

## Oneida Business Committee Agenda Request

1. Meeting Date Requested: 11 / 9 / 16

### 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:

*Joanie 11/01/16*

Primary Requestor/Submitter:

Additional Requestor:

Additional Requestor:

## Oneida Business Committee Agenda Request

### 6. Cover Memo:

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

Attached is the Internal Services Division 4th quarter (July-September, 2016) report. The attached report will tell what things, financially and operationally, that occurred during the 4th quarter of the 2015-16 fiscal year.

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

## INTERNAL SERVICES DIVISION

4<sup>th</sup> Quarter FY16  
July, August, September



The fourth quarter reflects much visible activities for the Division with the summer months; and continue to build a knowledge base, aligned to the four directions.

The Quarterback meetings with the department managers and directors provide a forum for dialogue exchange, and for collaboration. This continues to emphasize the principles of a learning organization to promote new approaches for knowledge transfer; to share ideas on managing their respective operations; and to discuss collaboration that contribute to building a Healthy Nation.

Capacity Building is key in many organizations that strive for best practices, where efficiencies are derived, and where core competencies are enhanced. This continues to be our effort, and is reflected in our cross-training, in our collaboration to help other departments when they are swamped, and to look at the workload to see if there is a better way to handle it.

There have been various challenges in working through our system to ensure operational coverage and the ability to shift manpower as needed. With some areas having a depth of one, and a workload that prevents them from being able to cross-train, we must look at gaining additional knowledge from webinars, conferences, and regional training sessions. So we are investing and promoting knowledge gain for our staff – because in doing this, we are investing in our tribal membership.

Goal #1	Enhance Oneid Brand as a Strong Nation
Advancing On <sup>^</sup> yote?aka Principles	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.
Engaging the Community	<ul style="list-style-type: none"> <li>&gt; a Successful Apple Fest event</li> <li>&gt; 7,100 packets for GTC mailers on average with 187 pages; 140 hours of stuffing</li> <li>&gt; videos completed: Maple Syrup, Woodland Art Show, Big Apple Highlights</li> </ul>
Goal #2	Engage the community toward a mindset of healthy foods, increase production, and
Committing to build a responsible Nation	Build on the 5 interrelated agricultural strategies from agricultural production, building food economies that promote sustainability
Create Economic Sytems	> Surpassed goal of \$7 million in funded grants for a total of \$8.2M for FY16
Goal #3	Strengthen operational performance through technology
Implementing Good Governance Processes	Deliver business solutions for high performance; incorporate future systems, and advance technological uses for ease of business and management
Long Term Sustainability	<ul style="list-style-type: none"> <li>&gt; MIS customers generate approximately 340 work orders per month for technology</li> <li>&gt; The 800 MHz project around the replacement of the two way radio infrastructure</li> <li>&gt; Begin project with UW Madison on Augmented Reality for Healthy Foods Book</li> </ul>





As Division Director I must commend the MIS team and Gaming on their NIGC Vulnerability Assessment Testing, as reflected in a recent letter by Mark Powless, Oneida Gaming Commission Chairman...*"The OGC was informed that Gaming and Central MIS departments do a "great job maintaining the IT infrastructure... The OGC wishes to extend their appreciation and congratulations for the VAT results and positive report received from NIGC. Thank you and keep up the good work!"*

## MIS Quarterly Report – July - September 2016

### Strategy #1 Deliver Business Technology Solutions

- The 800MHz project is nearing completion. The project centers around the replacement of the Nation's 20+ year old two way radio infrastructure and transitioning to an all digital environment. Numerous business units within the Nation depend on this communication including Law Enforcement, DPW, Gaming, Transit and many others.
- A multi-department project is underway to select and replace the Nation's primary Surveillance solution. Members from Gaming Surveillance, OPD, OGC, Retail, Purchasing and MIS have released an RFP to more than 25 vendors. The objective is the selection of a solution that will replace the current Gaming and Retail solutions while establishing a standard for all future Oneida surveillance needs.
- Completion of a NIGC (National Indian Gaming Commission) Security Assessment. The assessment that was conducted by NIGC staff evaluated the security posture of the systems and infrastructure within the Nation's Gaming environment. The resulting report had one finding. There was only one other Tribe that had a stronger assessment report.



