



Oneida Business Committee

Quarterly Reports Meeting
8:00 a.m. Thursday, March 1, 2018
BC Conference Room, 2nd floor, Norbert Hill Center

Agenda

To get a copy of the agenda, go to: oneida-nsn.gov/government/business-committee/agendas-packets/

I. CALL TO ORDER AND ROLL CALL

II. OPENING

III. ADOPT THE AGENDA

IV. REPORTS *(Scheduled times are approximate and subject to change)*

A. APPOINTED BOARDS, COMMITTEES, COMMISSIONS

1. Accept Anna John Residential Centered Care Community Board FY-2018 1st quarter report *(8:00 a.m.)*
2. Accept Oneida Nation Arts Board FY-2018 1st quarter report *(8:15 a.m.)*
3. Accept Oneida Environmental Resources Board FY-2018 1st quarter report *(8:30 a.m.)*
4. Accept Oneida Community Library Board FY-2018 1st quarter report *(8:45 a.m.)*
5. Accept Oneida Personnel Commission FY-2018 1st quarter report *(9:00 a.m.)*
6. Accept Oneida Police Commission FY-2018 1st quarter report *(9:15 a.m.)*
7. Accept Oneida Pow-wow Committee FY-2018 1st quarter report *(9:30 a.m.)*
8. Accept Oneida Nation Veterans Affairs Committee FY-2018 1st quarter report *(9:45 a.m.)*

9. Accept Southeastern Oneida Tribal Services Advisory Board FY-2018 1st quarter report *(10:00 a.m.)*

(Break scheduled from 10:15 – 10:30 a.m.)

B. ELECTED BOARDS, COMMITTEES, COMMISSIONS

1. Accept Oneida Nation Commission on Aging FY-2018 1st quarter report *(10:30 a.m.)*
2. Accept Oneida Gaming Commission FY-2018 1st quarter report *(10:45 a.m.)*
3. Accept Oneida Land Claims Commission FY-2018 1st quarter report *(11:00 a.m.)*
4. Accept Oneida Nation School Board FY-2018 1st quarter report *(11:15 a.m.)*
5. Accept Oneida Election Board FY-2018 1st quarter report *(11:30 p.m.)*
6. Defer Oneida Land Commission FY-2018 1st quarter report *(11:45 p.m.)*

(Break scheduled from 12:00 p.m. – 1:30 p.m.)

C. CORPORATE BOARDS

1. Accept Bay Bancorporation, Inc. FY-2018 1st quarter report *(1:30 p.m.)*
2. Accept Oneida ESC Group, LLC. FY-2018 1st quarter report *(1:45 p.m.)*
3. Accept Oneida Seven Generations Corporation FY-2018 1st quarter report *(2:00 p.m.)*
4. Accept Oneida Airport Hotel Corporation FY-2018 1st quarter report *(2:15 p.m.)*
5. Accept Oneida Golf Enterprise Corporation FY-2018 1st quarter report *(2:30 p.m.)*

(Break scheduled from 2:45 p.m. – 3:00 p.m.)

D. STANDING COMMITTEES

1. Accept Community Development Planning Committee FY-2018 1st quarter report *(3:00 p.m.)*
2. Accept Legislative Operating Committee FY-2018 1st quarter report *(3:15 p.m.)*

3. Accept Quality of Life Committee FY-2018 1st quarter report (3:30 p.m.)
4. Accept Finance Committee FY-2018 1st quarter report (3:45 p.m.)

E. OTHER

1. Accept Oneida Youth Leadership Institute Board FY-2018 1st quarter report (4:00 p.m.)

V. ADJOURN

Posted on the Oneida Nation's official website, www.oneida-nsn.gov, at 10:30 p.m., Friday, February 23, 2018, pursuant to the Open Records and Open Meetings Law, section 107.14.

The meeting packet of the open session materials for this meeting is available by going to the Oneida Nation's official website at: <https://oneida-nsn.gov/government/business-committee/agendas-packets/>

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: 03 / 01 / 18

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:

Additional Requestor:



**Anna John Resident Centered Care Community (AJRCCC)
Quarter Report to Business Committee
Period: October, November & December 2017
Submitted by: Candace House - Chairwoman**

The purpose of the Anna John Resident Centered Care Community (AJRCCC) Board is to serve in an advisory capacity ensuring operations of AJRCCC are within the guidelines and policies of the Oneida Nation and within all regulations, rules, policies governing the operation of a nursing home.

