getting a merit raise or promo or something. There are raises occurring that I heard so I guess it is a misnomer that there are no raises given. We have to understand what is going on, is there opportunity for a mid-level floor worker at gaming to get one of these raises that Barb is talking about? Those questions need to be answered too. Or, either that we shouldn't believe that there is absolutely no raises given. I do support the motion but maybe not the all employees. We do have 50/50 employees.

Melinda Danforth: Thank you, Julie. Your time is up now. Trish, did you want to quick respond. Quickly, please.

Trish King: Thank you. What we were recommending is that we take a look at, I mean, we don't disagree that there needs an adjustment in the wages. All we're asking today is for everybody to consider how we can do it methodically and in a planned process so that it is not detrimental and so that it lasts over 2 years and so that it is equitable to all of the employees. What we had identified as she stated at the last slide, this year October 1st we'd start with a \$.50 increase and in October 1st of 2017 then it would be a \$.45 increase. As we work towards completing, providing competitive wages for the future there is a plan in place for doing that. We have been working on it when I came in to office. I said I needed to take a year because we didn't have the funds in 2015. I had introduced it back then that we would be looking a way to increase or give some kind of recognition to the employees through a wage assessment. We are in the process of doing all of that. What we're asking today is that we just look at the approximate cost

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complete that. This Business Committee as one of its strategic plans has identified that reorganization is a priority and will bring that forward. Given all of that information it would be my opinion that this motion is not out of order.

Melinda Danforth: Thank you, JoAnne. Mike, you have 15 seconds to be at your 2 minutes.

Mike Debraska: The last thing is how many employees would be affected by this are tribal or non-tribal? Do we have that specific information or can we get that?

Melinda Danforth: Geraldine, is that information in the packet? I thought I saw it.

Geraldine Danforth: I don't know that we have the exact number. Right now we are about 58% Oneidas, the last number that I ran we were about 2,715 for employees, approximately.

Mike Debraska: Thank you.

Melinda Danforth: It is in the packet, somewhere Mike, but I can't read and chair the meeting at the same time. Tina.

Tina Pospychala: I just have one comment. I am in favor of the raise however, I think something should be in place because not every employee is deserving of a raise and I think that raise should be based off of their evaluations more so than just say hey, everybody \$99. That was my only comment.

Melinda Danforth: Thank you, Tina. Dan.

Dan Emerson: My name is Dan Emerson. Like Lloyd and this lady just spoke on, I'm in favor of the \$99 raise because that is the only way I can get a raise. I don't believe everybody should get the \$99 raise because not everybody crosses their T's and not everybody dots their I's. Nobody has an incentive to. Everybody should have something to work for. We have nothing to work for other than coming to the GTC meeting and voting in a raise for ourselves which is absurd and unacceptable to me. I shouldn't have to be up here to say this. You all should have something in place for me to make more money other than coming up here and voting a raise in for myself. I get, up until recently, I was getting 24 reviews a year. Now we're getting at least 12. I have not gotten a raise out of not one of these reviews. I've gotten a good review every time. I put it to you. Put something in place, give me something to work for, make me cross the T's, make me dot the I's, give me an incentive to work for the tribe again. That's all. Thank you.

Melinda Danforth: Thank you, Dan. Mike.

Mike Mousseau: I'm probably just going to sound like a broken record here: I'm not against people not getting raises either. However, I do agree that I do not like that flat raise incentive for those points that were raised. I am a former employee, I did leave the tribe, I resigned about a month ago and it was not because of money. I worked in the IT department and was one of the system administrators that helped run this very casino. I know that there are employees out there and I would have fit into this category here that would have been up for a raise but I still would have voted against it and I plan to because of that reason. I know that there are employees out there that work hard and there are others that don't and those guys looking across the aisle or looking across the table and knowing that they are getting the same amount that I am. When I, at the time, was getting calls, running the casino 24/7 operations, 2 or 3 or 4 in the morning making sure drop is ready to go and having to tell my kids that it was just Jake from state farm calling me at 3 in the morning. That got tiring but I still showed up for 8:00 a.m., I worked my 8:00 a.m. - 4:30 p.m. office hours and then some. I know that there were some employees that weren't quite deserving of that, in my opinion. And it is, and that's all it is, it is my opinion and everyone is entitled to theirs. Again, I sound like a broken record, I agree that people do deserve raises and I do see that a last time a merit was given was 2007. We do waste a lot of time with supervisors, managers creating and doing these evaluations that are required by HR and every single year I ask my supervisor and manager, what happens to that. Do I get a raise based off of that? No. Can you fire me if I get all zeros? If I come to work and do just the minimum and get zeros for every category and get a zero overall, can you fire me? No. I can't. What is the point of this? You are wasting time, I'm wasting an hour or 2 hours talking to you about it. That time is money where I could be doing other things. Adding and contributing to the organization, earning my keep, if you will.

Melinda Danforth: Thank you, Mike, your time is up. I appreciate your comments. Thank you, Carole.

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Carole Liggins: Thank you, my name is Carole Liggins. I'm not a tribal employee. I worked for the tribe for 10 years prior to my retirement. During that time there was a lot of talk about wages and increases and I know the tribe spent a lot of money on the last wage study for all employees. I guess when we as General Tribal Council try to implement something as a standard \$99 hour raise for everyone, we're doing a disservice to the decisions that were made previously. I also believe that yes, our employees need a raise. You can't go from year after year doing the same thing and not having your employer appreciate what you're doing. They took away the appreciation gifts, I can't remember what the name of what that thing was called but that went away as well as a thank you, an email thank you from your supervisor. The only thing employees really have to look forward to is a raise. I don't think that we need to have a \$99 across the board, I would support Trish's plan to do this more methodically, a \$50 now and \$45 later or whatever. We have to put our trust in those people that we elected, that we elected to help us. That is what I hope to do. I think Terry made the comment about everybody can benefit from the wealth of the tribe, everybody has a right to participate. I'm not a tribal employee but am I going to get a \$99 per hour check mailed to me? That's what he made it sound like.

Melinda Danforth: Carole, your time is up.

Carole Liggins: I guess my other thing is I don't appreciate.

Melinda Danforth: Your time is up, Carole.

Carole Liggins: One really important comment. I do not appreciate General Tribal Council ridiculing individuals that come up here with their own opinion. We as people need to respect each other in a more efficient way than having someone ridiculed. Our brother ridicules. Thank you.

Melinda Danforth: Thank you, Beverly.

Beverly Skenandore: My name is Beverly Skenandore.

Melinda Danforth: Can you talk closer to the mic please.

Beverly Skenandore: My name is Beverly Skenandore and I'm really nervous but.

Melinda Danforth: Please speak up Beverly, we can barely hear you.

Beverly Skenandore: I'm really nervous so please be patient with me. I'd like to.

Melinda Danforth: I cannot hear you Beverly, you have to speak up.

Beverly Skenandore: I'd like to recommend instead of Yvonne's.

Melinda Danforth: We can't hear you Beverly, you have to speak up. Speak into the microphone, it is on, you just need to speak up.

Beverly Skenandore: I would like to recommend that employees receive a \$99 raise under \$35,000 per year because if you look at it on a scale the people who do the labor and the customer service are here and we aren't making the \$65,000. And so, if you bring it down at least we would have the incentive and encouragement and be moved closer to \$65,000 per year. I recommend that it not include any committees or other stipends I

Melinda Danforth: Beverly, your time is up. So basically what Beverly is saying is that she recommended that a \$99 increase be given to those under \$35,000 per year citing inequities in pay. Next person is Daisy.

Daisy Francour: My name is Daisy Francour and I just want to make a quick comment to all of our GTC members. Why do you feel so entitled to have some handout from our tribe? Personally, I'm a 21 year old grad student just started my master's program today and I have been trying to get a job with the tribe for 6 years. I've never been offered an interview until this last month. For me, personally, I'm grateful to be working for my tribe and to be working for my community and my people. Why do we feel the need that we need to have some increase in wage if we're not even doing our job correctly or glad to be here? That's it.

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Melinda Danforth: There is a call for the question that is on the floor. Sorry. Call for the question means that we are going to vote now on the motion at hand. I know there were people standing at the mics. I apologize but thank you for being patient. There is a motion and there is an amendment to the motion so we understand. The very first item we are going to vote on is the amendment to the main motion. The amendment to the main motion was made by Frank Corneliuss and seconded by Wesley Orosco which would direct the Business Committee to raise all employee salaries \$99 per hour effective October 1, 2015 and to include casino dealers and the boards, committees, commissions and with no layoffs. I'm going to try this by hand vote. All those in favor of this amendment please raise your hand. Thank you. All those opposed, please raise your hand. Thank you. All those abstaining, please raise your hand. The motion fails. On to the main motion, the motion is by Yvonne Metivier and seconded by Stacy Grignon to direct the Business Committee to raise employee salaries hourly by \$.99 for those employees making under \$65,000 with no layoffs and effective October 1, 2015. There is a privileged question that has been called. Ken, can you please go to a mic, you have to go to a mic. Alright, let's maintain order guys so we can get through this.

Ken Stevens: The way this reads, I just want to know, is this just for employees that are hourly or does it include the equivalent of \$.99 raise for employees that are also salaried but under \$65,000 per year.

Melinda Danforth: My interpretation is that it says raise employee salaries hourly so I guess it is either or. That is my interpretation, salaried and hourly, both nonexempt and exempt. Thank you, Sherrolle.

Sherrolle Benton: Thank you, Madam Chair. I'm opposed to this petition because one of the things is that we fund...

Melinda Danforth: Hold on Sherrolle, there was no call for the question on this motion, so there is a discussion period until somebody calls for the question. Sherrolle.

Sherrolle Benton: Thank you, Madam Chair. We fund the higher education scholarship, it is a very generous scholarship compared to non-tribal scholarships. What we are saying to all our graduates who earn masters degrees and PhD's and law degrees and medical degrees, what we are saying to them, even though we want to send them away to college we don't want to come back here because we're not going to pay them a fair wage. Because of that and I don't believe that is the intent of this GTC, we don't want to use our higher education scholarship as a modern relocation problem and say go, go west and stay over there. We do want our people to come back and the way we're going to bring them back here and pay their wages. I think we need to deny this petition and we need to encourage Trish's plan to do this in a reasonable fashion and a fair fashion for all tribal employees. Thank you.

Melinda Danforth: Thank you, Nancy.

Nancy Skenandore: I'd like to apologize, earlier for my rude interruption, Madam Chair. I am struggling with the gentleman earlier, one of the gentleman shall I say, when he said he has a master's degree. Well, who and anybody in here I guess, I don't care if whether you like it or not, if we paid for your education the least you can do is come back and work for our tribe. As far as the gentleman also stating that he spoke to one of the soda companies to try to make our tribe to make more revenue coming into the tribe, that is his job, that is what we pay him for. Raises, dealers I know need a raise, I used to be one and I'm not one no more. You should give them a raise, that's it, that is all I have to say.

Melinda Danforth: Thank you, Nancy, Rocky.

Rocky Hill: I'd like to make an amendment to the motion that the cap for the black jack dealers is exempt and they are included in the \$.99 raise.

Melinda Danforth: There is a motion by Rocky Hill seconded by Madelyn Genskow that the capped casino dealers be included in the \$.99 raise. Is that correct, Rocky? I can't see you.

Rocky Hill: Yes, that is correct.

Melinda Danforth: JoAnne, does this need a majority? Simple majority vote. There is a call for the question.

Mae Corneliuss: Can I make a suggestion?

Melinda Danforth: Mae, there is a call for the question, that means I have to call for the vote for the General Tribal Council so there is no discussion at this time. When we get done voting, you can ask a question, after.

Mae Corneliuss: I wanted to request that we add to the amendment for it to be effective immediately and to direct to have the BC direct HRD to bring forward a plan.

Melinda Danforth: It would be out of order Mae because there is a call for the question which means we vote on what was already said here. No, your amendment would be out of order at this time. The General Tribal asked to vote on this motion which is that the capped casino dealers is included in the \$.99 raise. Motion has been made and seconded. All those in favor of the motion that capped casino dealers be included in the \$.99 raise, raise your hand. Thank you. All those opposed, please raise your hand. Thank you. All those abstaining, please raise your hand. Thank you. Motion carries.

Pat Corneliuss: Madam Chair, I have a question. Am I right or wrong, how can you approve them a raise when we didn't give them a raise yet?

Melinda Danforth: If the main motion fails for some reason, then that will fail as well.

Pat Corneliuss: Excuse me.

Melinda Danforth: Back to the main motion to direct the Business Committee to raise employee salaries hourly by \$.99.

Unidentified Speaker: Call for the question.

Melinda Danforth: Thank you. Call for the question. We're going to vote on this motion, so again, please bear with me. A motion by Yvonne Metivier, seconded by Stacy Grignon to direct the Business Committee to raise employee salaries hourly by \$.99 for those employees making under \$65,000 with no layoffs and be effective October 1, 2015. All those in favor of this motion, please raise your hand. Thank you. All those opposed. Thank you. All those abstaining. Thank you. Motion carries.

6. Adjourn

Melinda Danforth: That was the last item on our agenda and again, please, exit orderly and respect your elders. Motion by Nancy Skenandore to adjourn, seconded by Linda Mercier, all those in favor signify by saying aye, opposed, abstentions, motion carries.



**Oneida General Tribal Council
General Tribal Council Semi-Annual Meeting
6 p.m. July 6, 2015
Radisson Hotel and Conference Center, Green Bay, WI**

Meeting Minutes – DRAFT

1. Welcome and Opening Prayer

Tina Danforth: Good Morning, Tehassi will be doing the opening for us this morning, then we'll have the Veteran's presentation so we are going to call this meeting to order.

Tehassi Hill: [opening given in the Oneida language]

John Breuninger: Tonight we are honored to have the Wisconsin Indian Veteran's Association bringing in the colors. They will be followed by the new royalty of the Oneida Nation. Carrying the eagle staff this evening is Dan King, the American flag is carried by Mike Hill, the Oneida Nation flag, Ben Skenandore, the Wisconsin flag, Marshall Grouleau, the United States Army flag, Edward Skenandore, the US Marine flag, Al Pamanet, the US Navy flag, Tony Primevera, and the POW flag by Manual Jesse Torres, Jr.

2. Announcements and Call meeting to Order

Tina Danforth: At this time I would like to ask for your patience here, we have a couple of things we want to take care of before we start the actual meeting. I would at least ask at this time for a moment of silence for my family, it has only been just a week since my brother, Eugenio Delgado has passed. I know last month I had to leave the meeting early and it was to take care of him. It has been a very difficult time, not only for my family but other families in the community who have had recent losses. I would just out of respect to my family and to my responsibilities here, if I could ask for a moment of silence then we're going to go into some of the other presentations of this meeting. So please, a moment of silence. Thank you very much. At this time we are going to do the introduction of the new Miss Oneida, the new Little Miss Oneida and the new Junior Miss Oneida. At this time I would like to congratulate newly crowned, Miss Oneida, Jessica House and Junior Miss Oneida, Marissa Danforth and Little Miss, Margaret Cornelius. Congratulations ladies. They are going to do a brief introduction. So ladies, would you like to introduce yourselves to the General Tribal Council and again, congratulations.

Jessica House: [intro in the Oneida language] Hello everyone, my name is Yotsiklakewas and it means she who parts the clouds. I am wolf clan and I come from the Oneida Nation. My parents are Toni and Doug House. My mother's parents are Marjorie and Ernest Stevens and my father's parents are the late Leona and Francis House. I am Miss Oneida 2015-2016. Now to introduce my Junior Miss.

Marissa Danforth: [intro in the Oneida language] Hello everyone, I am Marissa Danforth, I am turtle clan and I come from the Oneida Nation. My parents are Crystal House and Lem Danforth. My grandparents are Sharon House, Marsha and Erwin Danforth. I am the Junior Miss Oneida 2015-2016 and now my Little Miss.

Margaret Cornelius: [intro in the Oneida language] Hello everyone, my name is Margaret, [in audible] and it means she changes her mind with her thoughts. My parents are Orville Cornelius Jr. and Juanita Batiste. My grandparents are Orville Cornelius and Janice Cornelius. My great grandparents are Orville Cornelius and Dellora Cornelius. On my mother's side my grandparents are Marvin Lucas and Rosalie Lucas, my great grandparents are Daisy Christjohn and Amos Christjohn. Yawakó.

Tina Danforth: Thank you, ladies. You did a great job this evening and they will have many more opportunities ahead of them in the coming year.

3. Adopt the agenda

Tina Danforth: At this time I would like to ask as we begin our General Tribal Council session that we allow for a procedural exception this evening to invite presentations from Josh Doxtator who is the Manager at Thornberry Creek. I would also like to ask that we invite Mary Shaw from the Radisson and Kelly Losey from Wingate and Diane Zubbella from Bay Bank. These four individuals are part of a presentation this evening, they are not tribally enrolled and they are guests this evening. We need to include them in an action to let them do their presentation so when a motion to adopt the agenda is in order that they be included in that motion to adopt the agenda and allow their presence. At this time, I would like to open the meeting up for consideration of the agenda. Sherrole.

Sherrole Benton: Thank you, Madam Chair. I would like to make a motion to adopt the agenda with the exception of item 4, letter A, the meeting minutes from December 15th because there is still some pending legal issues that we need to wait for before we make any decision on those meeting minutes.

Tina Danforth: Would you include the consideration including guests as part of the agenda?

Sherrole Benton: Yes ma'am, so moved.

Tina Danforth: Thank you. There is a motion to adopt the agenda with the inclusion of our four guests and to delete from the agenda item 4 A as a tabled item for purposes of delaying that report. Motion has been given by Sherrole Benton and seconded by Bobbi Webster. That is the motion on the floor, to give consideration for this agenda. Madelyn.

Madelyn Genskow: I'd like to make an amendment. I'd like to amend the main motion that item number 7 A located on page 90, 91, and 92 be moved to the top of the agenda and that the meeting will only last for four hours, it cannot go past 10:00 p.m. and that the meeting on the agenda will continue in two months and the agenda cannot be changed. Also, one thing that is on the agenda is the General Tribal Council Law and Petition Law. That item should not be on the agenda because everyone has not received the 10-day notice. It is a very important law to the General Tribal Council in every way. It is an important law. It should be only on the agenda for discussion today maybe for a half hour or something. It should not be on the agenda because it does not meet the 10-day notice law. I wish

Tina Danforth: Madelyn can you please be succinct about your amendment because you went from making an amendment to making an explanation about things and I would like to recognize your amendment but you need to be succinct about it.

Madelyn Genskow: I guess I can only make one amendment at this point. My amendment would be that the item 7A on page 90, 91, 92 regarding the Packer contract be moved to the top of the agenda and that this meeting may not go past 10:00 p.m. and will continue in two months. That is my amendment.

Tina Danforth: Just to clarify, there is an amendment made by Madelyn to address item 7A first on the agenda and that meeting not go past 10:00 p.m. You started to address 6A but right now, that is your amendment.

Madelyn Genskow: And also that the meeting will continue with the same agenda in two months.

Tina Danforth: With the continuation of this meeting, if it goes beyond 10:00 with the same agenda items.

Madelyn Genskow: Yes.

Tina Danforth: Thank you, is there support for this amendment? There is a second by Janice Hirsh regarding the amendment. The first amendment to have 7A first, that the meeting conclude by 10:00 p.m. and if we conclude by 10:00 p.m. that this continuation of this meeting shall be continued with the remainder of the agenda. That is the amendment on the floor. Discussion on the amendment? Madelyn.

Madelyn Genksow: For those of you were not here on March 28th when we did do this before, there was some push back that it cost too much money to hold another meeting. For those of you who were not here at that time, I pointed out that the stipend for the Chairman of OTIE is \$1,000 a meeting. The stipend for the Chairman of Bay Bank is \$600 a meeting, \$550 a meeting so we have a right. The General Tribal Council is the most important of all these groups. Don't hesitate, if the General Tribal Council gets \$25 per hour that is a good investment. The General Tribal Council is the supreme power of the tribe. We must be retain that.

Tina Danforth: Madelyn, can you please address the amendments specifically and not these other items.

Madelyn Genksow: I am addressing that.

Tina Danforth: I'm just trying to be respectful of you. Could you let the next person make their remarks, thank you, Dianne.

Dianne McLester-Heim: Thank you. Good evening, General Tribal Council. I appreciate Madelyn bringing forth a request to have a specific time limit set. I also appreciate the fact that we as General Tribal Council have business to take care of. I believe these meetings are about taking care of business, not about earning money. We should be here as invested citizens of our nation and if it takes us more than four hours than we need to value what we are here for beyond a dollar. I believe we need to take this meeting through its entirety, conduct our business, complete our business and if that means more than four hours, so be it.

Tina Danforth: Are there any other comments regarding the first amendment to the agenda? If there no other discussion or questions I have going to look for us to vote on the first amendment. We will vote on amendment 1 which is to amend item 7A first and the meeting end at 10:00 p.m. and if this meeting is continued that the agenda for the remainder of this meeting be continued as presented. All those in favor of the motion to amend the agenda, all those in favor of the motion to amend the agenda, please raise your hand. If you are in favor of the amendments, please raise your hand. I'm going to, well, it is hard for me to read the second room. I'm going to ask for a count. If the Election Board will please count. All those in favor of the amendment to adopt the agenda with 7A first, that the meeting to conclude at 10:00 p.m. and the continuation for the remainder of the agenda to be brought back as presented. If you are in favor of the amendment, please raise your hand so you can be counted. Are you done counting? Are you still counting? No, ok. All those opposed to the amendment to start with 7A and to end by 10:00 p.m. with a continuance of the same agenda, all those opposed raise your hand to be counted. Are you done Michele? Ok. Any abstentions to the amendment, any abstentions please raise your hand to be counted. If you are abstaining to the amendment, please raise your hand. Do you have the results yet? The results of the meeting, those in favor of the amendments 807 yes, 362, no and 27 abstentions, the motion carries with a total of 1,196 voting. The amendment has passed which takes us to the main motion to adopt the agenda with consideration to allow Josh Doxtator, Mary Shaw, Kelly Losey and Diane Zubella into the meeting for their presentation. That is the main motion to adopt the agenda, any questions or comments at this time? If not, and delete report 4A. That is the main motion to adopt the agenda, delete 4A and allow our guests. All those in favor of the motion to adopt the agenda, please raise your hand. All those opposed to the adoption of the agenda, please raise your hand if you are opposed, raise your hand. If you are abstaining from the agenda, raise your hand, if you are abstaining from the motion to adopt the agenda raise your hand. Motion carries, thank you everybody. At 6:15 p.m. we have 1,487 registered participants. This is our first meeting that includes 18-21 year olds. I was hopeful that we would have a larger turnout but this is pretty much still somewhat average turnout with 1,487 people participating and registered.

7. New Business

A. Tickets and Merchandise Contract (*item moved at the adoption of the agenda*)

Tina Danforth: The first item on the agenda is to go to item 7 A which is the tickets and merchandising contract. This is the participation of our guests, Josh Doxtator, Mary Shaw, Kelly Losey and Diane Zubella. It is my understanding that Joint Marketing has prepared some information for consideration regarding this item. When they conclude I will make my remarks as directed by the Business Committee.

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Michelle Danforth: We are just going to introduce ourselves as we go by the microphone. Michelle Danforth, Tourism.

Bobbi Webster: Good evening, Bobbi Webster, Public Relations.

Joanie Buckley: Good evening, Joanie Buckley, Internal Services.

Diane Zubella: Good evening, Diane Zubella, Bay Bank.

Janice Hirth: Good evening, Janice Hirth, Oneida Airport Hotel Corporation and Oneida Golf Enterprise Corporation, thank you.

Steve Ninham: Good evening, Steve Ninham, General Manager of the Radisson.

Mary Shaw: Good evening, Mary Shaw, Director of Sales and Catering here at the Radisson.

Kelly Losey: Good evening, Kelly Losey, General Manager of the Windgate by Wyndham.

Josh Doxtator: Good evening, Josh Doxtator, General Manager at Thornberry Creek.

Michele Doxtator: Hello, Michele Doxtator, Oneida Retail.

Terry Hetzel: Good evening, Terry Hetzel, facilitator for Joint Marketing.

Louise Cornelius: Good evening, Louise Cornelius, General Manager for Gaming.

Tina Danforth: As you see we have a large contingency to provide the presentation for this evening meeting regarding the tickets and merchandise contract regarding Packer contract for advertisement with the Oneida Tribe. Michelle is going to, I believe be the spokesperson for the presentation. Michelle.

Michelle Danforth: I'm going to start by talking about some of the assets that we get with our million dollar contract. Everybody knows it is a million dollars so we're not going to contest that. Then we're going to go over different pieces of the contract, there is a lot of pieces so it is a little overwhelming the first time you see it and then when we get to tickets and ticket accountability. We have all of the different managers that are going to talk about the tickets that come to their area and how they are actually recorded and how they use them for promotions to create a return on our investment. The first thing is our slide which is really small, it is a paragraph from the Packers contract as far as confidentiality so we had to carefully craft our presentation so we did not break this line in our contract. The first thing we want to talk about is the tribal budget and how the tribal budget is really made up of two parts. We have our business part and we have our program and services part. The business part has to make money to support everything that we want to do on the program services, CIP projects, development. One of the things that we have to do is we actually have to pay for things. If you are the casino, we have to pay for the payroll, we have to pay for the building, we have to pay for all of these different things. Even in Retail, we have to pay for gas, we have to pay for cigarettes, we have to pay for the people who sell those things, the people who maintain the buildings. One of the number one things that we need to do is we need to market who we are. We need to market Oneida so Oneida can make money. When we look at the Packer contract, the Packer contract is a marketing arm of what we do. And that is why there is a whole team of people standing up here and we all work together to market the tribe and different things that we do. So why do we market? If we don't market, nobody knows we are here, no one is going to come, no one is going to play our machines, no one is going to buy our gasoline, no one is going to stay at our hotel and ultimately, we wouldn't be sitting in this room. Why else do we market? If you look at the seven counties that are surrounding Green Bay and Oneida, \$1.4 billion is spent on tourism. Billion, not million, billion. That is money that is out there for us to attract to come to our facility and use our businesses. The other reason why we want to market is because we have competition nipping at our heels all the time. Potawatomi, just finished their latest hotel and they are marketing hard. North Star just finished an entertainment complex and they too are marketing hard. Menominee also included, they have a new expansion that they just finished. It is a pretty nice expansion, I stopped up there.

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The other thing is the KI Center is coming. We want to make sure that we are front and center when it comes to top of mind. Why do we want to market with the Green Bay Packers? The Green Bay Packers, there are over 100,000 people on the wait list for the Green Bay Packers. The Green Bay Packers is the number one NFL franchise. The Green Bay Packers is the number one seller of apparel in the NFL. The Green Bay Packers are the number one stadium experience in the NFL. The other thing that the Green Bay Packers are now, sorry to tell all you Cowboy fans, but your reign is over. Three decades of being America's team is over and now Green Bay Packers has become America's team. So there we go. The other thing is, you know, when you really drill down and look at the people who are Packer fans and 1/3 of the Oneida visitors are attendees, nearly all the Oneida visitors are fans, 84%. We have the attendees that are playing our games coming here. They also frequent our golf course, they like to attend stage shows and 96% of all golfers are also fans. We want to make sure that we are aligned with the number one franchise in the NFL. The other thing is that they did a survey a couple years ago and every time that they asked the person, if I say the word Oneida, what do you think of first? 91% of the thousand people that were surveyed said the Oneida Casino. The Oneida Casino is our biggest money maker, so that is a good thing. How much does it cost to put your name on a stadium? We went out and looked at other stadiums. Reliant Energy, they probably make a little more money than us, they spend \$10 billion a year to put their name on the stadium for the Houston Texans. Federal Express, \$7.5 million and then American West Holdings is about \$867,000 per year. We signed our first contract about 11 years ago. The second contract came up in 2012. We worked very diligently, as a team, to try to increase the assets of what we were getting back for the dollar amount that we were spending. Let's talk about why it is important directly for Oneida. One of the first things that we get and one of the most important that we get is we actually get to use the Green Bay Packer trademark. That means we can use the Green Bay Packer G at our golf course, it is the official golf course of the Green Bay Packers. We get to use the Green Bay Packer G at the hotel, official hotel of the Green Bay Packers which becomes very important for all those crazy fans that are coming here for that number one fan experience and they are googling Green Bay Packer hotels and we come up as the official hotel of the Green Bay Packers. On everything we do and everything that we can do, we try to incorporate the G on that. We also get signage in the stadium. We get a lot of signage. As you walk through the gate, there is a proud sign of who we are as a people. We have Thornberry Creek, we have Radisson, we have casino represented and we have who we are represented. We are on the scoreboard. We are all over the place. We also get a yearbook ad and so in the yearbook ad, this last year we promoted Thornberry Creek. It was great because they also had game day magazines which we were included in four additional pages for that. We also get the internet which is probably one of the best assets that we have because it is over a million, actually it is over 2 million views that we get from banner ads. You go on the internet and you see stuff that pops up, we're out there too. It is nice because you have all those crazy fans searching Packers.com and there we are, our hotel is there with the specials, Thornberry Creek is there with specials. We also have hospitality. This is one of the biggest issues that comes up for us is the tickets. I want to be very clear that in our gate contract we get 2 games of 2 suites. We get 1 preseason game and 1 regular season game. There are 48 tickets for each game. Those are directly turned over to gold member services which they will talk about later, the value and the return on investment of having those tickets for their players. The next thing that happens is we get a set of tickets. We get 6 season seat bowl tickets, we get 6 season club seats, we get the 2 suites and then we also get 8 additional single tickets and 8 additional single tickets for Thornberry Creek, it was from our original contract. The chart that we have is all of these people sitting up here and we sit around a table and we figure out equally how to divvy up all the tickets. Sometimes, like one year Retail had a little more tickets because they were doing some promotions. One year the Radisson had more tickets because they were doing more promotions. But they all sit at the table and they figure out how to divvy it up and then we record it on this list. Then the list is broken into, actually who gets what tickets. These are all from last season because we haven't entered into this season yet. It shows a breakdown of all the tickets that went to each area. Casino had 171, Radisson 32, Windgate 6, Retail 20, Thornberry Creek 44, Tourism had 8, Tribal Lottery 30, other had 8. What happens when the tickets show up at the office and I get this nice package that I never like to see because I know that we are going to be standing at the copier because we have to copy every single ticket that comes in that envelope because I know I am going to get audited so we copy every ticket. Every ticket, based on that chart that was a couple slides earlier, then we fill out a form and we make, whichever area that is sitting up here, we make them sign for the tickets because I know I'm going to get audited so we're going to do that. My first example, I'm going to use Retail as an example because our young lady Angela who is the Marketing Manager who is deployed right now. What

Angela does is she actually has to come up with a promotion of how she is going to use her tickets. On the one side is her collateral piece what she sent out like come and win tickets. The other side is all the rules, we all love rules. Down to the size of the box that the entry blanks will be actually put into. Then she picks a winner, calls them up, they are super excited. Now they need to come in and verify who you are and I'm also going to make you fill out a form because I'm going to get audited. They also make the customer who wins actually has to sign a ticket too. The next set of tickets that are given away are 30 tribal lottery tickets and we pull those out every year. It is for the Oneida Nation game. That is actually determined, it is in public, it is with the Secretary's office, it is in public. The MIS department comes up, they put up a big screen and they have number generating software where they actually generate the numbers available tribal member numbers and those people are contacted and if they can't take the tickets then they will find someone else. And guess what, when they come into the office, they have to sign for the tickets. The next person that I'm going to have come up is Steve Ninham, he is with the Radisson. He can talk about how they use their tickets and the promotions that they do with their tickets.

Steve Ninham: Good evening everybody. With the tickets that we get from the Radisson we utilize these, it is really a good marketing tool for us to use in the sales office. It is also good for helping us build relationships because in sales, it is all about relationships. People want to do business with your friends and who likes coming to the hotel and can get some great amenities such as the Packer tickets. We've utilized the tickets for some of our clients, I can say in the past year we were able to get a piece of business away from one of the other hotels in the market. They signed a 3 year contract with us that was worth over \$258,000. That was really a great example of how the tickets worked in our favor. We've also used them for the Locker Room Live show which we have at the hotel for some of our guests that attend that. I'll let Mary talk to you about more of the financial impact that it has had on the hotel just because she and her sales department are working with the clients on a daily basis and we kind of look at the pieces of business and their return on our investment that the tribe puts in. I'll let Mary talk about some of the numbers that is the fun part.

Mary Shaw: So I get the fun part. Of the 32 tickets that we get, it 16 sets and we definitely target our top accounts or accounts that we want to get here from our competitors. For 2014 calendar year, the total business return on investment on just having those 16 tickets for Oneida was \$792,500 and that was for the Radisson. That was a wonderful amount of return on investment, I would say.

Steve Ninham: So the Packer organization alone also contributed another \$265,844 in room and food and beverage revenue. When you look at both numbers combined together, the relationship with the Packers and the tickets brought in \$1,058,344. That was a great return on the investment for us. Thank you very much for your time.

Louise Cornelius: Good evening, my name is Louise Cornelius. I am the Gaming General Manager. I will just give you a brief update, you can see the number of, I don't see exactly the number of tickets that we currently received but all our tickets that we do receive in Gaming, we are very regulated by standard operating procedures. Each one of those tickets only goes to our gold members only. Gold members only receive them, they executive players. Remember that we have the 80/20 rule that means 20% of our guests, everybody that walks in the casino are gold members and they bring in 80% of the total revenue Oneida Casino makes. 20% of guests make 80% of our revenue. That is why we make sure that all our guests receive these tickets. They are the number one commodity that our guests want. Also, anytime there is a suite, we have one executive host that takes care of all our gold members that are going into the suite. In addition, we also issue out W-2's with those tickets to the players receiving those tickets. We will never ever have enough tickets to share for our guests, it is only for the top level people that play the highest, play the hardest and they play the hardest because they want a ticket, they want to be able to go a game. We are very appreciative of that and there is 100% accountability like I said, because they do receive a W-2 for receiving those tickets, thank you. I believe Josh is next, from Thornberry. Thank you.

Josh Doxtator: Good evening. At Thornberry Creek we use those tickets in a lot of different ways to help generate revenue and business to the facility. Just a couple of those things that we did this past fall and winter months was some of our Cigar Nights, our Big Cup Classic. The tickets that we were given generated about \$27,000 in revenue to Thornberry Creek. Another one of the promotions that we did was a trifecta which was an eating challenge that was well received amongst those in social

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media and was seen by 28,000 people across the state. Our social media presence grew by 20% just in that campaign alone. With these tickets, we generate revenues of course, through different promotions and programs such as spending a certain amount of revenue inside the pub, things along those lines. That is about all I have, thank you for your time.

Michele Danforth: Now we have Diane from Bay Bank, everyone knows Diane, right?

Diane Zubella: If you don't you will have to come over and open an account so I get to know you, how about that. With our Green Bay Packer tickets, we got 4 new loans and 4 new customers. We retained some present customer relationships. From the loans, we received \$2,129 in fees, annual interest income of \$17,094 and annual interest income from our present relationships is \$43,920. Did everybody hear that? Thank you very much.

Michele Danforth: I know, you didn't think this was going to be so exciting, did you? But there is more. We even get more. The other things that we have in the Packer contract is we have the availability of training camp VIP's and also the Packer's golf invitational. The training camp is a great opportunity where the gold members service members who win that particular promotion, actually get to go and stand on the sideline, they don't have to sit out with the rest of the crowd and it makes them feel very special. That is exactly what we want them to do to spend more money. The other thing we get is we get some autographed merchandise. Again, all the autographed merchandise is documented, it is signed for. The example I have up there is a nonprofit agency that wrote us a letter requesting an autographed item for a raffle for an event that they did. We're the only tribe in the United States to have a lifetime show and we show that proudly with our dancers. We also have a kids clinic for our kids. And we also have a training camp intern which is invaluable. There is no dollar amount you can put on having the Green Bay Packers on your resume for one of our lucky interns. What is it for us? They were talking about dollar amounts, they were talking about our return on investment. What is it for us? First off, we are one of only 3 tribes to be affiliated with an NFL team and affiliated with, sorry again Cowboy fans, but the number 1 team in the country. As far as hard dollars that come back, so these are actual dollars that the Packers spend on our facilities. \$265,000 is what they spend at the Radisson annually. \$190,000 at the Windgate. \$12,000 in trade plus additional cash of \$4,300 plus their players play at our golf course and they also game on our floor which is unbelievable. You can't get that. You can't buy that. The other thing that we get from all of this stuff that we talked about, all the gate signage, the fan walkways, the corridor signage, the digital signs, the internet signs, the banner ads, the e-blast, everything is over 20 million impressions. 20 million times we are instilling Oneida into people's brains. Last year, we were very lucky, I got this phone call out of the blue that said I just sent you an email. Is it ok if Chevy trucks takes a picture in front of your gate? Not hey, I just wanted to let you know that Chevy truck took a picture in front of your gate. It was hey, do you mind if Chevy truck takes a picture of their truck in front of your gate. They did a whole campaign to roll out their latest vehicle and we're attached to that. I have just 2 more slides. One is the ROI for our community. We have family night and family night we actually team up with the wild life sanctuary. I don't know if anyone was a the pow wow and they saw the eagle being released Friday night which was awesome. We have this great relationship so they actually come down on family night and bring their animals and they man our Oneida booth and people love it. We are the number one booth on the fan walkway with all those kids. The training camp displays that we can do about Oneida, we got a call last year too that said, hey we didn't use up all of our in-kind sponsorship money with Nike, do you guys want it? So Art Skenandore went over and they ordered \$22,000 gear and equipment for the kids at the high school. They come out and they bring us trees, the tree Touchdown Program. They work with Conservation and plant trees around the reservation. We also got a call last year, which was awesome, Humana every year puts a playground in a community and they actually said, what about out in Oneida? The Packers said that about us. Not us saying hey can we get a playground. It was hey, we want to bring a playground to your community, is that ok? Yes, absolutely, bring it on out. And then finally, we were working on a youth fundraiser, we didn't get to actually make the fundraiser happen we're going to try to do that later this year. Mark Murphy actually stepped up and said he'd be our lunch speaker for our fundraiser and we're working on a new scoreboard for the high school too, that is our next project we're going to be working on. Finally, the last return on investment that we have is to protect our gaming territory. Gaming is our number one source and we need to protect it. I don't ever want to past the stadium and see Potawatomi on the gate. That is not an option. We'll just flip past that one. There is \$1.4 billion out there to be earned. They have to want to come here, we have to bring them

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here. The number one tourist in Green Bay is the Green Bay Packers and so that is one of the reasons why years ago someone had the foresight to say, we need to align with the Green Bay Packer organization and that is all we have. If anyone has any questions, we will take those at this time.

Tina Danforth: Michelle, I also have a presentation in addition to the information that is provided.

Michelle Danforth: Do you want to do yours first?

Tina Danforth: Yes, I would prefer.

Michelle Danforth: Ok, we will step aside.

Tina Danforth: Some of you may have had the opportunity to see my report on page 91, 92 of the packet. The report came from a directive from the Business Committee to give a presentation regarding the Packer organization. There has been a lot of great opportunity that Oneida has enjoyed as being a partner with the Green Bay Packers. We are in our second ten year contract and so we are very fortunate to have the opportunity and a lot of you have heard the positive results of being a partner with the Packer organization. I have some brief comments to make but I also have a resolution to some of the things that I think are just as important and to provide the information so we can make informed decisions. I totally support the Packer contract with the Oneida Tribe from an advertisement standpoint. The tickets I think and the merchandise has been an issue over the last ten years or so, so we're always trying to improve the implementation of this contract. That is what is the basis of my remarks tonight. The tickets, from the information provided by Joint Marketing tonight. Joint Marketing has done a good job. From that, there are 66 tickets that were allocated to different entities but the information on who used the tickets is unavailable. I'd also like to comment that Gaming and Retail has done a fantastic job accounting for the dissemination of their tickets so keep that in mind. The intent behind having this contract is to ensure our best customers and clients are utilizing our tickets and we have measurable return on investment. You heard some of that information tonight. The merchandise, there are 6 autographed footballs that are unaccounted for, there is one helmet that was distributed that was according to the records we did not even receive the helmet that was signed. Also, 10 footballs were designated for youth but the records do not indicate which of our young people were in receipt of these 10 footballs. Further, lastly, three mini helmets and 2 footballs were deemed as community fundraising items yet no information was provided to indicate which fundraiser was used for which item. So based on the ticket information, the merchandise information and the accountability of those items, I have the following recommendation and this is all based on records that I have reviewed. From the records it appears that the inventory controls used by joint market are ineffective. It is my opinion that the Packer tickets and merchandise need to be transferred to gaming accounting starting with the 2015 and 2016 Packer season. Also, that gaming management is mandated to provide a presentation to General Tribal Council, just like we are tonight, at both the annual and semiannual meetings including a full accounting of these items received and how they were used. In conclusion, I would like to ask, this is also my opinion that a designated amount of tickets and merchandise needs to be accessible to our own people through the Finance Committee. We get a ton of requests, my office does, for people looking for fundraiser opportunities and this would be a great opportunity for community people to help ourselves with our events. The community members may request tickets and or merchandise for their fundraisers and events according to the Finance Committee procedures. We already have things in place at Finance to account for how things are requested. We have done that through the community fund with making it equitable. Everyone can equally participate and receive. The last slide is just something, this shows what I'm talking about. This is playoff items that were received. On the bottom it says use for Oneida only Community fundraisers on January 15, 2015 of this year by Joint Marketing. I don't know what happened with these items. It says mini helmets, 3 mini helmets and 3 footballs. These were autographed items that were given to some Oneida community fundraiser but I cannot tell you which one as of today. This is the kind of information that my office receives where it does not show the specific accountability. Michelle had mentioned several times that we can be subject to an audit. The Business Committee did ask for an audit of the Packer merchandise and we have not concluded that audit yet. Audit has gone through some changes with personnel, they are a little bit short staffed so they are rapping up. That audit has not yet been conducted. This is an example of what has been occurring. As many of you are aware that even the Packer ticket distribution that we do annually. We didn't used to do that but it came out of people in

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the community questioning what are the impacts, what are the benefits, what are the partner opportunities that the tribe derives. What are the community benefits for our own people that we can generate based on our relationship with the Green Bay Packers. There is always a lot of good to say but there is always room for improvement. The purpose for me tonight was one, to ensure accountability, two to improve the management of the contract and three, that General Tribal Council get the report they deserve because these are your funds that we are using to benefit the collective General Tribal Council. I thank you for your patience tonight.

Michelle Danforth: Can we put back up the slide that says playoff items. Let's start with that or we could just go backwards and talk about each slide because unfortunately what she has to say is incorrect. I have a folder.

Tina Danforth: Excuse me, Michelle. I don't think what you are saying is fair. I gave my presentation, you gave your presentation

Michelle Danforth: Let's address the

Tina Danforth: I think this is now open for General Tribal Council consideration. I didn't comment on every slide that you showed. I didn't feel it was necessary.

Michelle Danforth: Yeah but, you show a slide that I believe that we should be able to respond to your allegations.

Tina Danforth: I have the written documentation in my hand.

Michelle Danforth: You have playoff items, we have them in a box because they haven't been distributed yet. We have other items that have not been distributed yet. So you can't just go and say that they are missing. You can't go and

Tina Danforth: It's nice to know they are in a box tonight. I'm serious. We could have used those. We're going to get a whole lot more merchandise with this year coming up. So we really shouldn't be carrying things over, we should be utilizing them as necessary.

Michelle Danforth: You know, the other thing is, we do have all the documentation for every single ticket. And in the gaming box, let's just talk about the 48 tickets for the playoff for the suites.

Tina Danforth: Michelle, I'm going to ask that we turn the meeting over to question and answers. I'm going to ask for everybody to be orderly and be patient and we will answer questions as we can. I think if there is a specific question for Joint Marketing or for the Business Committee or for myself that we'll answer them accordingly. Michelle, I think out of respect and appreciation for General Tribal Council we should allow them to ask their questions. Again, I gave a conclusion, I gave a recommendation, I support the contract 100% but I just think that there is room for improvement. Going forward, if you want to be recognized come to the microphones in this room and the overflow and we'll go down the list with a Q&A on the presentation. I'm going to start in this room with Judy and then Mark and then Mike and then Nancy.

Judy Cornelius: Thank you, Madam Chair. My condolences to your family and to others who have lost people during this recent time. I'm glad to see the youth here, the ones that did come and maybe word will spread and others will come later in to future meetings. I would like to thank you, Madam Chair for the last article in the Kalihwisaks. I too have heard the comments made about things missing, tickets and preferential treatment. It is good to bring this forward and it takes a lot of guts to sit up there and get shot at especially from administration, I've been there. Thank you.

Mark Poles: Madam Chair, I'd like to say Yawakó and thank you to the General Tribal Council for giving this direction to our tribal leaders to disclose this information. Also, want to thank and extend appreciation to all the staff that came up here today and made the presentation and provided us with the information. I think all of us deserve a round of applause. Secondly, I had a comment with regards to the confidential information. As I understand it, we the General Tribal Council, are the owners. We own the facility that we are in. We own everything that we do, we are the owners. When the Tribal Council enters

into contracts on behalf of the ownership, that information needs to be disclosed to the membership so that we know what is going on. In the absence of information, you have rumor and innuendo, just like you have right now. In the absence of information you have rumor and innuendo and who are we to know or who are we to believe in the absence of not having information. I want to thank you General Tribal Council for directing our leaders to disclose this type of information and I'd also ask Tribal Council if they'd be more proactive in disclosing information. I'm not in agreement with the statement that was said that the confidential information wasn't able to be disclosed here, we are the owners. That information needs to be disclosed to us as owners. Also, I know that because of these contracts are confidential, some of this information is not public information and I'm suspecting that is why it's owners. However, that information should be disclosed to our membership because we are the owners. If there is any information that may be released or any public disclosure by a tribal member incidentally or not intentionally, the Oneida tribe of Indians of Wisconsin when they make statements, they are the official representative of the tribe, they are the ones that make official statements so if anyone discloses confidential information, our governing body is the body that is recognized to make official statements on behalf of the tribe. I have another question. It was said that we've been doing this contract with the Packers for 11 years. Over that 11 year period, there has been a number of discussions that we've been giving the Green Bay Packers over \$10 million a year. Has there ever been a time during this contract period that the Oneida Tribe gave \$10 million to the Packers for these ventures?

Bobbi Webster: That was for ten years, it was a \$1 million a year, that wasn't \$10 million every year. The answer is no, not per year. It is the entire contract.

Mark Poles: Thank you. Again, disclosure of that type of information would address a lot of rumor and innuendo. The other thing I'd like to also say, it takes money to make money. That is what we are in the business of doing is making money here when it comes to these business ventures that we are doing. I guess the biggest thing I'd like to say is it had to take General Tribal Council all this time in order to get our leadership to disclose this information. This information that was disclosed tonight was very informative, it was very encouraging that we're using our money in the means and ways to help our community and our surrounding communities and to support the Oneida Tribe. I really like that and I really appreciate the comments that were made. Thank you.

Bobbi Webster: Thank you, I would just like to say I appreciate the interest and the Joint Marketing Team took a lot of time to put the presentation together because of the competition in the area. One of the last slides that showed another tribe at the gate. That is something that is something that we want to protect as well. The basic guideline for distribution of tickets to the areas is to generate revenue.

Tina Danforth: Bobbi, thank you. Joint Marketing gave their presentation and I have a list of people I need to call on.

Bobbi Webster: I was responding to Mark's question. Thank you, Tina.

Tina Danforth: Thank you. The next person is Mike Debraska.

Mike Debraska: Thank you, Madam Chair. I'd just like to say I understand according to what Mark stated earlier, it takes money to make money. But again, a lot of this information if GTC had this information a long time ago. I think a lot of this could have been prevented. I see one of the issues here, as you have stated earlier, is that audit. I certainly, for one, would love to see that audit and see its findings. I definitely want that brought back for GTC to see as well. In light of all of that, I would certainly like to make a motion to accept your recommendation at this time.

Tina Danforth: There is a motion by Mike Debraska to accept the recommendation that was presented by myself regarding turning over the implementation and accounting of the Packer contract to gaming management and that they provide a report to General Tribal Council that is the motion made by Mike Debraska, is there a second? The second is by Shawn Skenandore. The motion by Mike and seconded by Shawn Skenandore to have gaming management be mandated to provide a presentation to General Tribal Council at the annual and semiannual and that the tickets and merchandise be transferred to gaming accounting starting with the 2015-2016 Packer season. That is the motion on the floor. Right now the discussion will be pertinent to the motion. I know there has been people at the microphone with comments and questions about the overall presentation but right now there is a motion by Mike seconded by Shawn to transfer the Packer tickets and merchandise to gaming accounting with the 2015-

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2016 Packer season and that gaming management be mandated to provide a presentation to General Tribal Council at the Annual and Semi Annual meetings. I'm going to start my list over. Terry.

Terry Cornelius: I had a question of Michelle, I'm not sure if it pertinent to the motion on the floor, I had a couple of questions.

Tina Danforth: It has to be relevant to the gaming management taking over the implementation of the merchandise, right now. It has to be specific to the motion.

Terry Cornelius: After we get a vote on the motion, can we go back to general questions and answers and I can hold for then?

Tina Danforth: If deemed necessary, yes. Thank you, Terry, Madelyn.

Madelyn Genskow: I fully support the Chairman's recommendation and also this Packer thing is really important. I just wonder how many of you know that when the Packers play a home game, they stay at our hotel, I have been there on a day when they were there. You couldn't find a parking place because everybody wanted to be there because they were there. The important thing is that the Chairman's recommendation be carried out so that we keep accountability. It is so vital to keep accountability.

Tina Danforth: Thank you, Madelyn. Next, I have Nancy.