**MOTOROLA  
SOLUTIONS**

Service Specialist

### SECURITY NOTICE

**VIDEO SURVEILLANCE  
IN USE ON THESE  
PREMISES**



### Strategy #2 Promote Information Sharing & Collaboration

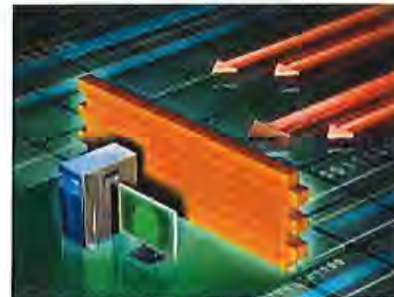
- The network segmentation project continues to make significant advancements with the transition of the Nation's health care, Norbert Hill Center, and Mason Street Gaming facilities. The purpose is to transition the Nation's network topology to a design that provides greater security and manageability. Though not a highly visible project it has a significant impact throughout the entire enterprise. That impact includes the Nation's ability to maintain compliance with



HIPAA and PCI requirements, audit standards and the continuous work related to the protection of the Nation's information assets.

### Strategy #3 Optimize Use of Resources

- Activities associated with the Nation's upgrades to its Data Centers have continued with a focus on the Skenadoah site. Construction and environmental upgrades are being performed by members of the Oneida DPW Electrical team. The objective is to enhance the physical, environmental and electrical environment for the Nation's data centers. The outcome is to support high availability strategies and business continuity strategies.
- A brief summary of MIS Key Performance Indicators (KPI's) include:
  - MIS responds to more than 1,900 incidents or customer work tickets per month,
  - 80% of all incidents are resolved during initial contact,
  - MIS customers generate approximately 340 new Service Requests (work orders) per month,
  - 68% of the Service Requests are completed by the due date,
  - MIS transactional customer satisfaction is currently a 99.5% positive rating.



### MIS Goals for FY'17

**Strategy #1 Deliver Business Technology Solutions** Develop mobile app's that support the goals and objectives associated with Oneida Language Preservation and On^yote?a.ka principles.

**Strategy #2 Promote Information Sharing & Collaboration** Leverage the recent deployment of Passport (POS) solution within the Retail environment. This activity is in alignment with the Nation's 4 Strategic Directions, specifically a commitment to building a responsible Nation.

**Strategy #3 Optimize Use of Resources** The Surveillance project will be completed. The outcome will support the standardization of the Nation's surveillance environment while enhancing the Nation's overall security posture.





## Grants Office Quarterly Report - July - September 2016

- **Strategy 1: Enhance tribal services with external funding (both new and continuation)**
  - ❖ We surpassed our goal of \$7 million in funded grants with a total of \$8.2 million for FY 2016. This is a great accomplishment with grant regs getting stricter and the funding need increasing.
  - ❖ We have an additional total of \$5.5 in our Pending file.
- **Strategy 2: Become a resource for a 1-stop shop for funding/grant data and services.**
  - ❖ On-going training to obtain external funding is provided as requested.
  - ❖ Developing external relationships (including congressional) as well as with funding agencies to increase our opportunities.
  - ❖ Updated Division Database (attached). Maintain a database that includes all funded, denied, and pending grants.
- **Strategy 3: Enhance tribal and community efforts in fundraising thru the development of a 7871 fund unit.**
  - ❖ The Youth Leadership Institute is close to reality. Charter, by-laws and resolution have been passed by OBC. Letter to Prospective Board Members is finalized and will be sent out to list created by Interim Board.
  - ❖ Will soon hire Joshua Easlick to work on the graphics, marketing material, and website.



Grant Example: The picture represents the Family Support Services, Domestic Violence Program.

Oneida Domestic Violence (ODV) Program was awarded a 3-year, \$450,000 grant through the Office on Violence against Women (OVW) Tribal Governments Program. This program is one of nine purpose areas under the Department of Justice's Coordinated Tribal Assistance Solicitation (CTAS), which gives tribes the opportunity to develop a comprehensive approach to public safety and victimization issues. This grant will sustain and increase current advocacy and support services, increase program capacity to victims, and expand transitional housing services for women and children seeking help.



## AGRICULTURE

The agricultural practice continues to work on the 5 strategies, building on our present practices, and implementing some new initiatives.