The Board ensures the AJRCCC 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.

AJRCCC BOARD MEMBERS

Name	Term Expires	Name	Term Expires
Carol Elm	1/28/18	Pat Moore	5/27/18
Kristin Jorgenson	7/31/20	Candace House	1/28/18
Janice McLester	7/8/18	Shirley Barber	7/31/20
Vacant			

MEETINGS

October 2017	November 2017	December 2017
Oct 11 – Reg	Nov 8 – Reg Nov 15-Spc Nov 29-Spc	Dec 20 - Reg

RESIDENT CENSUS- Maximum is 48 Beds

82%	80%	80%
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HIGHLIGHTS

Dave Larson is currently the Administrator for the AJRCCC.

The Finance Coordinators have been doing an excellent job in submission and recoupment of third party revenues for the facility and have made tremendous progress in collections.

MONTHLY ACTIVITIES – October 2017

Joshua Hicks was appointed to the board; Chairwoman House went over her travel report from the NIHB Conference in Washington; also requested members to contact their congress regarding the SDPI (Special Diabetes Program for Indians) as she did at the conference. The Board met with the BC liaison Jenny Webster; OCHC Division Director Debbie Danforth; and the AJRCCC Administrator Dave Larson to review the expectations of the AJRCCC Board as well as addressing any resident/community concerns more efficiently.

MONTHLY ACTIVITIES – November 2017

The Harvest Dinner was held on November 15, available Board Members joined the residents for this annual event, and everyone enjoyed their meal. Reviewed and updated bylaws.

MONTHLY ACTIVITIES – December 2017

Board Members attended the Christmas Party for the Residents at the AJRCCC Congregate Meal Site. Entertainment was provided along with Santa distributing gifts to the residents during their meal.

The AJRCCC Nursing Staff enjoyed New Years Eve Cookies (donated by the Radisson); they were distributed to all 3 shifts as a thank you from the Board.

STAFFING:

Between the months of Oct – Dec 2017; HRD reported that as of Dec 31, 2017 the Anna John Resident Centered Care Community had a total of 36 tribal employees working the 7/24 shifts to care for our Residents.

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Primary Requestor/Submitter:
Your Name, Title / Dept. or Tribal Member

Additional Requestor:
Name, Title / Dept.

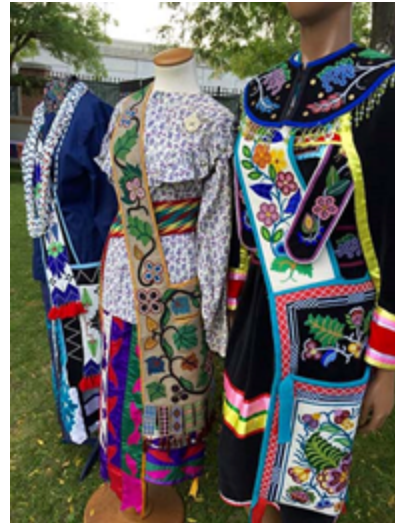
Additional Requestor:
Name, Title / Dept.

Oneida Nation Arts Board

*Quarterly Report – 1st Quarter (Oct - Dec, 2017)
January 30, 2018*

Oneida Nation Arts Board

Desirae Hill, Chair (Exp. 2021)
Marena Bridges, Vice Chair (Exp. 2018)
Dawn Walschinski, Secretary (Exp. 2018)
Sylvia Cornelius (Exp. 2018)
Christine Klimmek (Exp. 2019)
Dakota Webster (Exp. 2018)
Jackie Zalim (Exp. 2018)
Patricia Moore (Exp. 2018)
Beth Bashara, ONAP Director
Kirby Metoxen, BC Liaison



Board Purpose Statement:

To provide guidance to the ONAP and to perform the responsibilities granted to the Board under the Dollars for Arts Program policy. Specific responsibilities include, but are not limited to the following: (a) work with ONAP Director and staff in an advisory capacity on issues related to the arts in Oneida, and (b) strive to provide guidance and recommendations in the development of the ONAP and arts programs throughout the community, and (c) receive reports of the ONAP activities and ONAP staff, and (d) evaluate ONAP, (e) approve policies and programs for the overall coordination and administration of the ONAP.