Nancy Skenandore: Good evening, GTC. I'd like to give my condolences to our Tribal Chairwoman and other families in the community for their recent losses. I want to make an amendment to your motion one that Joint Marketing for the 66 tickets and whatever else is in a box that they return that to, or if they are still useable, that we somehow get that out and give it to community support or fundraising like you were saying. So my amendment is that Joint Marketing, in the future, if there is any tickets in a box or left somewhere that you can't account for them that they be turned back to gaming or to the community for community members or community functions.

Tina Danforth: I think it is actually merchandise, the football helmets, not tickets. I hope not tickets, they are not good no more.

Bobbi Webster: There are no missing tickets. That is not correct. Nancy, I'm sorry, there are no missing tickets.

Tina Danforth: We are talking about the merchandise, Bobbi.

Bobbi Webster: She keeps saying 66 tickets.

Tina Danforth: I know, I corrected her, Bobbi, I corrected her.

Nancy Skenandore: I'm sorry, Bobbi.

Tina Danforth: There is an amendment by Nancy that Joint Marketing turn over any unused merchandise to gaming for a distribution or to community. I'm not sure what.

Nancy Skenandore: Or to the Finance Committee for community fundraisers.

Tina Danforth: There is an amendment to the main motion that Joint Marketing in the future if there is any extra merchandise that it be turned over to gaming or to the Finance Committee for fundraising. Who is the seconder?

Nola Zimmerman: Nola Zimmerman.

Tina Danforth: Nola?

Nola Zimmerman: Yes.

Tina Danforth: Thank you. Now we have to start all over with the questions and comments are to the amendment. There is an amendment to the main motion that Joint Marketing turn over any unused

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merchandise to finance or to gaming for fundraising efforts. Motion made by Nancy and second by Nola. I'm going to take comments from Shoni.

Shoni Skenandore: Thank you.

Tina Danforth: Regarding the amendment please.

Shoni Skenandore: Thank you. I just wanted to also thank the whole committee for the presentation, you answered a lot of my questions and I appreciate that. As far as the tickets and autographed items, if they get to gaming, I think we can, it would be nice to see some of these given to our casino customers. Try to get more customers in here on a game day rather than just giving it to your gold member, upper level players. Advertise this in commercials, say we're giving away a set of Packer tickets this Sunday and an autographed item for the following game to get more customers in our facility. I think we could better utilize some of those tickets and autographed items to make ourselves some more money.

Tina Danforth: Thank you.

Shoni Skenandore: Thank you for the presentation, I'm comfortable with, you said the 10 year contract was less than our casino expansion was, I'm comfortable with that number Tina, so thank you for that information in your report. I appreciate that. As far as the whole marketing with the Packers and everything, if we can put their logo on our stuff, we're not putting it on enough. Whether that is Thornberry Creek towels with Packer logo on it, we need to slap that logo on everything because people will buy it. This country is a football crazy country, you throw that logo on anything and it is going to sell. Thank you for your time.

Tina Danforth: Thank you. Let's try and be a little more orderly so we can get through some more questions. I'm going to call on the second amendment regarding turning the information over to gaming and finance. Melinda, Terry, Carol and Burnadeen.

Melinda Danforth: I'd like to make a second amendment to the motion which would be to direct the Business Committee to bring back the audit on the potential missing tickets and autographed items and that audit be brought back to General Tribal Council when completed.

Bobbi Webster: I second it.

Tina Danforth: There is a second amendment motion to have the Business Committee bring back the audit regarding merchandise and bring back the audit to GTC. I didn't get your full. Direct the BC to bring back the audit on the tickets and merchandise contract when completed.

Melinda Danforth: Actually it is supposed to say, to direct the Business Committee to bring back the audit on the potential missing tickets and autographed merchandise and when the audit is complete it be brought back to the General Tribal Council for review.

Tina Danforth: So the motion made by Melinda and seconded by Bobbi to have the Business Committee bring back the audit when it is completed to General Tribal Council. Now all questions and comments must be to the second amendment regarding the audit report back to GTC. Second amendment comments: Carole, Madelyn.

Carole Liggins: Thank you, Madam Chair. I'm in agreement with the amendment to the main motion that Melinda just made. I don't believe that we should be taking action at this time to change the process without all the information. We don't have all the information without the audit so I'm in support of having that audit come back to General Tribal Council and at that point we can have a more clearer vision or idea of what is happening. Thank you.

Tina Danforth: Madelyn, then Burnadeen. Dan, do you have a comment on the second amendment? No. Burnadeen? Madelyn and then Burnadeen.

Madelyn Genskow: I'd like to request a timeframe. I'd suggest that audit come back in 2 months. Or it be reported, if you don't put a time frame on it, it may never come back. They could say years. We have to put a time frame on it.

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Tina Danforth: I can appreciate your request to have a time frame, I support that notion. Right now this is the second amendment being proposed. We are only allowed 2 amendments, it is not included in the amendment. I would say that the consideration be that as soon as the audit is completed it will be brought back to the GTC agenda for consideration.

Madelyn Genskow: Are you talking about the January annual meeting? When are you talking about?

Tina Danforth: It depends on when the audit is completed.

Madelyn Genskow: If we vote down this amendment can we make another amendment similar but include a timeframe?

Tina Danforth: Yes, that is possible.

Madelyn Genskow: That is what I'm recommending to General Tribal Council so that we have a time frame in there.

Tina Danforth: Tehassi, can you give us a time frame on the audit consideration. It has been on audit's calendar for quite some time.

Tehassi Hill: Yes, that is what I was asking for. At this point, I am the Audit Committee Chairman. We have been understaffed in Internal Audit for some time and we recently hired a few new people on to help address the workload. At this point we are a little bit behind still yet on completing the work that needs to be done regarding the regulatory aspects of the internal audit which also includes the single audit that is presented to General Tribal Council at the end of the year. Because this process is taking so long to get the new auditing firm in, McGladrey, everything is pushed back a little bit on the timeline. It is actually going to take most of the summer to get all those audits completed and finalized and still meet the timelines to get those final audits to General Tribal Council by the end of this year. Usually, late December those get put on to the semiannual meeting. Between now and then, internal audit is very busy with completing all of the regulatory requirements that they are mandated to complete. I would hope that before, probably the middle of next year, not quite June but probably the meeting before that a report could be finalized by then but currently this summer and fall the majority of internal audits time is dedicated to completing those regulatory audits.

Tina Danforth: I would just like to comment based on what Tehassi is saying that this can become a priority item for audit. It is true that we've had some changes in personnel, we are getting restaffed, I think they are currently looking to start someone new this week and we had this issue around audit for quite some time. I believe it can be done sooner than a year from now.

Bobbi Webster: Privileged question, Madam Chair.

Tina Danforth: What is your privileged question?

Bobbi Webster: Bear with me a minute. Initially the contract was put through the tribe the way it was because the NFL had a prohibition on gaming advertising and doing business within the NFL. Now that is why it didn't go under gaming. Now at this point in time, I guess my question would be and I know JoAnne doesn't have the contract at her finger tips but whether or not, Joint Marketing if you want to give it to Gaming, we are not opposed to that. We support Gaming. It is for revenue generation. My privileged question is whether or not the Chair's motion is in order to move everything gaming if that would be in alignment with the NFL policy and with our original contract because the NFL has its prohibition against gaming.

Tina Danforth: Bobbi, I can help answer your question.

Bobbi Webster: I was asking the Attorney.

Tina Danforth: I did not say I was an Attorney nor would I ever say that.

Bobbi Webster: I was just asking

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Tina Danforth: I know you are but I just want to add to what you are saying from my understanding and I know JoAnne is doing some cyphering over there the contract remains with the tribe. The contract is not getting put for gaming management. The implementation of merchandise and tickets to be disseminated and accounted for is being asked to be conducted by gaming management. Gaming has a very stringent audit and process for their information and they have done a wonderful job disseminating their tickets and accounting for them. Why not give it to somebody who already gets it from a standpoint of dissemination. Retail has done a good job as well. I made that comment as well. Retail has done a very good job in accounting for their ticket dissemination right to the letter. At this time, the motion is to just give that aspect of the dissemination and accounting for the merchandise and to report that back, just that only, to gaming management. The entire contract remains with the tribe. That does not change. Jo Anne, do you want to answer Bobbi's question?

JoAnne House: The question is whether is in order because it may be violating NFL regulations regarding advertising gaming and football activities. The NFL has not changed their position regarding the prohibition and gaming activities related to football. They have changed some of their advertising so that you may advertise above the TV line in a stadium. That may have affected the contract itself. I would suggest that if this motion were in order that the General Tribal Council should recognize that the NFL itself and the Packers have ruled on how this contract can move forward and still meet their NFL limitations. If the Packers and the NFL rules that we cannot make this type of transfer that the General Tribal Council would consider that we would have to potentially make a change on where these tickets were allocated. At this time I could not say that the motion would be out of order we would have to rely on the Packers and the NFL itself to give us that direction as we have in the past.

Bobbi Webster: Thank you, JoAnne. That's all, I just want us to be careful because I know there's laws, like she said, she's not an attorney, I'm not an attorney, that is why I asked the privileged question. Thank you.

Tina Danforth: Thank you, Burnadeen.

Burnadeen Endhunter: I'd also like to offer my condolences for the loss of your brother. I am in support of what Melinda, her amendment. I don't think it is a good idea for us to be making, voting on a change when we don't have all the information. Thank you.

Tina Danforth: Thank you, Burnadeen. There is a call for the question regarding the second amendment to have. Pardon. I'm going to say it before we ask for support so they know what they are supporting, if you don't mind. I'm trying to do my job. Thank you. There is a second amendment to direct the Business Committee to complete an audit on the potential missing tickets and autographed merchandise and when complete bring back to the General Tribal Council for review. This is a request that the audit be brought back to GTC, there is a call for the question on this particular amendment. Is there support for the call for the question? And I need both the person calling for the question to identify themselves, Judy and Tamar. Thank you. So there is a call for the question regarding the second amendment to direct the Business Committee to bring the completed audit back to GTC when it is complete. All those in favor of the second amendment for the audit to come back to GTC, please raise your hand. If you agree with the second amendment to bring the audit back to GTC, please raise your hand. Thank you. If you oppose the second amendment to bring the audit back to GTC, please raise your hand. If you oppose the second amendment to bring the audit back to GTC, please raise your hand. Thank you. If you are abstaining on the second amendment to bring the audit back to GTC, please raise your hand. If you are abstaining on the second amendment, raise your hand. The motion for second amendment has passed to bring the GTC a report regarding audit back. Thank you for your patience with the second amendment. The first amendment is if there are any extra items that Joint Marketing turns the extra items

Nancy Skenandore: Point of Order.

Tina Danforth: Yes, what is your point of order?

Nancy Skenandore: I would like to withdraw my amendment.

Tina Danforth: Your, the first amendment?

Nancy Skenandore: Yes.

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Tina Danforth: Does the seconder agree? Was it Nola?

Nola Zimmerman: Yes, I do.

Tina Danforth: The first amendment is withdrawn which was regarding the extra merchandise be turned over to finance and joint marketing so that is no longer a consideration. It takes us back to the main motion regarding management to do the accounting for the 2015-2016 Packer season merchandise and ticket distribution and that a full accounting be brought back at the annual and semiannual as a report. Again, it is only for the merchandise, it is not for the contract itself. There is a call for the question by Mark Poles regarding the amendment that the Packer tickets and merchandise be transferred to Gaming accounting starting with the 2015-2016 Packer season and that gaming management provide a presentation to General Tribal Council at the annual and semiannual meetings with a full accounting of the items received and how they were used. What is your privileged question? There is a call for the question.

Michelle Danforth: My privileged question is when they transfer all of the tickets over to gaming will they specifically be used for gaming or can we also make a \$800,000 the Radisson. I mean use them for other promotional stuff. In total we've made \$2 million off of our \$1 million investment so the question is, will all the tickets go back there and then no other entity can use them, even for community things?

Tina Danforth: Michelle, the answer to your privileged question is yes as the motion designates. The Packer tickets and merchandise will be transferred to gaming accounting starting with the 2015-2016 Packer season and gaming management will provide a presentation to General Tribal Council both at the annual and semi annual meeting with a full accounting of items received and how they were used. So how they were used is what we are looking for in the dissemination of the tickets and merchandise. Are there any other questions? If not, there is a call for the question by Mark and we are going to vote on this. All of those who are in favor of the motion to turn over the dissemination to gaming management starting with 2015-2016 please raise your hand. If you are in support of the transferring of the tickets and merchandise to gaming, please raise your hand, please raise your hand. Thank you. If you are opposed to the motion to turn over the Packer tickets and merchandise to gaming accounting with a report in the annual and semiannual meeting, if you are opposed, raise your hand. If you are opposed, raise your hand. Thank you. If you are abstaining, please raise your hand. If you are abstaining, please raise your hand, abstentions. Thank you. The motion passes. Thank you for your patience regarding this item and thank you everybody for your presentation. We appreciate your time and your effort regarding this item.

4. Approve GTC meeting minutes

A. Tabled Minutes

1. December 15, 2013 Special Meeting Minutes

Tina Danforth: The next item is the December 15 Special Meeting Minutes. Those were deleted, thank you for correcting me on that. We go to the new minutes of November 15, 2014, special meeting minutes of the General Tribal Council.

Carole Liggins: Madam Chair, I have a privileged question, related to the last action. My name is Carole Liggins and I guess my question is not allowing the Marketing Director or whoever, Michelle.

Tina Danforth: What is your privileged question?

Carole Liggins: My question is why she was not allowed to make a statement regarding any of the information that you presented?

Tina Danforth: Because as I said, Carole, as I said, Gaming or Joint Marketing was allowed their presentation as directed by the Business Committee. I was directed as the Business Committee to also make a presentation and a report. They did theirs. I did mine and then it becomes a consideration for General Tribal Council to do a Q&A. She was actually trying to debate my information is what she was trying to do as a presenter and I didn't think that was fair. I didn't retile or debate any of the information, I supported what they presented and I presented my information based on a review of facts. Thank you.

Carole Liggins: I understand that.

Tina Danforth: Thank you, Carole. Please sit down so we can go forward.

Carole Liggins: Excuse me.

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Tina Danforth: Please sit down

Carole Liggins: Michelle Danforth is a tribal member and she has the right to speak

Michelle Danforth: And so am I and so are you. Sit down, please. Sit down, please.

Carole Liggins: General Tribal Council is the ruling body, not you.

Tina Danforth: That is true.

Carole Liggins: And I believe that if General Tribal Council wants to listen to Michelle Danforth's explanation of what happened to the merchandise that General Tribal Council should have that right. That is all I'm saying, Madam Chair.

Tina Danforth: Carole, please sit down, thank you. Thank you, Carole.

Carole Liggins: You're welcome and I truly am sorry for the loss of your family.

Tina Danforth: The next item on our agenda, Carole. They had a chance to present that information and you know it.

Carole Liggins: I'm sorry, I just have to disagree, they didn't get a chance. They made a presentation but they.

Tina Danforth: Sit down.

Carole Liggins: They didn't get a chance to do the question and answer.

Tina Danforth: Sit down Carole. Carole, please sit down. The next item

Carole Liggins: Excuse me. I would like to have some respect

Tina Danforth: I'm going to ask security to come and ask. I want security up here right now. Security, we have somebody who is disrespecting the GTC and myself and other GTC members. You need to sit down. I want her to sit down, that is what she needs to do. Thank you.

B. New Minutes

1. November 15, 2014 Special Meeting

Tina Danforth: The next item is the November 15 special meeting minutes, special meeting minutes of November 15, 2015. They are on page 13 of your packet. Discussion, comments on the November 15 special meeting minutes. Madelyn.

Madelyn Genskow: Motion to approve the minutes.

Tina Danforth: Thank you, Madelyn. Is there support on the motion to approve the November 15 special meeting minutes, second by Shawn Skenandore. There is a call for the question by Mr. Larry Smith. All those in favor of approving the November 15, 2015 special meeting minutes, please raise your hand. November 15, 2015 special meeting minutes, raise your hand if you approve. Thank you. If you oppose the special meeting minutes of November 15, 2015, oppose, raise your hand. Thank you. Abstentions, if you abstain the November 15, 2015 minutes, please raise your hand if you are abstaining. Thank you. Motion carries.

2. January 19, 2014 Special Meeting

Tina Danforth: The next item is the January 19, 2015 special meeting minutes. January 19, 2015 special meeting minutes and those minutes can be found on page 34 of your packet.

David Jordan: Madam Chair.

Tina Danforth: Is there consideration for these minutes? Go ahead, David.

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David Jordan: Madam Chair I'd like to make a motion to approve January 19, 2015 special meeting minutes.

Tina Danforth: Motion by David to approve the January 19, 2015 special meeting minutes. Is there support on the motion for the minutes? Pam Danforth is supporting the motion for January 19, 2015 meeting minutes. Questions or comments on the motion to approve the January 19, 2015 special meeting minutes. Questions or comments? If not, all those in favor of approving the January 19, 2015 special meeting minutes please raise your hand. Thank you, if you oppose the motion for the January 19, 2015 meeting minutes, raise your hand if you oppose, if you oppose. Thank you. Abstentions, if you are abstaining for January 19, 2015 minutes raise your hand, January 19, 2015 abstentions, please. Thank you, motion passes for the January 19, 2015 special meeting minutes.

3. February 9, 2015 Annual Meeting
Tina Danforth: February 9, 2015 annual meeting, February 9, 2015. Those minutes can be found on page 66 of your packet.

Tehassi Hill: Madam Chair, motion to approve.

Tina Danforth: Motion by Tehassi is there support on the February 9, 2015 annual meeting minutes? Support? Larry Smith? I don't know your name, sorry. There is a motion to approve the February 9, 2015 minutes by Tehassi, seconded by Francis, what is your last name? Huntington. Questions or comments on the February 9, 2015 annual meeting minutes? Questions or comments? If there are none, all those in favor of the motion to approve the annual meeting minutes for February 9, 2015, please raise your hand. Opposed, please raise your hand, opposed. Abstentions, please raise your hand if you are abstaining, please raise your hand, abstentions. Motion carries for the February 9, 2015 annual meeting minutes.

5. Reports
A. Tribal Treasurer's semi-annual report for FY'15

Tina Danforth: The next item is the Tribal Treasurer semiannual report for fiscal year 2015. Trish.

Trish King: Shekóli Swakwek. I have a very short video that I'd like to introduce. It is kind of like a sequel to the first one we showed in January, which was in regard to our history. This one is just approximately 5 minutes and it kind of shows you where we are today. Then I will go through the financials in presentation form. Thank you. Video starts: Shekóli Swakwek, Tribal Treasurer. As Treasurer, my financial responsibilities are outlined in the Oneida constitution, other General Tribal Council directives, the Oneida Business Committee and through expectations of the General Tribal Council membership and the community. Historically, the financial responsibilities of oversight regarding our financial condition have been presented to General Tribal Council through graphs, charts and other financial reports. Past leadership wanted to ensure that we would remain as Onayot'waka in the future world. Fast forwarding to today. We ask what is important to Oneida today. Are we meeting the needs of the people and the nation? What obstacles do we have to overcome in order to attain our goals? To answer these important questions the Oneida Business Committee determined fiscal year 2015 to be a year of assessment and a year of understanding so that we could begin planning for sustainability. There is six main basic areas that the government provides for the people. One of them is health care, we have an Oneida health center which continues to provide quality health care free of charge to tribal enrolled members. The health center also provides eye care, dental care as well as nutrition and WIC programs. You may not know this but the pharmacy has a robot to assist filling hundreds of prescriptions each day making our pharmacy one of the largest in northeastern Wisconsin. Employment, the Oneida Tribe has over 2,700 employees and continues to be one of the top 3 employers in northeastern Wisconsin. Many of these jobs are fulltime with full benefits. Half of the employees work for the Oneida gaming enterprises. While the other half works for the government programming as well as other retail enterprises. Housing and land continue to be important issues to the membership. The tribe continues to provide housing for its members from the DREAM home program where tribal members can purchase a house to providing land to build on. Currently, we have 65 rental units, 245 dream homes and 17 home building sites. The new 2033 plan specifically targets areas that the tribe is looking to purchase in the future. At this time, we own approximately 25,000 acres of land within the reservation boundaries. The Land Office and the Land Commission are working together on updating the existing housing plan. The Oneida Tribe wants you to earn a degree and be successful. Today, there are 895 people in college or tech school with 95 students that have graduated from these colleges and tech schools. 3,039 people have graduated from post-secondary schools since the education fund was implemented in 1996. Community development, we recently completed the first phase of our lake project. Future plans include focusing on developing our

agriculture in order to provide healthy foods for the Oneida community. Public safety, we care about the safety of our citizens in our community. Our police force has 2 to 3 police officers patrolling throughout the reservation 24/7. There is also a community officer who works directly with community members. In the past they have helped with the gang prevention task force. They have also worked with our community to make blankets for our elders. Our tribe has come a long way and it hasn't been easy. We've worked extremely hard to protect our sovereignty, to provide for our people and to enhance our quality of life. We will continue. Video ends] Yawákwó. That is just a short preview of most of the areas that we focus on energies on today although the tribe does considerable number of other activities for the betterment of the people. I'd like to turn over to the financial report. This is pretty close to what you are used to seeing on a regular basis. This Treasurer's Report provides the tribe's financial status for the period of October 1, 2014 to March 31, 2015. It includes the tribal components, I'm sorry the budget includes the components for tribal budget, tribal assets and cash, investment, our working capital, debt, GTC mandates. Each slide that I'm going to present will represent a different component to our financial picture in its relationship to the budget. The tribal budget was adopted by General Tribal Council in January of 2015. Our resources were estimated in that budget which is the money coming in, it was expected to be \$204 million plus. Unfortunately, our actual money in was \$196 million plus. Our projected uses are the money out, how we spend our money was expected to be at \$204 million. Our actual uses came in at a \$187 million. As of the March 31, 2015, we realized a positive variance of \$9.4 million. Another component of our financials are our assets. Our tribal assets increased \$36 million since September 30, 2014. Assets include things such as cash, investment, buildings, land, purchases, and equipment and so on. Although we increased cash value, most of these funds are restricted for special use which I'll explain a little later. Another component of our financial picture is our tribal equity. As of March 31, 2015 our tribal equity is \$605 million which is a \$21 million increase since September 30, 2014. Equity is assets minus liabilities. Some examples of our liabilities include money for debts and obligations such as contracts, State compacts and so on. Continuing with our financial component is our cash. Of the \$605 million in equity \$79.7 is actual cash. Unrestricted, yet obligated, are monies that we set aside to pay out per capita on September 30th of each year. This amount is \$48.3 million. The unrestricted short term investment is the working capital such as government contingencies and our payroll. And then the restricted short term investments are investments we are obligated to keep separated to cover retail, the retail revenue bond, docket 75, trust funds and grant fund matches that we can't spend or can't draw down until we expense them. Additional financial components include tribal investments. These are monies located within our investment report. Investments include trust and enrollment, grant fund matches, donations received from outside sources, GTC mandates, capital improvement projects, operational obligations and the general fund. The numbers here reflect the balance in each investment that we have today. The tribe's financial picture also includes working capital. Working capital is the finance that the tribe needs for day to day operations. In 2007 our working capital was \$23.9 million. The decline shown here from 2008 and 2009 was due to the economy crash and the \$5,000 and \$10,000 per capita payment. Working capital ramps up in 2011 and 2012 due to the sequestration. That is where Obama set out special programs to help with these deficits. Unfortunately, since that time, we witnessed continued decline to \$9 million in 2014. This is due to the continued decline of the world economy. Next is our tribal debt report. The good news now that you see, the Bank of America revolving credit agreement is \$20.4 million, Bank of America health center bond is \$13.59 million, Bank of America Merrill Lynch retail revenue bond is \$26.6 million, Bay Lake Bank for Thornberry is \$8.84 million for a total in loans of \$68.89 million. That is our debt. The good news that our debt as of March 31, 2015 is \$6.63 million less than the same time 2014. The better news is that the Health Center bond will be paid off in fiscal year 16. Thornberry debt will be paid off in fiscal year 17 and the Bank of America revolving credit agreement will be paid off in 2018. The remaining debt for retail revenue bond is not projected to be paid off until 2031 according to the covenants that we signed for that loan. We continue our financial components with General Tribal Council mandates. These mandates are set aside throughout the year so that we can, they are obligated to pay by the end of the year and that is for our capital set aside for the general per capita and the elderly per capita, Headstart and Education as well as GTC stipend expenses. The year to date return on our investments from our corporations we received in the first half of the year \$363,902 from the Four Fires Corporation, that is our hotel in Washington, DC. The other areas are OTIE, Bay Bank, Seven Gens, Oneida Airport Hotel Corporation and Oneida Golf Enterprises. The dividends from these tribally owned agencies are reflected in the tribe's annual report. They don't receive those on a quarterly basis. This is our financial picture of where we stand today. Although actual resources are less than budget so too are our uses causing a positive balance of over \$9 million. \$6.9 million of that is a result of increased revenues and reduced expenses. I'd like to thank the Business Committee for their leadership and all of our enterprises for increasing revenues. I'd also like to extend our appreciation to all of our executive managers for holding the line on our expenses. If we continue this trend, we'll realize a healthy start for fiscal year 17. Which really means if we plan properly we'll be able to focus and invest in

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strategies to get us to sustainability so that our future is secure. As you seen in the video we have six areas that provide a certain quality of life for our membership: health, housing, education, public safety, community development and land. As we strive towards sustainability to keep those things, atleast those things in place, we should also determine our goals for increase in revenues for our future. For years the tribe has carried a structural deficit or repeating budgeting gap year after year. And even though a balanced budgets starts out the fiscal year, needs and wants carry over to the next fiscal with no allocation of monies. Thereby an ongoing deficit has been maintained, cost containment has been accepted and across the board cuts are initiated. Our goal for the remainder of fiscal year 15 is to determine through assessments what we need to address in order to eliminate that deficit while maintaining a good quality of life for our people. Yaw'ko.

Tina Danforth: There is a motion by Mark to accept the Treasurer's Report, Mark Poles. Is there support on the motion? Second by Sherrole Benton. Questions and answers regarding the motion regarding the Treasurer's Report. Doug and then Madelyn.

Doug Skenandore: I would like to say that we are all Oneidas and we come here and we're the supreme governing body of this Oneida Tribe. With that in mind, I don't know if I'll be out of order or no. I'd like to make a motion or make an amendment to the motion that at no time any committee can overrule the GTC body. What we say, that is it. If we say no raise for the rich and famous, there is no raise. That is it. We came here and we tried to raise up the poor, get them out of the poverty. I was very disturbed when I heard that you went over our head and give them a big raise, they don't need no more, if they need more tell them to hit the road.

Trish King: Madam Chair, I'd like to respond if I may please.

Tina Danforth: Sure.

Trish King: Thank you, Doug. I just want to make a point of clarification. The General Tribal Council approved a .99 cent raise for those making \$65,000 and under. There was no rationale, no validation, no justification, they just made that point blank across the board. So therefore, the Business Committee, well through my request, I asked for support to ask that this item be discussed by the Business Committee in order that it could be brought back to the General Tribal Council for reconsideration. We had at that meeting presented a budget or a proposal that would get us to the same point of the .99 cent or there about without infringing upon the assets of the tribe and putting us into a bad situation where we would have to struggle to survive. That was through a two year process. We also wanted to take the opportunity, at that point to address, the wage scale and to adjust the employment status so when we give employee benefit package. That was just totally disregarded and you know, we're asked for a recommendation that was our recommendation back to the General Tribal Council. It didn't get much discussion, nobody had any questions about it and then the motion came forward for just those 65 and under. At that point in time, I personally feel, that it is not fair and equitable to all our employees. Every one of our employees important to us. Therefore, I don't see why they would be disregarded and eliminated and omitted from a gratuity that was given to certain ones. You have caused a divide, I'm talking, please. Please respect me, I am talking. I have the floor. I had asked the Business Committee to ask the operations to put the additional amount of .99 cents for the remaining employees in the budget as a plan so that it could come back to the General Tribal Council at the September and they could reconsider the option if they so choose. To say that we over stepped the directive of the General Tribal Council is absolutely incorrect. We had made plan, we had made a recommendation and we wanted to bring that back to the General Tribal Council in September. Thank you.

Tina Danforth: Trish and Doug, can I just elaborate on your comments because Doug started out with a general comment about not over riding or not disregarding a General Tribal Council mandate, that was his general statement. Trish you took it further to describe your support for increasing the .99 cent directive beyond \$65,000 plus wage earners for the tribe. And so your recommendation, Trish, was at an informal budget meeting. That specific request has not come to the agenda for the Business Committee. So the Business Committee has not weighed on that formally one way or the other. I just want people to understand all the facts regarding what is being said here tonight. I wasn't intending to have to get into this discussion but there was an email that went out by the Treasurer's office saying that she was in support of giving everybody in the organization employment wise a .99 cent raise for 2016. I don't have a preference one way or the other but I do, and I will, support General Tribal Council's mandate around the \$65,000 consideration for an increase of .99 cents. That discussion was had at the General Tribal Council. All the parameters were laid out and that was the decision of General Tribal Council. This is not the first

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time that General Tribal Council has given this type of directive so precedent has been set. It has been done in the past, its directed by the General Tribal Council for the Business Committee to carry out that directive. We are right now in a budget crunch right now for 2016 and there is a remaining, \$3,115,981 that the Business Committee, along with management is my understanding, has to still eliminate for the 2016 budget. That's my understanding of the status of this issue right now. I just want everyone to have all of the information and I can see both sides of the debate here. What is your privileged question, Doug?

Doug Skenandore: The question is, is it true then that there was no time at any time any committee including the Business Committee can overrule what General Tribal Council votes on?

Tina Danforth: Not that I am aware of.

Doug Skenandore: Thank you.

Tina Danforth: Thank you. Madelyn, let's move on. Madelyn.

Madelyn Genskow: On page 3 of the report of the Treasurer's Report it says that there is a positive variance and it talks about \$5.9 million that the gaming brought in \$5.9 million more than what you thought it was going to bring in? Is that correct?

Trish King: \$5.5 million for Retail or I'm sorry, \$5.9 million, are you looking at the bottom of the page?

Madelyn Genskow: Yes.

Trish King: Yes, that is correct.

Madelyn Genskow: So gaming brought in \$5.9 million more than what you thought it was going to bring in. Retail went down but another question is you gave a report on Four Fires business venture. This one hotel in Washington DC brought in \$7 million to the tribe, is that correct?

Trish King: That is the total return to the tribe since we owned our investment in the operation.

Madelyn Genskow: There is another hotel we bought out in California? I don't see that, is it in here? I thought the last report, that hotel did not bring in any money. What is the report on that?

Trish King: We dissolved our interest in that company, the one in California.

Madelyn Genskow: I guess I wish you would have put that in your report.

Trish King: I think that was reported out over 2 years ago.

Madelyn Genskow: How much did we lose on that?

Trish King: I couldn't tell you directly, maybe some of the other committee members would know. We've been done with that for a while.

Madelyn Genskow: Thank you.

Tina Danforth: The gentleman to my right, I don't know your name, in the black shirt.

Isaiah Skenandore: Isaiah Skenandore.

Tina Danforth: Isaiah, sorry.

Isaiah Skenandore: One thing I guess I was a little disappointed with in the report was that there was no mention of the Oneida farm or Iyuhnehkwa, as far as any revenues they are bringing in. We as a people were agricultural people, we grew food, and we support ourselves. One big concern I have with our nation as I look through this report there are no new investments. We are playing prevent defense and cost constraints year after year. If you take a look at the revenue coming in from the gaming side, they have been decreasing. I just like to make a comment that I'd like to see more investments and why aren't

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we doing something that we already do. We can farm, we have a farm. We have the land to farm. Why aren't we expanding that and continuing to grow that and put that in this report as an income source. We make money from the farm. They make money. They may not be using the proper agricultural accounting but they do make money that is something that I'd like to see. Thank you.

Trish King: Thank you. If I could respond. In the video we talked a just a little second about going forward, we want to go into the agriculture, expand our agriculture and look at improving our quality of life through healthy foods. Part of that is going to be the farm, a good majority is going to be Tsunhehkw. You are right, the financials, this is just an update, an over view based on what the requirements are, what we are required to give. That doesn't have all of the detail that you'd see in your annual budget. Those kinds of things, I agree that we need to be looking at utilizing our resources better and increasing our revenues and that is what our goal is.

Tina Danforth: Mike, Judy and then Leah.

Mike Debraska: Thank you, Madam Chair. You briefly touched on what I was going to ask. When you did your presentation or when you were responding to Doug you said that GTC gave no rationale for their decision they made. I completely disagree. I also think it is kind of disrespectful for you to state that. Why did it take a member of GTC to bring forward a petition for these individuals to get a raise? Secondly, as the Chair had previously stated, that precedent had already been set back in 2011, as was highlighted in Nate Wisneski's article. It stated that GTC gave people a raise that made under a certain amount so that precedent has already been set. Based on that, I think you and your core budget team owe GTC a great apology.

Trish King: I don't believe that you understood that correctly. Part of what, when we were saying that the, you walked away and I'm watching you walk away and I can't think of what you said. The .99 cent again, was off a consideration of what we should be doing for our employees. Again, the .44 cent that was done in 2011 was not challenged by anybody. The one that we just did we have received some ideas that there is the possibility of challenging that as unfair labor standards. Just because we did it before doesn't mean that it was right or that it should be acceptable. The other component that you raised was in regards to, that was the rationale for that. What was the first point? Why does the GTC have to petition for wages? In the past, and I can't tell you why or who or what but I know that in the past, all of the employee benefits have been reduced down to zero to meet, as far as I understand, to meet our budget constraints. I didn't have anything to do with that. Over the past 3 or 4 years, we lost all of our bonus programs, incentive programs, years of service programs, all of that went away. So what we were trying to do is ask General Tribal Council to allow us to implement those programs and put them in the budget so that they could be planned for annually so that we didn't have to get that direction from the General Tribal Council. That was the intent behind all of it.

Tina Danforth: We'll move on then to Judy, Leah and then Michelle.

Judy Cornelius: Thank you, Madam Chair. I guess I'm kind of confused because I read the last Kaliwisaks where they finally published all of the Chairwoman's comments. There were two articles that the Chair had submitted but the second one finally had all of it in. Within that article she lists out, what I'm aware of, the shortages in everything that we stand for. Health, education and welfare for our people. We look at this tribal budget and now you are saying that we're going to be ahead on it? So does that mean all of those things that have been taken away in terms of health, education and welfare, are those going to come back because I sat here when the elders were denied their request. I'm aware of the various kids that are out in the school that don't get the same treatment as tribal school kids. And they say that's too bad, they don't go to tribal school. I disagree with that. I believe in equity and I believe in fairness. There are a lot of issues that I believe that we need to take on and I also agree with the people that stood up here and talked about the .99 cents. It is a shame when they have to petition for decent wages. I'll leave you with a thought. I never did find out what happened to the \$ 4 million that went to Nature's Way.

Tina Danforth: Leah and then Michelle.

Leah Dodge: In the Treasurer's Report.

Tina Danforth: Oh, did you want to respond Trish? I'm sorry.

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Trish King: I guess, I don't know. In regards to the Nature's Way. That was part of the Seven Gens project. That has been reported out to General Tribal Council on several occasions in the annual reports in regards to the dissolution of that company. I don't know why we keep dragging it around. It is done. It is over with. We just need to move on. All of those bad investments that we made, we made and we learned from them. General Tribal Council is the one who approved all of that so I have to ask us to be more cautious and considerate when we're both at the same time when we're trying to talk about investments.

Leah Dodge: We also dissolved Seven Gens and you guys are still letting it struggle along. Speaking of Seven Gens, it claims there is a total return to the tribe of \$541,295. This does not take into account the tens possibly hundreds of thousands of dollars that the Seven Gens owes the casino maintenance department for maintenance fees that the casino has incurred for the Travel Center. For example, the mold remediation in the truckers lounge at travel center which our department had asked Seven Gens for months to remediate and they never did and we finally had to take the money out of our budget to do it. Similarly, with the gaming warehouse itself, a building I happen to work in. The casino pays Seven Gens a little more than \$15,000 a month to lease that building from Seven Gens yet now the casino and the Finance Committee approved that the casino funds in the amount of \$208,000 be used to replace the roof on the gaming warehouse. Something that an adequate landlord such as Seven Gens should be doing for the health, safety and welfare of its tenants. Yet the casino still has to pay for that. Basically it shows a pattern of how Seven Gens is getting money diverted from the casino and other sources using the money to give themselves salaries and we still don't know what is going on because you seem to have used the whole litigation as a means of keeping everybody in the dark when in fact there is major things going on with it. Why haven't you let Frank Cornelius come back to GTC to report on that? That was another GTC directive that we had and that you've completely ignored and just like the raise. Don't you understand no means no. We did not approve a raise for the people \$65,000 and over and yet you guys took it upon yourselves to give it to them. We dissolved Seven Gens back in December of 2013 and it still limping along and you using that excuse as litigation. When in fact, when we banned the pyrolysis and gasification from gas to energy on May 2013 the next day Kevin Cornelius signed those contracts that led us to the \$400 million lawsuit. You completely ignored it, you let it happen and we're supposed to trust you now? We don't know what is going to happen and you are keeping us in the dark. And you have your people coming in to say that we can't approve the minutes as if somehow that is going to stop the dissolution.

Trish King: Excuse me, if I can. The Seven Gens is a litigation update. That whole initiative, the whole discussion is supposed to be on the agenda, it is later on the agenda. Your comments in regards to that are coming up.

Leah Dodge: It is on the agenda right now in terms of the bottom line. Again, how do you explain the total return to the tribe as \$541,295 when in fact that is not true? They owe the tribe money. When are you going to get it? And the fact about the Nature's Way litigation, the guy that owns Nature's Way has just been put into receivership? Are you guys even aware of that?

Trish King: In regards to the \$541,295 that is the total return that the tribe has given us since we had Seven Gens. That is all that means.

Leah Dodge: Those figures are not accurate. Seven Gens still owes the tribe.

Trish King: Could be but it is all I'm saying that is what we received in dividends from them.

Leah Dodge: That is not an accurate statement.

Trish King: That is what my finance department tells me so I don't know how to state that.

Leah Dodge: He has said that Seven Gens former partners have refused to give up the financial books to the tribe and as we know now as it still may stand, Oneida Kodiak aka Alliance Construction who also has a gasification machine they still haven't given the books and we don't know where Oneida Kodiak stands. That was another business partner of Seven Gens.

Trish King: Again, I'll defer to the litigation. It is not something I can address in the financials.

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Tina Danforth: Leah, you need to keep your questions around financial consideration around the Treasurer's Report. I know you are leaning a little bit but try to be a little more succinct.

Leah Dodge: Again, we need to have the full financial picture, not just this glossed over things when we know there is financial information missing. You are not giving a true and accurate report.

Tina Danforth: The information provided is based on the general ledger, it is based on financial reports submitted to the Treasurer's office through the Finance Committee, not Finance Committee, Finance Department. I'm sorry. It is done to the extent that we can give a consolidated look. You are asking a lot of specific questions around the line items and so I can't go into the line items.

Leah Dodge: That is what we expect from you guys.

Tina Danforth: I hear you loud and clear Leah.

Leah Dodge: This is General Tribal Council and this affects us all directly.

Tina Danforth: I hear you.

Leah Dodge: When you continue, Seven Gens is still alive, now you hired the Gaming General Manager's nephew to run it so now what are we supposed to do? Be at their tender mercies? Who is looking out for the Tribe instead of just looking out for us?

Tina Danforth: You need to just keep your questions around what is reported. Something that has happened is not included in this report so you need to keep it specific otherwise we are going to move on. Actually, I think we will move on. Michelle and then Doug.

Leah Dodge: We need true and accurate reporting. Thank you.

Michelle Hill: Hi, everyone in here, who is proud to be Oneida? Right. Come on. Pretend you are voting, who is proud to be Oneida? Right. Alright, so who participated in the last elections?

Tina Danforth: Michelle can you please make your questions to the Treasurer, please.

Michelle Hill: Just give me a second, please, one second.

Tina Danforth: We are trying to maintain some decorum here.

Michelle Hill: My point is that every time someone gets up and they attack our council, everybody claps and cheers. But we voted for them whether you like them, all of them, hate all of them or whatever. You voted for them so give them a chance. You are asking questions, these same 3 or 4 people that get up there. They are asking the same questions over and over and getting you all angry and mad. Think about what you are talking about. Think about what we are saying. We are not about attacking each other because have to unite.

Tina Danforth: Michelle, I'm going to call you on a point of order, Michelle. Michelle.

Michelle Hill: One second.

Tina Danforth: This is a Treasurer's report.

Michelle Hill: Please, one second.

Tina Danforth: Michelle you need to ask questions regarding to the report.

Michelle Danforth: You guys talk about respecting our elders, right? You want to respect our elders that is a big thing, huge, that is top of the list respect your elders.

Tina Danforth: Michelle I'm going to ask you one more time to address the Treasurer's Report.

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Michelle Hill: You all just watched our chairman just disrespect Carole Liggins when she was trying to express herself.

Tina Danforth: Security.

Michelle Hill: Right?

Tina Danforth: Michelle, you need to either get on topic or you can leave.

Michelle Hill: Carole Liggins is an elder who was trying to talk

Tina Danforth: Michelle get on topic.

Michelle Hill: And our Chairwoman would not let her talk.

Tina Danforth: This is the third request Michelle, get on topic. Get on topic Michelle, you are being rude and you're getting everybody disorderly. Do you have a question for the Treasurer? If not, please take your seat.

Michelle Hill: Treasurer.

Tina Danforth: Thank you, thank you very much.

Michelle Hill: My question is that you did not give a directive, you or the council did not vote, or given a directive to give a raise to \$65,000 or over correct? It was a suggestion in hopes to bring that back so that we could be a fair and equality General Tribal Council?

Trish King: That is correct?

Michelle Hill: What? What? Did you say that is correct?

Trish King: That is correct.

Michelle Hill: Oh ok, I was just checking because apparently people want to lead everybody to believe that the council did something horrible by trying to think about everybody. And so my point is that we need to think about all of us. We promote education and we want our kids to get out there and get educated but we don't want them to come back and we don't want to pay them. Think about that. Let's not let these people who are trying to divide us, divide us. It is not about have and have not. It's about get your butts up and get educated then if you want to make more money. Do something about it because we have the higher education money to do it. There is nothing stopping nobody.

Tina Danforth: Michelle do you have any questions for Trish?

Michelle Hill: I'm just saying.

Tina Danforth: It's very obvious, you're just saying nothing. Treasurers' report is the agenda item. Please, if you do not have any questions please take your seat so we can move.

Michelle Hill: That was my question. My question is, I guess to the GTC, what are we going to do to stay united? Let's not let money divide us because that is what the white man wants. Hobart is on the attack. If you guys don't know, Hobart is out to get us, they want to get rid of us.

Tina Danforth: Michelle, do you have any Treasurer's comments?

Michelle Hill: Alright, alright.

Tina Danforth: Do you have any Treasurers comments? And Toni, you need to get it together too, please. Please, please, please, please. No, no you're not helping me. Thank you. Excuse me. Stop being a mockery. Dianne do you have any questions for the Treasurer?

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Dianne McLester Heim: Yes, I do. My question is and first of all, I want to apologize, I had other obligations the last time we met as General Tribal Council. For the Treasurer with the motion that was put before General Tribal Council and the motion that passed in respect to the .99 cent wage increase. Did that motion specifically state that it could not be given to those that make more than \$65,000?

Trish King: No, it did not.

Dianne McLester Heim: As a process individual, if those words are not specifically in there and unfortunately that is a lot of time that we as a general public don't understand when we put motion forward. If that is not clearly stated, if you are providing that raise, that .99 cent raise to those that make less than \$65,000 that is what General Tribal Council mandated to be done. If we, as General Tribal Council, did not specifically indicate that it cannot be given, then unfortunately, process wise, I'd like a very clear, legal explanation as to how that would be out of order or how that would be noncompliant with the directive that we as General Tribal Council gave.

Tina Danforth: Trish, please answer her question.

Dianne McLester Heim: If it was an amendment that was voted down, the amendment did not pass.

Tina Danforth: Trish.

Trish King: I think she asked for a legal opinion on how that could not be a valid suggestion, is that correct? How the .99 cent could not?

Dianne McLester Heim: Madelyn, she's asking me to clarify my question. Yes, I was asking for a legal interpretation that if those words are not in specifically in the motion that was passed by us as the body, that how an action of doing that is against what we have stated. Like I said, if we are not very clear and specific in the motions that we put forward those are things that can happen but if we as General Tribal Council want to say that if this is something the Business Committee does to provide that raise to those that make \$65,000 if we did not clearly state it cannot be done in that action then with a legal interpretation, please, how is that out of order or against the rulings or the actions of General Tribal Council?

Tina Danforth: Alright you guys, let's keep order here, please, David.

David Jordan: Madam Chair, I need to say something. I'm sorry but I have to make this comment. We have 18, 19 and 20 year olds that came today and I want to thank them for coming because they are the most well behaved today. I think we need to have a little respect for them and start showing how old we really are in here and have a good mind. We are all family, let's try to atleast have a civil meeting, please. Thank you.

Trish King: Madam Chair, I'd also like to, this is a Treasurer's Report that the General Tribal Council directs happens on a semiannual basis so it only covers March, like I started out, September 30, 2014 to March 31, 2015. We're beyond that, understood. The GTC action was even beyond that. So we're talking about a time that hasn't, that we're not even reporting on. So I guess I just like to bring us back to the budget and the discussion on the Treasurer's Report in relationship to the time and the period that we're supposed to be reporting on and General Tribal Council is supposed to be acting on. Thank you.

Tina Danforth: Madelyn.

Madelyn Genskow: I think there needs to be some clarification when we voted on that .99 cent raise there was an amendment made to that motion that if you, the amendment was that people over \$65,000 would also receive the raise. The General Tribal Council did vote that they not receive that raise. That did happen.

Tina Danforth: Ok, alright, I think that has been clarified. I know there is a point of order around the discussion but the discussion actually was raised by the Treasurer. Doug made a general statement about GTC directives and mandates. And then the Treasurer took us to the .99 cent discussion so I know people are asking for a point of order but that was introduced at her will so that is where we are at. Thank you. There is a call for the question on the motion to approve the Tribal Treasurer's Report, motion made by

Mark and seconded by Sherrole and she's calling for the question on the Tribal Treasurer's Report. I'm going to acknowledge her call for the question. What is your point of order?

Brad Graham: I make a motion that you are the Chair under Roberts Rules. Anybody who gets disrespectful and you ask them to sit down, they are supposed to sit down. Enough is enough. I make a motion right now for GTC to approve the next person that gets out of line when the Chair asks them to sit down and they don't that they be removed.

Tina Danforth: Thank you for your suggestion. Let's move on. Let's move on everybody because you know it is really not about me. I am here to run the meeting. It is about the respect that we pay to one another in the room. I need everybody's cooperation, thank you Brad. Thank you. Right now the motion is to approve the treasurer's semiannual report for fiscal year 15 and we are going to vote on that. All those in favor of approving the report say aye, raise your hand. Raise your hand, sorry, raise your hand. All those opposed to the motion for the Treasurer's Report, opposed raise your hand. Opposed. Thank you. Abstentions regarding Treasurer's Report, abstentions. Motion carries. Thank you, thank you Trish.

Trish King: Yawwko.

B. Semi-Annual Reports

Tina Danforth: The next item is the semiannual reports which are in your packet. The book is not really numbered so it is about half way through. Semiannual report, there is a multi, no there is not, wrong page. It is page 15 - 66 on the second portion of the packet. It doesn't start numerically from the beginning. Is there consideration for the semiannual reports?

Jennifer Webster: Madam Chair.

Tina Danforth: Yes, Jenny.

Jennifer Webster: Madam Chair, I make a motion to approve the reports.

Tina Danforth: Motion by Jenny Webster to approve the semiannual reports in your packet. Is there support? Is there support? Second by Larry Smith, Madelyn, you have a question regarding the reports?

Madelyn Genskow: General Tribal Council, please General Tribal Council, listen. Don't vote to approve all the reports. This is commonly done by the Business Committee and management to make a motion to approve all the reports. This is your opportunity to ask questions about what is and what is not in the reports. It should have been in the reports so don't vote for this motion. General Tribal Council is the supreme power of the tribe but if you don't know what is going on in the tribe, how do you know how to vote?

Tina Danforth: Right now we have a motion to approve the semiannual reports, questions or comments regarding the reports themselves? The motion has already been made but thank you. If there are no questions or comments regarding the semiannual reports. Yvonne, did you have a question regarding the reports?

Yvonne Metivier: I did want to ask something about the legal report and on the trust land report that is in there. Can I ask a question?

Tina Danforth: Yes you can.

Yvonne Metivier: The report was very short and there was a chronological report on most of our legal issues. Most of them having to do with Hobart. What I did want to say there was a very short paragraph about our trust land and I think the General Tribal Council really needs to pay attention to the fact that we have 25,000 acres but only 5,000 acres in trust. Since 2005 we have not been able to get the thousands of acres of land in trust which has created problems for many tribal members. If we continue to purchase land and not develop it and not be able to get it into trust that is a problem. I would like the legal department to give us a little bit more of an accurate report on what's going on with our trust land. I also think that the issue of Hobart is a big problem and that was mentioned in there. In the last 5 years they've developed 750 living units, almost 2,000 people, they have a budget of \$4 million a year. They are beating our ass. We can't get land in trust and I think I want to hear what our plans are for getting land in trust. Are we just going to keep buying land and not use it? What is going to happen to us?

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Tina Danforth: The Law Office report is on page 39. It is very brief and general about land into trust applications. It also addresses briefly the decisions for properties located within the Village of Hobart. I don't know if there is anything more to elaborate, Jo Anne?