The **aquaponics project** at the Veteran's location continues to move forward. The project, funded through a Farm to School grant, is to provide fresh greens to our school. On September 29<sup>th</sup>, volunteers from Home Depot came to build the stands for the tanks and to help layout the system. This is a collaboration with various departments.



You can see the video developed by our Media department through the following link  
[https://youtu.be/DTKn\\_0s8PQE](https://youtu.be/DTKn_0s8PQE)

Another project for the youth that is being developed is the Augmented Reality Healthy Foods book. This has been waiting for seed money, which we received from First Nations Development Institute. Through that grant, we were able to reach out to University of Wisconsin Madison to their educational learning department to begin a concept on for a specific elementary age group. This is another collaboration among departments, including graphics from gaming, and diabetes prevention from the Health Center, and OCIFS coordinator.

We have shared our knowledge and gained new knowledge as we engage with other tribes in various food-related regional summits. One such is the Great Lakes Traditional Arts Gathering in Drummond Island, Michigan, where Laura Mathe was a speaker on "Caring for the Lands and the Oneida Community Integrated Food System". This 4-day event held in August was collection of workshops, and knowledge sharing on traditional practices, and on agricultural practices.



We continue to work on the agricultural production, and are pleased to see the engagement with the community and the white corn coop that has formed: Ohe•láku (Among the Cornstalks) They began their practice on a 3-acre plot. Their efforts with their growing have produced a strong collaboration within our community, and to our white corn.







## ***OCIFS (Oneida Community Integrated Food Systems) Achievements:***

### **➤ Strategy #1 Educate the Oneida community about food, agricultural opportunities, nutrition and health risks**

Continue to outreach to the Oneida community regarding health and nutrition education through the Oneida Farmers Market. We averaged 45 vendors each week, with a vast array of products. In 2016 we had a record of 14 produce vendors at one Market. Had produce education for the youth each week and a 'Health & Fitness Day' for the adults. We reached over 300 community members at these events.



Exchange students at the Farmers Market

Created a series of Ag Strategy articles that were published in the Kalihwisaks to educate the Oneida community about ag and food.

**\* Promote education through Agri-Tourism efforts** - Set up all the canopies and layout the barriers and signage for the Big Apple Fest event. We had 62 Oneida Farmers Market vendors and entrepreneurs take advantage of this opportunity to sell their product at a special event.



Farmers Market at Big Apple Fest Event

Met w/ Oneida Nation, Mary Beth and Melinda from UW-Extension regarding ways of getting youth more interested and involved in agriculture and in particular the Oneida Falling Leaves 4-H Club. Our goal is to recruit 30 Oneida youth at the Oneida Elementary School.

**\* Share through educational forums** – Assisted Terry Hetzel and Chaz Wheelock in preparing for a pre- community meeting that is set up before the September 13 community budget meeting to get feedback on agriculture.

### **Strategy #2 Integrate Oneida and locally produced foods into the Oneida community and institutions**

Worked with the Grants Department to apply for and got a \$20,000 FDPIR Nutrition Education that will allow us to offer cooking demonstrations and nutrition information for 40 low income families.

Combined a Fruit and Vegetable Prescription Program (FVRx) with the Oneida Health Center and the Oneida Farmers Market to get at risk folks to eat healthier.

Met with the White Corn Growers Group to allow them to utilizing the 4-H barn on Cty H for their equipment needs. The group consists of 10 Oneida families.







## **Tsyunhehkwa Quarterly Achievements:**

**Jeff Metoxen, Director**

### **Tsyunhehkwa Mission:**

Playing a pivotal role in the reintroduction of high quality, organically grown foods that will ensure a healthier and more fulfilling life for the On^yote a ka, Oneida People of the Standing Stone.



## **Fiscal Year 2016 Strategies & Goals:**

### **Strategy #1 Increase Local Food Production**

- Creating a Positive Organizational Structure

### **Strategy #2 Improve Food Security**

- Advancing On^yote?a.ka Principles

### **Strategy #3 Increase Interaction with Community**

- Committing to Build a Responsible Nation

To complete and work on these strategies and goals this listing is part of our work load.