Update from the Chair

The Fall was an inspired learning time for the Oneida Nation Arts Board as we shook some of the dust that had settled and new and standing members asked lots of questions. The Board spent our time discussing and determining priorities as we set goals for consideration so that we can hone in on what needs to be done in the upcoming year.

ONAB held a special meeting the same evening of the DAP Panel Review and allocated funds for DAP. After much inspired discussion, ONAB decided to make DAP a focus in 2018. Board members have also determined they would like to spend more time volunteering and have set intentions to participate in more community arts events in the upcoming year.

We continue to struggle with attendance and have implemented an automated reminder service to support in sharing info and meeting reminders with our members. We will be actively recruiting members this year as a few members have either resigned or terms have or will soon be expiring.

Meetings Held

October 10, 2017	Vision, Board 2018 Commitments
October 17, 2017	DAP Awards
November 20, 2017	Goals (<i>Rescheduled from 11/14</i>)
December 12, 2017	2018 Strategic Planning

Oneida Nation Arts Program Update

Administrative Reports

Staff includes: Beth Bashara, Director
Sherrole Benton, Program Coordinator

Programming Reports

Dollars for Arts Program: A panel review of this year's projects took place October, 17, 2017. Five people applied for funding and all applicants presented: Betty Willems, Artists for Humanity, Green Bay Civic Symphony, Wanda Anton, Louis Clark, III. A panel of three community members including Jean VanDyke, Laura Laitinen, and Bill Vervoort, reviewed the applications. The panel scored the applications high. This was the first year that requests were less than our total amount to award. Per ONAB approval of allocations, each applicant will be funded the full amount requested.

Basket Guild: The basket guild has outgrown our space. They moved their materials to the Parish Hall. We will continue to be a resource to the guild. We received a grant to help them with programming for FY18. Sherrole is also planning on writing another grant for a final event that highlights Native basketry in Wisconsin.

MOC – The summer camp was scheduled to be featured on Wisconsin Life airing on Wisconsin Public Television. The MOC program was inserted between their other features that also included Oneida artist, Mark Fisher.

SEEDS: FY18 had \$22,910 to distribute. To date \$15,712.50 has been allocated. There is \$7,197.92 remaining. Program shuts down in April. We have funded 14 schools. There are 5 workshops that have happened, reaching 2,101 children with a 100% satisfaction.

Future Focus

Art Classes

February 3	Pow Wow Drum for Father and Son
February 5-7	Quilled Earrings SOLD OUT
February 10	Iroquois Music for Families
February 10	Pine Needle Basket Workshop
February 21	Beadwork: Pattern Making and Loom Work
February 24	Stories and Soup: Writing Course
March 1	Quillows
March 12	Baby Moccasins

March 20	Raised Beadwork Picture Frame
April 3	Sock Dolls
April 13	Strap Dress

Upcoming

Songwriting Retreat: With funding from the National Endowment for the Arts (NEA), we will bring a core group of Wisconsin artists together (Sadie Buck, Wade Fernandez, Annie Humphrey, Elizabeth Hill, Pura Fe), February 4-9 to create and perform original songs.

Inspiration

“When we use our bodies and voices to the best of our abilities, we are sovereign. No one can take this from us just as no one can give it to us. Sovereignty is of our minds. When we understand and have the freedom of expression, we are sovereign. When we are sovereign we are well.” – Sadie Buck

[Deadlines](#)**Oneida Business Committee Agenda Request**[Instructions](#)**1. Meeting Date Requested:** 03 / 01 / 18**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 MemberAdditional Requestor:
Name, Title / Dept.Additional Requestor:
Name, Title / Dept.

ENVIRONMENTAL RESOURCE BOARD

FY '18 1st Quarter Report: October, November, December

ERB MEMBERSHIP

Al Manders, Chair	Isaiah Skenandore, Vice-Chair	Marlene Garvey, Secretary
Ted Hawk	Gerald Jordan	Tom Oudenhoven
Richard Baird	Nicole Steeber	

Oneida Business Committee Liaison: Councilman Ernie Stevens III and Daniel Guzman

MINUTES

Action Taken October 5:

- Motion to approve non-tribal access to Coyote run for RAS program event and bergamot harvest.
- Motion recommending that access road and gate to Where the Waterbirds Nest be reopened.
- Motion to retro-approve 3rd quarter report and approve 4th quarter draft report.
- Motion to approve feast permit request
- Motion to approve EH&SD request to designate recently acquired Former Gerzek quarry as a no hunting area.