Jo Anne House: The information regarding the fee to trust application process is located, again, in one paragraph in our report, as well in the litigation report that is farther on. We also attempt to give information to the Business Committee on a regular basis regarding those. When we purchase land we do everything that we can to purchase land that is ready to place into the fee to trust process. That process in of itself is a lengthy process. We have shortened it by working agreements with the BIA and through the service agreements with the local governments. Unfortunately, at this point it is not just the Village of Hobart anymore, it is also other individuals that are challenging those decisions to place land into trust. What that does is delays the application, the trust application process. Right now we have several parcels in the BIA appeals process; they have gone through the briefing schedule and they are ready for a ruling from that particular board, the Interior Board of Indian Appeals. We anticipate receiving a decision but we can't force a decision out of that body. The general timeframe for receiving the decision from the BIA is one to three years after they received all the briefing. Our first ones were fully briefed about a year ago, they were returned to the Secretary, the Bureau of Indian Affairs for the Bureau to finalize some information that they had not completely filled out in their decision. There has not been a trust application from the tribe, that I'm aware of that has been accepted and gone through the process which has been determined to be incomplete. The working relationship we have with the BIA officials identifies where there might be a gap in the process and we take all attempts to quickly fill that gap and information. All of our applications are moving forward timely. It is the BIA process that is causing delays in getting land into trust. Does this mean that we shouldn't buy land? I don't have that answer. What this means that there is approximately one to three additional years of taxes we will have to pay if we buy that land. We are doing everything we can possibly can to get those decisions, to get those briefs in quickly so that we can get those decisions in a timely manner.

Tina Danforth: Thank you, Jo Anne. Any other questions regarding the reports? Ed then Debbie then Dan then Gina then Madelyn.

Ed Delgado: This tribe in the 1920 and 1930 all the way up to the 1950's lost most of the reservation due to taxes. During my 9 years on the Business Committee I went to a lot of conferences. At every conference the number 1 and number 2 issues of importance were getting land into trust. Every tribe in the United States is having problems under Bush, under Clinton, under Obama. We keep getting, we are doing our best, they keep promising but they don't deliver. We are basing our future on getting land into trust and it is not happening. I think it would be more reasonable under Sustain Oneida to do what Doug Skemondore asked that we make available trust lands and build our future on that. Those lands we know we will never have to pay taxes on. We are right now, if we keep doing what we're doing buying these homes in green bay, our taxes are going up. The tribe either has to pay or the tribal members. It is not necessary. I recently got a chance to revisit over there on Van Bortel, a little bit south of where the water tower is off Van Bortel. What a community, what an Indian community that is. I believe it is all trust land. It is a beautiful Indian neighborhood. That is how we build a secure future for our people. Look at that neighborhood. Decide whether or not you would want to raise your families in a neighborhood like that and make the tribe make it a reality. Not building these used homes where we don't know if we'll ever have to be relieved of having to pay taxes. That is a dangerous way, that is a dangerous future and it is not financially the right thing to do, thank you.

Tina Danforth: The next item or next speaker is Debbie Ushako and then Dan then Gina then Madelyn.

Debbie Ushako: I just looked at something and what I was going to ask you I got it answered so I'm going to let Madelyn go first. My question is answered in here.

Tina Danforth: Thank you, Debbie. Madelyn, because the other people haven't had a chance to speak, we'll go to them. Dan.

Dan Hawk: Dan Hawk, I have a question about reporting of the Joint Marketing Board and who they report to, just a general question because I'm not sure so if I could have that answered, I'd like to get that answered.

Tina Danforth: They report to the Business Committee, collectively.

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Dan Hawk: The reason why I ask the question is because when they did their presentation I believe I missed the museum was not part of that and I was wondering why.

Tina Danforth: That is a good question, I don't know why the museum is a part, maybe because they are considered a program and not a corporation and not a division in in of itself. It is a part of a larger department but I don't know why other than that. I don't know if anyone else on the Committee can answer the question. No, ok, thank you. Dan. Gina.

Gina Poles: Thank you, good evening. My question is regarding the Trust Enrollment Committee's report, is it one page, I believe it is on page 45. I believe that there is not enough information here and I want to just go straight to the minor's 15+ fund and the question I have for that department. I believe it would be Carole Liggins as the Chairwoman. I'm not sure if she's still here. The information doesn't reflect dates that you know, like when these kids when they turn 18 or when they graduate from high school. The Kalihwisaks usually just refers to people having to put their form in for September 1st so they can get their percap or September 30th, whatever the date is to get their percaps for October. It doesn't clearly succinctly give these youth information on when they need to apply for their trust funds. So my question would be this, if they could do that, if the Trust Enrollment could put that information in there for our youth and secondly, I want to know how many youth have not claimed their trust funds and where is that money, where is it shown on this report where it went to. My understanding is it is supposed to go for language revitalization but I don't see any dollars that have been allocated there that may have went there so that was just a hopefully a simple question. If Carole is still here or maybe the Vice Chair, Debra Danforth or possibly any of those board members if they could answer those questions, thank you.

Tina Danforth: Is there somebody that can respond from the Trust Enrollment Committee? Susan is here, Susan.

Susan White: I'm Susan White, Director of Trust. Gina had the first question concerning information to the minors about claiming their trust fund. That information is supplied in a regular mailing, quarterly mailing to all the minors in our Pathfinder newsletter, there is information on their quarterly statements as long as their address is updated they are getting mailings. Some households will have 5 minors and they are getting 5 mailings. And then the information is in the Kalihwisaks and the information is on our website, we're going to give you more contact and source information later on on this agenda when we talk about the Sustain Oneida project. We do our best to share the information electronically and through U.S. postal mail. Then we have those who do not claim, there is certain rules and regs that we have to follow because this is gaming revenue so we are complying with the Indian Gaming Regulatory Act and there is timeframes for us to keep the money where it is and giving them the opportunity to claim later. We also have deferral options, more and more youth are deferring their trust to claim it at a later date so it remains invested and protects them from tax consequences with the IRS. There is also the tribal ordinances and laws that we have to comply with so that is double governance that we need to be careful about and when the money is moved over we do send funds to the language revitalization fund once a year. We have a standard operating procedure that details all those steps. Thank you.

Tina Danforth: Thank you, Susan. Madelyn.

Madelyn Genskow: I wish we would have went department by department but anyway with regard to the development and the land departments. I wish you would have had done some more research that you might have had in your report. I did some research, I spoke to an official from the Village of Hobart. This is what the Hobart Tribe is doing. They put \$4 million in the 2015 budget and this varies from year to year. In 2015 they expect to have 35-50 home sites ready. They also, what they do with that \$4 million is they buy land, they put in water and sewer and roads and like I say, in 2015, 35-50 people in their tribe and also another one that they sold to a developer, they expect the development to bring on 80-90 sites this year. If we keep on buying used dilapidated homes and not putting money into water and sewer so Oneida's can move at will, move and populate Hobart so we can take over the vote. We are going to lose and I think the reason some people say they wanted to keep Oneida rural so that the people some of the people that are in control here, wanted to keep it in like a park like setting. That's nice but if you don't want to welcome the Oneida's back to Oneida to live here and vote in Hobart you are going to lose. And also the Sustain Oneida business, they say we are going to run out of membership. Well you bring the Oneida's home to here on the reservation they meet and marry each other. That is the way you Sustain Oneida.

Tina Danforth: Lee, questions or comments. I don't think I'm going to answer that one. Lee.

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Lee Ninham: Good evening everyone, my name is Lee Ninham. I've been raised on the reservation all my life. I served in various capacities with the Oneida Tribe including Management Specialist, Gaming Commission, Appeals Commission, Trust Enrollment Board and just recently completed my term with the Oneida Appeals Commission. The question I have here is for the Oneida Judiciary and I just want to commend the Business Committee for putting this in place but as I look through the report I don't see anything about the number of cases we're hearing. We've been in operation since March and the question is are we not having very many cases at our new judiciary because we don't handle traffic, we don't have the ordinances in place, what is going on with that? If someone could just give me a status and update because we just, I don't know how much we spent on the new judiciary, it is a fine facility for those who haven't been there I would recommend that you take a tour of it. As I look through the report, I don't see anything with the number of appellate cases we have, trial cases, family cases nothing like that. I just see something about 870 totaled logged hours as training. It was my impression that when the Appeals left, when it was dissolved in March that the new judiciary would be handling the cases that we had plus getting more so if someone could please give me an update on the status of us hearing like for example, traffic and maybe more family cases.

Tina Danforth: Melinda.

Melinda Danforth: I can only part of your question, Leland. I think the development of a traffic law, I will have to defer over to Tehassi from the Legislative Operating Committee because that body develops the laws on behalf of the tribe. From a judiciary perspective, you have to remember that these reports are from September 30, 2014 – March. The Judiciary took over in between that time so they probably are not going to have the number of cases, I would suspect they would have the number of cases they are hearing in each of their courts for January because this report isn't going to be accurate because the just started hearing cases. This report is kind of during when they were transitioning at that time.

Leland Ninham: Thank you for that. The other question have too is in regard to peacemaking. Our culture included peacemaking and solving our disputes and yet I don't see anything in here about peacemaking. When I use to serve on the family courts I did peacemaking with the families that came before us and I didn't like to serve on the bench. I didn't like making decisions for the young moms and fathers that came before me and family cases. I wanted to transfer to them the skills and knowledge so that they could resolve their own conflicts as far as visitation and custody of their children. There is a lot of pain out there with that. If we are going to stay an adversarial system, that system is win lose and it is not working for the State and I don't suspect it will work very well for us. That is why I hope that maybe the Chief Judge can give us an update on incorporate peacemaking into our court system. Thank you.

Melinda Danforth: Leland, just to respond. The peacemaking portion, the peacemaking court is actually in the law and the judges aren't here to represent themselves because General Tribal Council passed a law that states they cannot participate in General Tribal Council because if they should have to hear a case they cannot be biased so they can't be here to represent themselves unless General Tribal Council specifically directs them to be here to give that report. I know that in the law peacemaking is a court on to itself and also the family court is using the peacemaking court to its fullest ability where the family court judges are referring families over to peacemaking. I know you have a lot of experience in that area and the judges have called upon you to come and help a little bit but I think you are right that they could use a little more help and maybe expand the peacemaking system a little bit more. But again, I'm begging for them because they just started so they just now are starting and there is a lot of opportunity at hand to expand the peacemaking court.

Leland Ninham: I understand what you said about the judges not being here because I went through that process myself and now that I'm retired I can come before the GTC and speak. I think for our judiciary that is something that is so powerful they make decisions that affect all of our GTC members and someone should be here to represent the judiciary. I would like to make a motion to that affect that in the future GTC meetings or the semiannual meetings that we have the administrative person from the judiciary be in attendance so we can get an update and questions and listen and give us a status report and what's going on with the judiciary.

Tina Danforth: Is that a motion, Lee?

Lee Ninham: Yes, ma'am.

Tina Danforth: Can you please repeat it the best you can?

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Lee Ninham: I would like to make a motion that in future semiannual meetings where the various boards and so forth have to give reports that the administrative personnel, some administrative personnel from the judiciary give a report.

Tina Danforth: Lee, we have a motion on the floor to, I think to accept the reports by Jenny and Larry. Your motion would have to be an amendment to the main motion.

Lee Ninham: So be it.

Tina Danforth: Thank you. There is an amendment by Lee Ninham to ask that an administrative person from the judiciary attend the semiannual meetings to provide a report, is there support for this amendment? Second by Debbie Ushakow. Right now all comments and questions must be to the amendment which is to have administrative person come to the GTC to report at the annual and semiannual regarding judiciary matters. There is a call for the question on the amendment to the main motion, who is the person asking? Mark.

Jennifer Webster: Madam Chair, privileged question.

Tina Danforth: Yes, Jenny, what is your question?

Jennifer Webster: Lee are you asking for administrative because the administrative staff can be here or are you asking for one of the judges?

Lee Ninham: No, I'm asking for administrative staff or administrator of the court.

Jennifer Webster: The administrator is allowed to be here.

Tina Danforth: That is what is in his motion.

Lee Ninham: Or an attorney.

Jennifer Webster: But they are already allowed to be here.

Tina Danforth: They are but they don't come to represent the judiciary, they come as a GTC member so he's asking that they be allowed the authority to report on behalf of the judiciary. Is that not your intent?

Lee Ninham: Thank you, Madam Chair.

Tina Danforth: Thank you. What is your privileged question?

Unidentified Speaker: I was wondering Mr. Ninham, are we referring exclusively to the judiciary or all the boards?

Lee Ninham: Just to the judiciary.

Unidentified Speaker: Thank you.

Tina Danforth: Thank you. Do you have a question, Lisa?

Nancy Skenandore: Privileged question.

Tina Danforth: There is a call for the vote.

Lisa Summers: We just need clarification on the motion Leland that you intend for a representative for both the annual and semiannual meetings?

Lee Ninham: Correct.

Tina Danforth: Thank you.

Nancy Skenandore: Privileged question, Madam Chair.

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Tina Danforth: Nancy.

Nancy Skenandore: By voting on this amendment is that, are we done with the discussion of the reports by doing that because I have some questions for the Oneida Child Protective Board that I'm very curious to ask some questions.

Tina Danforth: When this amendment either passes or fails or is voted on then it goes back to the main motion and then we are still on discussion.

Nancy Skenandore: Ok.

Tina Danforth: I think we are done with the privileged questions so at this time, if you are in support of the amendment to the main motion that the administrative staff for the judiciary attend the annual and semiannual GTC meetings and provide a report, please raise your hand if you support this amendment. Please raise your hand. Thank you. If you are opposed to the amendment please raise your hand, if you are opposed to the amendment please raise your hand. Thank you. If you are abstaining please raise your hand, if you are abstaining to the amendment please raise your hand. This amendment passes. So we are now back.

Lee Ninham: Thank you GTC. Thank you Tribal Council for the excellent job you are doing. I appreciate the work that you are doing, also I thank you GTC for the excellent meeting and it is good to see all of you. Take care, bye.

Tina Danforth: Thank you. We are back to discussion and a Q&A on the semiannual reports. Nancy and then Doug.

Nancy Skenandore: I have a question regarding the Oneida Child Protective Board. Do they oversee also the Indian Child Welfare? Are they the same entity or same program? Do they work with the Indian Child Welfare program hand in hand, can anybody answer that question?

Tina Danforth: Is there somebody here from the Child Protective Board to answer Nancy's question. Lisa, Dale.

Dale Poles: Yes, the Child Protective Board does work with ICW which is under the Social Service area.

Nancy Skenandore: Dale, one more question then. What is the status of getting, I'm just going to be out there. I have a grandchild who is in desperate need of Indian Child Welfare assistance but yet have been told for years now, she still under Outagamie's protective services our whatever. What takes so long for our tribal to be involved with our tribal members, with our children shall I say?

Dale Poles: What you need to do is go to the Indian Child Welfare office and they have workers there that will assist you in bringing these cases forward to the commission.

Nancy Skenandore: I have done that.

Dale Poles: I haven't seen that and I really cannot speak on any type of case.

Nancy Skenandore: Ok, thank you.

Tina Danforth: Thank you both. Doug and then Madelyn.

Doug Skenandore: I've been asked by an elder to come up here and speak on her behalf. Page 42, the Oneida Police Commission, maintain law enforcement services to the community. What her concern is about is in the Three Sisters of the vehicles that keep speeding through and she has grandchildren out there and she is very nervous that one of them will get hit. She's talked to the police officer who simply referred to her and said what am I supposed to do? You are supposed to get out there and arrest these people. If indeed, one of my fine brothers or sisters here that live in Three Sisters, please just slow down, just slow down. You can slow down once you round the curve, giver. But when you are amongst the Three Sisters, please slow down. Thank you.

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Tina Danforth: Thank you. After Madelyn there is going to be a call for the question so Madelyn please be brief and succinct.

Madelyn Genskow: I have a question on 3 different reports. One is the Comprehensive Health. I have three different questions about the Comprehensive Health that wasn't in the report but I feel it should have been in the report. It is my understanding that the federal government has approved the veterans to come to the Oneida nursing home so I wish it was in the report like how many we might expect to come and if we're going to need another nursing home. That is one question. Another question is, years ago the General Tribal Council voted specifically that there be an Ombudsman that reported to General Tribal Council who would hear grievances at the Health Center. Seems like that has changed. That person does not hear grievances at the Health Center any longer and is kind of working all over the tribe talking about personnel responsibility. Also, the people, I did request to make a grievance at the health center and I received a form that I was supposed to fill out and send to someone who reports to the director of the health center. To me that, it would make more sense to the Ombudsman to be doing what the General Tribal Council voted that she do and that would be to hear the grievances as an impartial person. My sister and I did experience a situation like that in the past where a pharmacist reported to my sister that she could not get medication of a certain nature and I knew that was wrong because I was getting it. So anyway, we reported it to the Ombudsman that was active at that time and that was reversed. That is one thing I wish was in the report about something like that. Another thing, that is 2 things now, another thing is that there is been rumors that funding went from a grant from the Oneida Health Center that put flooring in the Longhouse. Did that happen? And if it did, how did that happen? In regard to Governmental Services, I requested in February that there be a report on how much it cost for the decolonization event which the tribe paid. The last thing I heard was \$6,500 but I could not get a written report on it even though I requested many times. That event ended with the clan mothers from Thames Canada coming down to Oneida Longhouse to tell us they wanted to make Artley Skenandore a chief of the tribe. It was reported to me by 2 witnesses.

Tina Danforth: Madelyn, you need to conclude your questions or remarks so we can move on.

Madelyn Genskow: Nobody said, there was no 2 minute rule so. The Ombudsman report, the Ombudsman has become a tool of management not what the General Tribal Council voted for. I checked on the documents. There has never been a Business Committee vote or General Tribal Council vote that the Ombudsman do anything other than negotiate between the health care center and the tribal members.

Tina Danforth: Thank you, I believe Debbie and Dianne will respond to some of your questions and inquiries. Debbie.

Debbie Danforth: Thank you. In reference to the Veterans Administration that process is still in process for the Anna John Resident Center Care Community. That has not been completed. We don't have any idea in terms of how many veterans may be interested in wanting to utilize the services for long term care but that still is in process. That normally takes anywhere from 6 months to a year or longer for the Veterans Administration to go through and approve. They have been through and have done their site visit onsite at the AIRCCC. They have approved the majority of the information that they reviewed at that time and it is currently at the Veterans Administration office in Milwaukee and we are waiting the final letter saying that we have been approved. In reference to whether or not we are going to need an additional nursing home, it is very unlikely that even if we wanted to have another nursing home, the State of Wisconsin mandates that and they require whether or not we are able to add additional beds. Because of the size and the downsizing of nursing homes and long term care in the State of Wisconsin, they basically say that 48 beds is what we are licensed for and that is what we are going to have to stay at this time. It would have to be a whole new process if we were going to expand those services right now. As far as the Ombudsman, I'm going to refer back to Dianne and she can answer your questions.

Dianne McLeister Heim: Good evening General Tribal Council, my name is Dianne McLeister Heim, I am your Tribal Ombudsman. To first speak to, if you go back to 2005, General Tribal Council passed a motion that stated the tribe is to have a position of an Ombudsman that is to hear the concerns of employees of the health center and tribal community members. Therefore, by the direct verbiage the only employees that I can be limited to working with are those of the health center. Tribal community members, your issues are your issues, my office is open, feel free to contact me. Yes, there was action taken by the Business Committee, sorry I didn't come with my entire program outline, which I'm more than willing to share with anybody who wants to see it. That we went from just the term Ombudsman to Tribal

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Ombudsman because of the specific wording of that motion. Now you as General Tribal Council are not restricted in what you can have issues about. Use of my office is not mandatory. If you look in your packet, I'm on page 40. As it states on the bottom, the Oneida Tribal Ombudsman provides services to all members of the Oneida community, employees of the tribe, departments within the tribal organization and consumers of services of the Oneida tribe. The use of the tribal Ombuds office is voluntary, confidential and free of charge. You are not mandated to work with me. Every area within this organization should have a formal grievance procedure. Therefore, if you ask to file a grievance they are going to direct you to their formal process. If you are not comfortable utilizing that formal process you are more than open to contact me. What I do, I work as a neutral party. The accusation that I've become a tool of management is completely incorrect, my position is as a neutral party. I make recommendations, suggestions for improvements. If you come to see me and work with me on your issues, we're going to explore what the true issue is that you have, what options are available to you, formal and informal and you are going to be empowered to make the decision that is best for you. I will not tell you what that decision is, that is for you to decide as we look at everything that is available to you. As far for management, no, I am not a tool of management. The organization has begun to have a better understanding of the role of an Organizational Ombuds. Most recently, when direct reports and management went through budget matters, I was invited to those meetings which in the past I have been not. Excuse you? If you, we can talk afterwards, thank you. No, I'm not talking to you like you are 'idiots.

Melinda Danforth: Stop. Stop misbehaving please and Dianne, please be professional. I request that you be professional in your tone. That is what the gentleman is asking for.

Dianne Mclester Heim: I'm sorry, I did not intend for my tone to come across that way.

Melinda Danforth: That's ok but I'm just letting you know.

Dianne Mclester Heim: However, as I was stating I've been invited to those meetings. We recently had some budgetary meetings in which recommendations from direct reports and management were requested. I participated in that. When it came time to take a vote on decisions that were being made I excused myself from that because I am here to be a neutral party. I cannot vote in favor of or against when I am in those meetings. If I did, I'd be supporting one side or the other. When I am here at General Tribal Council I am here at General Tribal Council as a community member as a member of the Oneida Nation. I have a right to vote on anything. So again, like I said the Ombudsman is there. The Ombudsman is not there to only work with health. The Ombudsman is there as the 2005 General Council directive the motion that passed stated to hear the concerns of employees of the health center and tribal community members. Within my program description is also all the letters of intent behind the action that was taken which is available for public consumption.

Jennifer Webster: Madam Chair, I call for the question.

Melinda Danforth: Thank you, Dianne. The Chairwoman had to excuse herself for the moment but she did indicate that there was a call for the question on the floor so I'm going to recognize the call for the question. At this point the motion on the floor is made by Jennifer Webster, seconded by Larry Smith to accept the 2015 semiannual reports. We're going to take this by hand vote, all those in favor signify by raising your hand. Thank you. All those opposed, raise your hand. Thank you. All those abstaining, raise your hand. Thank you.

6. Old Business

A. General Tribal Council Meetings Law

Melinda Danforth: The next item on our agenda is under old business and that would be General Tribal Council Meetings Law. Tehassi, the Vice chair for the LOC will be making that presentation.

Tehassi Hill: Shekóli Swakwek General Tribal Council. I've been asked to give this presentation to General Tribal Council in regards to the Meetings Law. This would be a law adopted by General Tribal Council which would basically provide a schedule for General Tribal Council meeting dates, set the agenda for General Tribal Council meetings, outline the petition process, require analysis of items that Tribal Chairperson requests be placed on a General Tribal Council meeting agenda, set standards of conduct for those attending General Tribal Council meetings and outline the duties of those preparing and assisting General Tribal Council meetings. This was first, public meeting notice was December 6, 2012. This is just an update at this point because there is changes in the law since the constitutional amendments that passed so we definitely would have to change the age for voting and attending the GTC meetings in this

law. At this point, I'm just asking that this just be for discussion purposes so we can gather further information what changes you'd like to see in this law and how General Tribal Council conducts themselves. I'll just go through the presentation real quick, I know it is getting late. I guess there isn't a presentation at this point. I guess, alright, so we would like to gather your input on this very important topic about how these meetings are run. There are several suggestions that I heard from community members like basic standards for setting the agenda. Automatically in the agendas so we don't take half hour to an hour to adopt the agenda is having a lot of the past practices of a GTC adopted in this law as allowing 30 minute presentation, allowing for 2 minutes for each individual, tribal member to have an opportunity to speak on each topic and that would help streamline the process so these meetings won't quite last so long where can get through all the topics on the agendas quicker if we were able to outline these in the law as to how that is accepted by GTC how we run these meetings. At this point, if the law is actually in your packet, the statement of effect starts on page 69 so it was mailed out, it has been noticed. Previously it was being asked for adoption, it is not at this point as I mentioned before. Some of the amendments need to be made to this law specifically in regards to the constitutional changes. If anybody has any opinions on the law or suggestions to be included in the law or if things need to be changed, I'd like to entertain those for a brief moment so we can get those recorded and we can deal with these amendments at the LOC level and bring this law back to General Tribal Council for their consideration. Fleet, I mean David.

David Jordan: I was working on this law with a bunch of other people. On line number 136 on page 76, on my draft that I had when we were working on it, did not have this line on there where it says adjournment. Items not completed by the time of the meeting adjourns will be forwarded to the OBC for action. I would like to see that taken out and maybe the new verbiage would say it would be tabled and brought back to the next GTC for action. That would be my recommendation for a change if note would be taken. One of my suggestions.

Tehassi Hill: Thank you, David.

David Jordan: Thank you.

Tehassi Hill: Councilwoman, Fawn.

Fawn Billie: With the passing of the constitution of the new age requirements, line 99 and 100 would change, 21-18.

Janice Decorah: Some things to take into consideration are, when you review it again is that the way it reads it violates the Oneida Constitution and gives more power to the Business Committee over the constitution. Number 1 is the petitions that are received, if it states that when a date is set if there is not enough petitions that that meeting would be canceled because it would be fiscally irresponsible. But it doesn't state what happens to these petitions. It doesn't state if they are forwarded, if they are put on hold or for how long. The language is too vague, it is just too vague. The second part that violates the constitution and gives more power to the Business Committee, and I'm very disturbed by this, within the constitution the Chair's ability to call a meeting. It stating that the Business Committee would determine that you're going to be the one that reviews it. That is undermining the constitution. If this law passes, then you are basically saying that we are over what the constitution allows and it can't be done that way because it has to be a constitutional amendment. But within in this law, it states that this law is going to supersede that. I don't even know why it's in there, that would be a good explanation when you bring it back to explain the purpose of that. What I challenge in that is the sitting chair or any future chair, when you are all gone, over and done there is going to be another committee in place. It could be an emergency where the calls a meeting for whatever purpose and it shouldn't be the BC that determines if and when but that how this law is stated. That is a slippery slope. Not only that, in the early, our mid 90's, LOC attorney themselves wrote that a law should not have a standard operating procedure within it because it should be, it becomes too muddled. And for the reader's sake, it should be clarified, more streamlined. For clarity sake you need to separate the two. You don't need a law, a meeting law, versus a process and procedure for either one. I suggest strongly that you do separate the 2 out. Because the petition process is separate from how you conduct a meeting. That is phase 2. They are intertwined and intermingled too much within it and you just lose focus. Those are my main suggestions. And also I agree with David, that was a main concern of mine too, was that the Business Committee take care of any unfinished business. That was past precedent practice when we lost a quorum. We don't lose quorums anymore. And I don't think we will for a long time. This meeting law is an example like it was before when it was brought on last July, this is a whole year later. It was on unfinished business and it wasn't brought

back. What if the Business Committee took it upon themselves to say we're passing this. You violated the constitution twice, you infringed on the petition process itself by not having a clear what happens to them if you cancel a meeting and you infringe on the Chair's ability to call a meeting by saying that the rest of you, 8 of you, will determine, when and if. No, the constitution says the Chair can call that meeting. And the constitution has to be amended in order to do so not a law that overrides it. Those are very main and very, I'm so amazed that it is even in there and it took over 4 - 5 years to even write it. You had 4 drafts within the 4 drafts why didn't one of you say hey, we're violating the constitution, it didn't occur. So, that's my comments.

Tehassi Hill: Thank you for your suggestions. Madelyn, Madelyn Genskow: Your comment that you can forward with the change in the constitution is premature. It was denied by the Midwest Regional BIA office, the same office that screwed us up with Hobart. It is going to go on to IBA court, if possible. You are premature. Also, with the regard to the petition process in General Tribal Council meetings. I feel there should be a part in there that if the petitioner is not available due to their own health concern or health concern of the family they should be able to name another person who can carry it through on the floor. Also, because it is not just the petitioner who wants those things to come forward, its over 50 people petitioned that they want that issue to come before General Tribal Council. So I think that those 2 things should be in there and should also have to consult with petitioner to make sure that the petitioner is not going to be on vacation when you schedule the meeting. Also, the petitioner it should be in there, that the petitioner can also put things in the mail out that information, documents in the mail out. We have to be so careful on how we pass our laws because it can be used against us. I make a motion that the item be tabled until it is brought back with changes for and until it has been received and a ten day notice by all members of the Oneida Tribe, not just the ones who send back that card in the fall. A make that motion, Madam Chair.

Tina Danforth: There is a motion to table this item until a ten day notice requirement is fulfilled which notices the entire voting membership not just those who received the card saying they want the packet or the notice. There is a motion right now to table this and that all General Tribal Council members be provided a notice. That is the motion on the floor, is there support for the motion? Is there support for the motion, second call. Judy is going to support the motion. There is now a motion on the floor that this item be tabled until changes are made and the notice is provided in the mail to all tribal members of voting age and that is the motion made by Madelyn second by Judy. There are no discussion on tabled items, that motions to table have no discussion.

Tehassi Hill: Privileged question.

Tina Danforth: Tehassi, what is your privileged question?

Tehassi Hill: Because it is being tabled, we will not as a matter of process, according to our agendas, we won't be able to do the work that has been asked of us to complete because it will remain on this agenda the way it is. I'm asking the motioner that she defer this item back to the LOC for further work.

Madelyn Genskow: I will change the motion that it be remanded to the LOC for changes and there also be public hearings regarding the changes. That's my motion. Does the second agree with the change? Judy?

Judy Cornelius: Thank you, Madam Chairman. My comment deals with process. When I come to the General Tribal Council I feel that each one of us, every single person in here, has a responsibility to vote on the issues that come forward. Now, in the past, I think Vince DeLaRosa brought forward a good idea and if you've attended college classes you'll know what I'm talking about. They call them clickers, in this technological era that we are in, each of the individuals would be given a clicker, like we get our bracelets when we come in. So when it comes time to vote, those votes are registered. A lot of times, people are intimidated by their surrounding area of people that are not thinking the same way they are. It guards their vote for one thing, makes them accountable instead of some people sitting out there in the hallway, if there is a vote and they don't vote so be it. We need to have accountability here with the General Tribal Council and that is my recommendation.

Tina Danforth: Thank you.

Madelyn Genskow: Is there a second on my motion?

Tina Danforth: There is a motion by Madelyn seconded by Sherrole Benton to remand this item regarding the General Tribal Council Meeting Law to the LOC and that it be brought back with the changes and I believe her intent was to include a notice to all voting membership and public hearings also be provided during the process.

Sherrole Benton: Call for the question Madam Chair.

Tina Danforth: We are trying to get the verbiage down so please hang on a second. There is a motion made by Madelyn and seconded by Sherrole that the General Tribal Council Meeting Law be remanded back to the Legislative Operating Committee for changes and for public meetings for comments and provided in the process. They are now called Public Meetings and not Public Hearings for comments and that, I would say after comments, it should be that the notice be provided to all voting members. Thank you. The current motion is that General Tribal Council Meetings Law be remanded back to the Legislative Operating Committee for changes and that public meetings for comments. That General Tribal Council Meetings Law be remanded back to the Legislative Operating Committee for changes including public meetings for comments and that the mailing be provided to all voting membership. Thank you. That is the motion on the floor and there was a request for a call for the question regarding this item. And so I'm going to recognize that so we can continue on with this agenda. All those in favor of this motion for GTC Meeting laws to be remanded to LOC with public meetings and a mailout to all membership please raise your hand. Thank you. Any opposed? Any abstentions? Motion carries. Thank you.

B. Litigation Update

Tina Danforth: The next item on our agenda is under new business, litigation update, item 7B, litigation update.

Melinda Danforth: The litigation update is being provided by to the General Tribal Council much like the Packer contract. The Business Committee has received a number of concerns and requests for information on the Packer contract so we asked Joint Marketing and the Chairwoman to provide a report to the GTC so much like those kind of concerns.

Tina Danforth: Let's have some order here. I need the 2 elders to be mindful that we are all to be respectful of one of another so thank you very much. Sorry Melinda, can you redo your intro?

Melinda Danforth: That's ok. So much like the Packer contract the litigation report is to give the General Tribal Council an overview of the types of litigation that the tribe is in, currently. There have been, since the report was developed, there have been some conclusions to the litigations and we have Attorney Becky Webster here. The reason why the report is so broad and not detailed is that in litigation there is very sensitive information and sensitive strategy that is involved in these cases. This is our first report, our first attempt to try to provide a litigation report so any criticism or feedback about additional information that we can provide would be welcome. So again, our first attempt and we hope that you find the report interesting.

Becky Webster: Hi everyone, my name is Becky Webster and I also have Kelly L. McAndrews we are both attorneys in the Oneida Law Office. We're going to try to do our best to give you a brief update on the different litigations that we have currently pending as well as some of them that have been resolved and what the next steps are. We have an update for you on page 96 of the old and new business, there is 3 pages. It is brief paragraphs to give you an update on the litigation. I'm going to go a little bit out of order. I'm going to start with the fee to trust. We had 2 sets of litigation for the fee to trust. One of them isn't in here because it has been concluded. As people had alluded to earlier, we have a brief blurb of that on our Oneida Law office page. What that was, is the village of Hobart filed a challenge to a decision of the Bureau of Indian Affairs to take land into trust for the Oneida tribe. Hobart appealed that on a number of different reasons that they thought that the BIA should not be able to take land into trust for the tribe. The Interior Board of Indian Appeals issued a decision that explained that the BIA needed to do a better job of considering the different factors before deciding whether or not to take that land into trust. It is important to note that the Interior Board of Indian Appeals said that there are no faults at all with the tribe's application. It is very important to keep in mind that the tribe didn't do anything wrong when filing its application rather it was the Bureau of Indian Affairs that needed to more fully consider the requirements to take land into trust. That is on the Hobart side. We also have some pending fee to trust appeals within the City of Green Bay. Those are individual residents of Brown County that had filed appeals. They happen to be elected officials for the City and for the Village of Hobart. They say they filed these appeals in their individual capacities. They pretty much are raising the same issues that Hobart

SUPPLEMENTAL PACKET A FOR ITEM - IX.D.

raised as in fact they are using the same attorney. We have briefed those cases and we're waiting for an appeal for that decision. Also our fee to trust applications for the Town of Oneida are going in to trust so we are very successful so we are very successful with our fee to trust applications. Division of Land Management folks and I go to different conferences throughout the United States to hear about different ways on how to make our fee to trust process better. It actually always ends up being that people are applying to Oneida as the model. If you look at our numbers, we are more successful for our fee to trust applications than any other tribe in the nation. On the very first case we have in here is the stormwater case. As we all remember that is a case where the village of Hobart tried to essentially tax our trust land. Just when you think why in the world would anybody want to try to tax trust land well, Hobart tried it and they failed. The District Court said that they can't do it, the Seventh Circuit Court of Appeals said you can't do it and the United States Supreme Court refused to review it. What is happening now is even though the Village of Hobart agreed that all of the land at issue in the case is trust land, now they are saying, wait maybe not, just kidding. One of the things that they are trying to say essentially is that the tribe tried to pull a fast one on them by recording a document with the County Register of Deeds and trying to say that land that's in trust really isn't in trust which couldn't be farther from the truth because within weeks after we had filed this document with the Register of Deeds we had included it in a separate litigation with the village of Hobart. So not only does Hobart have the document they've had it a few weeks after we had recorded it back in 2007. It is a pretty interesting case, this one is still pending. We're finally our briefs, we have yet to hear from the Eastern District of Wisconsin to say whether or not Hobart is going to be able to challenge paying, asking the tribe to pay taxes on our trust land again. Then we have the two Seven Gens cases. One of them is a completed case, this is the one where Seven Gens and a subsidiary of it, Green Bay Renewable Energy, filed an appeal with the court because the City of Green Bay initially granted them a conditional use permit then a year later said, no, just kidding, we changed our mind. What happened is Seven Gens and Green Bay Renewable Energy filed an action with the court saying they can't really do that. The initial court said maybe they could, Court of Appeals said no they can't and then we went to the Wisconsin Supreme Court and all of the Justices except, Roggensack said that no reasonable person would believe that Seven Gens misled anybody. In that case now, we are waiting to hear back from Seven Gens as to what their next steps are going to be. Are they going to ask for whether or not they are going to go after the City to see about getting damages for all of this. The Business Committee, I don't believe has any clear direction yet, our office doesn't really know what the next step are so we're really waiting to hear from Seven Gens. The other one is the ACF case. This is a case that everyone commonly refers to as the \$400 million some lawsuit. What this case really has to deal with is the, their filing an action against the Oneida Tribe, against Seven Gens Corporation and against Green Bay Renewable Energy because while we were trying to work out details for a plastics to oil project, the General Tribal Council decided to vote to dissolve Seven Gens Corporation. So ACF filed an action against the Tribe, Seven Gens and Green Bay Renewable Energy saying that we breached the contract. We have done something wrong because we are trying to get trade secret information from them and maybe do something else with it but in essence it is all tied back to General Tribal Council's decision to dissolve the corporation. We were successful in asking to have the Oneida Tribe and Seven Gens dismissed from the case so we are no longer parties but Green Bay Renewable Energy is still a party. It is proceeding against green bay renewable energy but ACF is appealing the decision to dismiss Seven Gens and the Tribe so that one is still pending. Kelly is going to talk about the 2 other cases in the update.

Kelly McAndrews: Hello, GTC. I'm updating you regarding Meyers and the Oneida Tribe. On April 14th there was a lawsuit that was filed in the United States Eastern district of Wisconsin. The allegation is essentially that an individual received a receipt that either negligently or recklessly or willfully violated something called the fair and accurate credit transaction act. Something otherwise known as FACTA. FACTA requires that either the last 5 digits of a credit card number or expiration date be printed on a receipt. The allegation did not claim any type of actual harm, it did not indicate that there is any concern that a full credit card number was on the receipt. It did not allege anything like identity theft. We're in a position now where we've had to file a response to the complaint. This is something that is in the preliminary stages of litigation. There is still a lot of fact finding and investigation that is being done internally. A motion to dismiss was filed, that was pretty recently, in the last 2 weeks. There is a telephone scheduling conference regarding that motion, however, we do not expect a response regarding that motion for several months yet. The next one is the Employment Benefits Security Administration, Department of Labor vs. the Oneida Tribe. Basically that one is about the tribe receiving a penalty for not completing a form regarding the 401k plan for the year 2012. It wasn't filled out properly. There was an assess penalty against the tribe, that is something that we are currently in settlement discussion over. We haven't resolved it yet but we do anticipate resolving it in the near future. Thank you.

Tina Danforth: Are you ladies done? Thank you. I just want to comment that, you know, the update on these litigations are important to the tribe and they are important for us to share with you. As you can see there is the ACF litigation and the Green Bay renewable with the City of Green Bay. Those were reasons why we have been delaying the process to dissolve the Seven Gens Corporations because these litigations, one is concluded, one is pending. It has a lot to do with the legal ramifications in order for us to continue our arguments in the court settings. It is kind of a long thing to explain, we're just giving you as much information as we can. That is part of the basis of why Seven Gens Corporation is still a corporation. I know there has been a lot of things being said so hopefully this will help shed some light on this. The Law Office does a good job representing the Tribe. We win some, we lose some. There is going to be another fight tomorrow, there is going to be litigation. It is not going to go away but all of this is very good case law for the tribe. This item is open for Q&A and consideration so, Chaz has been patiently waiting in the other room. I'm going to call on him and then Leah, then Madelyn then Doug.

Chaz Wheelock: 6395, Chaz Wheelock. I noticed that New York land rights is not on the litigation, I was just wondering where that is at. The New York land rights or New York land claims, some people call it.

Tina Danforth: That has been reported on in the past and that has been concluded.

Chaz Wheelock: So the land claims is over?

Tina Danforth: From a legal standpoint, yes.

Chaz Wheelock: I think again, this body here part, of the conversation about litigation is what the status is. I just thought it would be in this litigation section since it is one of the first times you are doing that. Also, I'd like to suggest, if it is over, how is that reported to the general membership on that very important issue. If there is a past report, I guess it is in there, is that what you are saying? So there shouldn't be any more funding in our upcoming budget to deal with land rights, land claims? Is that what you are saying?

Tina Danforth: I don't believe anyone is saying that Chaz, at this time, and I think that is something we can look forward to at a future agenda.

Chaz Wheelock: Ok, thank you. Also, I'd like to say this, this group is very well behaved except for a couple people, compared to that group.

Tina Danforth: Leah, Madelyn and Doug and then we need to conclude. We've been given a 10:00 time frame and we are upon that time so please be brief ladies and gentleman. Leah, Madelyn and Doug.

Leah Dodge: Regarding the Hobart case, in Hobart's latest brief filed on June 2nd it says that this court has been defrauded in to concluding the federal government holds this land in trust. It does not. The federal government has never recognized this land as trust land despite years worth of requests by the tribe to do so. The tribe has consistently represented to this court that the subject parcels are in trust without once confessing to the court that the federal government does not share this view. The tribe unilaterally drafted, awarded and filed with Brown County Register of Deeds and Office of Affidavit of Easement cancellation which directed the County to thereafter to change the ownership to the United States in trust for the tribe. The tribe's tampering with the administration of justice continue with the tribe then using the counties records now showing the parcels as trust land to form the basis of its claim that 148 parcels are in trust. The ultimate upshot is the tribe's actions, representations and omissions to block this knowledge from the court and village represents a scheme to defraud the administration of justice which is precisely what rule 60 contemplates. When a court, it authorizes a court to correct judgments procured through fraud. Now who told the tribe to go down to the Register of Deeds to claim that these parcels, the railroad easement were in trust and so for recognized by the federal government as in trust?

Becky Webster: I did.

Leah Dodge: And were you directed to do so, by who?

Becky Webster: I'm not sure what you are saying?

Leah Dodge: Are they really in trust?

Becky Webster: Yes, they are really in trust. These lands have been in trust since the treaty with the Oneida since 1838. The United States, the United States has recognized that these lands were in trust in the Treaty of 1838 and has never ever recognized that they are not in trust. What you were reciting, is quotes from Hobart's brief.

Leah Dodge: Yes.

Becky Webster: That is what Hobart is saying. The Oneida Tribe filed a response to that and we're in the process of putting that on the tribe's website. Like I was saying earlier, Hobart is going to run around and trying to say all kinds of crazy stuff. It just is not true. In their brief, the brief that you are referencing, they are trying to say that we were being sneaky. How do you be sneaky by recording something at the County Register of Deeds. The very purpose for register of deeds is to put public notice out there that this is our land. This is the United States of America in trust for the Oneida Tribe.

Leah Dodge: And all based on your say so, right, your affidavit.

Becky Webster: Within a few weeks after us recording this affidavit of easement cancellation with the Register of Deeds, we gave that to the Village of Hobart. We filed it with the judge, the same judge that is in the stormwater case. He has seen this affidavit of correction. He has seen it, the Village of Hobart has seen it, there has been nothing underhanded or undermined or sneaky on our part.

Leah Dodge: What if you are wrong?

Tina Danforth: Thank you, thank you, Becky and thank you, Leah. We are going to move on. Next person is, I know you are going to ask about the time and I'm really trying to wind this down. What is your privileged question?

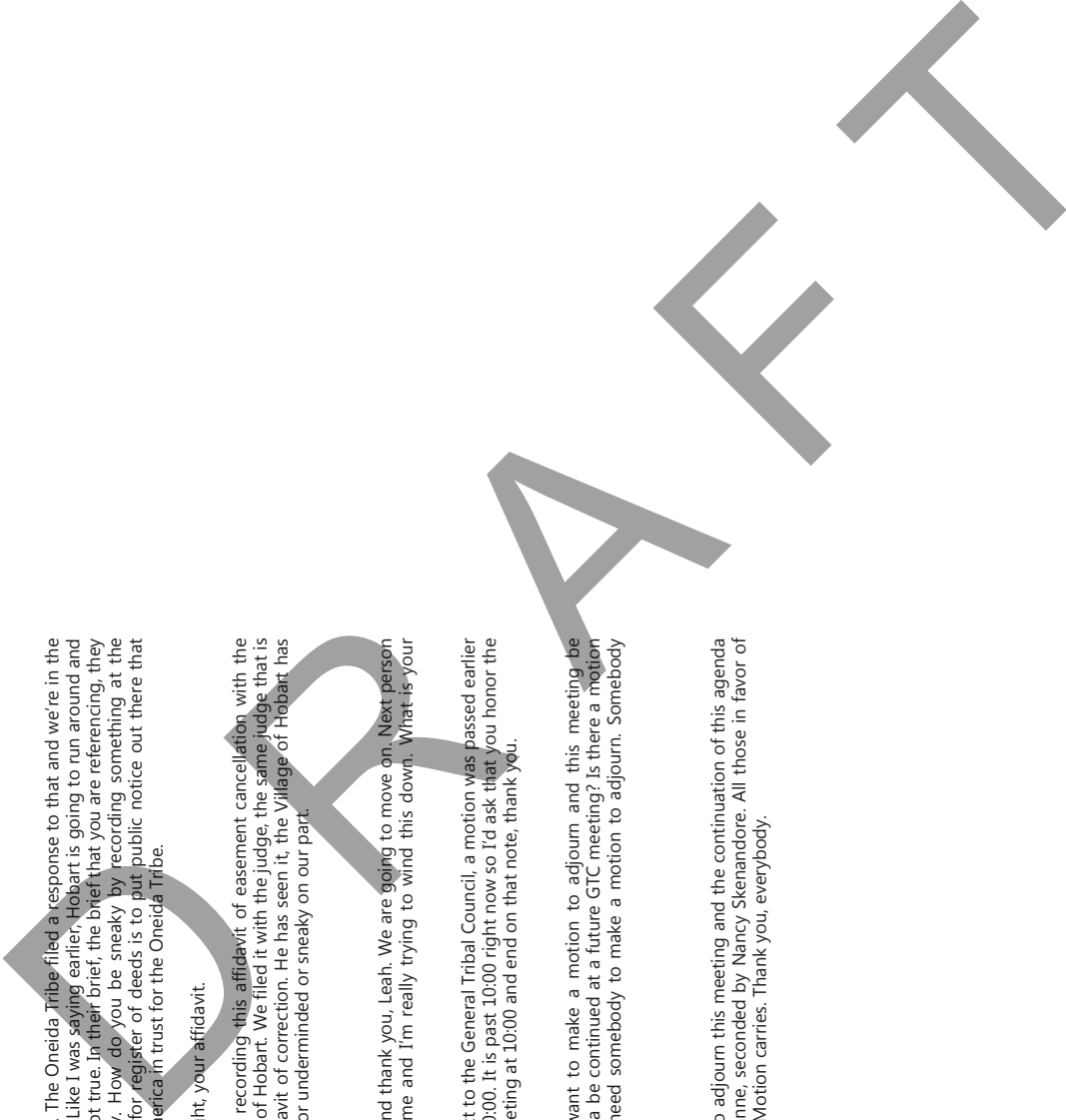
Mark Poles: Madam Chair, with all due respect to the General Tribal Council, a motion was passed earlier this evening that we were going to go until 10:00. It is past 10:00 right now so I'd ask that you honor the General Tribal Council's motion to end the meeting at 10:00 and end on that note, thank you.

8. Adjourn

Tina Danforth: Thank you, Mark. Do you want to make a motion to adjourn and this meeting be continued at the, the remainder of this agenda be continued at a future GTC meeting? Is there a motion to adjourn and that this be continued? We need somebody to make a motion to adjourn. Somebody come to the microphone please.

Dianne McLester Heim: So moved.

Tina Danforth: There is a motion by Dianne to adjourn this meeting and the continuation of this agenda be at a future GTC meeting. Motion is by Dianne, seconded by Nancy Skenandore. All those in favor of adjournment, say aye. Opposed. Abstentions. Motion carries. Thank you, everybody.



TOPIC:

REPORTS

FY2015 comprehensive annual financial
audit report by RSM US, LLC.....<<#>>

Tribal Treasurer's annual report for FY 2015<<#>>

Ticket and Merchandise Contract Report.....<<#>>

Annual Report.....<<#>>

SUPPLEMENTAL PACKET A FOR ITEM - IX.D.
Oneida Tribe of Indians

Audit Committee

P.O. Box 365
Oneida, WI 54155

Phone: 920-869-4359



Tehassi Hill, Chairman
Jennifer Webster, Vice Chairwoman
Fawn Billie, Member
James Skenandore, Member
David Jordan, Member

Memorandum

To: General Tribal Council
From: Audit Committee *T.H.*
Date: November 9, 2015
Subject: External Auditors direct report to GTC

1 **Purpose:** To ask approval from the General Tribal Council to allow auditors from the
2 auditing firm of RSM US, LLP to attend the annual GTC meeting to present an
3 overview and summary of the Tribal financial statements for the annual period ending
4 September 30, 2015.
5

6 **Background:** The financial statements are required to be made available to Tribal
7 members at the Oneida Community Library, the Tribal Treasurer's office, and the
8 Finance Department offices per the Audit Law Resolution 07-15-98-C.
9

10 On October 26, 2015, McGladrey united with fellow firms in our global network, RSM
11 International, under a common brand name – RSM. RSM US LLP is a licensed CPA
12 firm with 8,000 professionals and associates in 80 cities nationwide, headquartered in
13 Chicago, Illinois.
14

15 **Request for action:** A motion by the GTC to allow the external auditors, who are not
16 enrolled tribal members, to attend the January 4, 2016 annual GTC meeting. The
17 purpose is to present a report on the Oneida Tribe's financial statements for the
18 annual period ending September 30, 2015.