## **July 2016 Highlights:**

Our Program provided a number of Tours and Presentations as part of our overall outreach in Education and Networking. We toured David & Wendy Bray, Seneca White Corn Growers in our steps of the White Corn Process. Karen Baldwin, Special Projects/Researcher with Miami Tribe of Oklahoma and her Intern showed our program and the Oneida Nation Ag arena. We participated in another Video Conferencing to youth in the University of Arkansas Tribal Youth Program. We had a Community member use our Poultry Processing Unit. Completed article for Kalihwisaks in sharing updates of our Program. We worked with and toured the FRESH Food Initiative from Shawano County, that is working with 3 Tribes (Menominee, Stockbridge, Ho-Chunk) in Local Food projects. The Cannery again played a vital role in having Oneida Youth work and gain hands on experience during the Summer.

## **August 2016 Highlights:**

We began finalizing plans for having Alice in Dairyland and the Miss Oneida Ladies part of the Harvest & Husking Bee. It was a collaborative project with the Brown County Extension Office. Provided interview for a reporter from Country of Denmark at request of the Oneida Museum. The New Parking Lot and Driveway of our Ag site was finally installed by the Oneida Department of Public Works and their contractor. We began discussions with the Oneida Print Shop for a new Road Sign at the top of our Ag Driveway with a potential completion date of Spring Summer 2017. Tours included a representative of the Ho-Chunk Nation who is looking to apply our Program steps into their Community. We continued our annual participation in the St Norbert's College program of Into the Streets, which provided the students with an outreach service opportunity to the area. They provided more than 10 Students who helped out with hands on activities, work and clean-up of our Ag Program.





### **September 2016 Highlights:**

I attended and participated in the Community Budget Meetings, the one held at the Oneida Veterans office. Working with a Professor at UWGB in developing a curriculum for other Higher Education entities to consider, similar to the process she is using with our program. Working with our GLIS Department in obtaining clear Maps of any sites our program uses such as for Hay and other possible Ag Lands. Attended a Pasture Walk Training at Waseda Farms in Door County for day. Presentation provided at UWGB Dietetics Program on Tsyunhehkwa Initiatives and the relationship to preserving traditional Oneida foodways. We have been requested to provide presentation covering this class for almost 10 years. Concentration of work for the Month targets preparations for the Harvest & Husking Bee.



### **EMPLOYEE ADVOCACY DEPARTMENT**

The Employee Advocacy Department (EAD) continues its efforts to create a positive organizational culture through increased communications. We aim to work toward a healthy respectful environment; rather than a litigious culture.

Due to confidentiality of information, report will be presented during the BC meeting.





## MULTIMEDIA

With the relocation of Tourism and the Kalihwisaks to the Print and Mail Center environment, there is more activity and collaboration. The Kali is working with video and graphics to develop some new initiatives for their stories such as a video for a more in-depth story.

As the team continues to work together, the environment continues to transition toward an integrated multimedia center.

The team has made many inroads, especially in meeting the deadlines for the GTC mailings. The man hours involved in printing the 7,100 packets and getting them stuffed for mailing has been tremendous. This has been almost a monthly recurring effort. Some staff members have worked extended hours, as much as 10 hour/day shifts to ensure on-time delivery. We thank their dedication and Gaming for pitching in with some extra manpower for stuffing the packets.

### Kalihwisaks 4th Quarter Report

#### Achievements

- Printed six issues – July 7, July 21, August 4, August 18, September 1 and September 15.
- Worked with the Treasurer's Office and Communications to print a Special Budget Edition September 7 (Committing to Building a Responsible Nation)
- Covered events such as the 44<sup>th</sup> Annual Oneida Powwow and Big Apple Festival (Advancing Oneyote?a.ka Principles)
- Printed Oneida Business Committee meeting minutes, board postings, public hearing notices, and legal notices. (Implementing Good Governance Process)
- Worked with other departments such as SEOTS, OCIFS, Adventures, Culture, ONAP, OCEC, and OFF to create monthly pages to share their news and events. (Advancing Oneyote?a.ka Principles)
- Worked with Communications to produce weekly "This Week in Oneida" video. (Advancing Oneyote?a.ka Principles)
- Worked with Chris Powless to do short videos focus on the aquaponics build and wild rice planting.