Hearing on October 19:

- Citation hearings regarding violation of Domestic Animals Ordinance.

Action Taken November 2:

- Motion that the chains be removed and road access open to Where the Waterbirds Nest via access road adjacent to Oneida Cemetery.
- Motion to approve Grandparent's Feast request.

Action Taken December 14:

- Motion to approve emergency rules and schedule for the Domestic Animals Ordinance
- Motion to approve the citation schedule for the Public Use of Tribal Lands law.
- Motion to approve the ERB Annual Report for the 1/28 GTC meeting.

Hearing on December 21:

- Citation hearings regarding violation of Domestic Animals Ordinance.

FINANCIALS

Tribal Contribution	\$ 301,209
October	\$ 26,098.77
November	\$ 20,923.77
December	\$ 23,101.00

SUMMARY OF ACTIVITIES

- Environmental Resource Board holds ***citation hearings*** to ensure the enforcement of health and safety measures for the Oneida community and by approving by decision any negotiated stipulations and agreements.
- Coordinate work schedule for ***transfer of hearing authority*** with LOC, Judiciary, Oneida Police Department and Conservation Department for duties and responsibilities of transferring hearing responsibilities to the Judiciary. This will include seven laws and ordinances, but with primary emphasis on the Hunting, Fishing, and Trapping Law and the Domestic Animals Ordinance.
- Coordinate work team to create an ***all-inclusive citation*** for the Oneida Nation with Conservation Department, Oneida Judiciary, Oneida Police Department, and Oneida Law Office. Citation to accommodate all civil laws and any new laws down the road such as the future traffic code.
- Review of ***Comprehensive Policy for Board, Committees, and Commissions*** and participate in work meetings.
- Distribution of the ***Hunting, Fishing, and Trapping Regulations and Fine Schedule*** as well as the accompanying update of the ***Hunting, Fishing, and Trapping Law***.
- New ruling making and fine schedule for the updated ***Domestic Animal Ordinance*** which goes into law on January 1, 2018.
- New fine schedule for updated ***Public Use of Tribal Lands*** law which goes into law on January 1, 2018.
- Participation on ***Budget Development Teams*** for implementing the objectives for the FY'18 budgets.
- ***Onyota'a:ka Lake*** management planning for Phase II expansion of lake, walking trail, and recreational amenities.
- ***Non-Tribal Sportmans License Harvest***: 2 bucks during gun deer season in Outagamie County and 2 bucks during bow season in Brown County.
- ***Silver Creek Watershed Team*** update meetings for implementation of non-point strategies to reduce phosphorous inputs to watershed and streams from agricultural fields.
- Work with Trust Enrollments on ***Tribal Identification / Land Use cards*** for identification of Oneida Tribal member spouses, descendants, and dependents.
- Review and development of RFP for ***Food Enterprise Center*** grant funding in coordination with Planning and Internal Services

- Participation on **Legal Resource Center Team** for helping create an initial needs plan for the office. Provide onsite Kronos service and temporary technical support for the office.
- Assist on project team planning for contract design and permitting for upcoming **Silver Creek Trail project**.
- Other **interdepartmental teams** activities or coordination efforts that arise on a short-term basis to meet the vision of the Oneida Nation.

GOALS

#	GOAL STATEMENT
1	Maintenance of laws and regulations related hunting, wildlife, domestic animals, land access and other responsibilities, along with the associated public meeting and hearing responsibilities.
2	Monitor environmental and other projects for compliance with community goals, support Sustainable Community development projects and energy efficiency program development, and appropriate participation on intergovernmental teams.
3	Provide the Oneida community with environmental education through community events and educational outreach with emphasis on access to Oneida public lands, natural resource management and restoration, and surface water protection.