2015 Annual Treasurer's Report
January 2016

Sakoli Swakweku (Greetings from me to all of you):

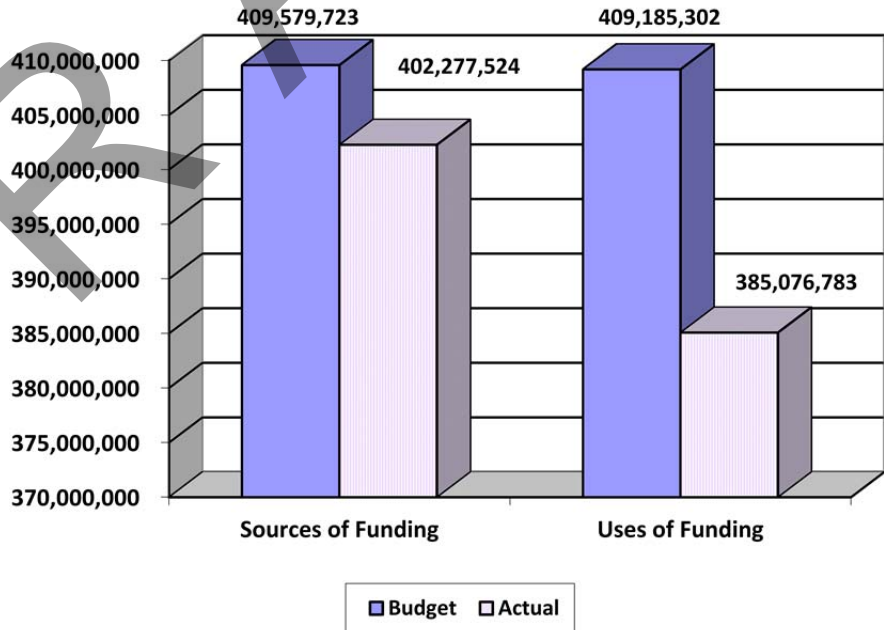
The Treasurer's office continues to work providing financial information to General Tribal Council with an overview of the financial areas of the Oneida Tribe. This report adheres to the Oneida Constitution, Tribal Laws, and/or General Tribal Council (G.T.C.) directives. This annual report for Fiscal Year 2015 will include a status update on: 1) Overall Fiscal Year 2015 Budget, 2) Enterprise Areas, 3) Investment Portfolio Goals, and finally 4) Business Investment Reports. Please note that all financial information provided in this report for the period end of September 30, 2015 is preliminary and not audited at the time of this submission. The audited financial statements will be presented by the external auditors, RSM US LLP, at the Annual Meeting on January 4th, 2016.

Patricia King, Tribal Treasurer

Overall Fiscal Year 2015 Budget

The General Tribal Council adopted the Fiscal Year 2015 Budget on Monday, January 19, 2015. Fiscal year 2015 ended on September 30th, 2015. The overall preliminary financial comparison to budget has a +positive variance.

The total budget for Fiscal Year 2015 was \$409,579,723. Our budget each year includes a balanced budget, in which we strive to make sure the planned revenues are equal to the planned expenditures. The actual revenue sources came to \$402,277,524 and the actual uses are \$385,076,783 representing an approximate \$17,200,741 positive variance overall. The total reported sources (receipts) and uses (expenditures) in this report include grants, tribal contribution, sales from our enterprises, and outside revenue sources.



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Enterprise Areas

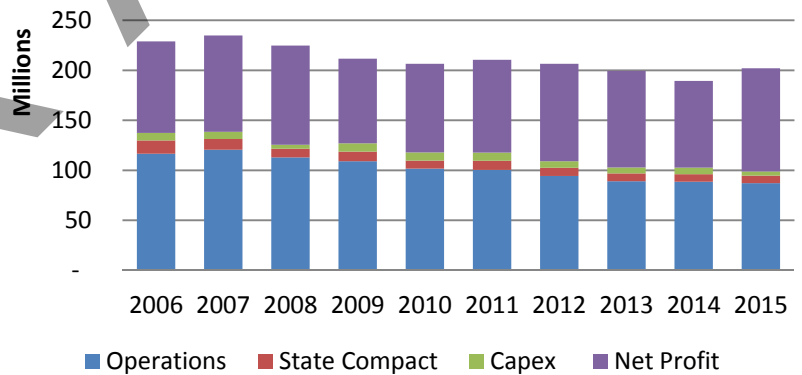
Revenue Source	Under Budget Amount	Over Budget Amount	Total Impact
Gaming		\$8,000,000	+\$8,000,000
Program and Additional Program Sales		\$3,900,000	+\$3,900,000
Other Revenue Sources		\$473,689	+\$473,689
Retail Sales	\$12,500,000		-\$12,500,000
Additional & Other Enterprise Income	\$1,100,000		-\$1,100,000
Health Service Fees	\$3,700,000		-\$3,700,000
Grant Sources	\$1,700,000		-\$1,700,000
Tribal Allocations	\$515,979		-\$515,979
Totals	(\$19,515,979)	\$12,373,689	(7,142,290)
Uses of Funding			
Expenses	\$24,108,519		\$24,108,519
Positive Variance			\$16,966,229
Starting Positive Variance			\$394,421
Ending Positive Variance			\$17,360,650

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NOTE: All numbers are rounded

45

46 Ten Year Gaming Financial Review:
47 During the prior 10 years, Gaming
48 revenues peaked at \$234.9 million in
49 FY2007. From Fiscal Year 2008 to
50 Fiscal Year 2014, Gaming revenues
51 declined steadily to reach their lowest
52 level in FY2014 at \$189.4 million. In
53 Fiscal Year 2015 this trend reversed
54 and Gaming revenues increased 6.6%
55 over Fiscal Year 2015 to just over \$202
56 million.



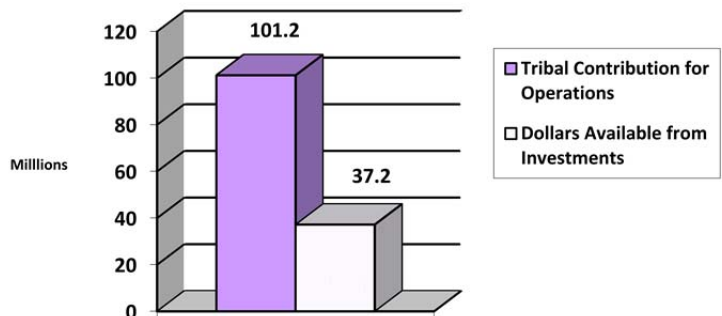
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Investment Portfolio Goals

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60 Our objective is to protect the future
61 by having funds available to operate
62 the organization if a crisis occurred,
63 such as diminished revenue sources.
64 It is the goal of the Oneida Nation to
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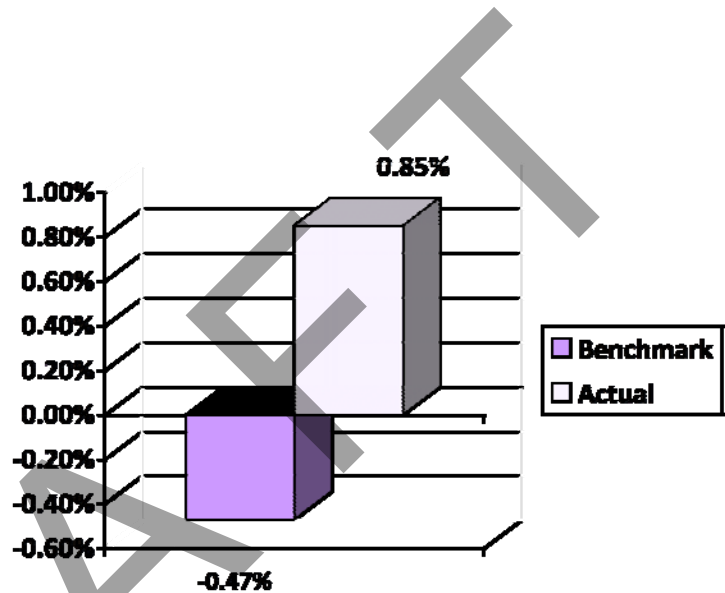
SUPPLEMENTAL PACKET A FOR ITEM - IX.D.

66 have enough available invested funds from Tribal Contribution to operate the organization for one (1)
67 full year without any additional revenue generation. For Fiscal Year 2015, our annual expenses totaled
68 approximately \$101.2 million in Tribal Contribution for operations. As of September 30, 2015,
69 unrestricted cash and short term investment funds that are not currently supporting resolutions and
70 operational obligations were approximately \$37.2 million. Therefore the Tribe's ability to respond to a
71 crisis is in a very delicate condition as we no longer have reserves to cover an immediate cash flow
72 emergency.

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74 The Finance Committee Investment
75 Policy, approved by the Oneida
76 Business Committee on October 10,
77 2012, states that investment portfolios
78 will be created using cash, stocks, and
79 bonds. We currently have portfolios in
80 the following classes: Short Term
81 Bonds, Small Value Stocks (smaller
82 businesses within their industry and the
83 stock price is lower than book value),
84 Large Value Stocks (well established
85 companies within their industry and
86 stock price may-be lower than the
87 perceived value), International Stocks,
88 and Large Growth Stocks (typically

89 companies with values greater than \$10 billion with expected growth in revenues or earnings).
90 The short term investments will be invested in easily accessible funds in the event that "cash flow" falls
91 short of our needs. Then, we are able to quickly liquidate to meet operational cash needs. The Finance
92 Committee will use reasonably sound judgment to create a mixture of assets that have a 95%
93 probability of achieving a minimum return of 0.50% over any 5 year period. The portfolios are invested
94 in a conservative, prudent fashion with below average expected volatility (projected increases and/or
95 decreases in market price). The primary goal is to maximize returns while maintaining a reasonable
96 level of risk. For the period October 1, 2014, to September 30, 2015, the portfolios expected rate of
97 return, or index, was a loss of .47% in value. Our actual rate of return on our investments was a gain
98 of .85% in value after all administrative fees were paid. As a result, our investment portfolio did slightly
99 better than the market and met the goals of the investment policy.



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Business Investment Reports

Hospitality

Oneida Airport Hotel Corporation (OAHC)

Tribe's Investment	\$12,372,988
Increase in Equity Value	\$1,966,183
Total Return to Tribe	\$13,214,422

The Corporate Charter was issued in 1984. The Tribe's contribution was to loan funds for the original 200 room hotel and the 1994 expansion project. Another \$24 million expansion project started in 2003 where the loan funding was obtained and backed solely by the OAHC. The OAHC contributes back to the Tribe 80% of the annual net income less debt service payments and the following years' capital investment. In addition, the hotel collects Room Tax dollars. After a contracted amount is submitted to the Green Bay Visitor and Convention Bureau, the remaining balance is returned to the Tribe and used to fund Tourism. Please note that in the Total Return to Tribe amount, the room tax is included. The OAHC has purchased the Wingate by Wyndham, located on the property of the Austin Straubel Airport. The return to the Tribe in fiscal year 2015 was \$18,918.

Four Fires Business Venture

Total Tribe's Investment	\$3,100,000
Total Return to Tribe	\$7,476,732

In Fiscal Year 2002, the Tribe approved the investment for the formation and funding of Four Fires, LLC. Four Fires, LLC is represented by four Tribes: Oneida, Potawatomi, Viejas, and San Manuel. These Tribes are 46.829% of the investment with Oneida being a 25% shareholder within that percentage. The other 53.171% is split between other outside investors. The limited liability company was established to take part in the developing, constructing, and operating of a Marriott Residence Inn located in Washington D.C. The Hotel opened in January 2005. It was estimated that it would take approximately 7 years to see our return on investment. As noted above, the Tribe has already received this return. The return to the Tribe for fiscal year 2015 was \$433,172.

Oneida Golf Course Enterprises (OGE)

Total Tribe's Investment	\$5,041,057
Increase in Equity Value	\$ 250,558
Total Return to Tribe	\$ 0

In Fiscal Year 2009, the Tribe purchased Thornberry Creek Golf Course. The Oneida Golf Course Enterprise charter was approved by the Business Committee on January 14, 2009. To date, the return to the Tribe is \$0.

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Banking

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Bay Bank Business Venture

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Total Tribe's Investment \$10,148,789

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Decrease in Equity Value \$304,351

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Total Return to Tribe \$1,000,000

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Oneida was major shareholder of a group of investors which formed Bay Bank in 1995. Original investment was \$1,634,000, which was a 35% share of Bay Bancorporation. In 2001, Oneida exercised an option to purchase the remaining shares to become the sole shareholder of Bay Bancorporation.

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This additional cost was \$7,079,046. The current book value of Bay Bank is approximately \$9.8 million.

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Native American Bank

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Total Tribe's Investment \$1,069,509

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Decrease in Equity Value \$ 801,854

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Total Return to Tribe \$ 0

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In Fiscal Year 2001 the Tribe purchased 100 shares of stock in the Native American Bancorporation for \$100,000. In August of 2001, the Tribe purchased an additional 900 shares for \$900,000. In July 2004, the Tribe purchased an additional 161 shares for \$69,000, making Oneida a 8.43% shareholder. In August of 2008, the Native American Bank signed a formal enforcement action ("Formal Agreement") with the Office of the Comptroller of the Currency, a federal banking regulatory agency. In this Formal Agreement are provisions to address areas of concern involving the bank's operations, loan and liquidity management, and capital needs for the bank. The board of directors and bank personnel has met the requirements imposed in the Formal Agreement.

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Commercial Land Management

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Oneida Seven Generations

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Total Tribe's Investment \$1,938,586

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Increase in Equity Value \$2,313,164

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Total Return to Tribe \$ 541,295

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In Fiscal Year 1996, the Tribe formed Seven Generations Corporation. Seven Generations is a tribally chartered, tribally owned corporation. The function and purpose of the corporation is to promote and enhance business and economic diversification directly or as a holding company for real estate assets, management of related assets, or other business ventures of the Oneida Nation to develop long term income streams for the corporate stockholders. From the statements received through September 30, 2011, Seven Generations has \$17,090,328 of assets and total equity of \$9,344,146 in the corporation. In accordance with the Charter, any potential returns to the tribe would be determined by the board at the annual shareholder meeting, at the shareholder's discretion.

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In Fiscal Year 2005, the Tribe approved \$2,000,000 in the investment of Seven Generations to become a 20% owner in Nature's Way (Glory LLC). Nature's Way was a paper converting company that has

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SUPPLEMENTAL PACKET A FOR ITEM - IX.D.

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Oneida Seven Generations Con't.

ownership of a tissue patent. In FY2008, a \$4,000,000 loss was written off due to the closing of Nature's Way. Oneida Seven Generations is currently in litigation against Nature's Way principals of the corporation. Seven Generations has since regained control of the property and are currently leasing the facility to Schneider International

In Fiscal Year 2005, the Tribe approved \$490,000 investment in the formation of an LLC (Oneida Generations LLC) which established the Tribe as a 49% shareholder. Seven Generations contributed \$510,000 to Oneida Generations, LLC establishing themselves as a 51% shareholder. The limited liability company was established to construct and manage the travel mart facility located at HWY 29 and HWY32. The retail and gaming operations located at the facility are owned and operated by the Tribe. The return to the Tribe for FY2014 was \$0.

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Engineering

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Oneida Totally Integrated Enterprise (OTIE)

Total Tribe's Investment	\$6,200,000
Increase in Equity Value	\$5,104,743
Return to Tribe	\$1,452,215

In Fiscal Year 2007, the Tribe approved \$180,000 initial investment to form Oneida Totally Integrated Enterprise Corporation. OTIE is a tribally owned corporation. The function and purpose of the corporation is to contract environmental engineering and design services with the Federal Government. In fiscal year 2009, OTIE acquired and merged with TN and Associates. This was an established firm with 13 offices nationwide, providing services in areas including: environmental remediation, homeland security/emergency response, infrastructure engineering and traditional construction. In Fiscal Year 2015, OTIE returned \$200,000 to the Oneida Tribe.

ONEIDA TRIBE OF INDIANS OF WISCONSIN
Office of the Tribal Secretary

Location:
N7210 Seminary Road
Oneida, WI 54155

Phone: (920)869-2214



Mailing Address:
P.O. Box 365
Oneida, WI 54155-0365

Fax: (920)869-4040

Memorandum

To: General Tribal Council
From: Lisa Summers, Tribal Secretary
Date: November 25, 2015
Re: Ticket and Merchandise Contract Update

1 At the 2015 Semi-Annual General Tribal Council (GTC) meeting, held on July 6, 2015, the following
2 action took place regarding the Ticket and Merchandise Contract (aka Packer Contract) agenda item:

3 **Excerpt from the July 6, 2015, GTC meeting:**

4 **7. A. Tickets and Merchandise Contract** “*Motion by Mike Debraska that the Packer*
5 *tickets and merchandise be transferred to Gaming Accounting starting with the*
6 *2015/2016 Packer season and that Gaming Management provide a presentation to GTC*
7 *at both the Annual and Semi-Annual Meetings including a full accounting of the items*
8 *received and how they were used.*” Seconded by Shawn Skenandore. **Motion carried by**
9 **show of hands**

10 Amendment to the main motion by Melinda J. Danforth “*to complete an audit on the*
11 *potential missing tickets and autographed merchandise and, when complete, bring*
12 *back to General Tribal Council for review.*” Seconded by Bobbi Webster. **Motion**
13 **carried by show of hands**

14 **Update**

- 15 • Gaming Management will be providing a multimedia presentation to at the 2016
16 Annual GTC Meeting, as directed.
- 17 • The requested audit is currently in process and will be presented to GTC when
18 complete.

19

20 Thank you for your time and attention in this matter.

ONEIDA TRIBE OF INDIANS OF WISCONSIN
Office of the Tribal Secretary

Location:

N7210 Seminary Road
Oneida, WI 54155

Phone: (920)869-2214




Mailing Address:

P.O. Box 365
Oneida, WI 54155-0365

Fax: (920)869-4040

Memorandum

To: General Tribal Council

From: Lisa Summers, Tribal Secretary 

Date: November 25, 2015

Re: 2016 Annual Reports to General Tribal Council

1 This memorandum is intended to provide you with information regarding a change in process
2 for the Annual Reports and a brief overview of 2016 Annual Reports.

3 **A Change in Process**

4 In 2015, the Annual Reports and Annual GTC meeting materials were combined into a single
5 book; this change did create some efficiencies. However, my office also heard many concerns
6 from Tribal members who do not wish to receive the 2015 Annual GTC book, but would like
7 meeting materials.

8 This year, in response to the concerns, the 2016 Annual GTC meeting materials and the 2016
9 Annual Reports have been separated.

10 This small change also supports two of our strategic directions:

- 11 • Implementing good governance processes – by ensuring the Ten Day Notice Policy is
12 followed.¹
- 13 • Committing to build a responsible Nation – by ensuring the greatest number of Tribal
14 members possible receives the meeting materials.

15 If, at any time, you'd like to change your mailing preference, please contact the Enrollment
16 Department at 920-869-6200 or at www.oneidanation.org/enrollment. As always, I'd like to
17 remind you how to access electronically both the 2016 Annual Reports and the 2016 Annual

¹ In accordance with the Ten Day Notice Policy, Tribal members who returned their postcard receive a copy of the 2016 Annual Report book in the mail.

SUPPLEMENTAL PACKET A FOR ITEM - IX.D.

18 GTC meeting materials. You may log in at www.oneida-nsn.gov/MembersOnly for copies of
19 these materials.

20 **2016 Annual Report Update**

21 The 2016 Annual Reports from the Oneida Tribe's Divisions, Business Committee Direct
22 Reports, Boards, Committees & Commissions, and Corporate Boards provide an overview of
23 each area's accomplishments for FY-2015, an overview of their FY-2015 budget, their goals
24 for FY-2016, and how those goals align with the four strategic directions.

25 With the intention of providing you with as much comprehensive information as possible, we
26 encourage you to visit the Tribe's website at www.oneida-nsn.gov/reports. Each area has their
27 quarterly reports from the last two years posted on this webpage. These reports are longer and
28 provide more detail on the work being completed in each of the areas.

29 The quarterly reports give you the opportunity to see more detail from each area, making the
30 reports more meaningful to both the area reporting and to us, as recipients of the information.
31 This approach creates opportunity the goal of transparency.

32 For your information and for the purposes of accountability, of the approximately 42 areas
33 which report regularly, <<XX>> areas submitted late reports. By a consensus decision of the
34 Business Committee, these reports were not included in the packet. These areas are: <<list
35 names>>.

36 Lastly, there were <<XX>> areas that did not submit a report. These areas are: <<list
37 names>>.

38 YawΛ'kó·

TOPIC:

NEW BUSINESS

Dialysis Center Presentation<<#>>

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2016 ANNUAL REPORTS

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Will be supplied by Printing
when content is approved and compiled

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ONEIDA TRIBE OF INDIANS OF WISCONSIN
Oneida Business Committee

Location:

N7210 Seminary Road
Oneida, WI 54155

Phone: (920)869-2214



Mailing Address:

P.O. Box 365
Oneida, WI 54155-0365

Fax: (920)869-4040

November 25, 2015,

1 Re: 2016 Annual Reports to General Tribal Council

2
3 Dear General Tribal Council,

4 The book includes the Annual Reports from the Oneida Tribe's Divisions, Business
5 Committee Direct Reports, Board, Committees & Commissions, and Corporate Boards.
6 These reports provide an overview of each area's accomplishments for FY-2015, an overview
7 of their FY-2015 budget, their goals for FY-2016, and how those goals align with the four
8 strategic directions.

9 With the intention of providing you with as much comprehensive information as possible, we
10 encourage you to visit the Tribe's website at www.oneida-nsn.gov/reports. Each area has their
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14 reports more meaningful to both the area reporting and to us, as recipients of the information.
15 This approach creates opportunity the goal of transparency.

16 For your information and for the purposes of accountability, of the approximately 42 areas
17 which report regularly, nine (9) areas submitted late reports. By a consensus decision of the
18 Business Committee, these reports were not included in the packet. These areas are: the
19 Office of the Ombudsman, Emergency Management, Human Resources, Gaming
20 Commission, Powwow Committee, Land Commission, OESC, OGE, and OTIE.

21 Lastly, there were five (5) areas that did not submit a report. These areas are: Housing
22 Authority, AJRCCC Board, Arts Board, Personnel Commission, and SEOTS Advisory Board.

23 Yaw<>k%=

24
25

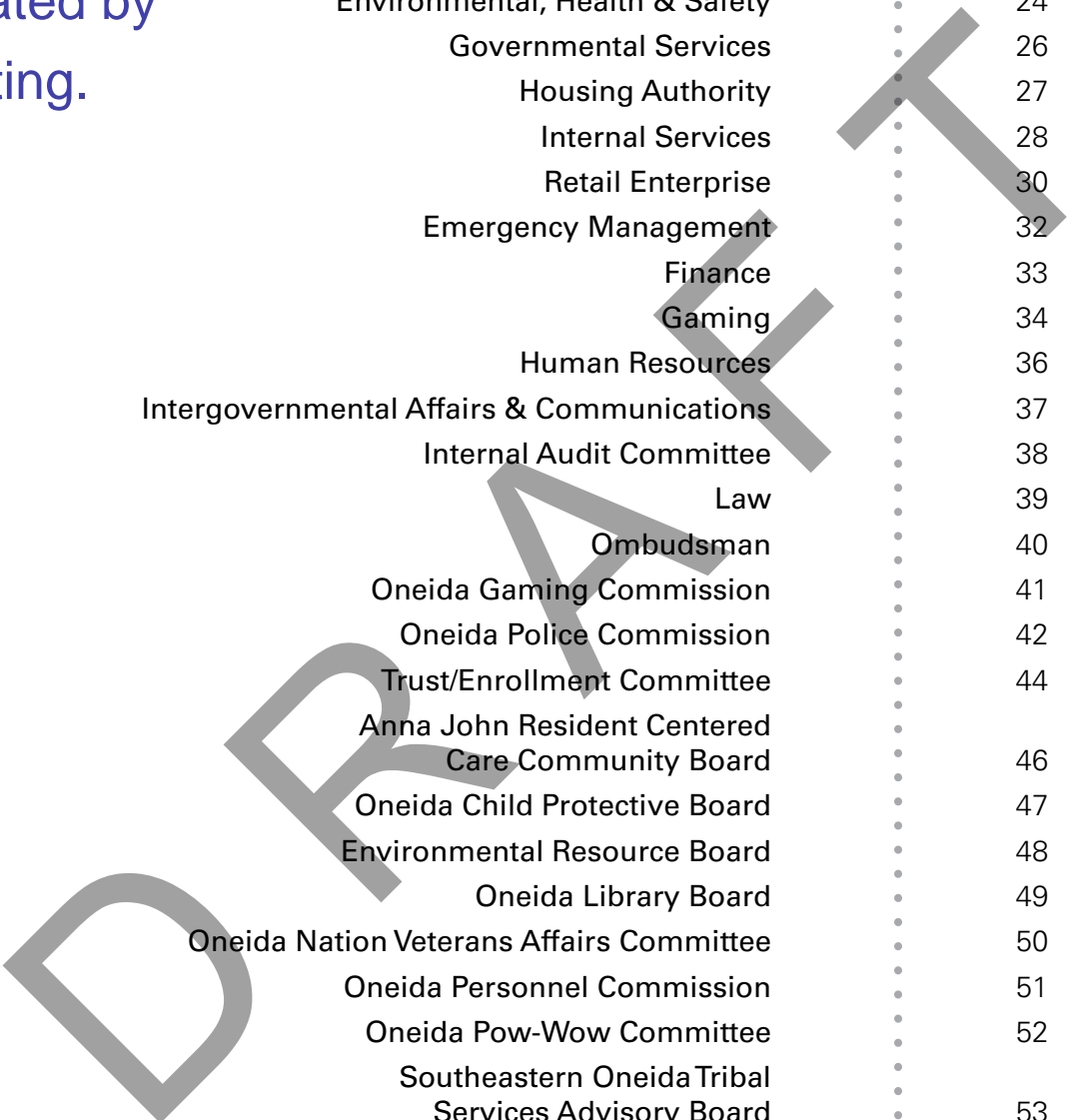
26 Lisa Summers, Tribal Secretary



2016 Annual Reports

This page will be updated by Printing.

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FY-2016 Annual Report Template

Comprehensive Health Division

Purpose: A responsive, sustainable health system that is positioned to respond to current and future health challenges and protects and promotes the holistic health and well-being of OUR Oneida Community.

Departments in your Division

Oneida Community Health Center
(Medical, Dental, Eye Care,
WIC/Nutrition, Community Health,
Operations)

Employee Health Nursing

Anna John Resident Care Center
Community

Behavioral Health

Budget

Funding Sources for FY-2015

<i>TRIBAL CONTRIBUTION:</i>	3.45%
<i>GRANTS:</i>	4.31%
<i>OTHER SOURCES:</i>	
External Sales/Third Party Revenue/other	51.64%
Indian Health Service	40.59%

Total Budget

\$48,467,324

\$43,870,251

The variance is due to unfilled positions that are hard to fill as well as personnel related expenses. In addition, the good stewardship of division staff with division expenditures contributed to the variance.

SUPPLEMENTAL PACKET B FOR ITEM - IX.D.

Employees

<i>NUMBER OF EMPLOYEES TOTAL:</i>	317
<i>NUMBER OF EMPLOYEES WHO ARE ENROLLED ONEIDA:</i>	111

Who we serve

Oneida Membership, members of other Federally Recognized Tribes, and Oneida Employees

Accomplishments for FY-2015

Please refer to your Annual and Semi-Annual Report submission for FY-2015 and provide an update on the Goals you submitted for FY-2015

Accreditation - This initiative was placed on hold and delayed due to past cost containment measures. We have reorganized our staffing to dedicate resources to this project. Our Quality Assurance committee has been meeting regularly and has modified the date to a more reasonably achievable date of sometime in 2016 towards achieving the Accreditation Association for Ambulatory Health Care (AAAHC) accreditation. We will have a firm implementation date after the team finalizes their review of the standards and our current status toward getting this accomplished.

Oneida Comprehensive Health Division remains steadfast in its mission to provide the highest quality holistic healthcare to OUR Oneida community. There is no anticipated community impact.

Advancing Technology – We continue to maintain the current software we have along with evaluating new technology that will make it easier for the employees and patients. With continued resource constraints, this continues to be very challenging.

By implementing new software such as the patient portal, our patients have access to their health information on-line. We continue to integrate systems that provide improved communications and information to improve health outcomes for our patient population.

Optimize staffing processes – We continue to work with the Human Resource Department (HRD) to improve our processes for recruitment, hiring, and retention as we face organizational challenges but we continue to move forward in a good way to continue to provide a quality service for customers.

By streamlining our hiring processes in a collaborative manner with multiple divisions we have created a multi-faceted team that is dedicated and engaged in process improvement efforts for the betterment of the Organization and the Community.

Goals for FY-2016

Using the Project Inventory Priority (PIP) form and the FY-2016 Operational Plans for your area as a guide, provide up to Three (3) Strategic Goals for FY-2016 and the Strategic Direction & Practical Vision this goal will support

SUPPLEMENTAL PACKET B FOR ITEM - IX.D.

GOAL 1

☑ We will achieve Public Health Accreditation by December 2016 through the Public health accreditation board (PHAB)

Creating a Positive Organizational Culture

An Engaged Community

GOAL 2

☑ We will select a population health management solution that will integrate with our existing systems by September 2016.

Committing to Build a Responsible Nation

Accountable & Effective Governmental Design

GOAL 3

☑ We will present a streamlined Hiring Process SOP for the Comprehensive Health Division to the Business Committee for their consideration by September 30, 2016.

Implementing "Good Governance" Processes

Accountable & Effective Governmental Design

Contact

Ravinder Vir, MD – Medical Director, Debra J Danforth, RN, BSN - Operations Director

920-869-2711

rvir@oneidanation.org or ddanfort@oneidanation.org

<https://oneida-nsn.gov/Health/>

Division Director Picture

Please provide only high quality *.jpg images



SUPPLEMENTAL PACKET B FOR ITEM - IX.D.

Other Pictures that may be included in your section of the report

Please provide only high quality *.jpg images



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FY-2016 Annual Report Template

DEVELOPMENT DIVISION

Purpose: We are here to support the nation by planning, designing, constructing and maintaining safe facilities, space and systems. Examples include architectural design, GIS mapping, planning, custodial services, road safety, building maintenance, building codes, clean drinking water, sewer & water services. Our service ratio is higher than the surrounding communities. For example architectural services, building inspection, municipal services, HVAC services, GLIS mapping, etc.

Departments in your Division

Development Administration	DPW Admin
Transportation	Automotive
Engineering	Plumbing
Zoning	Grounds-keeping & Custodial
Planning & Statistics	Facilities
GLIS	Community Wells & Septic
Utilities/Waste Water Treatment Plant	Plumbing

Budget

Funding Sources for FY-2015

TRIBAL CONTRIBUTION:	92%
GRANTS:	8%
OTHER SOURCES:	

Click here to enter name of other funding source
 Click here to enter name of other funding source
 Click here to enter name of other funding source

Click here to enter % of budget funded by other sources
 Click here to enter % of budget funded by other sources
 Click here to enter % of budget funded by other sources

SUPPLEMENTAL PACKET B FOR ITEM - IX.D.

Total Budget

\$11,228,941.00

\$11,046,321.00

There is a positive variance in personnel lines due to budget constraints and filling of positions. Positive indirect variance in custodial department. Positive variance in vehicle gas and oil due to lower prices. Positive variance in heat and lights due to weather conditions. Utilities budget variance due to depreciation allocation. Engineering positive variance due to increase in internal sales.

Employees

NUMBER OF EMPLOYEES TOTAL: 198

NUMBER OF EMPLOYEES WHO ARE ENROLLED ONEIDA: 162

Who we serve

We serve all tribal members; tribal departments; lease holders of tribal lands, exterior contractors, and surround communities. We also serve water and sewer customers who consist of 605 residential, 32 governmental, and 51 internal public governmental customers within the boundaries. We continue to serve the Gaming Division, Boards Committees and Commissions and the Oneida Golf Enterprise and Oneida Airport Hotel Corporation.

Accomplishments for FY-2015

Please refer to your Annual and Semi-Annual Report submission for FY-2015 and provide an update on the Goals you submitted for FY-2015

1. Optimize the department's Operational Effectiveness and Efficiency.

Utilizing these new project management tools allows the staff to be more efficient, thus improving the quality of the projects we manage and ensuring the membership is getting quality, cost effective developments.

2. Analyze staffing in order to provide the Oneida Community the minimum requirements that a responsible government provides. We are continually are getting budget cuts while purchasing new buildings. We need to stop and assess the needs of our facilities before any more purchases.

The Department of Public Works has combined like administrative services for custodial and main office, implemented job sharing for electrical inspector position, and is cross training maintenance techs at different facilities. A three (3) year capital improvement plan has been created for the DPW facilities and is reviewed/revised annually to identify priority projects and request necessary funding.

3. Provide Housing Opportunities for Oneida Tribal members.

In December of 2015 Oneida Development Branch will closing out the 22 new housing units that were built for Oneida Housing Authority using HUD funding. The design and delivery of these units was managed by the Oneida Engineering Department with OHA as our internal client. This new housing stock includes: single family homes, duplexes and Elder cottages. These 22 new housing units will be added to OHA existing inventory available to income eligible families.

SUPPLEMENTAL PACKET B FOR ITEM - IX.D.

Goals for FY-2016

Using the Project Inventory Priority (PIP) form and the FY-2016 Operational Plans for your area as a guide, provide up to

Three (3) Strategic Goals for FY-2016 and the Strategic Direction & Practical Vision this goal will support

GOAL 1

Restructure the custodial, plumbing and grounds-keeping areas in order to combine like services where possible; optimize staffing and equipment sharing and minimize overall expenses.

Committing to Build a Responsible Nation

Accountable & Effective Governmental Design

GOAL 2

April 2015 a proposed Sewer and Water Rate increase was introduced to the Business Committee for approval. BC Resolution #05-13-15-D approved the rate increase of 12% effective 10-1-15. The last rate increase was in 2004. This increase will provide a practical vision of accountability and strategic direction in assisting to lower tribal contribution to build a more responsible nation.

Committing to Build a Responsible Nation

Accountable & Effective Governmental Design

GOAL 3

The Development Branch supports the overall physical well-being of our Nation as expressed through Tsi?Niyukwalihota by planning, designing, constructing and assists DPW Branch with maintaining the Tribal facilities, space and physical systems.

Implementing "Good Governance" Processes

Accountable & Effective Governmental Design

Contact

Troy D. Parr, Development Division – Development Branch

920-869-4529

Tparr@oneidation.org

Bruce Danforth, Development Division – Operations Branch

920-869-1059

Bdanfort@oneidation.org

Click here to enter Division's website address – example: www.oneida-nsn.gov/HigherEdwww.oneida-nsn.gov/HigherEdhttp://www.oneidation.org/development/

SUPPLEMENTAL PACKET B FOR ITEM - IX.D.

Division Director Picture



Other Pictures that may be included in your section of the report

Please provide only high quality *.jpg images



FY-2016 Annual Report Template

DIVISION OF LAND MANAGEMENT

Purpose: In coordination with the goals and objectives of the "Seven Generations" it is the intent of DOLM to reestablish tribal jurisdiction of the lands within in the original 1838 Oneida reservation boundaries of Wisconsin and to, preserve, maintain and utilize such lands according to the needs of General Tribal Council.

Departments in your Division

- Administration
- Administrative Support
- Direct Reports
- Finance
- Land Title and Trust
- Maintenance
- Real Estate Services

Budget

Funding Sources for FY-2015

TRIBAL CONTRIBUTION: \$3,958,760 – ACTUAL REVENUE	100%
GRANTS: \$0.00	0%
OTHER SOURCES: SALES -	100%

Agricultural Leases
 Commercial Leases
 Gaming Leases
 Late Fees

Rental Leases
 Tribal Department Leases
 Quarters – Laundry machines at apt. buildings
[Click here to enter % of budget funded by other sources](#)

SUPPLEMENTAL PACKET B FOR ITEM - IX.D.

Total Budget

Actual Revenue: \$3,958,760 – Budget Revenue: \$3,789,135

Actual Expenses: \$2,959,543 – Budget Expenses: \$2,768,936

Actual Net Income: \$999,217 – Budget Net Income: \$1,020,199

FY 2015 was under budget in Net Income by \$20,982. Both revenues and expenses were over budget overall.

Improvements at 219 Valley Drive, 825 Orlando, and 1088 County Line Road were demolished during FY 2015. The costs for these demolitions were larger than expected, which caused the net income to be under budget.

Employees

NUMBER OF EMPLOYEES TOTAL:

22 full-time employees and 1 interim Director

NUMBER OF EMPLOYEES WHO ARE ENROLLED ONEIDA:

100% Oneida Enrolled

Who we serve

Oneida Enrolled members and surrounding community's members that use our services

Accomplishments for FY-2015

Please refer to your Annual and Semi-Annual Report submission for FY-2015 and provide an update on the Goals you submitted for FY-2015

The goal of providing "Move-in ready Homes" has not been an easy task, but data proves membership's increased interest in the Open House FY 15 vs. FY 14. Over 75 applications have been received for these homes this past year, compared to the 5 from FY 14.

The homes that we have shown and sold have been well received. 30 applicants each were received for two homes that were selling for \$95,000. These two homes were sold within a month of the recipients being selected. It is hoped that Tribal members not have to worry about large home expense with the first 5 years of ownership.

Acquiring 12 homes for FY2015

We acquired 10 homes (9 DREAM, 1 OHA) and;

265.418 acres = 138.54 acres Brown County

126.878 acres Outagamie County

We currently own - 25,337.9 acres OR 39% of the reservation.

SUPPLEMENTAL PACKET B FOR ITEM - IX.D.

Providing internal and external customer's service

Continue to implement internal customer service through software upgrades, and updating Standard Operating Procedures. External customer's services are improved by the use of social media, to increase transparency as well as, advertising for services and DOLM Home opportunities.

Goals for FY-2016

Using the Project Inventory Priority (PIP) form and the FY-2016 Operational Plans for your area as a guide, provide up to Three (3) Strategic Goals for FY-2016 and the Strategic Direction & Practical Vision this goal will support

GOAL 1

Finish preparing and selling the inventory or vacant DREAM homes. We continue to work on an efficient turnaround process from Acquisition to DREAM Home Open House.

Advancing On^yote?a.ka Principles

Accountable & Effective Governmental Design

GOAL 2

Continue to implement customer service through software upgrades, and updating Standard Operating Procedures and Processes.

Implementing "Good Governance" Processes

Accountable & Effective Governmental Design

GOAL 3

This past year, GTC approved the Land Use Plan and directed DOLM to implement procedures and create acquisition strategies; we continue to compliment the directive by creating new opportunities to members.

Committing to Build a Responsible Nation

Create Economic Systems

Contact

Patrick Pelky, DOLM Interim Director

920 869-1690

Land@oneidanation.org

<http://www.oneidanation.org/land/>

SUPPLEMENTAL PACKET B FOR ITEM - IX.D.

Division Director Picture

Please provide only high quality *.jpg images



Other Pictures that may be included in your section of the report

Please provide only high quality *.jpg images



Future HBO Site



Jonas Circle /DPW



FY-2016 Annual Report Template

Environmental, Health, and Safety Division

Purpose: Strengthen & protect our people, reclaim our land, and enhance the environment by exercising our sovereignty

Departments in your Division

Health & Industrial Services

Conservation

Environmental Quality

Eco-Services

Budget

Funding Sources for FY-2015

TRIBAL CONTRIBUTION: \$1,309,129	50%
GRANTS: \$1,247,238	48%
OTHER SOURCES: \$28,917	2%
Sales of Goods and Services	2%

Total Budget

\$2,585,284

\$2,562,277

We were able to delay some projects until FY16.

SUPPLEMENTAL PACKET B FOR ITEM - IX.D.

Employees

<i>NUMBER OF EMPLOYEES TOTAL:</i>	31
<i>NUMBER OF EMPLOYEES WHO ARE ENROLLED ONEIDA:</i>	19

Who we serve

EHSD serves tribal members in several capacities. We also consider those we regulate as customers. Examples include; gas stations, restaurants, constructions sites, & tribal departments, etc.

Accomplishments for FY-2015

Please refer to your Annual and Semi-Annual Report submission for FY-2015 and provide an update on the Goals you submitted for FY-2015

Community Safe Routes Trails

EHSD is a member of the Community Trails Team. Other team members include; Environmental Resources Board, Planning, Engineering, Cultural Heritage, Division of Land Management, and the Law Office. The teams' goal is to provide safe and walkable neighborhoods that promote social and active lifestyles. In September, a section of trail was completed from the Oneida Library to the Elder Village and Green Valley Neighborhood. EHSD currently maintains 2.25 miles of trail for the community. There are plans to expand trails near Oneida Lake and Flying Leaf and Rolling Hills Neighborhoods. These trails are all grant funded.

Annual Household Clean Sweep

Tribal members can bring household hazardous waste, electronic waste, old appliances, and more. All the material is disposed of properly, reused, or recycled. The event is free.

In June, EHSD collected 52 tons of recyclables and 42 tons of garbage. There were 98 Elders served before the event, and 328 at the event. This event allows tribal members to dispose of garbage and specialty waste items like tires and electronics. It keeps the reservation clean by preventing illegal dumping and pollution.

South Branch of the Suamico River Restoration

The South Branch Suamico River Restoration Project was completed in October, 2015. The stream was re-meandered in two reaches east and west of Olson Road and the floodplain was expanded. It will now have lower peak flows (less flooding) and will have extended base flows (water in channel longer), enhanced habitat for northern pike and other aquatic organisms, as well as newly created wildlife corridor along the stream.

This habitat restoration impacts the community by providing a healthier fishery and cleaner water. This project is located on the South Branch of the Suamico River, east and west of Olson Rd.

SUPPLEMENTAL PACKET B FOR ITEM - IX.D.

Goals for FY-2016

Using the Project Inventory Priority (PIP) form and the FY-2016 Operational Plans for your area as a guide, provide up to

Three (3) Strategic Goals for FY-2016 and the Strategic Direction & Practical Vision this goal will support

GOAL 1

Silver Creek Restoration

Like many streams in the area, Silver Creek has high levels of phosphorus from farming. Sedimentation is also affecting water quality. When we disturb the land, soil ends up in streams, lakes, and wetlands— and is carried away, where it can destroy wetlands & habitat, and degrade water quality. This project will restore wetlands, which filter and clean water. The hope is that the restored wetland will clean the water and when it reaches the bay of Green Bay, it will have less phosphorus and sediment in it.

This project is located on Silver Creek between Florist Dr. and County Hwy. U

Committing to Build a Responsible Nation

Accountable & Effective Governmental Design

GOAL 2

Solar Project

In September 2015, Oneida Tribe and EHSD approved a grant with the Department of Energy for \$1 million. The grant will be used to install solar panels that will produce electricity for several tribal governmental buildings. The goal of this project is to stabilize long-term energy costs for these buildings and to save the Tribe about \$75,000 in utility bills each year. Installation is scheduled for June 2016. The proposed buildings are; Irene Moore Activity Center, Elder Services, Oneida Nation Elementary School, Division of Land Management, Community Health Center, Food Distribution, Norbert Hill Center Oneida Police Department, and the Gaming Warehouse.

Committing to Build a Responsible Nation

Long Term Sustainability Plans

GOAL 3

Demolition and Clean Up of Site Next to the Former Hilltop BP

This site was purchased in the fall of 2015. It is located in central Oneida, near the BP Hilltop demolition site. EHSD will pay for the demolition with grant funding. Then the tribe will be able to form a redevelopment plan for the future.

Committing to Build a Responsible Nation

Create Economic Systems

SUPPLEMENTAL PACKET B FOR ITEM - IX.D.

Contact

Pat Pelky, EHSD Division Director

920-869-1600

Ppelky1@oneidanation.org

www.oneida-nsn.gov/environment

Division Director Picture

Please provide only high quality *.jpg images



Other Pictures that may be included in your section of the report

Please provide only high quality *.jpg images

SUPPLEMENTAL PACKET B FOR ITEM - IX.D.



FY-2016 Annual Report Template

Governmental Services Division

Purpose: To provide the opportunities to develop the Oneida Nations human resource capacity

Departments in your Division

Cultural Heritage Area

History, Archives, Language Revitalization, Museum, Library, Tribal Historic Preservation

Education and Training Area

Early Intervention, Childcare, Youth Enrichment Services, Higher Education, Job Training, Community Education Center

Fitness and Adventure Area

Fitness Center, Aquatics, Martial Arts, Experiential Therapy

Transit

Arts Department

Recreation

Social Service Area

Head Start-Early Head Start, Elder Services, Children and Family Services, Child Support Enforcement, Domestic Abuse, Indian Child Welfare, Community Support, TANF, Juvenile Services, Parenting, Foster Care, Prevention-TRAILS, Food Distribution, SEOTS

Veterans Service

Budget

Funding Sources for FY-2015

TRIBAL CONTRIBUTION: 72.96%

GRANTS: 23.42%

OTHER SOURCES:

Other income	.26%
External Sales	2.45%
Direct Income	.88%

Total Budget

\$35,421,529

SUPPLEMENTAL PACKET B FOR ITEM - IX.D.

Employees

<i>NUMBER OF EMPLOYEES TOTAL:</i>	296
<i>NUMBER OF EMPLOYEES WHO ARE ENROLLED ONEIDA:</i>	182

Who we serve

We provide services to Oneida and community members on or near the reservation. SEOTS provides services in Milwaukee, and some Social Service programs and Higher Education are able to assist members that are external to the reservation boundaries.

Accomplishments for FY-2015

Please refer to your Annual and Semi-Annual Report submission for FY-2015 and provide an update on the Goals you submitted for FY-2015

Full implementation of 3 Sisters Human Development Initiative

GSD Staff have a "roadmap" for contiguous and interdependent human development outcomes for Oneida. We have outlined stages of development, with associated knowledge, skills and abilities achieved within each category. This macro development system is based upon competencies for each age group. This system initiative dramatically increases the potential of an Oneida person to realize success in personal, community and career aspirations.

Cascading of Governmental Services Balanced Scorecard

Governmental Services uses the Scorecard to record and track various aspects of customer information. This information is used for continuous improvement of services provided to the Oneida Community. This information is used for planning and assessment purposes, to make modifications in service development, deployment and delivery that are beneficial to human development outcomes.

Alignment of all services provided by Governmental Services with Oneida Business Committee Strategic Direction

The Governmental Services has aligned all services to be in concert with the Strategic Direction of the Oneida Business Committee. Through the process of alignment, the Division has ensured that every service provided by the Division, is designed to achieve the Vision of the Oneida Tribe.

Goals for FY-2016

Using the Project Inventory Priority (PIP) form and the FY-2016 Operational Plans for your area as a guide, provide up to Three (3) Strategic Goals for FY-2016 and the Strategic Direction & Practical Vision this goal will support

SUPPLEMENTAL PACKET B FOR ITEM - IX.D.

GOAL 1

Longevity through wellness lifestyles

Advancing On^yote?a.ka Principles

Living a Good Mind Ka?nikuh'liyo

GOAL 2

Personal income through employment

Advancing On^yote?a.ka Principles

Long Term Sustainability Plans

GOAL 3

Education, for life skills and citizenship

Committing to Build a Responsible Nation

An Engaged Community

Contact

Barb Reynolds, Office Manager

920-490-3901

breybold@oneidanation.org

Division Director Picture

Please provide only high quality *.jpg images



Other Pictures that may be included in your section of the report

Please provide only high quality *.jpg images

SUPPLEMENTAL PACKET B FOR ITEM - IX.D.



DRAFT

FY-2016 Annual Report Template

INTERNAL SERVICES

Purpose: The **Internal Services Division** supports the organization’s mission, driving organizational efficiencies and growth through **technology**; strengthening our **food system** through agricultural production, our **traditional foods**, and education; seeking external funding for programs and initiatives through **grants**; building bridges of communication through the **tribal newspaper, printing, mail, marketing**; embracing a positive work environment through **employee advocacy**; promoting the Oneida brand and generating revenues through our **events**, media placements, and **Tourism** activities.

Departments in your Division

Management Information Systems (MIS)	Tsyunhehkw^
Grants	Employee Advocacy
Tourism	Print & Mail Center
Kalihwisaks	Click here to enter the Department name
Oneida Community Integrated Foods(OCIFS)	Click here to enter the Department name

Budget

Funding Sources for FY-2015

TRIBAL CONTRIBUTION:	21%
GRANTS:	3%
OTHER SOURCES:	
Sales; tax transfer;	8%
Indirect costs	68%
Click here to enter name of other funding source	Click here to enter % of budget funded by other sources
Click here to enter name of other funding source	Click here to enter % of budget funded by other sources

SUPPLEMENTAL PACKET B FOR ITEM - IX.D.

Total Budget

\$3,379,538 Tribal Contribution; indirect cost \$10,665,567; other \$1,317,655; grants \$424,000

\$3,330,453 tribal expenses

Internal Services had a positive variance of \$49,085 to budget. This was due to personnel line items for vacant positions not being filled immediately

Employees

NUMBER OF EMPLOYEES TOTAL: 94

NUMBER OF EMPLOYEES WHO ARE ENROLLED ONEIDA: 57

Who we serve

We serve the organization as a support system to help build a healthy community. We build partnerships with the greater Green Bay region/ state/ and nationally to gain resources and knowledge that can strengthen our local community. We collaborate with other tribes as partners and as mentors to build capacity in Indian Country and healthy tribal communities.

Accomplishments for FY-2015

Please refer to your Annual and Semi-Annual Report submission for FY-2015 and provide an update on the Goals you submitted for FY-2015

Continue to build a healthy community through the Integrated Food System

Secured grants for food related work: a) Farm to School to build aquaponics system and grow greens for the school; b) Local Farm Promotions for training classes for tribal entrepreneur on food production & branding products; c) successful events with the Apple Fest, Husking Bee, Harvest Fest d) a successful Food Sovereignty Summit and Agricultural Showcase and Farmers Market, e) increased white corn production for the community

Build a framework for charitable contributions (7871) and volunteerism

Under development, with the software acquired and website developed; soft launch scheduled for end of December 2015 for the Youth Leadership initiative. Additionally the grants team has pursued funding for various initiatives and has met their goal of bringing in \$7+ million in grant dollars.