#### Goals for FY2016

- Photo contest winners to be announced November 17 (Advancing Oneyote?a.ka Principles).
- Expand our media platforms to include phone apps, online payments, more online content







# Oneida Printing & Mail Center

October - Sept 2016 Submitted by Michelle Danforth, Interim Print Shop Manager/Tourism Director

Mission: Oneida Printing seeks to create and promote printing excellence. We strive to grow our business towards sustainability with the integrity that we produce our products and where every day is a good day.

Report Summary – Since the end of October 2015, Oneida Printing has been under the management of Michelle Danforth, Marketing & Tourism Director. She has worked hard to close the financial loss gap by over \$500; so they are getting closer to break even.

## Creating a Positive Workforce – Highlights

- a. Communication continues to be worked on daily.
- b. Continued efforts to cross train to build capacity.
- c. At the end of Aug, there are 6 of 8 employees with over 20 years of service. This equates to 7 weeks of vacation or 1 FTE needed to cover non-productivity.
- d. YTD payroll was \$495,670 compared to budget of \$504,451. A variance of 8,781. NOTE: Sr. Graphic Artist is on medical leave until November. M. Danforth, Interim Mgr/Tourism Director medical leave beginning Nov.



## Implementing Good Governance

### 2. Operations – Highlights

- a. GTC Mailers – 95 pages account for 85 hours of printing, 140 hours of stuffing and labeling. This averages over 12-14 business days.
- b. Xerox Performance Review of first year of service.
- c. Future possibilities include large format printing and 3D printing.

### 3. Customers - Highlights

- a. Graphics continues to service the Casino with variable data work. There are still 2-3 monthly jobs that are being outsourced. When Sr. Graphics returns, there will be training done to bring those jobs back in-house.
- b. Future - look into OTIE's printing and follow up with Mole Lake/Menominee tribes.

4. **Financial Overview** – PrintSmith totals show an increase in sales through Sept 2016 have increased \$378,012.

The Print Shop environment now includes Print, Mail, Tourism, OCIFS, and the Kali. We are continuing to integrate the whole foot print to work towards an integrated multi-media center.



## Tourism Quarterly Report – July - Sep 2016

### Strategy #1 Develop Cultural Tourism

**Long House** - Conservation re-works timeline to complete some work this fall. Need to order more wood from Home Depot and Menominee Lumber.

**Visitor Center & Amphitheater** – project put on hold due to issues. There has been no movement forward. Amphitheater was not included in FY17 Cap Ex and will need to be included for FY18.

**Maple Sugar Shack** – (next to NH) plans and pricing were complete during the summer of 2016. Unfortunately, this is another project that will have to be placed into FY18 budget for consideration.

**Veterans Wall** – one company will not touch the wall but advised Ricky Granquist of the epoxy needed to fill in the cracks. No additional conversation done to discuss caps on the top to help divert water or fixing the art. Project will be continued into 2017.

### Strategy #2 Build Partnerships

- Tourism attended Senior Lifestyle Expo with the Radisson Sales Rep.
- Tourism created more bus tour options with collateral pieces to begin promoting.

### Strategy #3 Generate Foot Traffic with in the Reservation Boundaries

- Oneida Pow Wow – Tourism assists with marketing. This year additional on-line marketing made an impact on gate sales.
- Big Apple Fest 2017 was a big success for the 7<sup>th</sup> year. Apple Orchard had over \$15,000 in sales for the 2<sup>nd</sup> year.
- Kirby Reservation Tours Continue

2016	2824 people (Annual)
2015	2899 people
2014	1259 people
2013	920 people





#### Strategy #4 Maximize Media

- Videos Completed: Puppets/Maple Syrup, Woodland Art Show Artist highlight, Budget Video, Big Apple Highlights
- Facebook
  - o Total YTD Posts or shares – 214 posts
  - o Total YTD Reached – 130,023
  - o Total Likes – 2,368



**BIG APPLE FEST**

**SATURDAY, SEPT. 17**  
10 am – 4 pm  
Oneida Apple Orchard and Cultural Heritage  
1 mile west of Green Bay on Hwy. 54  
**FREE ADMISSION**  
[www.exploreoneida.com](http://www.exploreoneida.com)  
INFORMATION: 496.5020

COME ENJOY SOME GOOD OLD, FREE, FAMILY FUN!