OBJECTIVES

#	OBJECTIVE STATEMENT	MEASUREMENT	COMPLETION DATE	GOAL # (above)
1	Approval of updated citation template in coordination with OPD, Conservation, and Law Office.	Approval the citation template.	December, 2017	1
2	Coordinate transfer of hearing authority to the Oneida Judiciary.	Interdepartmental coordination (OPD, Judiciary, Law, & Conservation)	Spring, 2018	1
3	Monitoring hunting, fishing, & trapping levels for natural resource management goals and adjust rule making accordingly.	Review of deer hunting season harvest numbers	January, 2018	1

MEETING REQUIREMENTS

The ERB currently holds meetings once a month. Meetings are normally held on the 1st Thursday of each month. Hearings are held as required. ERB also attends Business Committee meetings, other public meetings, and performs volunteer service in the community as required or deemed appropriate by the ERB. **Yaw^ko!**

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ONEIDA COMMUNITY LIBRARY BOARD
QUARTERLY REPORT October 2017-December 2017

MISSION STATEMENT: Provide for the informational needs of the Oneida Community while building a collection that reflects our unique Oneida heritage. All persons will have access to current, balanced materials, services and programs that will enrich their information, cultural and recreational needs.

NAME OF BOARD: Oneida Community Library Board

CONTACT: Dylan Benton, Chair

MEMBERS: Bridget John ,Vice Chair
Jennifer Hill, Secretary
Melinda K Danforth, Member
Roxanne Anderson, Member

BC LIAISON: David Jourdan

MINUTES:

The following meeting minutes have been approved by the Oneida Community Library Board:

October 2017 Regular Meeting

November 2017 Regular Meeting

December 2017 Regular Meeting

BOARD MEMBER ATTENDANCE:

October 2017; 3 of 4 attended, 1 excused

November 2017; 4 of 4 attended

December 2017; 4 of 5 attended, 1 excused

ACTION TAKEN:

The Board meets at the Library, the second Wednesday of the month at 4:30 p.m.

HIGHLIGHTS OF THE LIBRARY

October 2017

OcTECHber Event: board games, and websites introduced that teach and promote coding. Wanda and Kim attended Boo Bash on behalf of the Library. Green Earth Branch helped celebrate 30th anniversary of Green Earth Trailer Court Officer Ed Metoxen helped register bicycles, Barnes and Noble donated gifts for the event and Jaqueline Ninham at Flying Leaf donated helmets.. Lending/borrowing peaked at 1380 for the quarter as the holidays approached. Green Earth received a monetary donation for DVDs, thanks to Pat and Ray Heckner.

*Patron count; 2,204

November 2017

Library had to close on Saturdays for a time as a result of staff medical leave. Both branches celebrated Native American Heritage Month spotlighting native american authors such as Joseph Buchac and Sherman Alexie. Green Earth had a reading of *Jingle Dancer* Jaqueline Ninham displayed her regalia, talked about the dress and taught a bounce step. Green Earth was invited to the NHC for story time twice. 8 classrooms either visited the Library or received outreach.

*Patron Count; 3,102

December 2017

YAB, Youth Appreciation Bash took place at the main library the week of the 26th to promote tech and coding games. Hoyan Game Night took place at Green Earth throughout the month. Participants earned raffle tickets for every 20 minutes of reading which earned them a chance to win board games for their family to enjoy. A new stand-alone book shelf was installed in the Health Center for the community to enjoy thanks to the craftsmanship Mike Boivin, husband of Asst. Director Wanda Boivin. Brooke and Evander from the B/C/C team attended the Library Board meeting to update the members on their new role. They have been of great assistance streamlining administrative tasks with the board and offered to help in any way possible. The board and B/C/C staff continue work together effectively.

*Patron count; 2,391

R&E

5225840 Library Collection Enhancement Grant

Budget: \$7,000.00 – Spent: \$628.00 – Positive Variance: \$6,372.00

(Grant funds recently posted)

52255860 Library Federated Awards Grant

Budget: \$29,022.00 – Spent: \$1,148.00 – Positive Variance: \$27,874.00

(\$3000 in pending book orders. \$500 for upcoming staff training)

4225033 Tribal Contribution

Budget: \$ 376,681.00 – Spent: \$50,926.00 – Positive Variance: \$325,755.00

(Staff member on medical leave, no ET replacement. Leaves personnel line with excess.)

SPECIAL EVENTS AND TRAVEL:

Reference Highlights of the Library above.