Expand new avenues to expand the Oneida Brand

Continue to create successful tourism initiatives with bus tours and requests for tours of the reservation. The people toured doubled from 1259 in FY15, to 2899 people toured in FY15. Increase in the Big Apple attendees, and Pow Wow. The Cultural

SUPPLEMENTAL PACKET B FOR ITEM - IX.D.

Heritage area is developing with the long house construction: infrastructure completed by conservation; and work to finish the ribs. Kalihwisaks continues to reach out to feature community events and news.

Goals for FY-2016

Using the Project Inventory Priority (PIP) form and the FY-2016 Operational Plans for your area as a guide, provide up to Three (3) Strategic Goals for FY-2016 and the Strategic Direction & Practical Vision this goal will support

GOAL 1

Developing the Oneida Branding: seek new avenues to visibly expand the Oneida Brand by creating the story within our reservation boundaries, and promoting the brand throughout the region, state, and nationally. Some of the tactics include the development of the longhouse, amphitheater, and cultural heritage site; the multimedia and events management team; media and collateral design; tours; cultural and agri-tourism events to engage and promote our community

Advancing On^yote?aka Principles

An Engaged Community

GOAL 2

Promote Agriculture and Healthy Foods: by continuing to develop the 5 interrelated agricultural strategies of a) build a community mindset for healthy foods, b) increase local agricultural and food production, c) build local food economies; d) integrate local foods into community outlets; e) ensure sustainable development and practices.

Committing to Build a Responsible Nation

Create Economic Systems

GOAL 3

Technology Advancements: strengthen an efficient operation through technology by maintaining present systems, incorporating future systems, and advancing technological uses for ease of business and engagement. Technology has many applications; and this tribal environment is multi-faceted and complex.

Implementing "Good Governance" Processes

Long Term Sustainability Plans

Contact

Joanie Buckley, Division Director, [Click here to Division's Main Contact Title](#)

(920) 496-7349

jbuckley@oneidanation.org

www.exploreoneida.com

SUPPLEMENTAL PACKET B FOR ITEM - IX.D.

Other Pictures that may be included in your section of the report

Please provide only high quality *.jpg images



DR

SUPPLEMENTAL PACKET B FOR ITEM - IX.D.



DRAFT

FY-2016 Annual Report Template

Oneida Retail Enterprise

Purpose: The Oneida Retail Enterprise operates 10 retail stores to maximize the cigarette and tobacco rebates from the state of Wisconsin, employ tribal members and services to the Oneida Community and the general public.

Departments in your Division

- | | |
|----------------------------|-----------------------------|
| Oneida One Stop Westwind | Oneida Casino Travel Center |
| Oneida One Stop E&EE | Oneida One Stop Larsen |
| Oneida One Stop Packerland | Oneida Smokeshop Bingo |
| Oneida Smokeshop Casino | Oneida Market |
| Oneida Smokeshop Isbell | Retail Administration |
| Oneida One Stop 54 | |

Budget

Funding Sources for FY-2015

<i>TRIBAL CONTRIBUTION:</i>		0
<i>GRANTS:</i>		0
<i>OTHER SOURCES: SALES</i>		\$61,874,130
\$36,380,504	Cigarette Sales	59%
\$19,066,003	Fuel Sales	31%
\$1,915,363	Tobacco Sales	3%
\$4,512,260	Convenience Sales & Rent	6%

Total Budget

Budget

Sales \$74,719,125, Cost of Sales \$58,415,668 Payroll \$3,519,054, Operating Expenses \$2,903,805, Net Profit **\$9,437,292**

SUPPLEMENTAL PACKET B FOR ITEM - IX.D.

Actual

Sales \$ 61,874,130, Cost of Sales \$47,173,619, Payroll \$2,778,727 Operating Expenses \$ 2,750,045, Net Profit \$8,621,741

In FY15, Oneida Retail's net profit was \$8,621,741, which was \$815,551 behind budget and \$ \$277,097 better than the previous year's net profit. Oneida Retail had budgeted for the Oneida One Stop 54 to be closed for nine months, with most of the sales budgeted to be transferred to the other locations and the expenses limited to the months the store was open. With the delays in the project the 54 store was open for all of FY15 with the exception of holidays and the last day of the year. In addition the sale of cigarettes continues to decline in the overall market and the retail stores.

Employees

NUMBER OF EMPLOYEES TOTAL: 106

NUMBER OF EMPLOYEES WHO ARE ENROLLED ONEIDA: 106

Who we serve

Oneida Retail serves the Oneida Community and the General Public by offering typical convenience store and smokeshop items for resale. We also provide products for resale at the Oneida Market that showcases products produced by the Oneida Tribe.

Accomplishments for FY-2015

Please refer to your Annual and Semi-Annual Report submission for FY-2015 and provide an update on the Goals you submitted for FY-2015

Rebuild the Oneida One Stop 54

Currently the new Oneida One Stop is in construction and will re-open in late spring of 2016. The store when completed will be approximately 5,700 square feet with three (3) cash registers, small seating section, expanded food offering, larger restrooms, access to the trail system, 5 dispensers including diesel.

Improve Customer Service

Oneida Retail Employees continue to improve on the service provided in the Oneida One Stops, Oneida Smokeshops and the Oneida Market. The Customer Satisfaction ratings were higher than average convenience stores due to the exceptional pricing of cigarettes and tobacco products. Oneida Retail will continue to work on improving the customer service by offering additional training and incentives for those employees willing to make improvements.

Oneida Market

The Oneida Market continues to evolve based on customer demands. The Oneida Market showcases products produced by the Oneida Tribe and other Tribes across the country. The Oneida Market has also increased available product from the Oneida Nation Farm, Oneida Apple Orchard, Tsyunhehkwa Farm and Tsyunhehkwa Cannery.

SUPPLEMENTAL PACKET B FOR ITEM - IX.D.

Goals for FY-2016

Using the Project Inventory Priority (PIP) form and the FY-2016 Operational Plans for your area as a guide, provide up to

Three (3) Strategic Goals for FY-2016 and the Strategic Direction & Practical Vision this goal will support

GOAL 1

Introduce Expanded Food offering in the Oneida One Stops to meet our customers' demands for grab and go food and healthier options in food and snacks. Oneida Retail will also increase the contribution to the general fund; there will be additional employment opportunities for Tribal Members.

Committing to Build a Responsible Nation

Create Economic Systems

GOAL 2

Employee Engagement/Development. Oneida Retail will continue to focus on developing employees to reach their full potential. Oneida Retail will do this by offering flexible scheduling for students and opportunities for all employees to learn new skills.

Creating a Positive Organizational Culture

Long Term Sustainability Plans

GOAL 3

Refinement of the Oneida Market to provide a mix of locally produced foods along with other earth friendly products to nourish the body and spirit, while providing superior customer service and net profit to the General Fund.

Committing to Build a Responsible Nation

Long Term Sustainability Plans

Contact

Michele Doxtator, Retail Profit Area Manager

920.496.7301

Mdoxtat3@oneidanation.org

NA

SUPPLEMENTAL PACKET B FOR ITEM - IX.D.

Division Director Picture

Please provide only high quality *.jpg images



Other Pictures that may be included in your section of the report

Please provide only high quality *.jpg images



FY-2016 Annual Report Template

Non-Divisional

Purpose: Emergency Management helps insure the Oneida Nation is a constant state of readiness to respond/react to an emergency or disaster that threatens the life safety of community members, the environment and/or assets of the Oneida Nations. Emergency Management works with Oneida response agencies/entities as well as the surrounding jurisdictions to assist in providing a tiered response to large scale emergencies and disasters that occur within the Oneida Community. Emergency Management uses the coordinated plans developed, to provide cooperative direction to response agencies/entities in addressing the affected areas in the most effective ways possible through the use of all resources available.

Departments in your Division

Emergency Management

[Click here to enter the Department name](#)

[Click here to enter the Department name](#)

[Click here to enter the Department name](#)

[Click here to enter the Department name](#)

[Click here to enter the Department name](#)

[Click here to enter the Department name](#)

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[Click here to enter the Department name](#)

[Click here to enter the Department name](#)

Budget 180,818

Funding Sources for FY-2015

TRIBAL CONTRIBUTION: 89

GRANTS: 11

OTHER SOURCES:

[Click here to enter name of other funding source](#)
[Click here to enter name of other funding source](#)
[Click here to enter name of other funding source](#)
[Click here to enter name of other funding source](#)

[Click here to enter % of budget funded by other sources](#)
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[Click here to enter % of budget funded by other sources](#)
[Click here to enter % of budget funded by other sources](#)

SUPPLEMENTAL PACKET B FOR ITEM - IX.D.

Total Budget

180,818

126,486

There is a positive variance as a result of one (1) unfilled full time position as well as decreased spending in the areas of training, outside services and outreach.

Employees

NUMBER OF EMPLOYEES TOTAL: 1

NUMBER OF EMPLOYEES WHO ARE ENROLLED ONEIDA: 1

Who we serve

Emergency Management Services all the employees of the Oneida Tribe as well as all members of the Oneida Community.

Accomplishments for FY-2015

Please refer to your Annual and Semi-Annual Report submission for FY-2015 and provide an update on the Goals you submitted for FY-2015

Emergency Management Staff obtained training to assist in the development and management of a sustainable Community Emergency Response Team utilizing volunteers from within the Oneida Community.

The opportunity to give back to fellow Community Members is provided through this program.

Working with Community Volunteers and the local Red Cross Oneida was able to provide Smoke Detectors to several houses in our Community Housing sites using a Community Outreach Fire Safety and Prevention Program.

Smoke detectors were installed and family evacuation plans were created for over 100 families in the Oneida Community.

Emergency Response Plans and Emergency Support Functions for several Departments/Entities of the Oneida Tribe were updated and finalized for approval from Wisconsin Emergency Management.

Updates of Service Agreements, Plans, Memorandums of Agreement (MOA) and Memorandums of Understanding (MOU) assist in the solidification of partnerships with the numerous jurisdictions that respond and assist with response to emergencies within the boundaries of the Oneida Reservation.

SUPPLEMENTAL PACKET B FOR ITEM - IX.D.

Goals for FY-2016

Using the Project Inventory Priority (PIP) form and the FY-2016 Operational Plans for your area as a guide, provide up to

Three (3) Strategic Goals for FY-2016 and the Strategic Direction & Practical Vision this goal will support

GOAL 1

Continue to increase volunteering opportunities for Community Emergency Response Team members for both youth and adult community members.

Committing to Build a Responsible Nation

Volunteerism

GOAL 2

Increase Community Outreach through education and informational presentations at community gatherings, community meeting places and scheduled annual events.

Creating a Positive Organizational Culture

An Engaged Community

GOAL 3

Updating the Oneida Tribe's current Pre-disaster Mitigation Plan and the Emergency Response Plan, as well as continuing to work with the departments/entities of the tribe in the development and finalization of their emergency and disaster plans.

Implementing "Good Governance" Processes

Long Term Sustainability Plans

Contact

Kaylynn Gresham, Emergency Management Director

920-869-6650

kgresham@oneidationation.org

<http://www.oneidationation.org/emhsagency.aspx>

Division Director Picture

Please provide only high quality *.jpg images

SUPPLEMENTAL PACKET B FOR ITEM - IX.D.



Other Pictures that may be included in your section of the report

Please provide only high quality *.jpg images



DRAFT

FY-2016 Annual Report Template

Finance

Purpose: Finance provides exceptional financial management and support while safeguarding the assets and ensuring financial integrity. Finance provides the Treasurer and the Oneida Business Committee with honest, unbiased, competent financial expertise and direction utilizing best practices.

Departments in your Division

Finance Administration

Central Accounting

Purchasing

Licensing

Indian Preference

Risk Management

Budget

Funding Sources for FY-2015

<i>TRIBAL CONTRIBUTION:</i>	1.94%
<i>GRANTS:</i>	0%
<i>OTHER SOURCES:</i>	
External	.56%
Indirect Cost	97.49%

Total Budget

\$4,857,545

SUPPLEMENTAL PACKET B FOR ITEM - IX.D.

\$4,551,227

The reason for the positive variance is labor savings in Purchasing and Central Accounting.

Employees

NUMBER OF EMPLOYEES TOTAL: 63

NUMBER OF EMPLOYEES WHO ARE ENROLLED ONEIDA: 26

Who we serve

The customers of Finance are both internal and external. They include the Treasurer, the Oneida Business Committee, divisional and non-divisional directors and managers, the membership, and our external stakeholders.

Accomplishments for FY-2015

Please refer to your Annual and Semi-Annual Report submission for FY-2015 and provide an update on the Goals you submitted for FY-2015

Implementing the seven generation philosophy of sustainability through financial management and debt reduction.

2015 Debt Reduction	Principal	Interest and Fees	Reserve	Total
Bank of America Line of Credit	\$5,336,707	\$ 392,551	\$ -	\$5,729,258
Retail Revenue Bonds	\$1,095,000	\$1,674,000	\$ -	\$2,769,000
Health Center Bond	\$ -	\$ 782,591	\$ -	\$ 782,591
Thornberry Creek	\$ 254,571	\$ 380,159	\$1,073,709	\$1,708,439
	\$6,686,278	\$3,229,301	\$1,073,709	\$10,989,288

Debt reduction allows the tribe to maintain financial capacity and control interest expenses to free up cash flow for program and service delivery.

Implementing health and wellness initiatives to our members and employees through the employee insurance.

SUPPLEMENTAL PACKET B FOR ITEM - IX.D.

Over 1,900 employees & members participate in the annual Health Risk Assessment which provides valuable information for individuals to understand, manage, and improve their health. Approximately 450 employees participate in the Reasonable Alternative Standards (RAS) program. RAS allows employees to earn their way to discounted premiums by participating in healthy and educational activities and manage wellness. Health screenings have also been introduced to provide aid in the early detection of potential serious health issues.

Budget and fiscal policy administration by providing the fiscal analysis for all petitions, policy and law as required by the legislative procedures act.

The Finance Department completes the Fiscal Analysis to disclose potential financial impact of an action, so that the Business Committee and General Tribal Council have sufficient financial information to render an informed decision.

Goals for FY-2016

Using the Project Inventory Priority (PIP) form and the FY-2016 Operational Plans for your area as a guide, provide up to Three (3) Strategic Goals for FY-2016 and the Strategic Direction & Practical Vision this goal will support

GOAL 1

Finance will implement the seven generation philosophy of sustainability through continued debt reduction.
Advancing On^yote?a.ka Principles

Accountable & Effective Governmental Design

GOAL 2

Finance will exercise effective financial management by funding growth and development Initiatives internally and not increasing external debt financing.

Committing to Build a Responsible Nation

Long Term Sustainability Plans

GOAL 3

In order to manage risk, Finance will collaborate with the key areas and assist in the acceleration of the assessment and implementation of enhanced cyber security measures.

Committing to Build a Responsible Nation

Accountable & Effective Governmental Design

SUPPLEMENTAL PACKET B FOR ITEM - IX.D.

Contact

Larry Barton, Chief Financial Officer (CFO)

920-896-4491

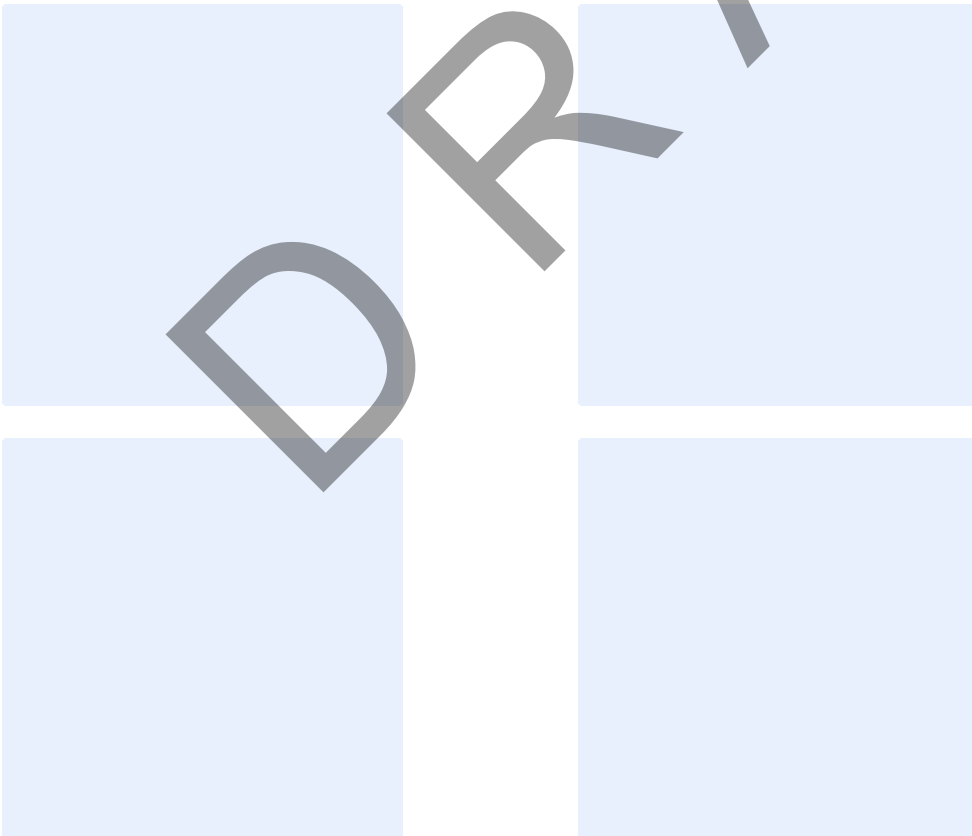
LBARTON@oneidanation.org

Division Director Picture



Other Pictures that may be included in your section of the report

Please provide only high quality *.jpg images



FY-2016 Annual Report Template

Oneida Gaming Division

Purpose: The Oneida Gaming Division is the leading revenue source to support programs and services to the Oneida Tribe of Indians of Wisconsin. Gaming Profit Centers generate revenue by providing an exciting entertainment experience to each gaming guest. Gaming Finance Departments provide accurate managerial and financial information in accordance with regulatory requirements to assist management in making sound financial decisions. Gaming Support areas (behind the scenes) ensure that customers have a positive entertainment experience. The entire Gaming Division's purpose is to be the leading gaming facility in Wisconsin, while providing a solid revenue source for the Oneida Tribe of Indians of Wisconsin. The work we do is intended to grow revenue for the Oneida Tribe of Indians of Wisconsin to enhance our sustainability as a Nation. Customer and employee engagement, regulatory compliance, and communication are critical foundational components vital in achieving optimal financial results for our organization and membership.

Departments in your Division

Slots, Table Games, Bingo, Off Track Betting, Poker, Food & Beverage, Accounting, Administration, Casino Promotions, Compliance, Custodial, Customer Relations, Customer Service,

Employee Services, Maintenance, Marketing, Player Development

Budget

Funding Sources for FY-2015

TRIBAL CONTRIBUTION: 100%

GRANTS: 0%

OTHER SOURCES: 0%

[Click here to enter name of other funding source](#)

[Click here to enter % of budget funded by other sources](#)

SUPPLEMENTAL PACKET B FOR ITEM - IX.D.

Total Budget

Net Profit FY-2015 Budget \$96,224,000

Net Profit FY-2015 Actual \$108,816,994

Net Profit exceeded expectations by \$12,592,994 due to revenues exceeding expectations and realized savings in the operational expenses.

Employees

NUMBER OF EMPLOYEES TOTAL: 1037

NUMBER OF EMPLOYEES WHO ARE ENROLLED ONEIDA: 588

Who we serve

Gaming's customer base is patrons who come to Oneida casino to game or dine at any one of our food venues. Customers range in age of 18 years (Bingo) or older and primarily live within a 50 mile radius of our gaming facilities. Gaming also serves the Oneida Tribe of Indians of Wisconsin as the primary revenue generator.

Accomplishments for FY-2015

Please refer to your Annual and Semi-Annual Report submission for FY-2015 and provide an update on the Goals you submitted for FY-2015

Increase Net Profit – Gaming's net profit was better than budget by 13.09%, validating the Gaming Divisions best operational efficiency in ten (10) years. Continuous monitoring and reduction of operational expenses, executed strategy driven decisions, increased accountability and fiscal responsibility, have resulted in FY2015 being our best net profit year since 2005.

The entire Gaming Division's purpose is to be the leading gaming facility in Wisconsin, while providing a solid revenue source for the Oneida Tribe of Indians of Wisconsin. The work we do is intended to grow revenue for the Oneida Tribe of Indians of Wisconsin to enhance our sustainability as a Nation.

Compliance with Federal, State and Tribal Regulations - The Oneida Gaming operation is audited twenty four hours a day, seven days a week and 365 days out of the year. We are audited by our Tribal Internal Audit Department, the Oneida Gaming Commission, the State of Wisconsin Division of Gaming, the National Indian Gaming Commission and an independent certified public accountant firm.

Oneida Casino makes every effort to be compliant with the Federal, State and Tribal regulations that prove to our guests and our community that Oneida Casino operates with the utmost level of integrity and business ethics.

SUPPLEMENTAL PACKET B FOR ITEM - IX.D.

Develop a customized Customer Service Training – Gaming developed and is launching “Driving Beyond Customer Service” training which is currently on-going with over 140 Casino supervisors, managers and directors that have attended.

Gaming Training launched its first course in a series dedicated to Customer Service. The course provides leadership the knowledge to create an environment where employee training can be applied in the workplace. This will enhance employees’ ability to provide service that differentiates Oneida Casino from others by the experience provided.

Goals for FY-2016

Using the Project Inventory Priority (PIP) form and the FY-2016 Operational Plans for your area as a guide, provide up to Three (3) Strategic Goals for FY-2016 and the Strategic Direction & Practical Vision this goal will support

GOAL 1

Grow Gaming Revenue – Gaming Marketing has focused efforts on current customer and the local casino markets through database marketing and player reinvestment to achieve higher revenues. Direct Marketing (direct mail pieces) continues to be a success for increasing casino revenues.

Committing to Build a Responsible Nation

Create Economic Systems

GOAL 2

Improve Human Resource Management – The key to the gaming division’s future success is contingent on gaming management’s ability to create a workplace that is desirable and motivational to our existing and future workforce. Gaming will focus on supporting employee engagement, recognition and health and wellness.

Creating a Positive Organizational Culture

Leaders Who Promote Positive Social Change

GOAL 3

Implement a customized Customer Service Training – “Driving Beyond Customer Service” is the first in a training series dedicated to customer service. The content of this course will create a greater return on the organization’s investment in all training and development initiatives.

Creating a Positive Organizational Culture

Leaders Who Promote Positive Social Change

Contact

Louise Cornelius, Gaming General Manager

920-494-4500

SUPPLEMENTAL PACKET B FOR ITEM - IX.D.

Lcornel3@oneidanation.org

www.oneidacasino.net

Division Director Picture

Please provide only high quality *.jpg images



Other Pictures that may be included in your section of the report

Please provide only high quality *.jpg images





FY-2016 Annual Report Template

Human Resources

Purpose: HRD serves as a strategic partner supporting the Oneida Nation by attracting, sustaining, and inspiring great people, with great passion, working for a great purpose.

Departments in your Division

Administration

Human Resources Information Systems

Employee Insurance

Training and Development

Equal Employment Opportunity

Workforce Development

Hiring and Compensation

Budget

Funding Sources for FY-2015

TRIBAL CONTRIBUTION:	14.8%
GRANTS:	12.41%
OTHER SOURCES:	
Indirect Income	72.79%

Total Budget

Click here to enter total budget for FY-2015 \$2,794,705

Click here to enter total expenditures for FY-2015 \$2,536,586

HRD spent 90.76% of the budgets. HRD budget spent at 98.18%; EAP, Student Intern, and Employee Incentive & Testing spent 87.89%. The SEEDS grant for Workforce Development has a carryover of \$113,885 which has spent \$10,898 of the carryover.

SUPPLEMENTAL PACKET B FOR ITEM - IX.D.

Employees

<i>NUMBER OF EMPLOYEES TOTAL:</i>	33
<i>NUMBER OF EMPLOYEES WHO ARE ENROLLED ONEIDA:</i>	30

Who we serve

The customers of Human Resources are both internal and external. They include all departments, employees, and people seeking employment opportunities with the Tribe.

Accomplishments for FY-2015

Please refer to your Annual and Semi-Annual Report submission for FY-2015 and provide an update on the Goals you submitted for FY-2015

Since 2014, we maintained the percentage of enrolled Oneida's working for the Tribe at 58% or 1,586 employees. The total number of employees has decreased by 35 employees. However the number of Oneida's remains at 58% or 1,574 in 2015.

In 2011, General Tribal Council Approved changes in the hiring process to strengthen Indian preference. The current percentage of Oneida's was at 50%. The law allows for HRD to post most jobs for "Oneida Only" before opening the job posting to the general public.

Provide job training opportunities for 180 Oneida community members who are underemployed and unemployed.

Under the SEDS grant, the Workforce Development staff assisted 543 participants for the year, providing free classes from NWTC, Menominee College, mock interviews, TrAns training, mock interviews, Work Certified and Soft Skills training, etc. Of those who participated, 80% are currently employed.

Develop and implement a Strategic Workforce Planning.

The Tribe has four employees certified to roll out the Strategic Workforce Planning. The core team is preparing to engage in a change management strategy which will aim to mitigate resistance and prepare the organization for successfully transition to the SWP process. The areas identified to begin the SWP process is Gaming, Comprehensive Health and Governmental Services.

Goals for FY-2016

Using the Project Inventory Priority (PIP) form and the FY-2016 Operational Plans for your area as a guide, provide up to Three (3) Strategic Goals for FY-2016 and the Strategic Direction & Practical Vision this goal will support

GOAL 1

SUPPLEMENTAL PACKET B FOR ITEM - IX.D.

Rollout the Strategic Workforce Planning. The Core Team will engage in a change management strategy to prepare the organization for successfully transitioning to the SWP process. SWP is a process of aligning top talent with the most important goals or strategies.

Implementing "Good Governance" Processes

Accountable & Effective Governmental Design

GOAL 2

Succession Planning and Talent Management Software. Succession planning identifies critical positions in the organization which are instrumental in achieving strategic goals. HRD is assessing the aging working force and what the organization has for talent or will need for talent. The software is instrumental in tracking employee skills to fill critical positions.

Implementing "Good Governance" Processes

Accountable & Effective Governmental Design

GOAL 3

Provide job training opportunities for community members who are underemployed or unemployed.

Implementing "Good Governance" Processes

Accountable & Effective Governmental Design

Contact

Geraldine R. Danforth, Human Resources Area Manager

920-496-7358

Gdanfor1@oneidation.org

<http://www.oneidation.org/humanresources>

Division Director Picture

Please provide only high quality *.jpg images

SUPPLEMENTAL PACKET B FOR ITEM - IX.D.



Other Pictures that may be included in your section of the report

Please provide only high quality *.jpg images



FY-2016 Annual Report Template

Non Divisional

Purpose: Click here to enter the purpose of the Division – 200 words or less

Departments in your Division

Intergovernmental Affairs

Communications

Budget

Funding Sources for FY-2015

TRIBAL CONTRIBUTION:

100%

GRANTS:

N/A

OTHER SOURCES:

Click here to enter name of other funding source
Click here to enter name of other funding source
Click here to enter name of other funding source

Click here to enter % of budget funded by other sources
Click here to enter % of budget funded by other sources
Click here to enter % of budget funded by other sources
Click here to enter % of budget funded by other sources

Total Budget

\$671,202 (Intergovernmental Affairs) \$335, 937 (Communications)

\$705,205 (Intergovernmental Affairs) \$323,546 (Communications)

The variance of Intergovernmental Affairs and Communications of (\$21,612.00) is mainly due to employee fringe benefits.

Employees

NUMBER OF EMPLOYEES TOTAL:

6

NUMBER OF EMPLOYEES WHO ARE ENROLLED ONEIDA:

6

SUPPLEMENTAL PACKET B FOR ITEM - IX.D.

Who we serve

The customer base we serve is the entire general membership, community members within the surrounding communities, and the Tribal organization as a whole.

Accomplishments for FY-2015

Please refer to your Annual and Semi-Annual Report submission for FY-2015 and provide an update on the Goals you submitted for FY-2015

Successfully repealed the budget amendment regarding liquor license for Thornberry Creek. Representative Steineke proposed a budget amendment that would repeal the ability of the Tribe's entities from obtaining a liquor license from the State of Wisconsin and force the entities to obtain the license through the local municipalities. This amendment was defeated with the help of Tribal employees, community members, and Thornberry Creek residents.

It allows Thornberry Creek to operate as a business without political interference from the Village of Hobart. This demonstrates how working collaboratively helps to protect Oneida's businesses from political and regulatory ramifications.

Increased communication outreach. Have enhanced the Tribe's social media presence and held a social media workshop with various departments that have social media accounts. Have incorporated new outreach tools through "This week in Oneida" video and daily "Update Oneida" e-mail correspondence.

The membership and community is continually receiving additional information regarding organizational and/or community initiatives and events. This provides increased awareness and engagement.

Continually participate in the various consultations held with the State of Wisconsin and meet personally with Wisconsin's congressional delegation, other congressional leaders, and State legislators. Meetings held with various elected officials to advocate Oneida's policy positions on the various proposed legislation. Attend consultation to provide input into State policies that may impact Tribal programs.

Doing what we can to ensure that proposed legislation is not harmful to Tribal sovereignty and jurisdiction while advancing Oneida's public policy.

Goals for FY-2016

Using the Project Inventory Priority (PIP) form and the FY-2016 Operational Plans for your area as a guide, provide up to Three (3) Strategic Goals for FY-2016 and the Strategic Direction & Practical Vision this goal will support

GOAL 1

Educate local, state, and federal elected officials on Oneida culture, issues, sovereignty, etc and actively participate in forums that promote the legal, legislative, and political agenda of the Oneida Tribe.

SUPPLEMENTAL PACKET B FOR ITEM - IX.D.

Advancing On^yote?a.ka Principles

Accountable & Effective Governmental Design

GOAL 2

Get out the vote efforts for 2016 Presidential Election

Advancing On^yote?a.ka Principles

Leaders Who Promote Positive Social Change

GOAL 3

Enhance communication efforts by redesigning website while operationalizing Oneida's brand and continually improving the daily and weekly communication pieces.

Committing to Build a Responsible Nation

An Engaged Community

Contact

Nathan King, Director

920-869-4022

nking@oneidanation.org

Click here to enter Division's website address – [example: www.oneida-nsn.gov/HigherEd](http://www.oneida-nsn.gov/HigherEd)

Division Director Picture

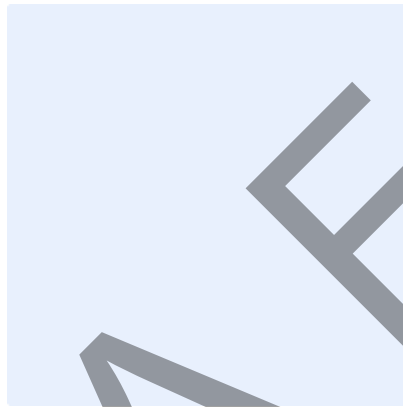
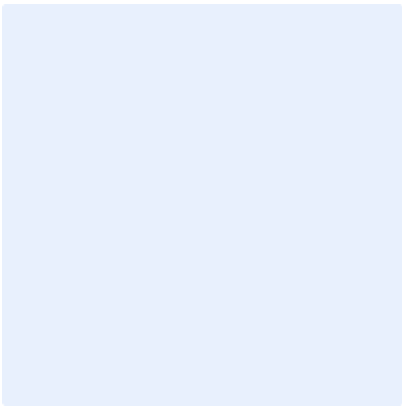
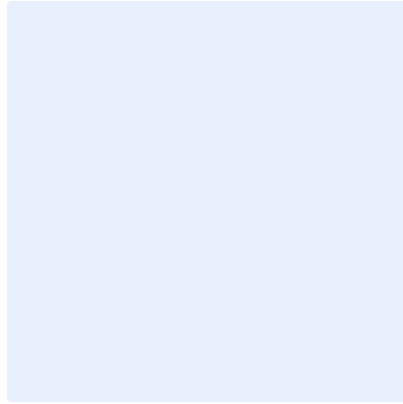
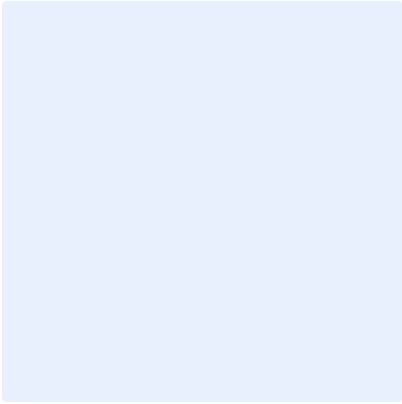
Please provide only high quality *.jpg images



Other Pictures that may be included in your section of the report

SUPPLEMENTAL PACKET B FOR ITEM - IX.D.

Please provide only high quality *.jpg images



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FY-2016 Annual Report Template

Internal Audit

Purpose: Internal Audit evaluates business unit performance, governance and quantifiable measurements of successful achievement of mission, identifying value adding opportunities, communicating results to management and the government for action, and Compliance evaluations required by Oneida Law.

Budget

Funding Sources for FY-2015

<i>TRIBAL CONTRIBUTION:</i>	100%
<i>GRANTS:</i>	NA
<i>OTHER SOURCES:</i>	
Click here to enter name of other funding source	Click here to enter % of budget funded by other sources

Total Budget

\$500,567

\$351,293

The Internal Audit Department is budgeted for twelve employees. High turnover in FY'15 left the department with six employees for several months.

Employees

NUMBER OF EMPLOYEES TOTAL: 9

NUMBER OF EMPLOYEES WHO ARE ENROLLED ONEIDA: 6

Who we serve

Internal Audit serves Oneida membership, management and government by performing independent and objective appraisals of functions, activities, and component units of the Oneida Tribe, which identify potential improvements and efficiencies in the operations.

SUPPLEMENTAL PACKET B FOR ITEM - IX.D.

Accomplishments for FY-2015

Please refer to your Annual and Semi-Annual Report submission for FY-2015 and provide an update on the Goals you submitted for FY-2015

Training included Audit Committee practices, Internal Audit practices, Compliance and Ethics programs, IT Auditing for Non-It Auditors, Project management.

A competent and trained audit staff produces audits more efficiently and with higher impact.

Total audits completed: 33 Gaming Compliance and 7 Operational/Consultation Closeout reports. Follow-up on 31 Gaming High Risk findings resulted in 71% resolved. Follow-up on 32 Operational High Risk findings resulted in 34% resolved.

Pursuit of high risk matters to their resolution is good governance and builds a more responsible organization, providing good stewardship over Tribal resources.

?

Click here enter to how Accomplishment #1 impacted the membership/community – 50 words or less

Goals for FY-2016

Using the Project Inventory Priority (PIP) form and the FY-2016 Operational Plans for your area as a guide, provide up to Three (3) Strategic Goals for FY-2016 and the Strategic Direction & Practical Vision this goal will support

GOAL 1

Conduct Senior Management assessments and training, if needed. Conduct operational assessments, financial, operational and regulatory required compliance audits and special projects. Follow-up on high risk findings.

Implementing "Good Governance" Processes

Accountable & Effective Governmental Design

GOAL 2

Continue in-house and webinar based education of audit staff to stay current on changing business risks, fraud indicators, metrics, data usage and professional expectations. Invite Management to attend topics associated with risk management, controls, leadership decision-making and ethics.

Creating a Positive Organizational Culture

SUPPLEMENTAL PACKET B FOR ITEM - IX.D.

Long Term Sustainability Plans

GOAL 3

Improve Internal Control Environment to enforce accountability of Management and Governance.

Implementing "Good Governance" Processes

Accountable & Effective Governmental Design

Contact

Loucinda Conway, Internal Audit Manager

920-869-4330

LCONWAY@oneidanation.org

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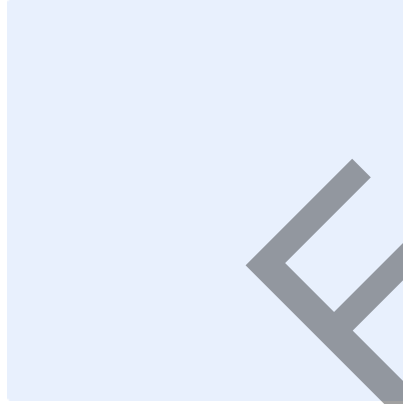
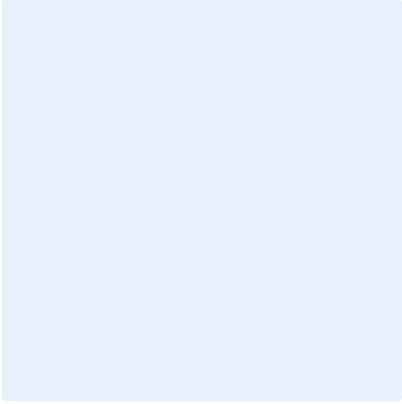
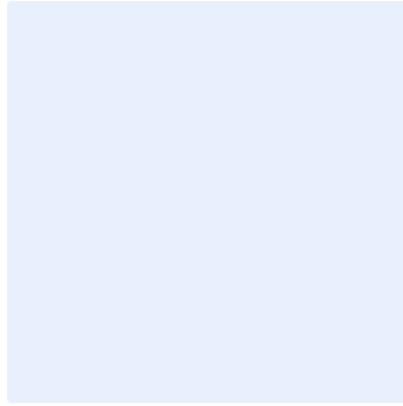
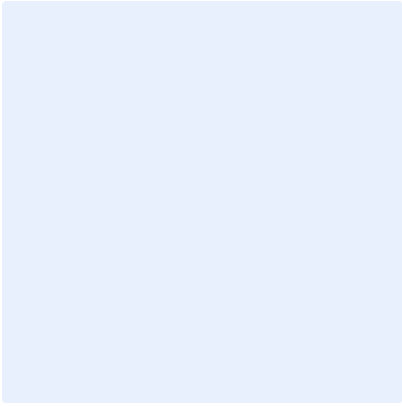
Division Director Picture

Please provide only high quality *.jpg images



Other Pictures that may be included in your section of the report

Please provide only high quality *.jpg images



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FY-2016 Annual Report Template

Law

Purpose: The Oneida Law Office provides legal services on behalf of the Oneida Tribe of Indians of Wisconsin by legal representation of General Tribal Council, its elected representatives, the Business Committee, and all entities of the organization, as well as assist in government-to-government relations and external legal issues.

Departments in your Division

Budget

Funding Sources for FY-2015

TRIBAL CONTRIBUTION:

100%

GRANTS:

0

OTHER SOURCES:

Budget also included a \$2,000,000 set aside for external legal services

Click here to enter name of other funding source
Click here to enter name of other funding source
Click here to enter name of other funding source
Click here to enter name of other funding source

Click here to enter % of budget funded by other sources
Click here to enter % of budget funded by other sources
Click here to enter % of budget funded by other sources
Click here to enter % of budget funded by other sources

Total Budget

\$3,223,996

\$1,203,340

The Law Office budget shows a positive variance of \$2,020,656 for FY-2015. The positive variance is greatly due to savings in the set aside account for external legal services in the amount of \$1,928,000. The remainder of the variance is located within several other accounts of the budget, such as personnel, legal services, news/subscription, travel and supplies.

Employees

NUMBER OF EMPLOYEES TOTAL:

10

NUMBER OF EMPLOYEES WHO ARE ENROLLED ONEIDA:

7

SUPPLEMENTAL PACKET B FOR ITEM - IX.D.

Who we serve

The Oneida Law Office provides legal services to all aspects of the Tribe's organization, which includes General Tribal Council and the Oneida Business Committee and programs and gaming operations in matters such as environmental, land-into-trust litigation, health regulations, gaming issues, retail, Indian Child Welfare, child support program, and finance, to name a few. Also, this office reviews all contracts entered into by the Tribe and its programs and gaming operations.

Accomplishments for FY-2015

Please refer to your Annual and Semi-Annual Report submission for FY-2015 and provide an update on the Goals you submitted for FY-2015

Oneida Seven Generations Corporation. The Chicago-based companies appealed the dismissal of their claims against the Tribe and Oneida Seven Generations Corporation. The Illinois Court of Appeals ruled in favor of the Tribe and Oneida Seven Generations Corporation, and affirmed the dismissal of the claims. The Chicago-based companies have until November 17, 2015, to seek review by the Illinois Supreme Court. The Chicago-based companies still have claims pending against Green Bay Renewable Energy in the Circuit Court for Cook County, Illinois, and recently filed a motion in the Circuit Court seeking permission to file an amended complaint.

Protecting and maintaining tribal sovereignty. In addition, this assisted in moving towards implementation of the 2013 General Tribal Council action regarding dissolution of Oneida Seven Generations Corporation.

Storm Water Litigation. The Village refused to remove the storm water taxes from 42 trust properties, and the Tribe filed a motion for contempt to compel the Village to remove the taxes from the properties. The Village then agreed to remove the taxes from 22 of the properties, but claims the remaining 20 parcels, which constitute the abandoned railroad right-of-way, are not in trust and should be subject to the taxes. We anticipate the federal district court will rule on the Tribe's motion for contempt in the near future.

Protecting and maintaining tribal sovereignty to govern and manage the lands within the Reservation.

Genskow v. Midwest Regional Director – Genskow filed an appeal with the Interior Board of Indian Appeals challenging the Midwest Regional Director's denial of her contest of the May 2, 2015 Secretarial Election which resulted in the approval of five amendments to the Tribe's Constitution. Among other things, Genskow asserts information published by the Tribe caused confusion, an insufficient number of tribal members voted in the election, and absentee voting should be allowed in future elections to amend the Constitution. The Tribe filed an answer brief and requested expedited review of the case. The Regional Solicitor's Office also filed an answer brief, and filed a motion seeking clarification that the constitutional amendments can be implemented immediately. We anticipate the Interior Board of Indian Appeals will issue a decision in the next 18-24 months.

Protecting and maintaining tribal sovereignty. This accomplishment is another step toward implementation of the Constitutional Amendments approved by the May 2, 2015 Secretarial Election.

SUPPLEMENTAL PACKET B FOR ITEM - IX.D.

Meyers v. Oneida Tribe – Meyers filed a proposed class action lawsuit in federal district court alleging the Tribe violated federal law by failing to properly truncate credit card numbers on receipts issued to customers at the Tribe’s retail locations. The Tribe filed a motion to dismiss the lawsuit, and the district court granted the motion and dismissed the lawsuit. Meyers is now appealing the district court’s decision to the United States Court of Appeals for the Seventh Circuit.

Protecting and maintaining tribal sovereignty as well as protecting tribal resources.

Dillenburg and Sladek v. Midwest Regional Director – Dillenburg and Sladek filed appeals with the Interior Board of Indian Appeals challenging Notices of Decision issued by the Midwest Regional Director of the BIA to take land in trust for the Tribe in the City of Green Bay. Dillenburg and Sladek claim the Tribe was not under federal jurisdiction in 1934, and the BIA therefore cannot take land into trust for the Tribe under the Indian Reorganization Act. They also claim the decisions taking the land into trust harm the residents of the City by increasing their taxes. The Tribe filed a motion to dismiss on standing grounds, and filed an answer brief. The Regional Solicitor’s Office also filed an answer brief. We anticipate the Interior Board of Indian Appeals will issue a decision in the next 18-24 months.

Protecting and maintaining tribal sovereignty as well as protecting tribal resources.

Goals for FY-2016

Using the Project Inventory Priority (PIP) form and the FY-2016 Operational Plans for your area as a guide, provide up to

Three (3) Strategic Goals for FY-2016 and the Strategic Direction & Practical Vision this goal will support

GOAL 1

Represent the Tribe in all legal matters regarding tribal sovereignty.

Advancing On^yote?a.ka Principles

Accountable & Effective Governmental Design

GOAL 2

Represent the Tribe in all legal matters protecting tribal resources.

Advancing On^yote?a.ka Principles

Accountable & Effective Governmental Design

GOAL 3

Provide legal advice and analysis to assist the tribal government in developing and implementing policies and programs.

Committing to Build a Responsible Nation

Accountable & Effective Governmental Design

Contact

SUPPLEMENTAL PACKET B FOR ITEM - IX.D.

Jo Anne House, Chief Counsel

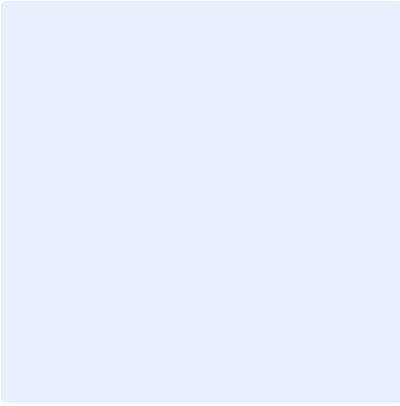
920-869-4327

oneida_law@oneidation.org

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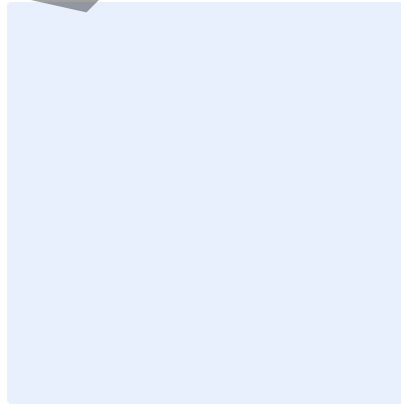
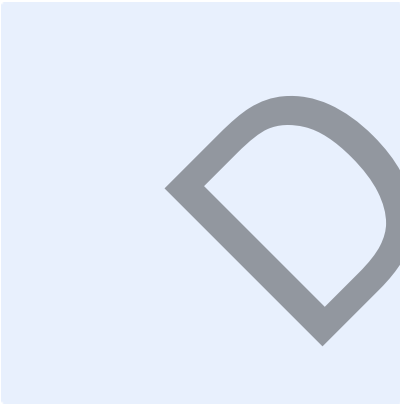
Division Director Picture

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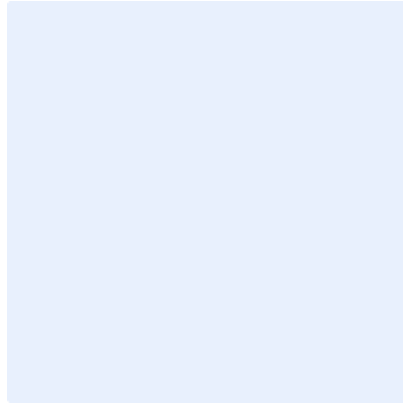
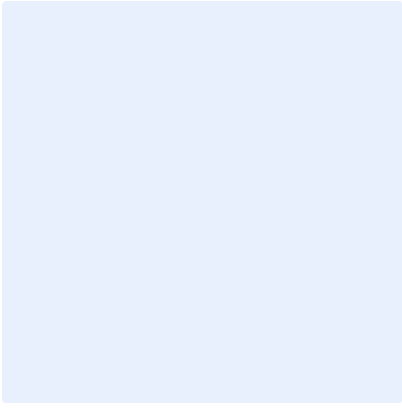


Other Pictures that may be included in your section of the report

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FY-2016 Annual Report Template

Oneida Tribal Ombudsman

Purpose: The purpose of the office of the Oneida Tribal Ombudsman is to foster values and decent behavior by representing fairness of process, equity, justice, equality of opportunity and respect within the Oneida Nation and its community. The Tribal Ombudsman is in place; as a GTC Mandate; to provide a confidential, neutral, and informal route that is independent of traditional lines of management for people to bring forward questions, concerns, complaints, or suggestions to prevent and resolve issues in a fair and equitable manner while striving for positive productive change. As a designated neutral, the Tribal Ombudsman does not represent management, the organization, or any individual. The Tribal Ombudsman represents fairness, equality, objectivity, and respect.

Departments in your Division

Click here to enter the Department name

Click here to enter the Department name

Click here to enter the Department name

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Budget

Funding Sources for FY-2015

TRIBAL CONTRIBUTION:

Click here to enter % of budget funded by tribal contribution

GRANTS:

Click here to enter % of budget funded by grants

OTHER SOURCES:

Click here to enter name of other funding source
Click here to enter name of other funding source
Click here to enter name of other funding source
Click here to enter name of other funding source

Click here to enter % of budget funded by other sources
Click here to enter % of budget funded by other sources
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Click here to enter % of budget funded by other sources

SUPPLEMENTAL PACKET B FOR ITEM - IX.D.

Total Budget

[Click here to enter total budget for FY-2015](#)

[Click here to enter total expenditures for FY-2015](#)

[Click here to enter a brief explanation of any variance, positive or negative – 50 words or less](#)

Employees

NUMBER OF EMPLOYEES TOTAL: 1

NUMBER OF EMPLOYEES WHO ARE ENROLLED ONEIDA: 1

Who we serve

The Oneida Tribal Ombudsman provides service to all members of the Oneida Community, employees of the Oneida Tribe, departments within the Oneida Tribal organization, and consumers of services of the Oneida Tribe. The use of the Tribal Ombudsman's office is voluntary, confidential, and free of charge.

Accomplishments for FY-2015

Please refer to your Annual and Semi-Annual Report submission for FY-2015 and provide an update on the Goals you submitted for FY-2015

Strategic implementation of the Tribal Ombudsman for the Oneida Organization and Oneida Community

As an ongoing goal, during FY2015, the Tribal Ombudsman has managed to meet with members of the current Oneida Business Committee to identify how communication can be improved at the top of the organization so that it can in turn be improved with the rest of the organization and the Oneida Community.