**\$250**  
Best Apple Pie Contest

**HORSE & WAGON RIDES**

Convenient Trolley Rides To All Locations

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ONEIDA TOURISM



We continue to work hard to build a responsible Nation.



## Domestic Violence Program

### Grant Project Synopsis:

The Oneida Domestic Violence (ODV) Program was awarded a 3-year, \$450,000 grant through the Office on Violence against Women (OVW) Tribal Governments Program. This program is one of nine purpose areas under the Department of Justice's Coordinated Tribal Assistance Solicitation (CTAS), which gives tribes the opportunity to develop a comprehensive approach to public safety and victimization issues. With these funds, the ODV Program will sustain and greatly expand their current domestic violence and sexual assault services.

The project has three main goals:

- Goal 1: Sustain and increase current advocacy and support services capacity. The ODV program will continue to provide advocacy and support through one-on-one sessions. They will also increase the awareness of DV and SA through trainings and community events. Staff will also continue their women's educational support groups
- Goal 2: Increase program capacity to provide court/legal advocacy quickly to victims in the community.

This will be a new service available for DV/SA cliental. A full-time Legal Advocate will be hired to accompany and represent (when allowed) clients in court matters such as restraining and harassment orders, stalking, and family court matters. The Legal Advocate will also collaborate with local shelters, law enforcement agencies, district attorneys, victim witness agencies, and probation officers for open communication efforts. They will also provide awareness and education about the services offered.

- Goal 3: Expand current transitional housing and shelter capacity for women seeking these services.

The ODV program will provide emergency transitional housing services for families including security deposit and 2 month's rent, necessary household furniture and supplies, food, clothing, and other necessary expenses. They will also provide up to one week of emergency hotel services. During and after the time families are in transitional housing, intensive support and referral services will be provided.

**Grant Period:** Oct. 1, 2016—Sept. 30, 2019 (3 years)

**Total Funded Amount:** \$450,000

**Project Partners:** DOMESTIC VIOLENCE, FAMILY SUPPORT SERVICES

**Contact Person:** EVANGELINE DANFORTH, ADVOCATE-DOMESTIC VIOLENCE, CHILDREN & FAMILY SERVICES/Children & Family Services



Oneida Nation

AREA/DIVISION—SOCIAL SERVICES, DOMESTIC VIOLENCE PROGRAM



## Domestic Violence Program

### Grant Project Synopsis:

The Oneida Domestic Violence Program (ODV) received a 1 year, \$50,000 grant through the Wisconsin Department of Children and Families. With these funds, the ODV program will provide culturally relevant domestic abuse services for Native American women, children, and families living on or near the Oneida Reservation that are victims of domestic violence, dating violence, or family violence.

Through this project, enhanced domestic violence abuse services will be provided, which restore the loss of identity and cultural values surrounding women's roles, empower women to make healthier culture-based decisions, teach culturally-based skills and knowledge, and will ultimately relieve trauma from domestic violence and create emotionally stronger, healthier families and individuals with an intact spirituality base.

The project will target Oneida Women ages 18 and older that will form a cultural group consisting of up to 15 women. The group will meet weekly for 6 weeks and each meeting will contain teachings of the ceremonies relevant to that time of year, a project, and a presenter. Some of these topics include: Medicines - foods (indigenous foods and diet), herbs, indigenous healing methods and medicine societies; Women's Wellness - relaxation, visualization, Reiki, reflexology, and cleansing; Life Cycles - womanhood, pregnancy, birth, and breastfeeding; Women's Roles - individual, family, and community; and Women's Skills - cooking, sewing, and weaving, as well as taking care of the household.

**Grant Period:** Oct. 1, 2016—Sept. 30, 2017 (renewable for up to 4 additional years)

**Total Funded Amount:** \$50,000/year (up to \$250,000)

**Project Partners:** DOMESTIC VIOLENCE PROGRAM, CULTURAL WELLNESS

**Contact Person:** EVANGELINE DANFORTH, ADVOCATE-DOMESTIC VIOLENCE, CHILDREN & FAMILY SERVICES/Children & Family Services



Oneida Nation

AREA/DIVISION—SOCIAL SERVICES, DOMESTIC VIOLENCE PROGRAM





## 2016

It was another great year for the 7<sup>th</sup> annual Big Apple Fest on September 17, 2016. With perfect weather over 8000 visitors packed the festival grounds as well as the apple orchard to pick apples and enjoy quality family time and enjoy the hospitality of the Oneida Nation. Apple Fest creates an awesome venue for the tribe to highlight our 40 acre apple orchard and to promote tourism within our reservation.