UPCOMING EVENTS

Library Lover's Beach Party 2-24-18, Teen Tech Week March 3rd-10th, Pancakes! 3/17/18, National Library Week; Open House/Staff Chili Cook-Off 4/14/18

PERSONAL COMMENTS:

The Library staff has put together a stellar outline of this years events, with more to come, and continues to work diligently to make both branches of the Library a hub for community and family activity. The B/C/C staff is working with the board to standardize B/C/C operations. I recently sent them digital copies of minutes and agendas dating back to 2014 in regards to future website updates for Boards. I have also spoken recently with Stephen Webster in Records Management about paper records and filings the Board holds that date back to at least 2002. We may work together to digitize any necessary historical records.

Annual Events & Celebrations!

January: & Midwinter Music & Tale-telling: A Puppet Palooza, 1/27/18

February: Youth Media Awards, #ALAYMA, 2/12
Library Lovers' Beach Party, 2/24/18

March: Pancakes, Pancakes! 3/17/18

Teen Tech Week, 3/5-10, Nat'l Craft Month

April: Nat'l Poetry Month, Smart Money

Week, 4/23-28, National Library Week (Open House/Staff Chili Cook-Off!) 4/14/18, DEAR Day, 4/12, Day of the Child/Day of the Book, 4/30

May: Get Caught Reading Month, Children's Book Week: Sloppy Joe Singsong Saturday, 5/5/18, Nat'l Music, Safe Kids', & Dance Weeks

June-August: Summer Reading Program, 6/11-8/17, ending with Tyohitu Khon (Hera Convention-a comic con, 8/17/18)

September: Nat'l Library Card Sign-up & National Literacy Month, Big Apple Fest Kids' Zone, 9/15/18, Fiction Fiesta, 9/29/18

October: Ability Month, Teen Read Week, 10/8-12
Oc-Tech-Ber 10/20/18,

November: Native American Youth Literature & Language Showcase (NAYLLS), PHOTOS, 11/17/18, Nat'l Picture Book Month

December: Youth Appreciation Bash, 12/26-28
Programming materials, books, and technology are often provided by grants from the Institute of Museum & Library Services!



ONEIDA COMMUNITY LIBRARY
PO BOX 365, 201 ELM ST
ONEIDA, WI 54155

920-869-2210

[HTTP://ONEIDA-NSN.GOV/LIBRARY](http://ONEIDA-NSN.GOV/LIBRARY)

[HTTP://WWW.FACEBOOK.COM/ONEIDA.COMMUNITY.LIBRARY](http://WWW.FACEBOOK.COM/ONEIDA.COMMUNITY.LIBRARY)

[HTTP://WWW.TWITTER.COM/ONEIDALIBRARYWI](http://WWW.TWITTER.COM/ONEIDALIBRARYWI)

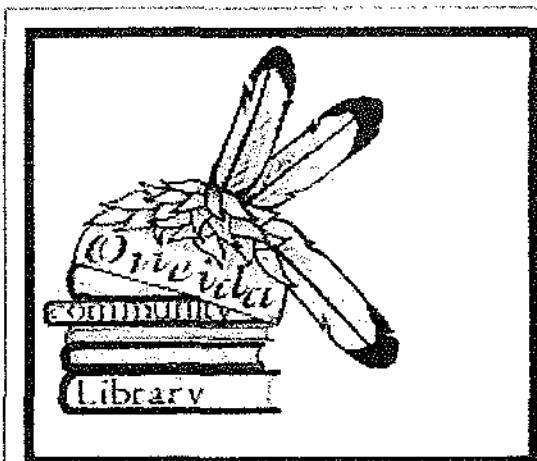
[HTTP://WWW.PINTEREST.COM/ONEIDALIBRARY](http://WWW.PINTEREST.COM/ONEIDALIBRARY)

Our monthly calendars post to Facebook. Check Facebook and our Twitter accounts for last minute programming changes! Programs & times subject to change due to staffing, weather, etc. Like us on Pinterest to share ideas about reading, reading based activities, crafts and activities related to our programs, goals, and the Oneida culture!