Development and implementation of a unified complaint process

Research has been completed on various complaint processes and models and a draft process prepared to present to leadership for consideration and input. The acceptance and implementation of such a process will provide the organization and community with structure to utilize that increases equity and consistency in how such matters are addressed.

Outline and development of an ongoing defined 'service matrix'

Various areas of the Oneida Organization have been working collaboratively on identifying the services they provide to the community and where or how resources may be able to be shared. This is an ongoing initiative in many areas and not a specific initiative of the Office of the Ombudsman. The Ombudsman often participates in meetings of joint areas as they work on such matters to provide input and or suggestions of process if needed.

SUPPLEMENTAL PACKET B FOR ITEM - IX.D.

Goals for FY-2016

Using the Project Inventory Priority (PIP) form and the FY-2016 Operational Plans for your area as a guide, provide up to

Three (3) Strategic Goals for FY-2016 and the Strategic Direction & Practical Vision this goal will support

GOAL 1

Implementation of a unified complaint process for the organization

Such a complaint process is intended to pertain to the interactions people have with service units of the Oneida Tribe. The implementation of a streamlined process promotes equity of treatment, consistency of process, and expedited resolution of matters by helping to ensure that concerns are going to the most appropriate place for potential resolution.

Committing to Build a Responsible Nation

Accountable & Effective Governmental Design

GOAL 2

Creating effective streamlined office processes

Updating office processes and procedures of the Oneida Tribal Ombudsman provides clarity in expectations and outlines measurable accountability, service provision, and potential gaps in service. This will also set the ground work for consistency in service provision as the Office of the Tribal Ombudsman continues to develop and reach into additional areas when working to address the concerns of Oneida Community members, as per the GTC mandate.

Committing to Build a Responsible Nation

Accountable & Effective Governmental Design

GOAL 3

Increased community awareness and understanding of the Oneida Tribal Ombudsman

Communication of the purpose and services provided by the Oneida Tribal Ombudsman through various outlets will assist the community and organization increase their understanding of the Tribal Ombudsman. This will also lead to more collaborative and interactive work between the Tribal Ombudsman and various organizational entities.

Creating a Positive Organizational Culture

An Engaged Community

Contact

Dianne McLester-Heim, Oneida Tribal Ombudsman

920-490-3713 office phone

920-609-1290 cell phone

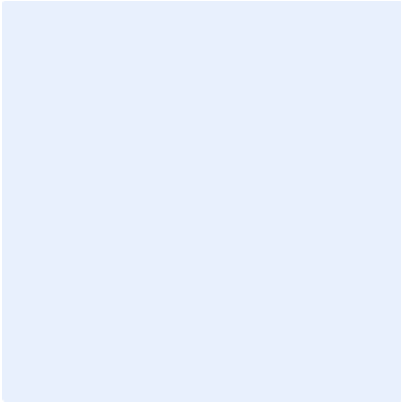
SUPPLEMENTAL PACKET B FOR ITEM - IX.D.

Dmclest3@oneidanation.org

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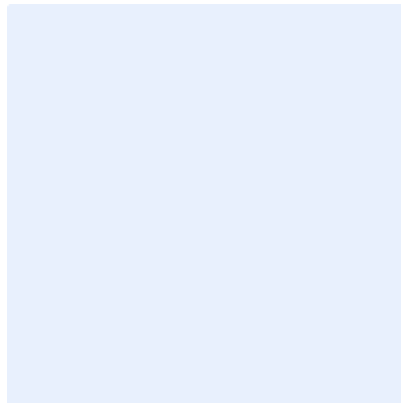
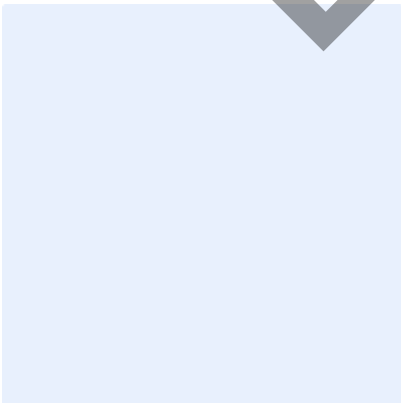
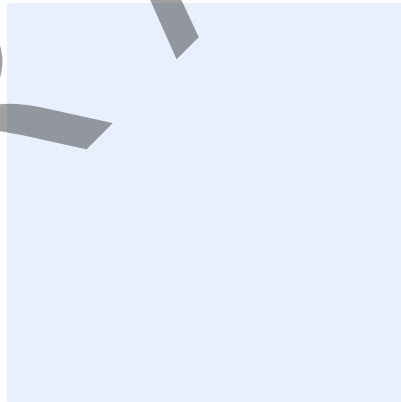
Division Director Picture

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Other Pictures that may be included in your section of the report

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FY-2016 Annual Report Template

Tribal Self-Governance

Purpose: The Office of Self-Governance administers the Compact of Self-Governance under Titles IV and V of P.L. 93-638 with the federal Department of Interior (DOI) and federal Department of Health and Human Services (DHHS). These Compacts transfer the authority to administer a variety of programs, services, functions and activities from the federal government to the Oneida Tribe. The transfer also includes the funding associated with each program, service, function and activity. The transfer enables the Oneida Tribe to determine the best use of these funds using the Tribe’s own decision-making processes.

Departments in your Division

N/A	Click here to enter the Department name
Click here to enter the Department name	Click here to enter the Department name
Click here to enter the Department name	Click here to enter the Department name
Click here to enter the Department name	Click here to enter the Department name
Click here to enter the Department name	Click here to enter the Department name

Budget

Funding Sources for FY-2015

<i>TRIBAL CONTRIBUTION:</i>	0%
<i>GRANTS:</i>	0%
<i>OTHER SOURCES:</i>	
DOI/BIA Self-Governance Funding Agreement	100%
Click here to enter name of other funding source	Click here to enter % of budget funded by other sources
Click here to enter name of other funding source	Click here to enter % of budget funded by other sources
Click here to enter name of other funding source	Click here to enter % of budget funded by other sources

SUPPLEMENTAL PACKET B FOR ITEM - IX.D.

Total Budget

\$149,120

\$138,700

Significant reduction in travel due to Tribal cost-cutting measures.

Employees

NUMBER OF EMPLOYEES TOTAL: 1

NUMBER OF EMPLOYEES WHO ARE ENROLLED ONEIDA: 1

Who we serve

Self-Governance's customer base encompasses all Tribal Programs, Services, Functions and Activities funded under the Compacts with the federal Departments of Health and Human Services' Indian Health Service and the federal Department of the Interior's Bureau of Indian Affairs. Customer base consists Tribal managers, directors and supervisors who administer those programs and, by extension, their clients.

Accomplishments for FY-2015

Please refer to your Annual and Semi-Annual Report submission for FY-2015 and provide an update on the Goals you submitted for FY-2015

Closed out Multi-Year Funding Agreement (MYFA) with the federal Department of the Interior (DOI).

The MYFA transferred approximately \$4M to the Tribe from the DOI to fund a variety of community services.

Closed out Multi-Year Funding Agreement (MYFA) with the federal Department of Health and Human Services (DHHS).

The MYFA transferred approximately \$95M to the Tribe from the federal DHHS to fund a variety of health-related services.

Recommended approval of settlement offer in the Ramah Navajo Class Action suit regarding payment of Contract Support Costs.

Closure of this case would result in a payment to the Tribe of funds owed under contract law.

Goals for FY-2016

SUPPLEMENTAL PACKET B FOR ITEM - IX.D.

Using the Project Inventory Priority (PIP) form and the FY-2016 Operational Plans for your area as a guide, provide up to

Three (3) Strategic Goals for FY-2016 and the Strategic Direction & Practical Vision this goal will support

GOAL 1

Negotiate a Multi-Year Funding Agreement with the Department of the Interior for the period CY2017-2022.

Committing to Build a Responsible Nation

Long Term Sustainability Plans

GOAL 2

Negotiate a Multi-Year Funding Agreement with the Department of Health and Human Services for the period FY2017-2022.

Committing to Build a Responsible Nation

Long Term Sustainability Plans

GOAL 3

Negotiate a new Memorandum of Agreement with the federal Office of the Special Trustee for American Indians to continue to manage trust-related functions that can be delegated to the Tribe under the authority of P.L. 93-638, as amended.

Committing to Build a Responsible Nation

Long Term Sustainability Plans

Contact

Christopher Johns, Coordinator

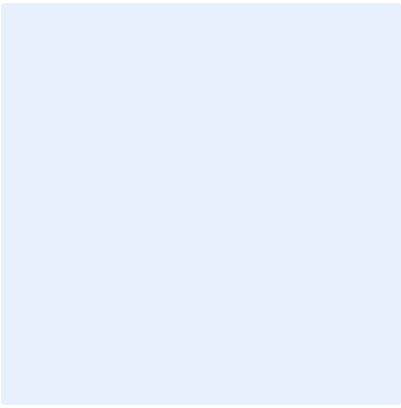
920-869-4368

cjohns@oneidanation.org

N/A

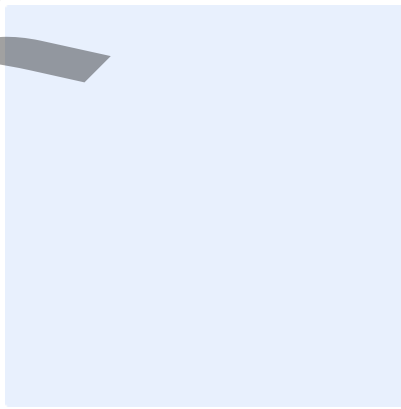
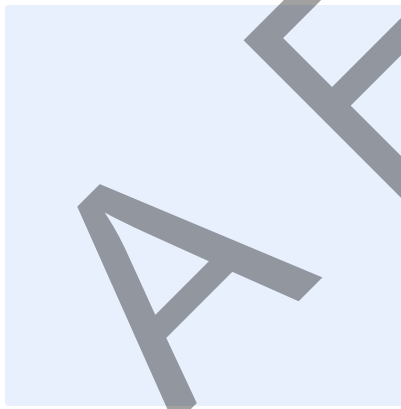
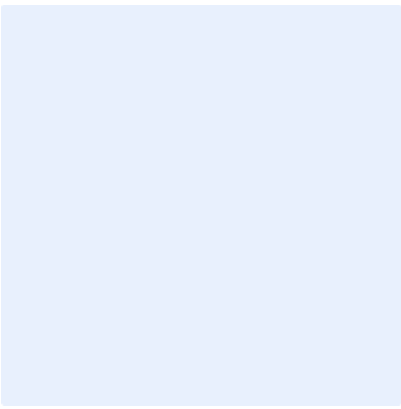
Division Director Picture

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Other Pictures that may be included in your section of the report

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SUPPLEMENTAL PACKET B FOR ITEM - IX.D.

Oneida Gaming Commission

Purpose is to provide essential regulatory functions working with the Gaming Commission departments to eliminate regulatory non-compliance issues as they arise.

BCC Members

- Mark A. Powless Sr., Chairman
- Matthew W. Denny, Vice Chairman
- Reynold (Tom) Danforth, Secretary
- (Vacant), Commissioner

Budget Budget dollars are not normally separated as requested by this report. See departments sub-report for totals.

Funding Sources for FY-2015

- TRIBAL CONTRIBUTION:** [Click here to enter % of budget funded by tribal contribution](#)
- GRANTS:** [Click here to enter % of budget funded by grants](#)
- OTHER SOURCES:**
 - [Click here to enter name of other funding source](#)
 - [Click here to enter % of budget funded by other sources](#)

Total Budget Budget dollars are not normally separated as requested by this report. See departments sub-report for totals.

[Click here to enter total FY-2014 Budget](#)

Stipends

Oneida Gaming Commissioners are elected officials paid as full time employees. \$150 stipends are paid only for pro-tem commissioners, as needed to participate in license hearings.

	For each month, enter total dollar amount paid	For each month, enter number of meetings, of each type.		
		<i>Regular</i>	<i>Special/Emergency</i>	<i>Hearings/Other</i>
<i>October 2014</i>	\$300	2		1
<i>November 2014</i>		1		2

SUPPLEMENTAL PACKET B FOR ITEM - IX.D.

<i>December 2014</i>		2		2
<i>January 2015</i>		2		2
<i>February 2015</i>		2		
<i>March 2015</i>	\$150	2		2
<i>April 2015</i>		2		2
<i>May 2015</i>	\$300	1		1
<i>June 2015</i>		2		1
<i>July 2015</i>		2		
<i>August 2015</i>	\$300	1	2	1
<i>September 2015</i>		2	1	

Accomplishments for FY-2015

Restructure departments to ensure regulatory compliance and obtain staffing levels needed to ensure compliance requirements of the Oneida Nation Gaming Ordinance, National Indian Gaming Commission regulations and State Compact.

Budget restrictions prevented the OGC from growth and meeting staffing levels to align with restructure plans and operational needs. The OGC continues to do what it can to ensure compliance requirements are met based on identified priorities.

Finalize Compliance and Enforcement Regulations in order to effectuate a standard corrective action plan process and enforcement mechanisms to ensure high risk and repeat findings are resolved.

The regulations are being finalized. Staff training is an ongoing priority for fiscal year 2016, so that processes can be implemented to promulgate the regulation and maintain consistent enforcement of non-compliant and high risk matters.

Finalize Hearing and Licensing Regulations in order to create a standard process for review and appealing licensing actions in alignment with the Oneida Tribe's judiciary process.

Revision focus on the Oneida Nation Gaming Ordinance (ONGO) detracted from the timely completion of these documents. The regulations are being finalized to be in alignment with the revised ONGO and will serve as detailed references for applicants, employees and vendors alike.

Goals for FY-2016

GOAL 1

SUPPLEMENTAL PACKET B FOR ITEM - IX.D.

Review staffing needs and restructure options to ensure regulatory compliance is sufficiently and effectively monitored, reported and enforced to ensure compliance requirements of the Oneida Nation Gaming Ordinance, National Indian Gaming Commission regulations and State Compact are met.

Implementing "Good Governance" Processes

Accountable & Effective Governmental Design

GOAL 2

Focus on technological advances.

Committing to Build a Responsible Nation

Accountable & Effective Governmental Design

GOAL 3

Train all departments and levels of staff thoroughly on responsibilities and processes.

Committing to Build a Responsible Nation

Accountable & Effective Governmental Design

Meetings

Held every first and third Monday of the month, as applicable.

Meeting Location: 2669 West Mason St., Green Bay, WI 54313

Meeting Time: 9:00 A.M.

Meetings are OPEN.

Contact

Mark A. Powless, Sr., OGC Chairman

497-5850 ext 5654

P.O. Box 79, Oneida, WI 54155

Gaming_Commission@oneidanation.org

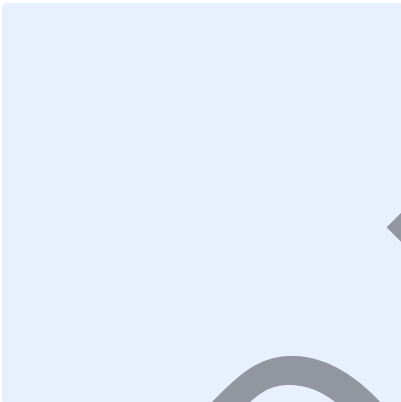
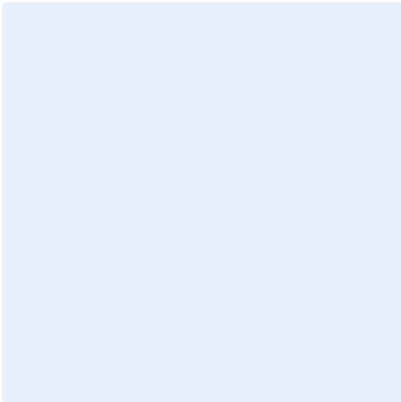
www.Oneida-nsn.gov/GamingComm

Logo that may be included in the report



Other Pictures that may be included in your section of the report

Please provide only high quality *.jpg images



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SUPPLEMENTAL PACKET B FOR ITEM - IX.D.

Investigations & License, Compliance, Surveillance and Administration

Purpose: The Oneida Gaming Commission and its departments collectively promote and ensure the integrity, security, honesty and fairness of the regulation and administration of all gaming activities within the jurisdiction of the Oneida Tribe.

Who we serve

The Oneida Gaming Commission, collectively and through its staff, serves the Oneida community by protecting the integrity of gaming to ensure its continuation. Direct customers also include both gaming and non-gaming employees, vendors, and patrons, as well as other regulatory agencies and auditors.

Budget

Funding Sources for FY-2015

<i>TRIBAL CONTRIBUTION:</i>	23.71%
<i>GRANTS:</i>	0%
<i>OTHER SOURCES:</i>	
Gaming operations charged for Surveillance services	62.33%
Gaming Operations charged for Investigations & License services	13.89%
Vendor license, badge and rent revenue	0.07%

Total Budget This total includes the OGC (Commissioners') budget

\$4,180,066

\$3,890,467

The majority of the \$301,207 savings is explained by short staff due to minimal salary range and difficulty hiring, as well as general labor and project savings resulting from budget process restrictions.

Employees

NUMBER OF EMPLOYEES TOTAL: 54

NUMBER OF EMPLOYEES WHO ARE ENROLLED ONEIDA: 52

FY-2016 Annual Report Template

Oneida Police Department

Purpose: The Oneida Police Department (OPD) enforces federal, state, local, and tribal laws and ordinances. OPD provides immediate response to crimes, medical emergencies, administers basic life support, paper service, vehicle lockout service, special events security, medicine disposal, house checks, community education and youth programs to the Oneida Community. Our purpose is to enhance the quality of life in Oneida by reducing crime, drugs, and gang activity through education, prevention, and intervention. We provide 24 hour, seven days a week service, with Wisconsin certified Law Enforcement Officers and a fully operational Dispatch Center. We chair the Native American Drug and Gang Initiative (NADGI) which is a statewide Tribal drug task force that has been in place since 2007.

Who we serve

The Oneida Police Department is a 24/7 department which provides police/emergency and dispatch services to the Oneida community, approximately 23,000 people.

Budget

Funding Sources for FY-2015

TRIBAL CONTRIBUTION: \$3,349,303 99.6%

GRANTS: \$295,563 (NOT INCLUDED IN DEPT. BUDGET) 0%

OTHER SOURCES: \$16,812

Space rent from Department of Corrections	.23%
Officer wages for outside services,	Click here to enter % of budget funded by other sources
fees for copies of reports, restitution	.26%
Click here to enter name of other funding source	Click here to enter % of budget funded by other sources

Total Budget

\$3,363,253

\$3,357,500 Total expenditures

SUPPLEMENTAL PACKET B FOR ITEM - IX.D.

Our department did a phenomenal job of spending within our budget guidelines. Our expenditures were 99.8% of budget or .2% under budget. We restricted spending to needs only and received grant funds for equipment, supplies, and community programming.

Employees

NUMBER OF EMPLOYEES TOTAL: 28

NUMBER OF EMPLOYEES WHO ARE ENROLLED ONEIDA: 26

Other Pictures that may be included in your section of the report

Please provide only high quality *.jpg images



FY-2016 Annual Report Template

Internal Security Department

Purpose: The mission of the Internal Security Department is to provide safety and protect the integrity, assets, employees and patrons of the Oneida Nation.

Who we serve

The Internal Security Department serves the Oneida membership by providing safety and protecting the integrity, assets, employees, and customers at all Gaming facilities and select Tribal entities.

Budget

Funding Sources for FY-2015

TRIBAL CONTRIBUTION:

100%

GRANTS: N/A

[Click here to enter % of budget funded by grants](#)

OTHER SOURCES:
N/A

[Click here to enter name of other funding source](#)
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[Click here to enter % of budget funded by other sources](#)

Total Budget

FY-2015 budget 8,542,279

FY-2015 expenditures \$8,166,533

The Internal Security Department faced hiring challenges and struggled to continuously fill the budgeted security officer positions throughout the year which contributed to the department ending FY15 less than budget. Evaluation of the current hiring process has been initiated; steps to improve the process will be identified and implemented. Our goal is to expedite the hiring process without sacrificing measures that allow the department to hire qualified individuals.

Employees

SUPPLEMENTAL PACKET B FOR ITEM - IX.D.

NUMBER OF EMPLOYEES TOTAL:

171

NUMBER OF EMPLOYEES WHO ARE ENROLLED ONEIDA:

55

Other Pictures that may be included in your section of the report

Please provide only high quality *.jpg images



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FY-2016 Annual Report Template

Oneida Police Department

Purpose: The Oneida Police Department (OPD) enforces federal, state, local, and tribal laws and ordinances. OPD provides immediate response to crimes, medical emergencies, administers basic life support, paper service, vehicle lockout service, special events security, medicine disposal, house checks, community education and youth programs to the Oneida Community. Our purpose is to enhance the quality of life in Oneida by reducing crime, drugs, and gang activity through education, prevention, and intervention. We provide 24 hour, seven days a week service, with Wisconsin certified Law Enforcement Officers and a fully operational Dispatch Center. We chair the Native American Drug and Gang Initiative (NADGI) which is a statewide Tribal drug task force that has been in place since 2007.

Who we serve

The Oneida Police Department is a 24/7 department which provides police/emergency and dispatch services to the Oneida community, approximately 23,000 people.

Budget

Funding Sources for FY-2015

TRIBAL CONTRIBUTION: \$3,349,303 99.6%

GRANTS: \$295,563 (NOT INCLUDED IN DEPT. BUDGET) 0%

OTHER SOURCES: \$16,812

Space rent from Department of Corrections	.23%
Officer wages for outside services,	Click here to enter % of budget funded by other sources
fees for copies of reports, restitution	.26%
Click here to enter name of other funding source	Click here to enter % of budget funded by other sources

Total Budget

\$3,363,253

\$3,357,500 Total expenditures

SUPPLEMENTAL PACKET B FOR ITEM - IX.D.

Our department did a phenomenal job of spending within our budget guidelines. Our expenditures were 99.8% of budget or .2% under budget. We restricted spending to needs only and received grant funds for equipment, supplies, and community programming.

Employees

NUMBER OF EMPLOYEES TOTAL: 28

NUMBER OF EMPLOYEES WHO ARE ENROLLED ONEIDA: 26

Other Pictures that may be included in your section of the report

Please provide only high quality *.jpg images



FY-2016 Annual Report Template

Note: If you have other required reporting that must be included in the FY-2016 Annual Report, please submit such reports along with this completed template. Thank you.

Trust/Enrollment Committee

Purpose: **Vision** Statement - “Sustain the Oneida membership and protect our trust assets.” **Mission** Statement – “To exercise stewardship over tribal enrollment and trust assets while providing leadership to sustain the Tribe.”

BCC Members - ONEIDA TRUST/ENROLLMENT COMMITTEE

Debra Danforth, Chairwoman

Carole Liggins, Vice Chairwoman

Tracy L. Metoxen, Secretary

Norbert Hill Jr, Member

Loretta V. Metoxen, Member

Debra Powless, Member

Elaine Skenandore-Cornelius, Member

Lois Strong, Member

Brandon Yellowbird Stevens, Member

Budget

Funding Sources for FY-2015

TRIBAL CONTRIBUTION:

75% Tribal Contribution Trust Dept 304,197
75% Tribal Contribution Enrollments 310,068

GRANTS:

0

OTHER SOURCES:

25% Trust Fund Contribution
25% Trust Fund Contribution

97,586 Trust Dept
285,069 Enrollment Dept

SUPPLEMENTAL PACKET B FOR ITEM - IX.D.

Total Budget

Total budget for Trust Department was \$401,783. Total budget for Enrollment Department was \$595,137.

Total expenditures for FY-2015 for Trust Department was \$363,105 and Enrollment Department was \$446,393

Trust Positive Variance was \$38,678 due to staff Medical leave and cost containment.

Enrollment Positive Variance was \$148,742 due to position vacancies for the first three months of the fiscal year, cost containment, and combining Trust/Enrollment Committee expenditures.

Stipends

75.00 per meeting. Chairperson 100.00 per meeting. Business Committee member – No stipend. Stipends are for both the Enrollment & Trust Meetings

	For each month, enter total dollar amount paid	For each month, enter number of meetings, of each type.		
		Regular	Special/Emergency	Hearings/Other
<i>October 2014</i>	475	1		
<i>November 2014</i>	475	1		
<i>December 2014</i>	1500	1	1	1
<i>January 2015</i>	1,100	1	2 Mtgs - Joint Mtg & 1 Enrollment Mtg	1
<i>February 2015</i>	400	1		
<i>March 2015</i>	575	1	1	
<i>April 2015</i>	475	1		
<i>May 2015</i>	725	1	1	
<i>June 2015</i>	1575	1	1 Joint Mtg	1
<i>July 2015</i>	625	1		
<i>August 2015</i>	875	1	1 New Enrollments	
<i>September 2015</i>	950	1	1 Joint Mgt	

Accomplishments for FY-2015

Please refer to your Annual and Semi-Annual Report submission for FY-2015 and provide an update on the Goals you submitted for FY-2015

SUPPLEMENTAL PACKET B FOR ITEM - IX.D.

Sustain Oneida – To engage more Oneidas in the discussion concerning the diminishing Oneida Population. Our goal is to strategically work with our community to understand the issues and develop viable solutions to sustain Oneida, as a People for the next 7 generations.

The goal is reoccurring. In FY 2015 we accomplished this goal by having the “Brown Bag” series which is discussions held over the lunch hour every month. The topics covered were on blood quantum, enrollment, per caps, identity membership Vs. citizenship and more.

Oneida Life Insurance Plan Plus (OLIPP) – Life insurance for tribal citizens’ final expenses.

The goal we accomplished impacted the membership/community by generating revenue to fund or pay the OLIPP premiums on behalf of all members, without tribal contribution.

Minor Trust Assets security – ensuring the growth of Minor Trust funds in perpetuity for Oneida.

The goal was accomplished by protecting the minors’ trust fund from economic downturns, premature taxation, liabilities and creditors through the development of policies and laws.

Goals for FY-2016

Using the Project Inventory Priority (PIP) form and the FY-2016 Operational Plan for your BCC as a guide, provide up to Three (3) Strategic Goals for FY-2016 and the Strategic Direction & Practical Vision this goal will support

GOAL 1

Continue to ensure Trust Assets grow in perpetuity for the Oneida.

Advancing On^yote?a.ka Principles

Long Term Sustainability Plans

GOAL 2

Meet the General Tribal Council directives for: Elder Per Capita trust payments.

Implementing "Good Governance" Processes

Create Economic Systems

GOAL 3

Sustain Oneida – To engage more Oneidas in the discussion concerning the diminishing Oneida Population.

Advancing On^yote?a.ka Principles

Long Term Sustainability Plans

GOAL 4

IMPROVING TRUST/ENROLLMENT SERVICES –RESTRUCTURE THE RESOURCES OF THE DEPARTMENTS TO IMPROVE SERVICES TO THE MEMBERSHIP.

Advancing On^yote?a.ka Principles

Long Term Sustainability Plans

SUPPLEMENTAL PACKET B FOR ITEM - IX.D.

Meetings

Held the 4th Tuesday of the month unless there is a call for a special meeting

Meeting Location: Oneida Enrollment Department, 210 Elm Street, Oneida, WI 54155

Meeting Time: 5:00PM

Meetings are OPEN. Unless, in Executive Session is scheduled

Contact

Debra Danforth, 920-869-4807

Susan White, Trust Director, 920-490-3930

Cheryl Skolaski, Enrollment Director 920-869-6208

trustdept@oneidanation.org

<https://oneida-nsn.gov/bcc/TrustEnrollmentCommittee/>

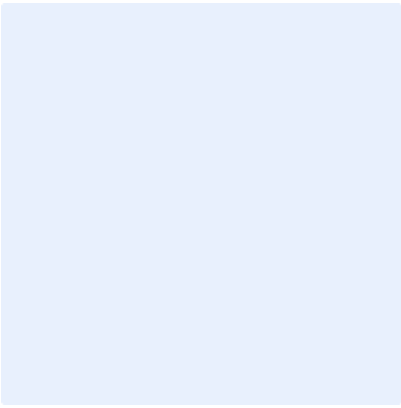
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Trust Fund Performance

Account Group	09/30/15 Market Value	5 Yrs. % ROR
EPC Higher Ed + Gen'l Welfare	97,093,203.83	7.53
Minors 0-14 Balanced	36,391,137.64	8.36
Minors TAM 15+ Fnd	25,092,270.47	3.86
Language Revitalization	2,798,592.15	4.19
General Per Capita	4,710,183.59	3.62

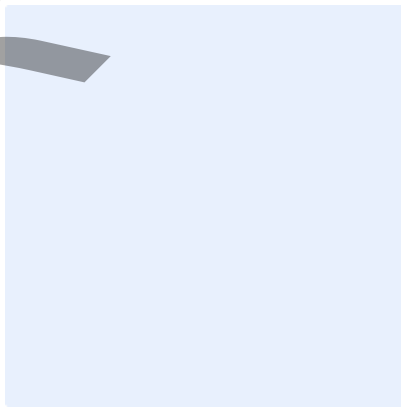
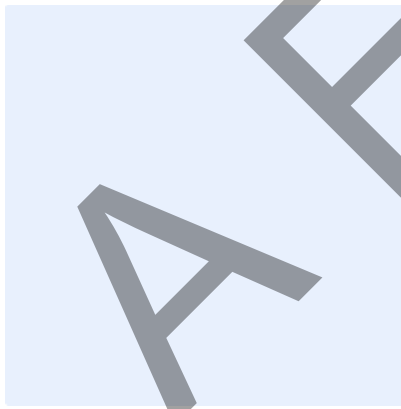
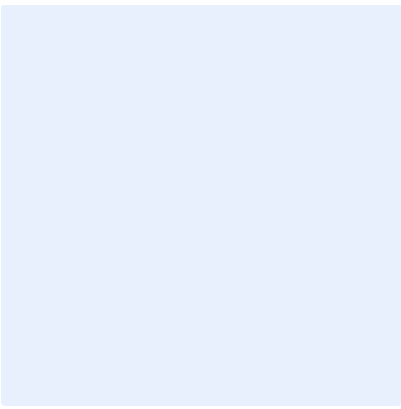
All information provided is from reliable sources and this report is for informational purposes only.

Please provide only high quality *.jpg images



Other Pictures that may be included in your section of the report

Please provide only high quality *.jpg images



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FY-2016 Annual Report Template

Trust Department

Purpose: The vision of the Trust Department is to “Sustain the Oneida membership and protect our trust assets.” The mission statement is” to exercise stewardship over tribal enrollment and trust assets while providing leadership to sustain the Tribe.” Click here to enter the purpose of the Department – 200 words or less

Who we serve

Our customer base is the Oneida tribal membership

Budget

Funding Sources for FY-2015

TRIBAL CONTRIBUTION: 304,197

GRANTS: 0

OTHER SOURCES:

Trust Funds 97,586
Trust Funds 25%

Click here to enter name of other funding source
Click here to enter name of other funding source

Click here to enter % of budget funded by other sources
Click here to enter % of budget funded by other sources

Total Budget

401,783

Total Trust Department expenditures for Trust total expenditures for FY-2015 was \$363,105

Trust Positive Variance was \$38,678 due to staff leave and cost containment.

Employees

SUPPLEMENTAL PACKET B FOR ITEM - IX.D.

NUMBER OF EMPLOYEES TOTAL:

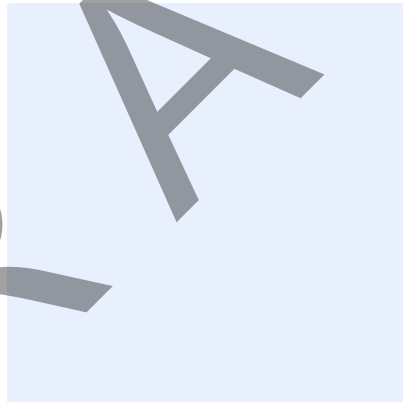
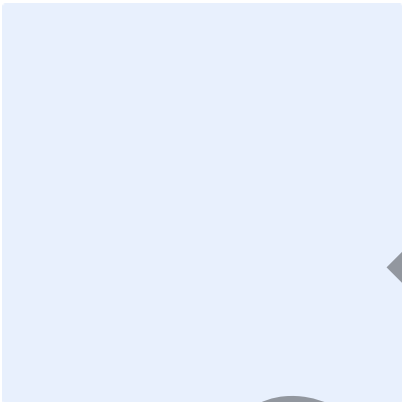
4

NUMBER OF EMPLOYEES WHO ARE ENROLLED ONEIDA:

4

Other Pictures that may be included in your section of the report

Please provide only high quality *.jpg images



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FY-2016 Annual Report Template

Note: If you have other required reporting that must be included in the FY-2016 Annual Report, please submit such reports along with this completed template. Thank you.

Child Protective Board

Purpose: In accordance with the Indian Child Welfare Act, 25 U.S.C. 1901, et seq., the purpose of the Oneida Child Protective Board is to protect the best interests of Oneida children and to promote the stability and security of Oneida families by the establishment of minimum standards for the removal of Oneida children from their families. When placements of such children in foster or adoptive homes or facilities are necessary, these homes must reflect the unique values of Indian culture. For this purpose, the Oneida Child Protective Board may intervene in federal, state, and county courts concerning the following proceedings: foster care placement, termination of parental rights, pre-adoptive placement, and adoption and out of home placement.

BCC Members

Dale Powless, Chairman Child Protective Board

Lois Strong, Vice Chairwoman

Jeanette Ninham, Secretary

Beverly Anderson, Member

Wesley Martin, Member

Beverly Skenandore, Member

Carol Silva, Member

Click here to enter member name, Click here to enter member's title

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Click here to enter member name, Click here to enter member's title

Budget

SUPPLEMENTAL PACKET B FOR ITEM - IX.D.

Funding Sources for FY-2015

TRIBAL CONTRIBUTION:

100% Tribal contribution

GRANTS:

None

OTHER SOURCES:

Click here to enter name of other funding source
 Click here to enter name of other funding source
 Click here to enter name of other funding source
 Click here to enter name of other funding source

Click here to enter % of budget funded by other sources
 Click here to enter % of budget funded by other sources
 Click here to enter % of budget funded by other sources
 Click here to enter % of budget funded by other sources

Total Budget

Total budget for FY 2015 was 120,052

Total expenditures was \$79,295

Positive variance of \$40,757 due to cost containment and by not posting the position of an Administrative Assistant.

Stipends

50.00 Per meeting

	For each month, enter total dollar amount paid	For each month, enter number of meetings, of each type.		
		<i>Regular</i>	<i>Special/Emergency</i>	<i>Hearings/Other</i>
<i>October 2014</i>	1750.00	5		
<i>November 2014</i>	1750.00	5	x	
<i>December 2014</i>	1400.00	4		
<i>January 2015</i>	1100.00	5		
<i>February 2015</i>	2450.00	4	3	
<i>March 2015</i>	2400.00	4	x	
<i>April 2015</i>	1650.00	5		
<i>May 2015</i>	1600.00	4	x	
<i>June 2015</i>	1350.00	4		
<i>July 2015</i>	1700.00	5		
<i>August 2015</i>	2000.00	4	x	
<i>September 2015</i>	1750.00	4	x	

SUPPLEMENTAL PACKET B FOR ITEM - IX.D.

Accomplishments for FY-2015

Please refer to your Annual and Semi-Annual Report submission for FY-2015 and provide an update on the Goals you submitted for FY-2015

To protect, strengthen and exercise tribal sovereignty regarding the best interest of Oneida Children

The OCPB actively heard, discussed and recommended the best resolution for Oneida court cases that came before us. We worked with the Oneida Law Office and Oneida Tribal Social Services to enforce provisions of ICWA. We actively strive for reunification of children with their families.

Develop working with and improving relationships with county, tribal and the judicial system. Our board currently works within our own state as well as the other 50 states where Oneida children are in need of protective services.

The OCPB continued to develop and improve judicial relationships with tribal, state and county personnel in order to enforce the provisions of the Indian Child Welfare Act. The board will continue efforts to be involved directly in court proceedings to be fully informed about the court room process. The Board has contacted out-of-state Department of children and Family Services, Social Services and Indian Child Welfare officials to discuss care and placement.

One of our important goals for the 2015 was to make progress on implementing the Oneida Children's Code

OCPB is presently working with the Legislative affairs and this will benefit our Tribe by having jurisdiction over Oneida children.

Goals for FY-2016

Using the Project Inventory Priority (PIP) form and the FY-2016 Operational Plan for your BCC as a guide, provide up to Three (3) Strategic Goals for FY-2016 and the Strategic Direction & Practical Vision this goal will support

GOAL 1

To secure a stable environment that included the physical, mental, cultural and financial well being of Oneida children. On a daily/weekly basis the Child Protective Board has the authority to oversee child custody and placement proceedings.

Committing to Build a Responsible Nation

Leaders Who Promote Positive Social Change

GOAL 2

The board Continues to work toward a better future for our Oneida membership by staying informed on the changes that affect our Oneida families

Committing to Build a Responsible Nation

Leaders Who Promote Positive Social Change

GOAL 3

SUPPLEMENTAL PACKET B FOR ITEM - IX.D.

Facilitate appropriate training opportunities for Oneida Child Protective Board members per by-laws.

Implementing "Good Governance" Processes

Long Term Sustainability Plans

Meetings

Meetings are held weekly on Thursdays.

Meeting Location: Ridgeview Plaza

Meeting Time: 4:40

Meetings are CLOSED

Meetings are closed due to confidentiality.

Contact

Dale Powless, CHAIRMAN OCPB

920-869-1059

Child Protective Board, Ridge View Plaza, PO Box 365, Oneida WI 54155

Dpowles1@oneidanation.org

Child_protective_board@oneidanation.org

Logo that may be included in the report

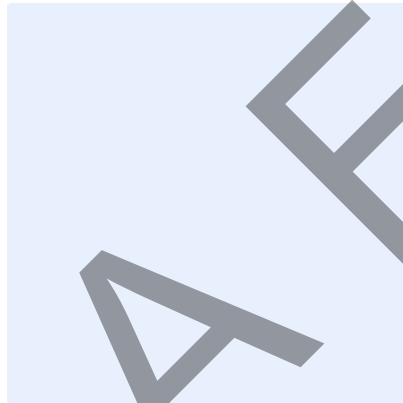
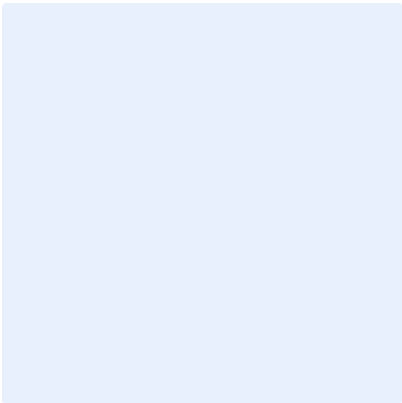
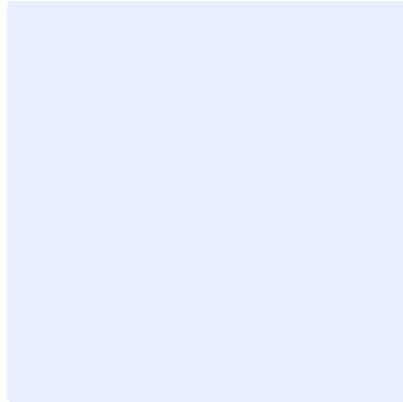
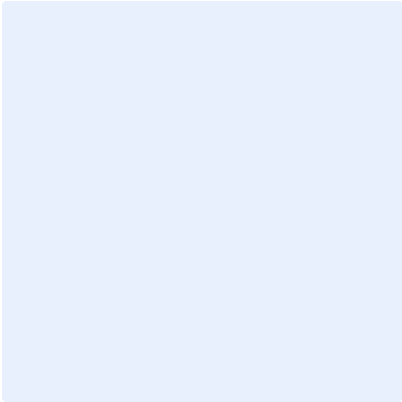
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SUPPLEMENTAL PACKET B FOR ITEM - IX.D.

Other Pictures that may be included in your section of the report

Please provide only high quality *.jpg images



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FY-2016 Annual Report

Environmental Resource Board

Purpose: To Protect, Conserve, and Enhance all Natural Resources to assure the preservation of the Quality of Life for the Seven Generations.

BCC Members

Marlene Garvey , Chairwoman

Al Manders, Vice-Chairman

Megan White, Secretary

Richard Baird, Board Member

Nicole Steeber, Board Member

Ted Hawk, Board Member

Gerald W. Jordan , Board Member

Shawn Skenandore, Board Member

Tom Oudenhoven, Board Member

Budget

Funding Sources for FY-2015

<i>TRIBAL CONTRIBUTION:</i>	100%
<i>GRANTS:</i>	0
<i>OTHER SOURCES:</i>	
Safe Routs to School Grant	100%
N/A	N/A

Total Budget

Total budget for FY-2015: \$233,440

Total expenditures for FY-2015: \$219,754

SUPPLEMENTAL PACKET B FOR ITEM - IX.D.

This year the Environmental Resource Board has a positive variance of \$13,686. This positive variance is due primarily because of a staff member's Job-sharing with the Oneida Business Committee.

Stipends

\$50 per meeting

	For each month, enter total dollar amount paid	For each month, enter number of meetings, of each type.		
		<i>Regular</i>	<i>Special/Emergency</i>	<i>Hearings/Other</i>
<i>October 2014</i>	350.00	350.00		
<i>November 2014</i>	350.00	350.00		
<i>December 2014</i>	300.00	300.00		
<i>January 2015</i>	450.00	450.00		
<i>February 2015</i>	700.00	450.00		250.00
<i>March 2015</i>	350.00	350.00		
<i>April 2015</i>	300.00	300.00		
<i>May 2015</i>	450.00	450.00		
<i>June 2015</i>	500.00	300.00		200.00
<i>July 2015</i>	250.00	250.00		
<i>August 2015</i>	300.00	300.00		
<i>September 2015</i>	650.00	400.00		250.00

Accomplishments for FY-2015

Please refer to your Annual and Semi-Annual Report submission for FY-2015 and provide an update on the Goals you submitted for FY-2015

Implementation of the Safe Routes to School trail with Wis-DOT grant funding and BIA-TTP funding

The Safe Routes trail is a walking and biking trail connecting the Oneida Community over Silver Creek (traditionally known as Bread Creek). The trail promotes healthy recreation and community development in the Central Oneida area. The trail is another link in Oneida's growing trail network.

Creation of updated Natural Areas and Trails Guide featuring 20 Natural Areas

SUPPLEMENTAL PACKET B FOR ITEM - IX.D.

2,000 copies of this deluxe guide were printed for the Oneida Community. This inter-departmental project is part of welcoming everyone “back to the land” and providing free and enjoyable recreation options. The update features new maps, pictures, details, and info about the Public Use of Tribal Lands law.

Opening of *Onyota'a:ka Lake* for Oneida community featuring natural area, fisheries, beach, and community gathering areas.

The Environmental Resource Board facilitated project development and planning for *Onyota'a:ka Lake*. Management and maintenance of the property provides a special community resource for cultural events and harvesting that will continue for many generations.

Goals for FY-2016

Using the Project Inventory Priority (PIP) form and the FY-2016 Operational Plan for your BCC as a guide, provide up to Three (3) Strategic Goals for FY-2016 and the Strategic Direction & Practical Vision this goal will support

GOAL 1

Continue to partner for expansion of trail system for pedestrians and bikes. This includes links along Silver Creek, connections to *Onyota'a:ka Lake*, development around the Falling Leaf neighborhood, and other community areas.

Advancing On^yote?a.ka Principles

Long Term Sustainability Plans

GOAL 2

Continue development of *Onyota'a:ka Lake* to include fishing amenities, camping, expansion of lake, restroom facility, and community areas.

Advancing On^yote?a.ka Principles

Living a Good Mind Ka?nikuh'liyo

GOAL 3

Assist Wellness team with strategic planning and development for health lifestyles, recreation opportunities, sustainable food systems, and other cultural components for Oneida community.

Implementing "Good Governance" Processes

Accountable & Effective Governmental Design

Meetings

Held every 1st Thursday of the month.

Meeting Location: Ridgeview Plaza, Suite 4 at 3759 W. Mason St.

Meeting Time: 6:00 pm

SUPPLEMENTAL PACKET B FOR ITEM - IX.D.

Meetings are OPEN.

Contact

Laura Manthe, Director

496-5360

3759 W. Mason St, Suite 6 Oneida, WI 54155

lmanthe@oneidationation.org

<https://oneida-nsn.gov/BCC/EnvironmentalResourceBoard>

Logo that may be included in the report



Other Pictures that may be included in your section of the report



SUPPLEMENTAL PACKET B FOR ITEM - IX.D.



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SUPPLEMENTAL PACKET B FOR ITEM - IX.D.

Note: If you have other required reporting that must be included in the FY-2016 Annual Report, please submit such reports along with this completed template. Thank you.

Oneida Library Board

Purpose: It is the purpose of the Board to monitor and advise programs and service and acquisition of print and non-print materials provided to library clientele.

BCC Members

Roxanne Anderson, Vice Chair, [Click here to enter member's title](#)

Dr. Carol Cornelius, Secretary, [Click here to enter member's title](#)

Bridget John, member, [Click here to enter member's title](#)

Kitty Melchert, member, [Click here to enter member's title](#)

one vacant position, [Click here to enter member's title](#)

Budget

Funding Sources for FY-2015

TRIBAL CONTRIBUTION:

100%

GRANTS:

[Click here to enter % of budget funded by grants](#)

OTHER SOURCES:

[Click here to enter name of other funding source](#)
[Click here to enter name of other funding source](#)
[Click here to enter name of other funding source](#)
[Click here to enter name of other funding source](#)

[Click here to enter % of budget funded by other sources](#)
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[Click here to enter % of budget funded by other sources](#)
[Click here to enter % of budget funded by other sources](#)

Total Budget

\$3,000 total budget for FY-2015

\$2,400 expenditures for 2015

The board consists of 5 members, and we did not have a full board for part of the year.

SUPPLEMENTAL PACKET B FOR ITEM - IX.D.

Stipends

\$50.00 per meeting

	For each month, enter total dollar amount paid	For each month, enter number of meetings, of each type.		
		<i>Regular</i>	<i>Special/Emergency</i>	<i>Hearings/Other</i>
<i>October 2014</i>	200	x		
<i>November 2014</i>	200	x		
<i>December 2014</i>	200	x		
<i>January 2015</i>	200	x		
<i>February 2015</i>	250	x		
<i>March 2015</i>	250	x		
<i>April 2015</i>	250	x		
<i>May 2015</i>	250	x		
<i>June 2015</i>	250	x		
<i>July 2015</i>	200	x		
<i>August 2015</i>	200	x		
<i>September 2015</i>	200	x		

Accomplishments for FY-2015

Please refer to your Annual and Semi-Annual Report submission for FY-2015 and provide an update on the Goals you submitted for FY-2015

- Members of the Oneida Library Board will be involved in activities to support the Library.

Members have attended puppet show, chili cook-off, Suessubration, kick off to summer reading program with subject of we are all heroes.

- Maintain Public Librarian permit status for the State of Wisconsin which make Oneida Library eligible for participation in OWLSNET library services network which shares 1 million title and awards grant.

Library Director completed 100 CEU units required and received Public Librarian status and the Library Award grant.

Click here to enter Accomplishment #2 – Brief summary, 25 words or less

We are able to continue providing library services to the community and access to larger library networks.

SUPPLEMENTAL PACKET B FOR ITEM - IX.D.

3. Continue to provide library services to the Oneida community.

Continue high quality acquisitions, included daily activities for children, Green Earth branch library has an elders group and programming for FACE and Head Start children, books give away, rewards for reading hours, participation in statewide literacy program.

Goals for FY-2016

Using the Project Inventory Priority (PIP) form and the FY-2016 Operational Plan for your BCC as a guide, provide up to Three (3) Strategic Goals for FY-2016 and the Strategic Direction & Practical Vision this goal will support

GOAL 1

The Oneida Library board will be involved in activities to support the Library. In 2016 the focus will be on providing opportunities for community members to obtain information on environmental issues and involve community members with their suggestions for a series of workshops on this topic.

Advancing On^yote?a.ka Principles

Leaders Who Promote Positive Social Change

GOAL 2

The request was made to find ways to incorporate more Oneida language into the library. We will develop activities called "Oneida language in the community."

Advancing On^yote?a.ka Principles

An Engaged Community

GOAL 3

The board will explore funding sources to provide healthy snacks for children and the possibilities of building a new library building.

Committing to Build a Responsible Nation

Long Term Sustainability Plans

Meetings

Held every 2nd Wednesday of the month.

Meeting Location: Oneida Community Library, 202 Elm St, Oneida

Meeting Time: 4:30 p.m.

Meetings are OPEN.

SUPPLEMENTAL PACKET B FOR ITEM - IX.D.