More than 100 apple pie entries vied for a piece of the six hundred dollar prize money that included categories in Best in Show, Best Apple Dessert and Grand Champion. All entries were divided up after judging and served to all the guests.



Big Apple Fest is a community event, that has something for all ages and promotes pick your own apples at the Oneida Apple Orchard. Customers can ride free trolleys to the orchard from the festival grounds and designated parking areas to pick their apples and return to the event with no parking or driving hassles. The Oneida Farmers Market is also an addition that attracts those who desire fresh produce and unique art and crafts.



Free horse & wagon rides are offered at both the orchard and festival grounds and have proven to be one of the family highlights. The horse arena features bareback riding and rope tricks, carriage driving demonstrations, children entertainment and features festival mascot Koko, the One Trick Mule.



Historical tours of the log homes are another highlight of Big Apple Fest as we turn them into a living museum for the day and recreate life as it might have been in the 1800s. The Salt Pork Avenue, recreation project, was completed in 2005.



Other attractions at the event include an arts & crafts area, archery range, petting zoo, musical entertainment and a variety of food vendors.



Big Apple Fest's success is dependent on partnerships and volunteers that provide infrastructure and services to the event. Our thanks to DPW, Oneida Conservation, OPD, Retail, Internal Services, Purchasing, Human Resources, Tourism Department, GBVCB, Cultural Heritage, Casino Maintenance, OCIFS, Apple Orchard, Oneida Farms, Print Shop, Arts Department, Tsyunhehkwa, Kalihwisaks, Oneida utilities and the Oneida Law Office.



With success come growing pains. Big Apple Fests popularity has attracted a growing number of visitors each and every year. As a result and because we can only accommodate so many people and parking spaces on the amount of land available at this site, the Tourism Department will be analyzing the possibility of turning Big Apple Fest into a two day event. Many factors go into making this a possibility such as budget and available personnel but all options shall be considered.

**2016 Budget:** 30k

**2016 Actual:** 28850.71

**Attendees:** Over 8000

**Apple Orchard Revenue:** Over 15K

**Community Outreach:** Participation and volunteers from Oneida & surrounding Communities, educational component Oneida History & Culture

**Famers Market Benefit:** Sustainable foods & community support of entrepreneurs

**Event Benefit to Community:** Positive Public Relations, Quality of Life family event



EMPLOYEE ADVOCACY DEPARTMENT  
SKENANDOAH COMPLEX  
Green Bay, WI  
920-496-5318 920-496-7000

Employee Advocacy Department  
July – September 2016  
4th Quarterly Report

The Employee Advocacy Department (EAD) continues its efforts to create a positive organizational culture through increased communication. We aim to work toward a healthy respectful environment; rather than a litigious culture.

EAD strives to mediate/settle cases; effectively saving the Tribe time/costs associated with formal litigation before the Oneida Personnel Commission and/or the Judiciary.

The number of cases progressing to the Personnel Commission continues to decline.  
2014 saw 11 cases at OPC,  
2015 had 4 cases,  
2016 to date, had two cases appealed to the OPC.

July – September 2016 brought sixteen (16) new employment issues (in addition to those carried over from the previous quarter.) The current breakdown is as follows:

2 Terminations:

- \* 1 failed to maintain contact
- \* 1 LTE contract ended – no basis for appeal

2 suspensions appealed to area managers;

- \* Overturned by area manager
- \* 1 – employee chose to pursue to OPC on his own (w/guidance from EAD)

2 written warning appealed to area managers

- \* 1 overturned
- \* 1 upheld – employee chose not to pursue

10 misc. employment complaints -- drafted, reviewed and/or directed complaints re:  
Hostile work environments, wage increase/compensation, etc.

EAD received nine (9) inquiries regarding issues unrelated to employment. We provided referrals and/or forms and website links for additional information.

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