Homework help and databases available in the library or online at
<http://www.infosoup.info/resources>



Art by
Adrianna
Pelkyl
Yaw'kol



Oneida Community Library
PROGRAMMING: 2018

ONEIDA Oneida Community Library
201 Elm St, Oneida, WI 54155
920-869-2210

Youth Department: 920-869-6217
<http://oneida-nsn.gov/library>
<fb.com/OneidaCommunityLibrary>

Mon-Thu: 9 AM - 6 PM
Fri: 11 AM - 5 PM
Sat: 10 AM - 2 PM



Early Literacy Programming

Toddler Twosday:

The GOAL (Growing Oneida's Awesome Learners)

Story Time, Tuesdays @ 2:00 pm.

Participate in research based programming involving 1000 Books before Kindergarten, Growing Wisconsin Readers, Very Ready Reading Program, Motherread/Fatherread, & Every Child Ready to Read.

All preschoolers, ages 0-6, are welcome to participate. Our programs vary with milestones and skills so that all needs are met for our beginning sprouts.

Age Focus:

Week 1: ages 0-1 (crawlers/seeding)

Week 2: ages 1-2: (new walkers/sprouting)

Week 3: ages 2-3 (movers & shakers/leafing)

Week 4: ages 3-4 (speech/budding)

Week 5: ages 5-6 (pre-readers/STEM)

No programs January, February, or May!

GOAL's Special NeSTSS:

Special NEeds Story Time & Sensory Stuff

Fridays @ Noon. Only offered during

April, October, & December

A special, quieter story time for all little people to enjoy.

fb.com/OneidaWIGOAL

Drop-In Domain: Projects, games, & activities out all day for families & youth to enjoy! Monthly themes: Jan: Hibernation; Feb: Family; Mar: Crafting; Apr: Poetry & Health; May: Music; June: Gardening; July: Rocks/Geology; Aug: Cartoons; Sept: Careers; Oct: Monster Making; Nov: Gratitude; Dec: Puzzles & Games

Home School & Virtual Schooling SHH! (School @ Home Happenings):

Social gathering on the first Thursday of the month, Oct-May, @ 1 pm for home & virtual school families to interact with others who do the same! Share websites, time management tips, book talks, curriculum &/or supplemental learning ideas, & more!
Games & activities for students!

<http://www.facebook.com/OneidaHomeEducation>

After School (3pm) &

Weekend (11 am) Programming

See our monthly calendars on Facebook!

Monday Movie Mash @ 3 PM

Thursday: CRAFT (Creative Reading and Fun Time) @ 3PM & then FAN (Fitness and Nutrition)

Club 1st Thursday of the month, @ 4PM

Free Friday: no reading to use PCs, passes if you have a bill - "free" computer time

STEAMMY (Science, Technology, Engineering, Art, Math, & Music for Youth) Saturdays (11AM - 1PM)

fb.com/Oneida.community.library

Summer Library Programming

6/11-8/17

Summer Storytime: Mon. - Thu. 10:30 - 11 AM

Summer Library Program: Tue. & Thu. 1-2 PM

Tuesday TECH (Technology & Engineering Can Happen!): 11 AM - noon

PEN (Program for Enhancing Narrative,) Thursdays @ 2 PM



Teen Programming: Tue. @ 4 PM

- YA CAN! (Young Adult Craft/Activity Night) 1st and 3rd Tuesday
- Teen Regime: social awareness: 2nd Tues.
- Book Club: 4th Tuesday

Adult Programming: Wed. @ 1 PM

*C.O.L.O.R.R. (Creative Outlet of the Library for an Occasion for Relaxation & Recreation.) Year 'round adult coloring & socialization program. EVERY Wednesday in the back of the library.

*Cyber Silvers: Jan - May, Oct - Dec 1st Wed. of the month! 21st Century Skillin'!

*Cookies & Canvas: Jan - May, Oct - Dec 2nd Wed. of the month! Social painting & fun.

*LOL @ Eleven: (Lovers Of the Library.)

3rd Wed. of the month @ 11 AM, not 1 PM:

Library friends showing support for youth & tech programs!

*Book Club: 4th Wed of the month.

www.facebook.com/oneidacommunitylibrarybookclub

*Writer's Wretreats: for teens & adults. Every 5th Wednesday of the month, when there is a 5th Wednesday. <https://www.facebook.com/yukwahyatuhe> For 2018: Jan 31, May 30, Aug 29, Oct 31.

Come Write In! We're a CWI site for NaNoWriMo!