Contact

Roxanne Anderson, Vice Chairperson,

640-3816

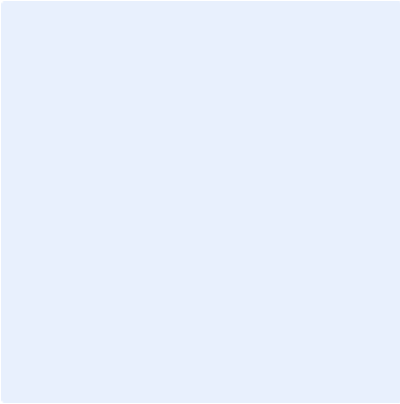
1680 Western Ave. Apt. 18, Green Bay, WI 54303

elvis50rocky@yahoo.com

Click here to enter the BCC website address – [example: www.oneida-nsn.gov/HigherEd](http://www.oneida-nsn.gov/HigherEd)

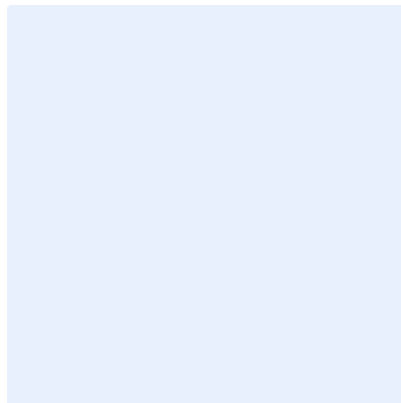
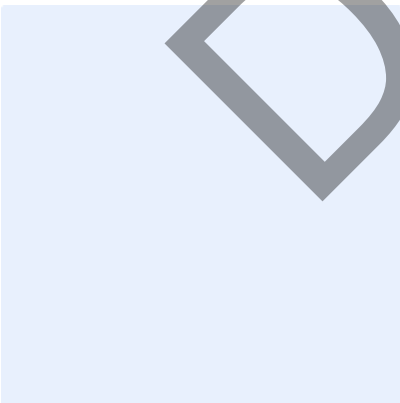
Logo that may be included in the report

Please provide only high quality *.jpg images

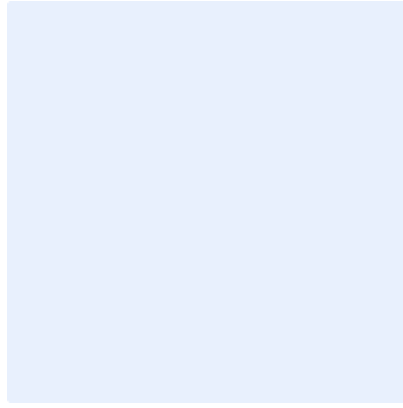
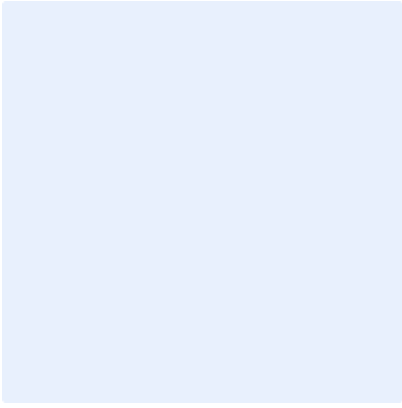


Other Pictures that may be included in your section of the report

Please provide only high quality *.jpg images



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FY-2016 Annual Report Template

Note: If you have other required reporting that must be included in the FY-2016 Annual Report, please submit such reports along with this completed template. Thank you.

Oneida Nation Veterans Advisory Committee (ONVAC)

Purpose: The purpose of the ONVAC is to serve as an advisory body to the Oneida Veterans Service Office in all matters related to the Oneida Tribe veteran’s rights and benefits and veterans affairs issues, and to protect the honor and integrity of the Oneida Tribe and all veterans who served honorably in the United States Armed Forces. It shall be the purpose of the ONVAC to provide advice and constructive input to the veterans Service Office Director on all veterans’ affairs and/or issues in order tat the Office can formulate veteran services and programs for the Oneida Veterans. ONVAC coordinates veteran events with the assistance of the Veterans Service Office and other organized groups that are representatives of Oneida Veterans and the Oneida Tribe.

BCC Members

Mike Hill, Chairman, ONVAC

Jim Martin, Vice Chairman

John Breuninger, Secretary

Art Cornelius, Member

Gerald Cornelius, Member

Loretta V. Metoxen, Member

Nathan Smith, Member

Carol Silva, Member

Kenneth House, MEMBER

Jenny Webster, OBC Liaison

Fawn Billie, OBC Alternate Liaison

Other: Kerry Metoxen, VSO

Carolin Miller, Veterans Benefits Specialist

Budget

Funding Sources for FY-2015

TRIBAL CONTRIBUTION: \$34,000

100% Tribal Contribution

GRANTS: -0-

0

OTHER SOURCES: -0-

[Click here to enter name of other funding source](#)

[Click here to enter % of budget funded by other sources](#)

SUPPLEMENTAL PACKET B FOR ITEM - IX.D.

Total Budget

Total Budget \$34,000

Trust total expenditures for FY-2015 was \$16,427.

Trust Positive Variance was \$17,573.00 due to cost containment, member absences (stipends) due to illness and vacations and the budgeted Veterans Pow Wow was not held due to our combined efforts with the Oneida Pow Wow Committee in Honoring the Code Talkers (Annual 4th of July Pow Wow).

Stipends

\$50.00 per meeting/Member (ONVAC was also granted three additional (stipend paid) meetings).

	For each month, enter total dollar amount paid	For each month, enter number of meetings, of each type.		
		Regular	Special/Emergency	Hearings/Other
<i>October 2014</i>	400	1		
<i>November 2014</i>	400	1		
<i>December 2014</i>	350	1		
<i>January 2015</i>	375	1		
<i>February 2015</i>	400	1		
<i>March 2015</i>	400	1		
<i>April 2015</i>	400	1		
<i>May 2015</i>	350	1		
<i>June 2015</i>	400	1		
<i>July 2015</i>	300	1		
<i>August 2015</i>	300	1		
<i>September 2015</i>	400	1		

Accomplishments for FY-2015

Please refer to your Annual and Semi-Annual Report submission for FY-2015 and provide an update on the Goals you submitted for FY-2015

#1 ONVAC – FY 2015 Budget. The ONVAC Budget for Fiscal Year 2015 ended with a small positive variance. Our Committee paid close attention to our overall Budget throughout the year and as most other Business Units did, we always remained within our spending parameters.

SUPPLEMENTAL PACKET B FOR ITEM - IX.D.

#2 Our “sub-committee” activities for the year were partially met: we successfully introduced an Oneida Flag Policy to the OBC, later passed on to the LOC and a FINAL DRAFT is currently being completed following the Public Hearing within the LOC Process. We anticipate having this Policy completed and beginning implementation within the first quarter of FY 2016. We will then adjust our Color Guard Protocol as per the Oneida Flag Policy.

Click here enter to how Accomplishment #1 impacted the membership/community – 50 words or less

#3 ONVAC assisted the Tribal Veterans Service Officer with conducting two All Veterans Meetings held during the year for keeping all Organizations informed of major activities and/or events.

#4 ONVAC MEMBERS provided small amounts of financial support to individual Tribal Veterans who had minor financial needs during the year.

Click here to enter Accomplishment #3 – Brief summary, 25 words or less

Goals for FY-2016

Using the Project Inventory Priority (PIP) form and the FY-2016 Operational Plan for your BCC as a guide, provide up to Three (3) Strategic Goals for FY-2016 and the Strategic Direction & Practical Vision this goal will support

GOAL 1

The ONVAC is committed to the upkeep of the Veterans Memorial Site (the Wall, Eagle, landscaping and general grounds.

Advancing On^yote?a.ka Principles

Choose an item.

GOAL 2

The ONVAC is committed to continuous support to our Native Veterans, their families and all of the Veterans Organizations.

Advancing On^yote?a.ka Principles

GOAL 3

The ONVAC will continue to support the Oneida Nation, the Organization, the Community and our PEOPLE with Veteran appropriate representations at Meetings, Conferences, Funerals, etc., with Honor and Color Guard activities.

Meetings

Held every 2nd Tuesday of the month unless called for a special meeting

Meeting Location: Oneida Veterans Service Office (VSO), 134 Riverdale Drive, Oneida, WI 54155

Meeting Time: 5:00PM

Meetings are OPEN, Unless, in Executive Session

SUPPLEMENTAL PACKET B FOR ITEM - IX.D.

Contact

Mike Hill, 920-246-6722

James Martin, Vice Chairman, PO Box 444, Oneida WI

JOHN L. BREUNINGER, 920-562-7536

Kerry Metoxen, 920-869-1133

Kmetoxe3@oneidanation.org

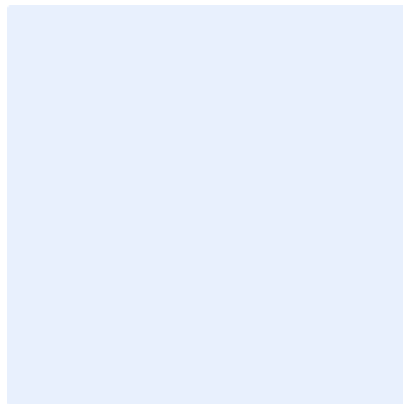
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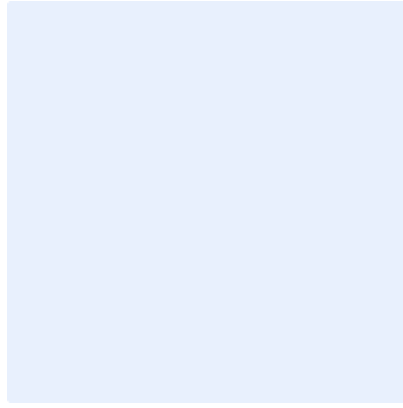
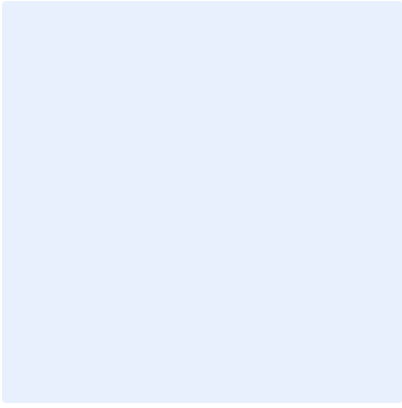
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Other Pictures that may be included in your section of the report

Please provide only high quality *.jpg images





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FY-2016 Annual Report Template

Note: If you have other required reporting that must be included in the FY-2016 Annual Report, please submit such reports along with this completed template. Thank you.

Oneida Powwow Committee

Purpose: The purpose of the Oneida Powwow Committee is to coordinate and manage three annual powwows using Tribal Budget allocation and outside fundraising.

BCC Members

Lloyd E Powless Jr, [Click here to enter member's title](#)

Tonya Webster, [Click here to enter member's title](#)

Rosa Laster, [Click here to enter member's title](#)

Wayne Silas Jr, [Click here to enter member's title](#)

Jeremy King, [Click here to enter member's title](#)

Bill King, [Click here to enter member's title](#)

Yasiman Metoxen, [Click here to enter member's title](#)

Vicki L Cornelius, [Click here to enter member's title](#)

Shane Webster, [Click here to enter member's title](#)

[Click here to enter member name](#), [Click here to enter member's title](#)

[Click here to enter member name](#), [Click here to enter member's title](#)

[Click here to enter member name](#), [Click here to enter member's title](#)

[Click here to enter member name](#), [Click here to enter member's title](#)

Budget

Funding Sources for FY-2015

TRIBAL CONTRIBUTION:

60%

SUPPLEMENTAL PACKET B FOR ITEM - IX.D.

GRANTS:

1%

OTHER SOURCES:

Vendor fees

10%

concessions

9%

admissions

20%

[Click here to enter name of other funding source](#)

[Click here to enter % of budget funded by other sources](#)

Total Budget

\$170,960

\$165,250

We kept to our budget and had a very good July Powwow.

Stipends

[Click here to enter the stipend amount per meeting – example: \\$50.00 per meeting](#)

	For each month, enter total dollar amount paid	For each month, enter number of meetings, of each type.		
		Regular	Special/Emergency	Hearings/Other
<i>October 2014</i>		\$450		
<i>November 2014</i>		\$400		
<i>December 2014</i>		\$450		
<i>January 2015</i>		\$450		
<i>February 2015</i>		\$400		
<i>March 2015</i>		\$450		
<i>April 2015</i>		\$450		
<i>May 2015</i>		\$400		
<i>June 2015</i>		\$400	(3) \$1200	
<i>July 2015</i>		\$450		
<i>August 2015</i>		\$450		
<i>September 2015</i>		\$400		

accomplishments for FY-2015

SUPPLEMENTAL PACKET B FOR ITEM - IX.D.

Please refer to your Annual and Semi-Annual Report submission for FY-2015 and provide an update on the Goals you submitted for FY-2015

We did increase revenues for the July Powwow

We increased the number of Booths which generated additional revenue for the Powwow and the vendors.

We did complete our by-laws.

The changes clarified our by-laws and protected our members and clients

Coordinate and manage three annual powwows.

These powwows create cultural outlets and economic development for our vendors.

Goals for FY-2016

Using the Project Inventory Priority (PIP) form and the FY-2016 Operational Plan for your BCC as a guide, provide up to Three (3) Strategic Goals for FY-2016 and the Strategic Direction & Practical Vision this goal will support

GOAL 1

We will continue to coordinate and manage three annual powwows

Advancing On^yote?a.ka Principles

An Engaged Community

GOAL 2

Increase outside funding by 5%

Committing to Build a Responsible Nation

Create Economic Systems

GOAL 3

Continue to work on new outdoor Powwow grounds.

Committing to Build a Responsible Nation

Long Term Sustainability Plans

SUPPLEMENTAL PACKET B FOR ITEM - IX.D.

Meetings

Held every 2nd Tuesday of the month of the month.

Meeting Location: Skenandoah Complex

Meeting Time: 4:45

Meetings are OPEN.

Contact

Tonya Webster, [Click here to enter BCC Contact's Title](#)

920-496-5311

P.O. Box 365 Oneida WI 54155

twebster@oneidanation.org

<https://oneida-nsn.gov/PowwowComm.aspx>

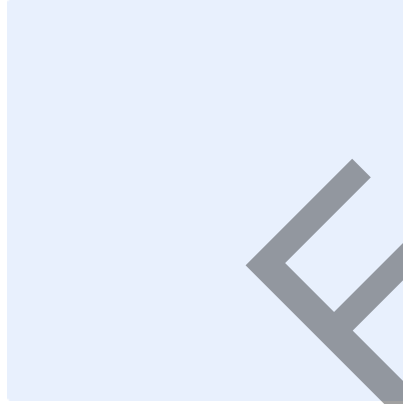
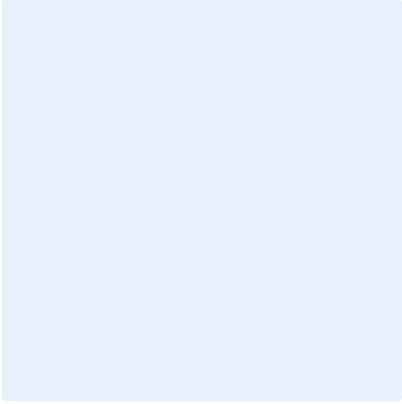
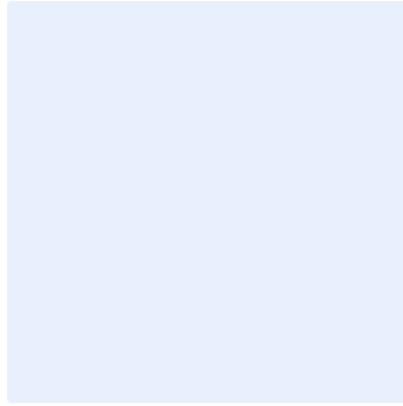
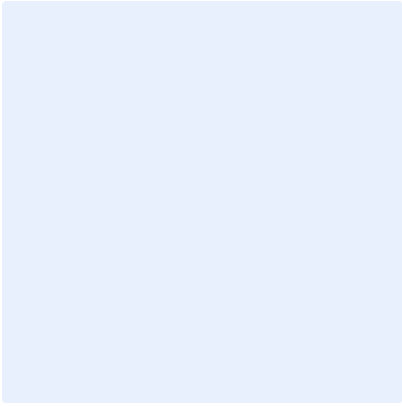
Logo that may be included in the report

Please provide only high quality *.jpg images



Other Pictures that may be included in your section of the report

Please provide only high quality *.jpg images



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FY-2016 Annual Report Template

Note: If you have other required reporting that must be included in the FY-2016 Annual Report, please submit such reports along with this completed template. Thank you.

Election Board

Purpose: The Board is responsible for holding elections of the Oneida Tribe and for conducting ballot voting and hand voting as requested at General Tribal Council meetings.

BCC Members

- Racquel Hill, Chairperson
- Jon Frion, Vice Chairperson
- Melinda K. Danforth, Secretary
- Vicki Cornelius, Member
- Constance Danforth, Member
- Lori Elm, Member
- Barb Erickson, Member
- Teresa Schuman, Member
- Sunshine Wheelock, Member

Budget

Funding Sources for FY-2015

TRIBAL CONTRIBUTION: 100%

GRANTS: N/A

OTHER SOURCES:

- Click here to enter name of other funding source
- Click here to enter name of other funding source
- Click here to enter name of other funding source
- Click here to enter name of other funding source

- Click here to enter % of budget funded by other sources
- Click here to enter % of budget funded by other sources
- Click here to enter % of budget funded by other sources
- Click here to enter % of budget funded by other sources

SUPPLEMENTAL PACKET B FOR ITEM - IX.D.

Total Budget

\$40,000

\$53,906

Under the auspices of an interim chairperson, while three (3) regular members were recused, many special/emergency meetings were held. Issues had been brought forth by the Business Committee/LOC regarding a difference of interpretation of language found in the Election Law and the Comprehensive Policy Governing Boards, Committees, and Commissions which needed to be dealt with. The extra alternates were present at the Board meetings and GTC meetings. Additionally, the ballots were ordered without the referendum question included and thus needed to be re-ordered.

Stipends

\$100 per meeting

	For each month, enter total dollar amount paid	For each month, enter number of meetings, of each type.		
		Regular	Special/Emergency	Hearings/Other
<i>October 2014</i>	\$ 2200	1		2 (1 GTC)
<i>November 2014</i>	\$2300	2		1 (GTC)
<i>December 2014</i>	\$1500	2		
<i>January 2015</i>	\$2400	1		3 (1 GTC/2 SOP)
<i>February 2015</i>	\$2600	1		4 (1 GTC/2 SOP/ 1 Officer's Mtg)
<i>March 2015</i>	\$2700	2		
<i>April 2015</i>	\$4000	4		1 (SOP)
<i>May 2015</i>	\$1800	2		1 (Caucus)
<i>June 2015</i>	\$3100	1	2	1 (GTC)
<i>July 2015</i>	\$6600	3	2 (1 Recount)	1 (GTC)
<i>August 2015</i>	\$900	1		
<i>September 2015</i>	\$2500	1		2 (GTC)

Accomplishments for FY-2015

Please refer to your Annual and Semi-Annual Report submission for FY-2015 and provide an update on the Goals you submitted for FY-2015

Completed the 2015 Special Election

SUPPLEMENTAL PACKET B FOR ITEM - IX.D.

Vacancies of all elected positions were filled with the exception of two (2) for the Oneida Land Claims Commission.

Serve the Oneida Membership fairly while focused on being fiscally responsible.

No challenges made to election processes shows compliance with Tribal laws. Interim Chairperson diverted from focusing on being fiscally responsible due to lack of experience.

Develop, adopt and review applicable standard operating procedures.

Done to show Tribal community that there are procedures in place in regards to accountability and processes in place to assist in the planning and preparation of all Tribal elections.

Goals for FY-2016

Using the Project Inventory Priority (PIP) form and the FY-2016 Operational Plan for your BCC as a guide, provide up to Three (3) Strategic Goals for FY-2016 and the Strategic Direction & Practical Vision this goal will support

GOAL 1

Conduct Tribal Elections in compliance with Tribal Law. ****Note: Strategic goals remain consistent.**

Implementing "Good Governance" Processes

Accountable & Effective Governmental Design

GOAL 2

Strive to serve the Oneida Membership fairly while remaining focused on being fiscally responsible.

Committing to Build a Responsible Nation

Accountable & Effective Governmental Design

GOAL 3

Develop, adopt and review applicable standard operating procedures

Creating a Positive Organizational Culture

Accountable & Effective Governmental Design

Meetings

Held every 3rd Tuesday of the month.

Meeting Location: Ridgeview Plaza Suite #4

Meeting Time: 5:00 pm

SUPPLEMENTAL PACKET B FOR ITEM - IX.D.

Meetings are OPEN.

Contact

Racquel Hill, Chairperson

920-869-4388

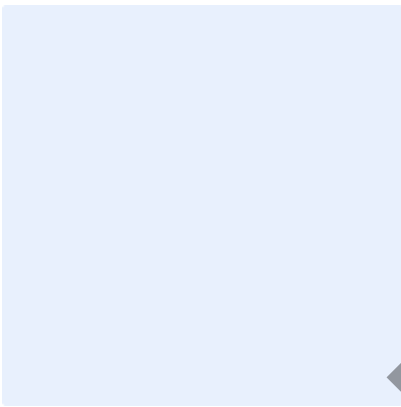
PO Box 413 – Oneida WI 54155

Election_Board@oneidanation.org

<https://oneida-nsn.gov/BCC/OneidaElectionBoard/>

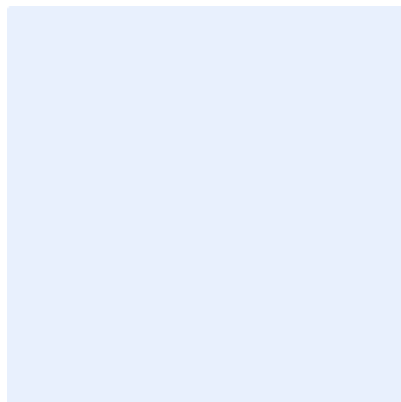
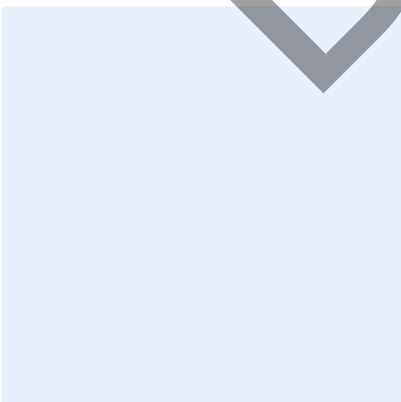
Logo that may be included in the report

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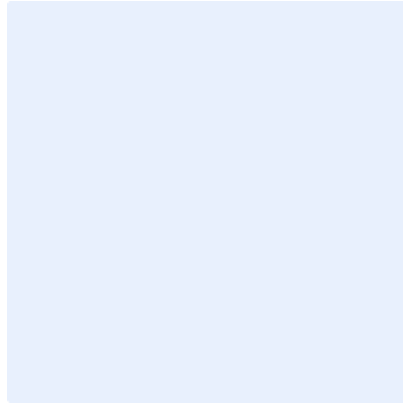
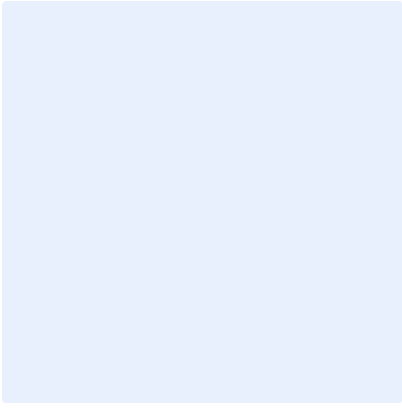


Other Pictures that may be included in your section of the report

Please provide only high quality *.jpg images



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FY-2016 Annual Report Template

Oneida Land Claims Commission

Purpose:

OLLC By-Laws Article I-Authority 1-b: “Make recommendations to the Business Committee on ways to foster General Tribal Council participation in the decision making process regarding the settlement of the Oneida land claims in New York State.”

GTC Directives: OLCC Purpose Resolution 3-21-77A, March 21, 1977: Oneida Litigation Committee was established. This is now known as the Oneida Land Claims Commission.

GTC Directive July 6, 1998: GTC directive; “Motion that the LCC become part of the Negotiating Committee and work to increase the communication and education of the NY Land Claims Area with a status report quarterly to the GTC and the By-Laws to be approved by the GTC and brought forward at the FY99 Budget Meeting.” Motioned by Celene Elm and seconded by Noreen Smith-Motion carried.

Resolution 9-4-02B Amendment to 9-11-96A. September 4, 2002: Land Claims Negotiation Team reformatted. Identified the Chief Negotiators as the Business Committee Chairperson, Vice-Chairperson, One Council Member, General Manager, and one Land Claims Commissioner.

BCC Members

Amelia Cornelius, Chair

Loretta V. Metoxen, Vice-Chair

Dakota Webster, Interim-Secretary/Treasurer

Donald McLester, Commissioner

Jay Rasmussen, Commissioner

2 Vacancies, Commissioners

Budget

Funding Sources for FY-2015

TRIBAL CONTRIBUTION: 100%

GRANTS: 0%

SUPPLEMENTAL PACKET B FOR ITEM - IX.D.

OTHER SOURCES:

0%

Click here to enter name of other funding source

Click here to enter name of other funding source

Click here to enter name of other funding source

Click here to enter % of budget funded by other sources

Click here to enter % of budget funded by other sources

Click here to enter % of budget funded by other sources

Click here to enter % of budget funded by other sources

Total Budget

\$75,046.00

[Click here to enter total FY-2014 Budget](#) The Oneida Land Claims Commission has struggled to function on their budget and meet the needs of the GTC directives due to; lack of funding for supplies, training for staff, educational materials, and necessary travel for meetings/events for New York Land Claims, and events/activities, and printing cost for educational materials.

Stipends

\$50.00 per meeting

	For each month, enter total dollar amount paid	For each month, enter number of meetings, of each type.		
		Regular	Special/Emergency	Hearings/Other
<i>October 2014</i>	\$200	1		
<i>November 2014</i>	\$200	1		
<i>December 2014</i>	\$250.00	1		
<i>January 2015</i>	\$200.00	1		
<i>February 2015</i>	\$250.00	1		
<i>March 2015</i>	0	0		
<i>April 2015</i>	\$200.00	1		
<i>May 2015</i>	\$200.00	1		
<i>June 2015</i>	\$200.00	1		
<i>July 2015</i>	\$200.00	1		
<i>August 2015</i>	\$400.00		2	
<i>September 2015</i>	\$200.00	1		

Accomplishments for FY-2015

SUPPLEMENTAL PACKET B FOR ITEM - IX.D.

Please refer to your Annual and Semi-Annual Report submission for FY-2015 and provide an update on the Goals you submitted for FY-2015

Participation: On-going active participation based on the given directives by the G.T.C. The objective is to keep all entities focused on the importance of our choices that impact our tribe. The L.C.C. ensures the G.T.C. and future generations have representation on their behalf regarding anything that involves land claim issues in New York State. The L.C.C. will attend all meetings regarding land claims, given the opportunity to attend. For example; L.C.C. and Staff talked to the B.C. about attorney Locklear's New York Land Claims update via e-mail. The topic of the Stockbridge Land Claims case needing an amicus brief to support their case was brought to the attention to the newly elected Business Committee. This material may be a remedy for the Supreme Court's "Laches," defense for tribes of New York State. The B.C. was not aware of that.

The L.C.C. has strived to be active participants regarding our New York Land Claims issues. Staff and commissioners keep themselves updated on the current status of our land claims based on what resources are provided by the B.C. and news available to the public. By us keeping ourselves informed we are better informed. This in turn allows the L.C.C. to report out to the G.T.C.

Special Note: L.C.C. should be working with the B.C. on all land issues that pertain to the Oneida Nation. Open communication will allow the L.C.C. to properly report out to the G.T.C. The L.C.C.'s long term goal is for open and respectful communication from the B.C. and B.C. staff.

Preservation: The on-going preservation of the historical documents regarding land claims issues in New York State is always a priority. Jennifer Stevens started the development of the L.C.C. On-base Manuel tailored for this project. She received On-base software training but did not receive archival and/or records clerk training. The On-base project is designed to convert our documents to online searchable files.

The L.C.C. has protected their files since March 21, 1977; the files in our office are preserved. The next step is having a trained Archivist and/or a Record's Clerk work with the Land Claims Commission to archive the files professionally. The files will be made public for the G.T.C. Preservation of the files not only preserves our valuable history, preservation informs future generations the Oneida Nation did not give up on their rights to their land.

Special Note: The L.C.C.'s goal is for open communication with the B.C. Tribal Secretary's office. Through open communication the process of preservation/transferring of files may take place. With the possible transferring of files to the Norbert Hill Center, the scanning to On-base, the preservation of the documents can be ensured. Once all records are scanned to On-base, any and all files relating to land claims can be consolidated and made accessible to the G.T.C.

Education: Jennifer Stevens is trained staff. She can assist any individual doing research on the New York Land Claims history per request. The L.C.C. has commissioners whom are knowledgeable and experienced with New York Land Claim issues and history. The L.C.C. has submitted Legal Terms and an update from our attorney, Arlinda Locklear regarding our New York Land Claims in the Kalihwisaks under, "Land Claims Commission Corner". The L.C.C. has completed events such as the New York Homeland Tours and the Treaty History Panel. Due to budget cuts, these activities are now a "thing of the past." The L.C.C. relies on the B.C. for open communication/updates regarding any land claims. The L.C.C. and has not received a formal and complete update on our New York Land Claims since the July 7, 2014 G.T.C. Meeting. With this in mind, it has been very difficult for the L.C.C. to "report out" to the G.T.C. Budget cuts also place limits on the printing of educational material; therefore the L.C.C. has to rely on the Kalihwisaks and social media.

SUPPLEMENTAL PACKET B FOR ITEM - IX.D.

A challenge for L.C.C. is we rely on the B.C. for updates regarding the New York Land Claims current status. The July 7, 2014 G.T.C. Meeting was our last formal update. There was a L.C.C./B.C. Joint Meeting scheduled for August 31, 2015. The intent of the meeting was to provide L.C.C. updates by the B.C. This meeting was cancelled due to lack of B.C. quorum. With this in mind, it has been difficult for the L.C.C. to be better informed. The L.C.C. did not fail to follow up with the B.C. Several requests for meetings and updates have been made via e-mail and quarterly reports. The L.C.C. and staff have strived to be updated on the New York Land Claims on behalf of the G.T.C. and they will continue to do so.

Special Note: The L.C.C.'s long term goal is to work cooperatively with the B.C. to develop specific educational goals for the community. Through education we are able to expand awareness of the struggles/successes the Oneida Nation has endured. This information is priority for the G.T.C. and future generations.

Goals for FY-2016

Using the Project Inventory Priority (PIP) form and the FY-2016 Operational Plan for your BCC as a guide, provide up to Three (3) Strategic Goals for FY-2016 and the Strategic Direction & Practical Vision this goal will support

GOAL 1

Participation: On-going active participation based on the given directives by the G.T.C. The objective is to keep all entities focused on the importance of our choices that impact our tribe. The GTC and future generations have representation on their behalf regarding anything that involves Land Claims Issues in New York State. LCC attends all meetings given opportunity to attend.

Implementing "Good Governance" Processes

An Engaged Community

GOAL 2

Preservation: On-going preservation of the historical documents regarding Land Claims Issues in New York State. The On-base project is designed to convert our documents to online searchable files.

Advancing On^yote?a.ka Principles

Long Term Sustainability Plans

GOAL 3

Education: Jennifer Stevens is a trained staff that has assisted individuals doing research on the New York Land Claims history per request for 14 years; although she has resigned from her position scheduled for November 30, 2015. The Oneida Land Claims Commission has commissioners that are very knowledgeable and experienced with New York State Land Claim issues and history. The On-base project is currently being reconstructed and another aspect for doing educational outreach and future steps for this project will be determined.

Advancing On^yote?a.ka Principles

Long Term Sustainability Plans

Meetings

SUPPLEMENTAL PACKET B FOR ITEM - IX.D.

Held every 3rd Thursday of the month.

Meeting Location: 1240 Packerland Drive, Green Bay, WI 54303 SSB-Cottage A

Meeting Time: 5:00 P. M.

Meetings are OPEN.

Contact

Jennifer M. Stevens, LCC Executive Assistant (Until November 30, 2015.)

(920)490-3955

PO Box 365, Oneida, WI 54155.

jstevens@oneidanation.org

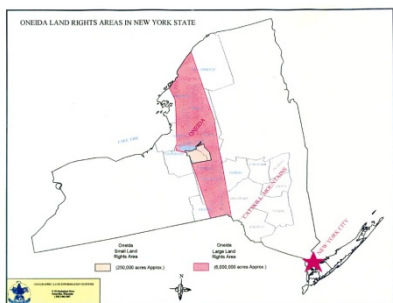
<https://oneida-nsn.gov/BCC/OLCC/>

Logo that may be included in the report



Other Pictures that may be included in your section of the report

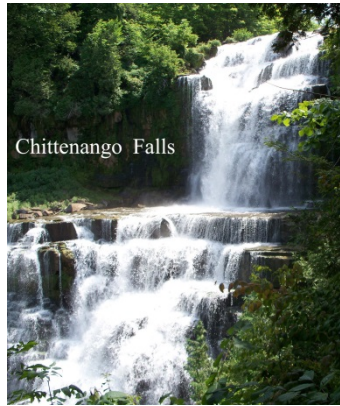
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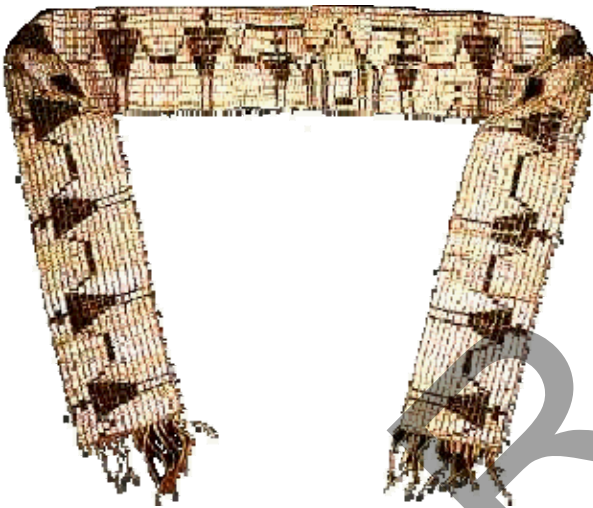
SUPPLEMENTAL PACKET B FOR ITEM - IX.D.



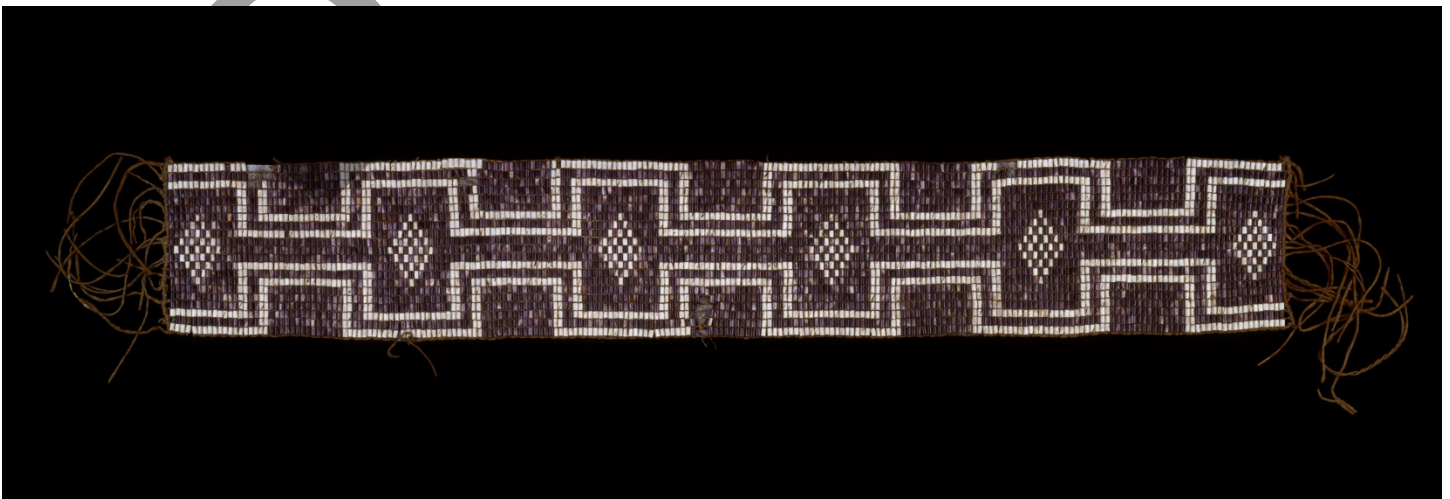
26 Illegal Treaty Transactions with the State of New York Map.



Chittenango Falls-one of the first First parcels of land lost to the Haudenosaunee.



Washington Wampum Belt.



6 Nations Belt.

FY-2016 Annual Report Template

Note: If you have other required reporting that must be included in the FY-2016 Annual Report, please submit such reports along with this completed template. Thank you.

ONEIDA LAND COMMISSION

Purpose: The Oneida Land Commission is a seven (7) member elected body that enhances our tribal sovereignty through the establishment of policies and sound decision-making relative to Oneida Tribal lands with acquisitions, leases, loans, land uses, probates, and other land issues.

BCC Members

Amelia Cornelius, Land Commission Chairperson

Rae Skenandore, Vice Chairperson

Jay Rasmussen, Secretary

Lloyd Powless, Jr., Member

Donald McLester, Member

Sherrole Benton, Member

Racquel Hill, Member

Budget

Funding Sources for FY-2015

TRIBAL CONTRIBUTION:

Division of Land Management is 100% self-funded by the revenues they take in for leases, mortgages and other land uses. The Land Commission Stipends are compensated through the revenues. \$18,000.00 is approximately budgeted for the year, including meetings, trainings and hearings for the Land Commission.

GRANTS:

[Click here to enter % of budget funded by grants](#)

OTHER SOURCES:

SUPPLEMENTAL PACKET B FOR ITEM - IX.D.

Click here to enter name of other funding source
 Click here to enter name of other funding source
 Click here to enter name of other funding source
 Click here to enter name of other funding source

Click here to enter % of budget funded by other sources
 Click here to enter % of budget funded by other sources
 Click here to enter % of budget funded by other sources
 Click here to enter % of budget funded by other sources

Total Budget

\$16,000.00

Click here to enter total expenditures for FY-2015

Click here to enter a brief explanation of any variance, positive or negative – 50 words or less

Stipends

- \$50.00 per meeting
- \$50.00 per Probate Hearing
- \$50.00 per Lease Hearing (Eviction)
- \$150.00 per Mortgage Hearing (Foreclosure)
- \$100.00 per day for Training (\$12.50 per hour)

	For each month, enter total dollar amount paid	For each month, enter number of meetings, of each type.		
		Regular	Special/Emergency	Hearings/Other
<i>October 2014</i>	750.00	2	1	
<i>November 2014</i>	350.00	1		1-Eviction
<i>December 2014</i>	800.00	2	1	
<i>January 2015</i>	600.00	2		
<i>February 2015</i>	950.00	2	1	1-Probate
<i>March 2015</i>	1000.00	2	2	
<i>April 2015</i>	600.00	2		
<i>May 2015</i>	550.00	2		
<i>June 2015</i>	550.00	2		
<i>July 2015</i>	1200.00	2		1-Forclosure 1-Probate
<i>August 2015</i>	400.00	2		
<i>September 2015</i>	1450.00	2		Training

SUPPLEMENTAL PACKET B FOR ITEM - IX.D.

Accomplishments for FY-2015

Please refer to your Annual and Semi-Annual Report submission for FY-2015 and provide an update on the Goals you submitted for FY-2015

Approved leases, permits and licenses for Tribal members, Tribal entities and local community businesses, to protect and enhance our environment and help fulfill Caretaking expectations and goals.

A key example of Land Use is the Farm to School Grant, which uses an Acquaponic system extending the growth season in a region with severe and prolonged winter weather. We have accomplished this by working with Project Partners of the Oneida Nation: Environmental, Internal Services, Tsyunhehkwa Organic Farm & Cannery, Oneida Veterans, Planning, and Oneida School & Northeast Wisconsin Technical College.

To improve communication and follow ups, the Land Commission ratified a Strategic Plan and Logic Module for the acquisitions process.

Acquired 265.418 acres between Brown and Outagamie County; this includes over 254 acres of vacant land, 9 DREAM homes and 1 OHA homes. Oneida Nation currently owns 25,337.9 acres of the original reservation of 65,400.

Approved the Move In Ready process to create homes for community members to acquire. This process provides members an opportunity to own their residences within the reservation boundaries.

Attendance and applications received at Open House showings has tripled since the Move In Ready process has been implemented.

Goals for FY-2016

Using the Project Inventory Priority (PIP) form and the FY-2016 Operational Plan for your BCC as a guide, provide up to Three (3) Strategic Goals for FY-2016 and the Strategic Direction & Practical Vision this goal will support

GOAL 1

1. In order to support Tribal businesses and increase revenue, in 2016 the Land Commission will Identify and acquire 3 strategic land purchases for Tribal Corporations and business units.

Committing to Build a Responsible Nation

Accountable & Effective Governmental Design

SUPPLEMENTAL PACKET B FOR ITEM - IX.D.

GOAL 2

The Land Commission will begin a new phase of purchasing in favor of development, and implementing policies and procedures for a Land ONLY purchase process. This will allow membership more options in financing, the ability to acquire a home that fits their individual needs, maximizes the use of acquisition funds and reduces Tribal risk

Advancing On^yote?a.ka Principles

Long Term Sustainability Plans

GOAL 3

1. Recommended edits and changes for the By-laws will be submitted to LOC regarding the Land Commissioners, including specifications to Real Property Law class and/or equivalent hours, and subject matter of training or completes such training within one year of election.

Creating a Positive Organizational Culture

Accountable & Effective Governmental Design

Meetings

Held every 2nd & 4th Monday of the month.

Meeting Location: 470 Airport Drive, DOLM Conference room

Meeting Time: 5:00 pm

Meetings are OPEN.

Contact

Lori Elm, Office Manager of DOLM, [Click here to enter BCC Contact's Title](#)

920 869-6607

DOLM Attn: Land Commission, PO Box 365 Oneida Wi 54155

Land_Commission@oneidanation.org or Land@oneidantion.org

<https://oneida-nsn.gov/BCC/OneidaLandCommission/>

Logo that may be included in the report

SUPPLEMENTAL PACKET B FOR ITEM - IX.D.

Please provide only high quality *.jpg images



Other Pictures that may be included in your section of the report

Please provide only high quality *.jpg images



Farm to School Grant



**Oneida Nation Purchases
73.818 Acres of vacant lands**

Property History

- 73.818 acres of vacant land
- Parcel Numbers: 170103500, 170103600, 170103900, 170103801 and 170103700
- (2600 Blk County Road EE)
- Town of Oneida
- Strategic Purchase and is adjacent to other tribal parcels.

Caretakers of the Land

**DIVISION OF LAND MANAGEMENT
DREAM HOME OPEN HOUSE**

TUESDAY, August 18th, 2015 - 11:30 am - 1:30 pm
WEDNESDAY, August 19th, 2015 - 4:00 pm - 6:00 pm

2924 Sandia Drive, Green Bay, WI

Purchase Price: \$121,000

Est. Monthly Payment: \$ 577.67
(\$121,000 @ 4% for 30 years)
Est. Monthly Tax Payment: \$ 232.40
Total: \$810.07

Applicants who have a minimum monthly gross income of \$2,893.11 are encouraged to apply.

Application Deadline: Monday, August 24th, 2015 at the Land Management office by 4:30 p.m.

Directions to home:
Take Mason Street west towards Oneida. Take a left on LaCom Road. Take a left on Sandia Drive. Home will be on the left.

This is a spec about only used to test a building, legal document. Onsite viewing is recommended for potential home buyers. Homes are vacant and unfurnished. Eligible home buyers must be enrolled members of the Oneida Tribe of Indians.

Contact the Division of Land Management for more information.
Local: (202) 869-1699
Toll Free: (800) 684-1697
Address: 470 Airport Drive, Oneida, WI 54155
Website: <http://www.oneidationation.org/land/>

Approved by the Land Commission 07/13/2015



FY-2016 Annual Report Template

Note: If you have other required reporting that must be included in the FY-2016 Annual Report, please submit such reports along with this completed template. Thank you.

ONEIDA NATION COMMISSION ON AGING

Purpose: The Purpose of the Oneida Nation Commission on Aging shall be to adhere to the Oneida Nation’s Vision, Mission and Properties and to be knowledgeable of supportive of all programs and services to meet the needs of the Elder members of the Oneida Nation.

BCC Members

Wesley Martin, Jr., Chairman

Arlie Doxtator, Vice Chairman

Marlene Summers, Secretary

Shirley Barber, Member

Carol Elm, Member

Pat Lassila, Member

Lois Powless, Member

Mary Ann Kruckeberg, Member

Dorothy J. Skenandore, Member

Budget

Funding Sources for FY-2015

TRIBAL CONTRIBUTION: 100%

GRANTS: 0%

OTHER SOURCES: 0%

Click here to enter name of other funding source
Click here to enter name of other funding source
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Click here to enter % of budget funded by other sources
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SUPPLEMENTAL PACKET B FOR ITEM - IX.D.

Total Budget

\$112,288.00 FY-2015 Budget

\$108,112.00 FY-2015 Budget After Mandatory Budget Cuts

\$109,007 total expenditures for FY-2015

Negative variance of \$895 as a result of the Mandatory FY2015 Budget Cuts. The \$895 negative variance due to the increase in telecommunications costs.

Stipends

Stipend Amount \$75.00 per meeting

	Total Dollar Amount Paid for Each Month	For each month, enter number of meetings, of each type.		
		Regular	Special/Emergency	Hearings/Other
<i>October 2014</i>	1275.00	1	1	0
<i>November 2014</i>	975.00	1	1	0
<i>December 2014</i>	1200.00	1	1	0
<i>January 2015</i>	2100.00	1	3	0
<i>February 2015</i>	1125.00	1	1	0
<i>March 2015</i>	1200.00	1	1	0
<i>April 2015</i>	1275.00	1	1	0
<i>May 2015</i>	1125.00	1	1	0
<i>June 2015</i>	1200.00	1	1	0
<i>July 2015</i>	1575.00	1	2	0
<i>August 2015</i>	1425.00	1	2	0
<i>September 2015</i>	1275.00	1	1	0

Accomplishments for FY-2015

Please refer to your Annual and Semi-Annual Report submission for FY-2015 and provide an update on the Goals you submitted for FY-2015

The primary goal for ONCOA is to advocate for our Elders so they can maintain an independent, healthy, productive , quality lifestyle. ONCOA places emphasis on Long Term Care Services and Supports (LTCSS) as a priority need of the Oneida Elders. LTCSS refers to a wide range of services and programs aimed at helping individuals lead independent and productive lives in their homes for as long as possible.

SUPPLEMENTAL PACKET B FOR ITEM - IX.D.

In cooperation with Oneida Housing Authority, Oneida Development and Oneida Planning staff, ONCOA is working to grow affordable and accessible elder housing in Oneida with Elder Village. Elder Village is a project which will include 30-32 two bedroom cottages to be built near Anna John Resident Centered Care Community, Lee McLester II Elder Complex and the Oneida Health Center. Infrastructure is completed and construction began in the latter part of FY2015. The homes will be in a neighborhood environment and will promote improved quality of life principles. Social sustainability will come with safe walking trails and close proximity to elder resources.

In order to accomplish ONCOA goals effectively, the members must maintain a knowledge base on elder issues on tribal, local, state, and national level. ONCOA supports lifelong learning as part of their responsibilities as commissioners.

To support our goal to maintain an engaged ONCOA leadership, the Board strategically selects workshops, trainings and elder focused meetings to provide for continuous improvement. For example, ONCOA regularly meets with the Wisconsin Tribal Aging Directors Association which includes the eleven Wisconsin tribes. At these meetings there are representatives from the Wisconsin Department of Health and Human Services and Greater Wisconsin Area Aging Resources (GWAAR). Currently the ONCOA Chairman, Wesley Martin serves on the GWAAR Board of Directors to represent tribal interests.

A well-developed communication system needs to be utilized to disseminate information our Elders and community members. ONCOA sees this as a process of continuous improvement.

The 2nd Annual Oneida Elder Expo was hosted by ONCOA and Elder Services to provide our community with information on services and resources that are made available by the Oneida Tribe. This year there were twenty-six tribal vendors who offered valuable information to the 435 attendees at the expo. This event also raised money for the Roberta Kinzhuma Scholarship. This scholarship is awarded to an Oneida single mother pursuing higher education. Due to the success of raising funds through the Oneida Elder Expo, Elder Services was able to present two single mothers with scholarship awards.

Goals for FY-2016

Using the Project Inventory Priority (PIP) form and the FY-2016 Operational Plan for your BCC as a guide, provide up to Three (3) Strategic Goals for FY-2016 and the Strategic Direction & Practical Vision this goal will support

GOAL 1

Advocate: Speak out for our Elders so they can maintain an independent, healthy, productive, quality lifestyle

Committing to Build a Responsible Nation

Leaders Who Promote Positive Social Change

GOAL 2

Learn: Maintain knowledge base of information on elder needs, issues and trends on tribal, local, state and national levels.

Committing to Build a Responsible Nation

Leaders Who Promote Positive Social Change

SUPPLEMENTAL PACKET B FOR ITEM - IX.D.

GOAL 3

Communicate: Utilize a multipronged approach to disseminate elder issue information to targeted audiences.

Committing to Build a Responsible Nation

An Engaged Community

Meetings

Held every 2nd and 4th Tuesday of the month.

Elder Services, Conference Room, 2907 Overland Drive, Oneida, WI 54155

Meeting Time: 1:00 p.m.

Meetings are OPEN

Contact

Lois Strong, ONCOA Coordinator and Rochelle A. Powless, ONCOA Coordinator

Elder Services 869-2448

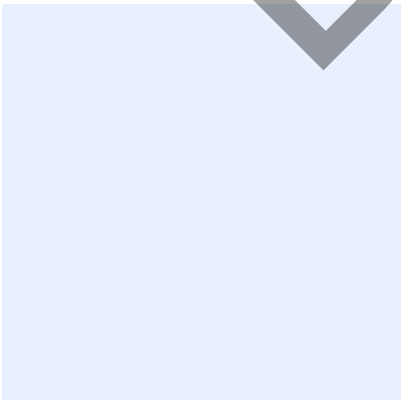
2907 Overland Drive, P.O. Box 365, Oneida, WI

lstrong@oneidanation.org or rpowless@oneidanation.org

Click here to enter the BCC website address – **example:** www.oneida-nsn.gov/HigherEd

Logo that may be included in the report

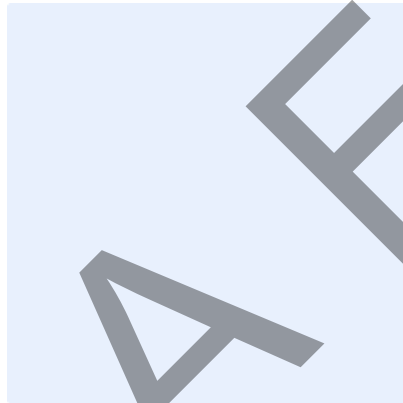
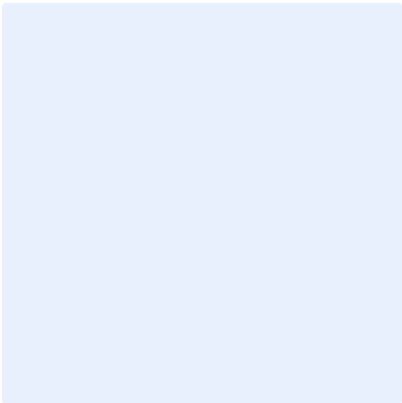
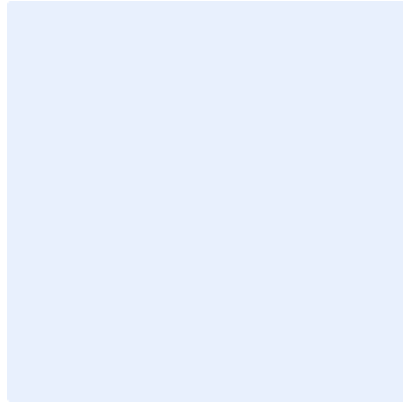
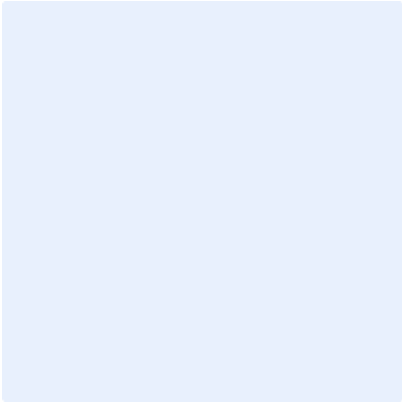
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SUPPLEMENTAL PACKET B FOR ITEM - IX.D.

Other Pictures that may be included in your section of the report

Please provide only high quality *.jpg images



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FY-2016 Annual Report Template

Note: If you have other required reporting that must be included in the FY-2016 Annual Report, please submit such reports along with this completed template. Thank you.

Oneida Nation School Board

Purpose: The Oneida Nation School Board has the charge of setting direction for the educational leadership of the students attending the Oneida Nation Schools, and the planning for future educational development. Within that responsibility rests the authority to oversee and plan for the academic and cultural growth of the students and Tribal institutions. Within the authorities set out by the General Tribal Council pursuant to Section 1(h) of Article IV of the constitution of the Oneida Tribe of Indians of Wisconsin, and the agreements contained within the Memorandum of Agreement of March 21, 1988, the Oneida Nation School Board exists to ensure the compliance of the school with Tribal initiatives and planning, the community's desires, and sound academic practice.

BCC Members

Debra Danforth, School Board Chair

Priscilla Belisle, School Board Vice-Chair

Rhiannon Metoxen, School Board Secretary

Apache Danforth, Member

Dewain Danforth, Member

Fred Muscavitch, Member

Todd Hill, Member

Melinda K. Danforth, Member

Budget

Funding Sources for FY-2015

TRIBAL CONTRIBUTION:

0%

GRANTS:

100%

OTHER SOURCES:

[Click here to enter name of other funding source](#)

[Click here to enter % of budget funded by other sources](#)

SUPPLEMENTAL PACKET B FOR ITEM - IX.D.

Total Budget

\$82,930 total FY-2015 budget

\$24,804 FY-2015 expenditures

Positive variance of \$58,126. The School Board operated with a vacant administrative position during most of the 2014-15 school year due. Overall reduced spending along with the vacancy resulted in the positive variance.

Stipends

\$75 per meeting/screenings/interviews/hearings

	For each month, enter total dollar amount paid	For each month, enter number of meetings, of each type.		
		Regular	Special/Emergency	Hearings/Other/screenings/interview
October 2014	1050	1	0	3
November 2014	900	1	0	2
December 2014	525	1	0	1
January 2015	825	1	1	0
February 2015	975	1	1	0
March 2015	450	1	0	0
April 2015	375	1	0	0
May 2015	375	1	0	0
June 2015	525	1	0	0
July 2015	375	1	0	0
August 2015	675	1	0	1
September 2015	525	1	0	0

Accomplishments for FY-2015

Please refer to your Annual and Semi-Annual Report submission for FY-2015 and provide an update on the Goals you submitted for FY-2015

SUPPLEMENTAL PACKET B FOR ITEM - IX.D.

Continue to review our school system wage scales to remain competitive for school staff salaries and to develop an ongoing process for recruitment and retention of highly qualified staff.

By becoming more competitive, we have been able to retain many experienced staff members and have even had some teaching staff return after leaving for other teaching positions.

Work with administration and other Tribal entities to develop additional Oneida language programs to enhance the current Oneida language curriculum

The School Board and School Administration have worked with the Oneida Language Program to help bring in advanced Oneida Language classes for elementary and high school students requesting more advanced instruction.

To assure that our school system remains competitive with area schools in both the quality of our education and our extra-curricular activities so our Oneida School System children have the highest quality education through our own school system. Our emphasis will be focused in the following areas:

*Continue to work collaboratively with the School Administration in support of their efforts to assure quality education is provided.

*Continue to work collaboratively as a Board to enhance our school system and support our mission, vision and goals for the Oneida Nation School System

*Continue to support the pursuit of programming for the WIAA conference participation.

The Oneida Nation School System continues to achieve Adequate Yearly Progress as determined by the Bureau of Indian Education using results from our many progress monitoring opportunities.

Goals for FY-2016

Using the Project Inventory Priority (PIP) form and the FY-2016 Operational Plan for your BCC as a guide, provide up to Three (3) Strategic Goals for FY-2016 and the Strategic Direction & Practical Vision this goal will support

GOAL 1

The School Board has a goal to review, update and resubmit the Education Code to the Legislative Operating Committee for GTC consideration. The Education Code will ensure consistency in educational excellence and standards from "cradle to grave".

Implementing "Good Governance" Processes

Accountable & Effective Governmental Design

GOAL 2

The School Board and School System will continue to collaborate with other tribal departments to provide the best quality education and services to the students of the Oneida Nation School System.

SUPPLEMENTAL PACKET B FOR ITEM - IX.D.

Creating a Positive Organizational Culture

Long Term Sustainability Plans

GOAL 3

The School Board and School System will continue to collaborate to enhance the leadership skills of the students of the Oneida Nation School System while instilling and enhancing language and culture of the Oneida Community.

Advancing On^yote?a.ka Principles

Leaders Who Promote Positive Social Change

Meetings

Held the first Monday of the month.

Meeting Location: Library – Oneida Nation Elementary School, N7125 Seminary Rd, Oneida, WI 54155

Meeting Time: 5:00 pm

Meetings are OPEN.

Contact

Debra Danforth, School Board Chair

920-869-2711

PO Box 365, Oneida, WI 54155

ddanfort@oneidanation.org

<https://oneida-nsn.gov/school/>

Logo that may be included in the report

Please provide only high quality *.jpg images



SUPPLEMENTAL PACKET B FOR ITEM - IX.D.

Other Pictures that may be included in your section of the report

Please provide only high quality *.jpg images



DRAFT

SUPPLEMENTAL PACKET B FOR ITEM - IX.D.

Oneida Family Court

Purpose: The Oneida Family Court administers judicial authorities and responsibilities of the Tribe over all matters pertaining to the family, children, and elders (except for probate matters). The court hears and adjudicates cases including, but not limited to: divorce, paternity, child support, legal custody and physical placement.

Who we serve

The Oneida Family Court serves the families of the Oneida Tribe of Indians of Wisconsin and other individuals over which the Court has jurisdiction.

Goals for FY-2015

GOAL 1

Start collecting guardian ad litem fees that have been allocated to the parties. This strategic goal remains a work in progress. The Family Court has begun going through the accounting statements and the Judiciary needs to develop an internal process for collections.

GOAL 2

Create forms for the new rules of civil procedure. This strategic goal has been accomplished. Forms have been created and are available for use. When the need arises, the forms are being updated to make them easier for individuals to use.

GOAL 3

Resolve the bench warrant issue relating to child support contempt proceedings. The Family Court has met with the Oneida Tribe Child Support Agency, Oneida Police Department, and the Legislative Reference Office; however, there is still work to do before the issue is resolved.

Goals for FY-2016

GOAL 1

Assist Family Access Solutions with finding funding options to remain in operation. The Family Access Solutions program offers supervised visitation and exchange services to the Family Court for families with domestic abuse, sexual abuse, and/or stalking. The program's grant was not continued for 2016.

Implementing "Good Governance" Processes

Leaders Who Promote Positive Social Change

GOAL 2

Continue working with the state court judges in the surrounding counties in an effort to effectively address jurisdictional allocation issues.

Implementing "Good Governance" Processes

Leaders Who Promote Positive Social Change

SUPPLEMENTAL PACKET B FOR ITEM - IX.D.

GOAL 3

Conduct staff training to improve and streamline customer service.

Creating a Positive Organizational Culture

Accountable & Effective Governmental Design

Budget

Funding Sources for FY-2015

TRIBAL CONTRIBUTION:

100%*

*** The Family Court recoups approximately 2% of this contribution through filing fees.**

Total Budget

Total Budget FY-2015: \$401,465

Total Expenditures FY-2015: \$216,786

Variance Explanation:

The FY-2015 budget included an additional Family Court Judge and Family Court Clerk position due to the anticipated addition of laws pertaining to the Family Court (i.e. Children's Code). These positions are currently on hold until these laws are adopted. Due to the success of the Peacemaking Division, the costs associated with guardian ad litem appointments were less than anticipated. The Court sought out local training options to minimize travel and training expenses.

Employees

NUMBER OF EMPLOYEES TOTAL:

2

NUMBER OF EMPLOYEES WHO ARE ENROLLED ONEIDA:

1

Contact

Robert J. Collins II, Family Court Judge

(920) 496-7200

rcollins@oneidanation.org

<https://oneida-nsn.gov/Judiciary/>

Other Pictures that may be included in your section of the report



DRAFT

SUPPLEMENTAL PACKET B FOR ITEM - IX.D.

Oneida Judiciary

Purpose: The purpose of the Oneida Judiciary is to provide a fair, orderly, and neutral forum for the resolution of issues that may arise out of governance of the Oneida Nation and civil actions amongst its members, other people residing on the Oneida Reservation, and those doing business with Oneida Tribal entities. It is our mission to operate as an independent branch of our government entrusted by the General Tribal Council to protect the Sovereignty of the Oneida Nation and the Rights of its citizens.

Who we serve

The Oneida Judiciary serves the community of the Oneida Tribe of Indians of Wisconsin and other individuals over which the Court has jurisdiction.

Employees

NUMBER OF EMPLOYEES TOTAL:

4 FT Elected Judges*, 4 FT Regular employees, 1 HT employee. *4 Elected Judges on stipend for service All

NUMBER OF EMPLOYEES WHO ARE ENROLLED ONEIDA:

Court of Appeals and Trial Court Judges

Gerald Hill, Chief Judge-Court of Appeals

Sharon House, Judge-Court of Appeals

Jennifer Hill-Kelley, Judge-Court of Appeals

Diane House, Judge-Court of Appeals

Chad Hendricks, Judge-Court of Appeals

Denice Beans, Chief Judge-Trial Court

Layatalati Hill, Judge-Trial Court

John Powless III, Judge-Trial Court

Budget

Funding Sources for FY-2015

TRIBAL CONTRIBUTION:

99%

GRANTS:

Scholarships received to off-set Training Expenses

OTHER SOURCES: FILING FEE'S: INTERNAL & EXTERNAL, COPYING

1%

SUPPLEMENTAL PACKET B FOR ITEM - IX.D.

TRANSCRIPTS, ETC.

Click here to enter name of other funding source
Click here to enter name of other funding source
Click here to enter name of other funding source
Click here to enter name of other funding source

Click here to enter % of budget funded by other sources
Click here to enter % of budget funded by other sources
Click here to enter % of budget funded by other sources
Click here to enter % of budget funded by other sources

Total Budget

\$983,610

\$750,478

Savings to the tribe came primarily from facility operating expenses (delay in moving to new location), defer 4th judge position, retainer contract & judicial fee's (stipends).

Accomplishments for FY-2015

1. Transition from the Oneida Tribal Judicial System to Oneida Code of Laws Chapter 150- Oneida Judiciary as directed by the General Tribal Council is complete. New Laws including Judiciary Canons of Judicial Conduct, Rules of Civil Procedure, Rules of Appellate Procedure, and Rules of Evidence became effective January 2015 and have been implemented with all associated administrative infrastructure. New Peacemaking/Mediation rules have been enacted. The courthouse has relocated from Ridgeview Plaza to the Packerland site and both courtrooms are fully functioning. The following are case statistics for the period January 2-October 31, 2015:
Trial Court = 4 Trial Cases, 2 Small Claims cases, 121 Garnishment cases, 33 Tribal Debt cases.
Peacemaking/Mediation new Intakes = 58
Court of Appeals = 18 cases
The Oneida Judiciary has gone beyond original expectations and goal setting to ensure transparency of the court to build community trust, and has placed public safety as paramount in our operations.

The effect this transition has on the community is immense. While the Judiciary is still in its formative stages, the Oneida community has every reason to be proud of its new direction in strengthening our sovereignty and exercising jurisdiction over our own matters. The voice and choice of the Oneida membership has been heard, and a new independent Judicial branch of government has been formed and is functioning as directed by the Oneida General Tribal Council.

2. Mandated Specialized Training for Judges and Clerks.

Completed and exceeded minimal 60 hour training requirement for all judges. Established a continuous Training Philosophy and Training Plan for all Judiciary personnel. Training resources provided by the tribe have been maximized by supportive scholarships, use of internal resources, on-site sessions, and collaborative efforts where possible. The effect of these efforts is quality judicial service and effective use of financial resources.

3. Development of Internal Operating Procedures (IOP's).

SUPPLEMENTAL PACKET B FOR ITEM - IX.D.

Establishes clear guidelines for the operation of the Judiciary so that it runs effectively and efficiently. IOP development is ongoing and cyclical depending on the needs of the Judiciary and those it serves.

Goals for FY-2016

GOAL 1

Effective, Fair, and Lawful administration of all Court areas; Trial, Peacemaking, Court of Appeals.

Committing to Build a Responsible Nation

Accountable & Effective Governmental Design

GOAL 2

Strive for quality customer service through equitable procedures, improved communication, and public safety.

Committing to Build a Responsible Nation

An Engaged Community

GOAL 3

Engage with external professional organizations such as WTJA, NAICJA, State-Tribal Forum, etc., to maintain awareness of legal developments that will positively affect the Judiciary.

Committing to Build a Responsible Nation

Leaders Who Promote Positive Social Change

Meetings

Held as needed.

Meeting Location: Judiciary Conference Room, 2630 W. Mason St. Green Bay, WI. 54303

Meetings are CLOSED.

Contact

Gerald Hill, Chief Judge-Court of Appeals

920-496-7200

P.O. Box 19, Oneida, WI. 54155

Ghill@oneidanation.org

<https://oneida-nsn.gov/Judiciary/>



DRAFT



2016 Annual Report

CORPORATE BOARDS

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This page will be updated by
Printing

DR A F E

The Oneida Nation strives to improve the quality of life for its members. The nation makes an effort to create a standard of living on the reservation that provides Oneida children with a vision for the future. That vision emphasizes family, unity, and respect for all gifts from the Creator, while caring and understanding that everything said and done today will affect the next seven generations.

FY-2016 Annual Report

Bay Bancorporation Inc

Bay Bancorporation Inc. is the parent company for Bay Bank. Bay Bank is a state-chartered community bank located at 2555 Packerland Drive, Green Bay, WI. Bay Bank provides banking services to the Oneida community, other tribal communities and to many other consumers and small businesses in the Green Bay area. We also are the leading lender in our region for the HUD 184 mortgage loan. The Bank will open a branch office at 2550 W. Mason Street in November 2015. The Bank has 25 employees. Both the Bank and the parent company are in good standing with its regulators.

Corporate Board Members

Lance Broberg, Board Chairman

Present – 2015

Elaine-Skenandore Cornelius, Board Member (Oneida)

Present – 2016

Robert Jossie, Board member (non tribal)

Present – 2017

Fern Orié, Board member (Oneida)

Present – 2017

Pete King III, Board member (Oneida)

Present – 2018

Claude J. “Jeff” Bowman, Board member, President & CEO (Stockbridge-Munsee)

Present – 2016

Looking Back: Accomplishments in FY-2015

For the 12 months ending 12/31/14 we generated a Net Profit of \$729,000 which is our highest level of profits in over 5 years! For the 9 months ending 9/30/14 we have generated a profit of \$442,000. In 2014 we made over 500 consumer loans, with most of them with tribal member customers. We will match or exceed that number in 2015. Our mortgage loan business was very strong in 2014 and we will exceed that volume in 2015. We saw an improvement in the quality in our loan portfolio and we also have established strong reserves for future loan losses. We are also happy to report that we have created new business banking relationships with some of the other tribes in Wisconsin.

The Bank is now \$82 million in assets and has a loan portfolio of \$50 million. We also retain the servicing rights for \$57 million of mortgage loans we originated over the past several years. Equity in the balance sheet is now at \$11 million and is at its highest level in 5 years.

Finally, the Board and Management have established probably the best working relationship we’ve ever had with our regulators.

SUPPLEMENTAL PACKET B FOR ITEM - IX.D.

Looking Forward: Goals/Announcements for FY-2016

We are looking forward to opening our first branch office in November 2015! The new branch is located at 2550 W. Mason Street. This will allow the Bank to grow its customer base and revenues for the next several years. We also look forward to creating more new banking relationships with some of the other tribes in Wisconsin, and we already have a few new projects in the pipeline for next year.

Our goals are as follows;

- Increasing the size of our loan portfolio by generating new business loan customers because this will strengthen and diversify the bank's core revenues
- Increasing our consumer loan business through the new location
- Continuing to grow our HUD 184 tribal mortgage loan business by marketing to and expanding into the other tribal communities
- Increasing our deposit market share in Green Bay
- Increasing equity in our balance sheet by generating profits
- Growing the skillsets of our employees through cross training and other opportunities

Meetings

Held every 3rd Thursday of the month.

Stipend

\$600 Chairman, \$550 other Board members – paid monthly. \$100 for other committee meetings.

Contact

Jeff Bowman, President & CEO

920-490-7600

PO Box 10855, Green Bay, WI 54307

jeff.bowman@baybankgb.com

www.baybankgb.com

Logo(s) that may be included in the report



SUPPLEMENTAL PACKET B FOR ITEM - IX.D.

Other Pictures that may be included in the report



Construction Loan in progress – Future new home of Ridgeview Liquor on Ridge Rd in Green Bay (photo Nov 2015)



Construction Loan in progress – Rehab and expansion of an existing building on the Mole Lake Reservation (photo Oct 2015)

FY-2016 Annual Report Template

Oneida Airport Hotel Corporation

The Oneida Airport Hotel Corporation (OAHC) serves the Oneida membership by providing economic diversification through the profitable operation of its business ventures.

Businesses owned by OAHC include: Radisson Hotel & Conference Center Green Bay and Three Clans Airport, LLC d/b/a Wingate by Wyndham Airport Hotel in Green Bay.

The Radisson works with the Oneida Tribe Gaming management and marketing staff to enhance the overall customer experience of the Gaming customer. Additional markets served in the hospitality industry by both the Radisson and the Wingate include Corporate, Association, Tour & Travel, Transient, Tribal, State and Federal Governments, Social, Military, Education, Religious and Fraternal.

Corporate Board Members

Janice Skenandore-Hirth, Chairwomen
Present – May, 2020

Robert Barton, Vice-Chairman
Present – July, 2017

RaLinda Ninham-Lamberies, Secretary/Treasurer
Present – December, 2017

Liz Somers, Member
Present – January, 2017

Frank Cornelius, Member
Present – January, 2018

Looking Back: Accomplishments in FY-2015

The Wingate by Wyndham Green Bay is a limited service property located directly across the street from the Radisson Hotel and Conference Center and Oneida Bingo and Casino. The Wingate continues to grow in all areas of business and has just recently been named by J.D. Power and Associates as having the Highest Guest Satisfaction for Midscale Hotel Chains.

The Wingate by Wyndham Green Bay has been ranked in the top 5 hotels on TripAdvisor.com for 2 years in a row and have won several awards for their outstanding customer service, cleanliness and overall accommodations. These awards include the Certificate of Excellence from Trip Advisor, the Outstanding Award from Hotels.com, and the Award of Excellence from Booking.com.

SUPPLEMENTAL PACKET B FOR ITEM - IX.D.

The Radisson Hotel and Conference Center is a full service hotel that offers Guest Rooms and Meeting space along with Food and Beverage to both Group and Transient business that comes to the hotel. The Radisson is in line to receive the 2015 President's Award from Carlson Hotels for Quality, Service and Brand standards. The hotel is also in line to receive a 2015 President's award from Aimbridge Hospitality due to its Market Share performance based on the STR report. The hotel increased revenues and G.O.P. over last year.

Looking Forward: Goals/Announcements for FY-2016

The Wingate by Wyndham Green Bay for FY 2016 continues to focus on growth in both revenue and occupancy. The Wingate will continue to work with the Radisson Hotel and Conference Sales team on sales initiatives that will benefit both properties. Along with working with the Radisson the Wingate will continue working with the Greater Green Bay Visitor and Convention Bureau, Chamber of Commerce and Joint Marketing to bring in guests into the Green Bay market.

The Radisson Hotel and conference center is looking to grow revenues by 2% from our prior year. We will do this through a combination of transient and group revenues based on the efforts of our Sales department as well as our Revenue Management team. We will also partner with the Oneida Casino to offer value added rates for their Player club members to assist us during our need periods. Partnerships with the Green Bay CVB will also be key to align ourselves with City wide events that may occur.

Meetings

Held every 4th Saturday or 4th Wednesday of the month.

Stipend

\$500.00 per meeting

Contact

Janice Skenandore-Hirth, Chairwomen/President

920-405-6412

2040 Airport Drive

Janice.hirth@rhccgb.com

www.radisson.com/greenbaywi

www.wingateinns.com/hotel/12715

SUPPLEMENTAL PACKET B FOR ITEM - IX.D.



FY-2016 Annual Report Template

Note: If you have other required reporting that must be included in the FY-2016 Annual Report, please submit such reports along with this completed template. Thank you.

Oneida ESC Group, LLC (OESC) Board of Managers

OESC is a wholly-owned holding company of the Oneida Tribe. The Small Business Act permits a tribally-owned concern SBA 8(a) to be owned through a wholly-owned holding company of the Tribe. OESC owns two subsidiaries: Mission Support Services (MS2) and Sustainment & Restoration Services (SRS) which are two SBA 8(a) companies that are owned by the Tribe. The holding company structure allows for efficiencies of shared administrative services such as Human Resources, Marketing, Finance, and Management among other overhead costs that are provided to its subsidiaries.

Corporate Board Members

Jacquelyn Zalim, Chairwoman of the Board
Present – 2017

Wilbert Rentmeester, Board Member
Present – 2017

Jeffrey House, Board Member
Present – 2017

Looking Back: Accomplishments in FY-2015

OESC continues to develop its subsidiaries by winning new contracts and expanding geographically.

Looking Forward: Goals/Announcements for FY-2016

OESC's subsidiaries will continue to build on our initial successes and to grow the subsidiaries. Opportunities continue to exist in geographies where MS2 and SRS key personnel have successful past performance, and where personnel involved in such projects have established strong relationships with teaming partners and clients in those locations.

Meetings

Held every Quarter.

Stipend

\$50 per meeting

SUPPLEMENTAL PACKET B FOR ITEM - IX.D.

Contact

Jacquelyn Zalim, Chairwoman of the Board

920-400-0791

2555 Packerland Drive, Green Bay, WI 54313

jzalim@aol.com

www.ms2llc.com and www.srslc.com

Logo(s) that may be included in the report

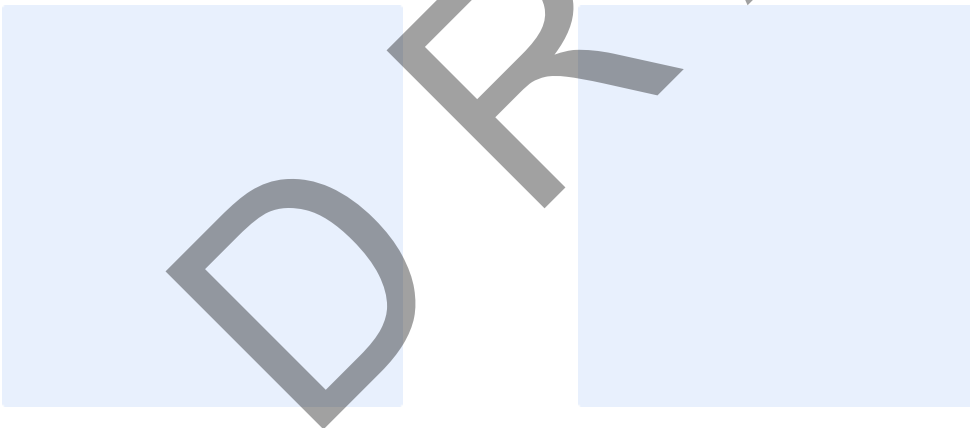
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**Mission
Support
Services**

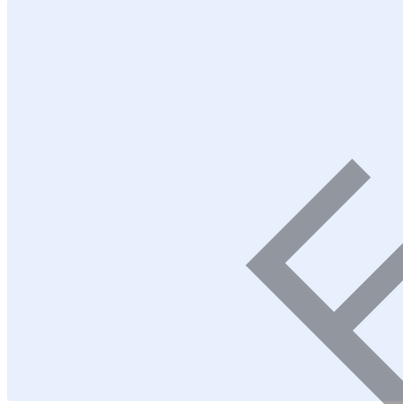
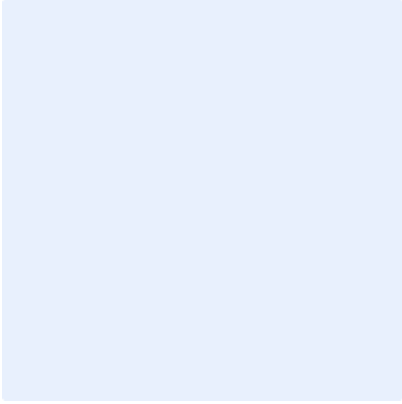
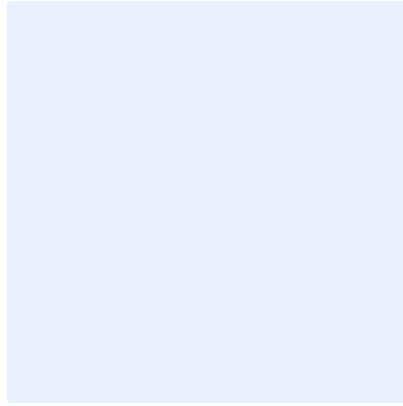
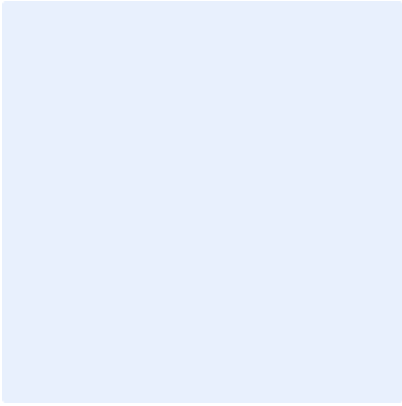


**Sustainment &
Restoration
Services LLC**



Other Pictures that may be included in the report

Please provide only high quality *.jpg images



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SUPPLEMENTAL PACKET B FOR ITEM - IX.D.

Note: If you have other required reporting that must be included in the FY-2016 Annual Report, please submit such reports along with this completed template. Thank you.

Oneida Golf Enterprise Corporation

Oneida Golf Enterprise Corporation (OGEC) is a wholly owned corporation by the Oneida Tribe of Wisconsin. OGEC is responsible for overseeing the management and operations of Thornberry Creek at Oneida (TCO). Thornberry Creek at Oneida is a 27-hole premier golf facility located in Oneida, Wisconsin within Brown County. The property expands over 300 acres and gently winds through one of the most prestigious housing developments in the area. The expansive 68,000 square foot clubhouse allows for private events and TCO is regarded as the leading facility for all charitable and personal events. TCO continues to be the leader in this market.

Corporate Board Members

Janice Skenandore-Hirth, OGEC Agent

Looking Back: Accomplishments in FY-2015

Thornberry Creek at Oneida witnessed paramount success in 2015; for the first time since 2009 Thornberry Creek at Oneida won "Best of the Bay" honors from the readers of the *Press-Gazette*. The Iroquois 9 was also honored in the fall by winning "Best 9 Hole Course in the State" as voted upon by the *Golf Course Owners of Wisconsin*. Financially TCO has experienced significant revenue growth as shoulder round revenue increased by over 300% and overall 18 hole revenue growth went up 28%. Season pass sales saw an additional 9 new passes or a 20% increase over 2014. Golf Shop merchandise revenue increased by 11%. Food and Beverage on course sales increased by 25% and tobacco sales increased 71% over 2014 and restaurant food and beverage sales increased by 8%.

Looking Forward: Goals/Announcements for FY-2016

As your premier golf course facility we believe it's important you know what our vision and purpose is as an organization. Our vision is simple it's *to be known as the premier golf and banquet destination facility in Northeast Wisconsin by being dedicated to creating an unforgettable experience that will exceed our guests' expectations*. Our purpose is *to create an unparalleled experience*. As an organization we pride ourselves on core values, these include: *Honesty and Integrity, Teamwork, Respect for Oneself and Competitive Nature*. As we continue to spend necessary dollars on the rebranding and identity of TCO we will also look forward to numerous physical changes in 2016. Our practice tee will be renovated to allow a larger hitting area and open the door for opportunities pertaining to player development. With the additional space we will have the ability to expand our already enormous junior program and ultimately foster new ideas. The golf course condition will be in the best condition TCO has ever seen and with the additional purchase of necessary equipment we would argue to say we will have the

SUPPLEMENTAL PACKET B FOR ITEM - IX.D.

best conditioned course in the entire region. *Golf Digest* will continue to rate us in 2016 for consideration in 3 categories; they include Best in State, America's Best and Best Places You Can Play. We will also begin the stages of building a cart storage facility to house electric carts. Not only are these better for our environment they offer our guest the best experience.

Meetings

Monthly updates to CFO.

Contact

Janice Skenandore-Hirth, OGEC Agent

920.434.7501

4470 N Pine Tree Rd, Oneida, Wisconsin 54155

jhirth@golfthornberry.com

www.golfthornberry.com

Logo(s) that may be included in the report

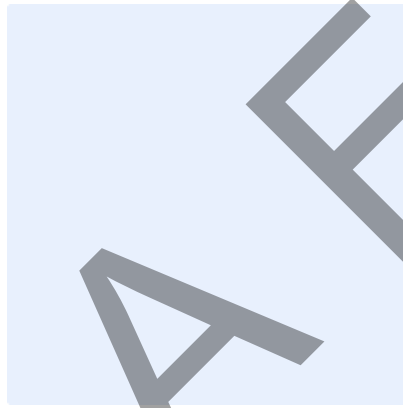
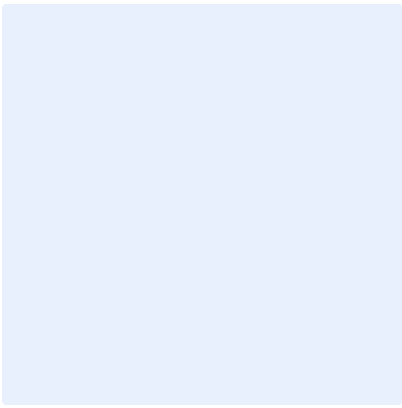
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SUPPLEMENTAL PACKET B FOR ITEM - IX.D.

Other Pictures that may be included in the report

Please provide only high quality *.jpg images



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SUPPLEMENTAL PACKET B FOR ITEM - IX.D.

Oneida Seven Generations Corporation

Oneida Seven Generations Corporation (“OSGC”) was established in 1996. OSGC’s first project was the Bellin Medical complex. This facility has had two multi-million dollar additions; the sports training complex and the Oncology Center. OSGC leases numerous other buildings, including a large office facility to Schneider. King Solutions, LLC was appointed as Managing Agent in June of 2015. As managing agent it is King Solutions responsibility to manage all the day-to-day operations of OSGC including all business partners, banking relationships, as well as monitor all litigation. King Solutions has met with all of the partners, creditors, and tenants of OSGC and has stabilized any concerns regarding issues as a result of GTC dissolution action. In October, the Illinois Court of Appeals took action to affirm the dismissal of any claims against the Oneida Nation and Oneida Seven Generations Corporation. King Solutions has been directed by the Oneida Business Committee to draft transition options to carry out the GTC directive of dissolving OSGC.

Corporate Board Members

On June 2nd, 2015 King Solutions LLC was appointed by the OBC as the Managing Agent of OSGC.

Meetings

King Solutions submits quarterly reports to the Oneida Business Committee.

Contact

Pete King III, Managing Agent

920-347-0500

P O Box 257, Oneida, WI 54155

Pictures that may be included in the report



SUPPLEMENTAL PACKET B FOR ITEM - IX.D.



FY-2016 Annual Report Template

Note: If you have other required reporting that must be included in the FY-2016 Annual Report, please submit such reports along with this completed template. Thank you.

Oneida Total Integrated Enterprises, LLC (OTIE) Board of Managers

The primary purpose of OTIE is to provide economic diversification and generate revenue for the Tribe from global sources and increase the revenue and assets for the Tribe. To reach this goal more quickly, OTIE was certified in the SBA 8(a) program in order to obtain 8(a) opportunities. In fact, OTIE has been competing as a large business and has won large business contracts. OTIE is prepared to compete after graduating from the 8(a) program in two years.

In order to meet the requirements outlined in 13 CFR 124.109, and to be a formidable and legitimate engineering firm in the industry, OTIE must be organized and operated independently for profit and legally to sue and be sued. OTIE submits quarterly financial statements to the OBC and an annual third-party audit report to the Tribe's financial office. OTIE's assets have more than doubled since 2009. OTIE's primary NAICS (North American Industry Classification System) code is 562910 – Environmental Remediation Services.

Corporate Board Members

Wilbert Rentmeester, P.E., Chairman of the Board
Present – 2018

Jacquelyn Zalim, Board Member
Present – 2017

Jeffrey House, Board Member
Present – 2017

Wayne Metoxen, Board Member
Present – 2018

Leslie Wheelock, Board Member
Present – 2019

Looking Back: Accomplishments in FY-2015

The primary key to OTIE's continued success is to remain customer focused, sensitive to the mission, and adaptable to change. Impressive growth in OTIE's engineering capabilities occurred in FY15, with OTIE expanding in engineering disciplines such as mechanical, electrical and structural.

SUPPLEMENTAL PACKET B FOR ITEM - IX.D.

Looking Forward: Goals/Announcements for FY-2016

Growth is the primary business goal for OTIE. We will target growth in government contracting where our skills and experience align with our customers' mission priorities. Additionally, OTIE will continue to implement its outreach programs with the Oneida community and membership that focuses on the Oneida youth, elders and veterans.

Meetings

Held every Quarter.

Stipend

Chairman - \$1,000

Board Members - \$300

Contact

Wilbert Rentmeester, P.E., Chairman of the Board

920-884-3966

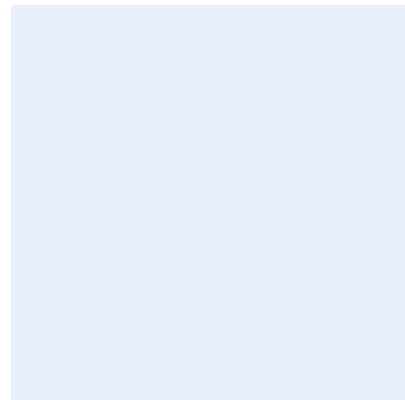
2555 Packerland Drive, Green Bay, WI 54313

wrentmeester@otie.com

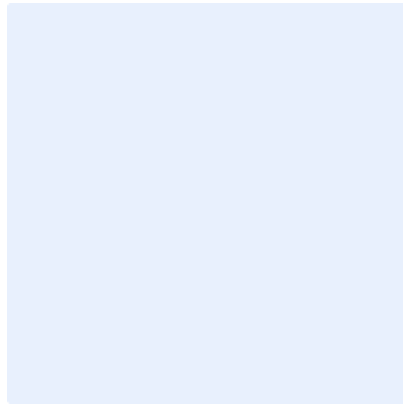
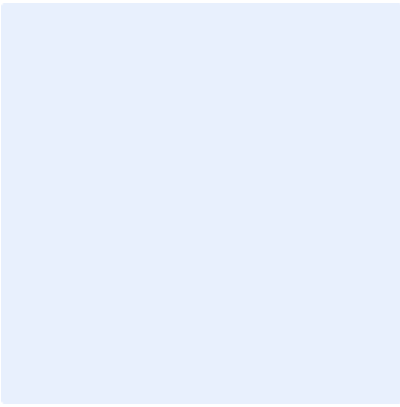
www.otie.com

Logo(s) that may be included in the report

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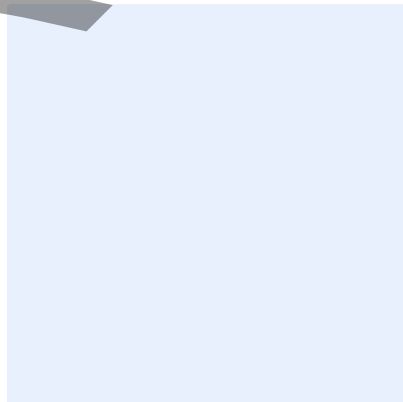


SUPPLEMENTAL PACKET B FOR ITEM - IX.D.



Other Pictures that may be included in the report

Please provide only high quality *.jpg images



RESERVED

Oneida Tribe of Indians of Wisconsin BUSINESS COMMITTEE



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



P.O. Box 365 • Oneida, WI 54155
Telephone: 920-869-4364 • Fax: 920-869-4040



UGWA DEMOLUUM 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.

To: General Tribal Council
From: Oneida Business Committee
Date: 11/24/2015
Re: Dialysis Center Update

The following memo is an update regarding John Powless's petition requesting the Oneida Tribe to create a Dialysis Center.

A cross-functional team was created to reassess and complete a cost-benefit analysis for a Dialysis Center. The team includes representatives from Oneida Planning (Statistician), Ombudsman, Oneida Transit, and representatives from the Oneida Community Health Center (O.C.H.C.) that included: O.C.H.C. Management, Medical Benefits, Business Operations, Safety/Compliance, and Nursing.

The cross-functional team's first step was to determine all the dialysis centers in the surrounding area being utilized by tribal membership. This is complete. The next step is to complete a cost-benefit analysis of a Dialysis Center. The cross-functional team is re-analyzing information, from 2006, and has initiated contact with a strategic partner to determine if other options which may be more cost effective for our Oneida patients. Other options include: identifying one location for Oneida patients referred through Purchased and Referred Care (formerly Contract Health), providing specific education to staff on Cultural Sensitivity, partnering to re-analyze cost and patient numbers to determine feasibility of on-site services if a strategic partner were contracted to provide the service.

During the initial "Quality of Care Analysis," it is important to note, based upon G.T.C. dialogue, that Dialysis Centers within the Green Bay area conduct patient satisfaction surveys on a quarterly basis. The cross-functional team has contacted those Dialysis Centers utilized by Oneida patients, and expressed our community's concern about quality of care for our Oneida patients. The cross-functional team has determined that quality of care can be improved through collaboration between the Oneida Community Health Center and those Dialysis Centers.

Overall, the majority of dialysis patients were satisfied with the treatment they receive at the dialysis centers. The DaVita centers in Green Bay have received excellent ratings from the Centers for Medicare & Medicaid Services about their patient outcomes (which include mortality ratio, hospitalization ratio, etc.).

Additionally, the O.B.C. is pleased to inform you that Oneida Total Integrated Enterprises (O.T.I.E.) is pursuing an opportunity for a long-term lease, to a strategic partner, to build a 6,000 sq. foot dialysis center. The projected site for this Dialysis Center will be located next to Employee Services building located on the corner of Babcock Rd and Highway 172. Once their feasibility study is completed, there may be an opportunity to obtain direct services to our tribal members.

The Oneida Business Committee respectfully requests G.T.C. to accept this update.

HANDOUT FOR ITEM - XII.D.

TO: Oneida Business Committee

FROM: Chairwoman Tina Danforth

TSD

RE: Public Use of Communication and Social Media

This is a formal inquiry as to how and why Oneida BC members and staff feel it is necessary to distort information, share confidential and/or proprietary information on public broadcasts, blogs, social media and other written forms of communication. This behavior provides inappropriate communication and only further feeds community distrust, false or inaccurate messages and disrespect for individuals both personally and professionally.

While I completely understand an individual is right to free speech there is a distinct difference for political professionals their staff and management of the Oneida Tribe. As elected political leaders why do we hold each other to "standards" and our strategic directions' philosophy. It appears some individuals use this at their convenience for their self-serving agendas and self-promotion.

If the following 3 examples of our ground rules are continually ignored then why do we have them?

- a) "We will hold each other accountable"
- b) "Respectful communication in tone and style"
- c) "Deliver the mail to the right address"

I am not going to continue to allow misrepresentation of my office and my staff to continue. The following Facebook post is just one of many examples that I have been referred to during my tenure. Other posts have disseminated confidential information from some representatives of the BC with no endorsement nor permission from the BC. This communication again only furthers distrust and dysfunctional behavior.

My purpose is to be transparent, forthright and communicate my formal disapproval of the inaccurate communication from select peers, co-workers and committee members.



Brandon Lee Stevens

The general membership needs to demand leadership from the Committee, and its the responsibility of who ever is sitting at the Chairmanship to provide that. You see the discord up there and I can't sugar coat it but it is reality and I never like to point fingers to individuals but rather the position of the Chairman. Many are starting to really see where the issue arises from, especially if you were in the main room were Committee members were not being called. The vast majority of the time 8 of the Committee members are all on board, physically present and working together. I can't be silent about that anymore.



Write a comment...



Post



**Anna John Resident Centered Care Community
Administrator's Report**

Summary of Activities for October, 2015

1. Census Activity: The census average for October was 41.3. This is a census occupancy rate of 86%. Please see attached pie chart for Revenues by Resident Payer Source.
2. Completed Projects in Fiscal 2014-2015:
 - A. Door adjustments
 - B. Showers (bathroom floors) re-sloped for proper water flowage
 - C. Handicap door opener at the front entrance to the nursing home was installed.
 - D. VA contract approved and in effect.
3. Staffing:
 - A. New hires in fiscal 2014-2015 who are currently on our payroll:
 - Dietary Cook/Aide: 3
 - RN: 1
 - RN – sub relief: 2
 - LPN: 1
 - LPN sub relief: 2
 - CNAs: 15
 - CNAs – sub relief: 1
 - B. Our Finance Coordinators are reporting that for the first three weeks of Fiscal 2015-2016 our agency usage has dropped to \$10,445/week from an average of \$17,709/week in Fiscal 2014-2015.
4. Revenues and Expenses:

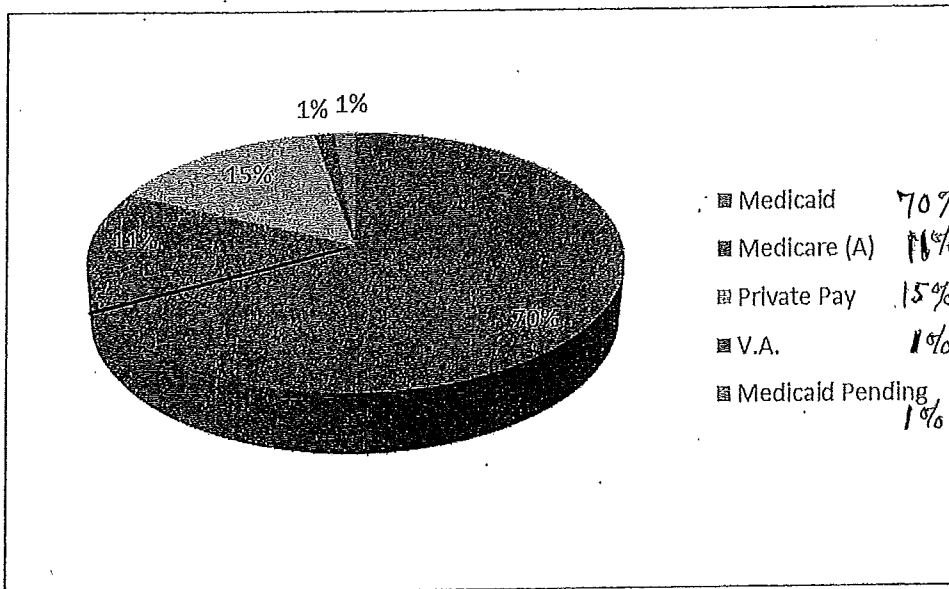
Please see the attached reports for July, August, and September. Financials are not yet out for October.
5. Quality Assurance/Regulatory Compliance:
 - A. Please see the attached survey summary and comparison for 2014 and 2015. All nursing citations in both surveys were at "D" or "E" scope & severity which means that they were at the level of "No actual harm.....with occurrence frequency of isolated or pattern." The Life Safety citations in 2014 were at the "D" or "E" level of scope & severity while "Ds", "Es", and three "Fs" occurred in 2015. An "F" level denotes "No actual harm.....with occurrence frequency of widespread." Both surveys would be considered good because the scope and severity of each citation can be corrected by a desk review of our Plans of Correction. The surveys did not require a second inspection to be considered corrected.
 - B. No complaint (self-reports) activity in October.
6. Other:
 - A. Activity calendar for November attached.
 - B. Key managers at AJRCCC are attached for your information.

HANDOUT FOR ITEM - XIV.C.01.

Anna John Resident Centered Care Community		
Date	Census Average	
Jun-13	29.9	
Jul-13	28.9	
Aug-13	27.8	
Sep-13	25.8	
Oct-13	24	
Nov-13	25.4	
Dec-13	26.5	
Jan-14	27.6	
Feb-14	30.6	
Mar-14	32.8	
Apr-14	33.7	
May-14	35.9	
Jun-14	40	
Jul-14	39	
Aug-14	40.4	
Sep-14	37.8	
Oct-14	38.5	
Nov-14	38.9	
Dec-14	38.7	
Jan-15	38.1	
Feb-15	41.8	
Mar-15	39.2	
Apr-15	37.2	
May-15	37.9	
Jun-15	38.9	
Jul-15	38.8	
Aug-15	38.4	
Sep-15	39.1	
Oct-15	41.3	
NF		

Nola J. Feldkamp

From: Timothy H. Zellmer
Sent: Monday, November 09, 2015 1:07 PM
To: Nola J. Feldkamp; Wenona M. Hoekstra
Cc: Connie L. Danforth; Jeffrey R. Carlson
Subject: % by Revenue types



Last month there were 1280 billed days. This is the % of each revenue source at AJRCCC.

Sunday marked the highest number of residents at AJRCCC by date: 45.

Timothy H. Zellmer
Finance Coordinator
Anna John Resident Centered Care
Community (AJRCCC)
Oneida Tribe of Indians of Wisconsin
920.869.6737

Nola J. Feldkamp

From: Connie L. Danforth
Sent: Monday, November 02, 2015 11:53 AM
To: Jeffrey R. Carlson; Nola J. Feldkamp
Cc: David L. Larson; Debra J. Danforth; Wenona M. Hoekstra; Keith A. Janssen; Timothy H. Zellmer
Subject: STAT Update

After three weeks into our fiscal year, Tim and I can report:

\$10,445.46 = Average for one week in FY16
\$17,708.78 = Average for one week in FY15

Showing a \$7,263.32 Average weekly Difference or a 41% Savings

HANDOUT FOR ITEM - XIV.C.01.

Anna John Resident Centered Care Community												
Survey Summary for 2013, 2014, and 2015												
	Main Survey						Life Safety Codes					
	2013		2014		2015		2013		2014		2015	
	F Tag	SS	F Tag	SS	F Tag	SS	K Tag	SS	K Tag	SS	K Tag	SS
1	225	D	282	D	225	D	18		18	E	27	E
2	226	E	285	D	364	E	22		22	E	29	E
3	329	D	315	E	315	D	25		29	E		
4	356	C	323	D	368	E	27		38	E		
5	371	F	371	E	371	E	29		46	F		
6	441	D	425	D	441	D	46		56	E		
7			441	D			50		62	F		
8			496	D			56		143	F		
9			498	E			62		144	F		
10							75		147	E		
11							130					
12							143					
Total	6		9		6		12		10		2	

Business Committee Meeting
9:00 a.m. Wednesday, November 25, 2015
Thank you for printing clearly

Jen Faick

Heather Heuer

BRAD GRAHAM

BILL GRAHAM

Franc Cornelius

CHRIS JOHNSON

Terry Cornelius

Marlene Summers

DAVID EMERSON

Madelyn Genskow

PAUL WITEK

Tom Danforth

~~Wanda N. N. N. N. N.~~

Low Siverly

Carol Siverly

~~C. S. S.~~

Wes Martin