Oneida Business Committee Agenda Request

1. Meeting Date Requested: 03 / 01 / 18

2. General Information:

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

Agenda Header:

☐ Accept as Information only

☐ Action - please describe:

Accept First Quarter Report 2018

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 PERSONNEL COMMISSION
 FY 2018- Quarterly Report First Quarter
 October, November and December 2017
 Submitted by: Bradley Graham



NAMES

Officers: Bradley Graham, Chairperson/Treasurer
 Pearl Webster, Vice-Chairperson

Members: Sharon Alvarez, Secretary
 Richard Elm-Hill
 Jennifer Hill
 Eric Krawczyk
 Carol Smith
 Gerald DeCoteau
 Jason Martinez
 Stacey Nieto
 Patricia Powless
 Yvonne Jourdan
 Gary Smith
 Tina Moore

MINUTES

All approved minutes have been submitted to the Office of the Tribal Secretary.

October 10, 2017	Regular Meeting	(Approved)
November 14, 2017	Regular Meeting	(Approved)
November 21, 2017	Special Meeting	(Approved)
December 12, 2017	Regular Meeting	(Approved)
December 4, 2017	Special Meeting	(Not-Approved)
December 11, 2017	Special Meeting	(Not -Approved)

FINANCIAL

See attached R&E statements for the months of October, November and December 2017.

SPECIAL EVENTS AND TRAVEL

No out-of-state travel/training occurred during this quarter.

LOCAL TRAINING

Training for the first quarter of this fiscal year included standard initial reviews, grievance hearings, and grievance decisions training which took place in July, August and September.

ACTIVITY REPORT-Oneida Personnel Commission

Activity	October	November	December	Totals
Pre-Screens	14	29	4	47
Interviews	22	17	8	47
Reassignments	2	14	7	23
Initial Reviews	1	2	0	3
Grievances	3	4	6	13

Deliberations	1	1	0	2
Decision Writing	2	0	0	2
Motion Decisions	2	6	4	12
Regular Meetings	1	1	1	3
Special Meetings	0	1	2	3
Training*	0	3	0	3
Non-Gaming Employees with an advocate	0	2	4	6
Non-Gaming Employees without an advocate	1	0	0	1
Gaming Employees with an advocate	1	1	0	2
Gaming Employees without an advocate	0	0	0	0
Non-Gaming Management with an advocate	1	2	2	5
Non-Gaming Management without an advocate	0	0	2	2
Gaming Management with an advocate	1	0	0	1
Gaming Management without an advocate	0	1	0	1

- The numbers within the Reassignment boxes, are the numbers of employees that were reassigned into different positions for that specific month.

Training could mean attending out-of-state, local training, or in-house training. New commissioners are mentored by existing commissioners during Initial Reviews, Grievance Hearings, Decision Writing, Hearing Officer Responsibilities, and Motion Decisions. This type of involvement is also considered training.

PERSONAL COMMENTS - Bradley Graham, Chairman - OPC

This Commission has continued to review the proposed Employment Law (draft #21), that is currently at the Legislative Operating Committee (LOC). We have taken the position that this new Law is not favorable to the employment base. This Commission will continue to communicate our perspectives with G.T.C. With that being said, this Commission requests that the Oneida Business Committee include the Oneida Personnel Commission in the General Tribal Council meeting set aside to discuss the proposed Employment Law. Although there have been numerous changes to each draft, one of the issues that this Commission has is that the main area that contributed to the drafts of this proposed law has been the Human Resource Department.(HRD) The proposed law allows

HRD to make changes that ultimately affect HRD and provides enormous latitude in the hiring process with checks and balances to be the responsibility of HRD. Starting in FY 2017, this Commission has experienced problems with the process of working with the Employee Protection Policy. Cooperation from departments in terms of investigations and audits of employee protection disclosures has not been supported by the Internal Audit Committee, which is comprised of various members of the Oneida Business Committee and a community member. On December 11, 2017, this Commission met with the Oneida Business Committee pertaining to issues and concerns regarding the application of the Employee Protection Policy and the fact that the Audit Department will not conduct audits/investigations. We were unable to resolve those issues with the OBC. This Commission had to engage services with API, an agency that specializes in investigations. Due to API's high cost of investigations and the time they took to complete the investigation, we plan to utilize other resources regarding the disclosures that are filed with the Oneida Personnel Commission. In the future quarterly reports this Commission will report inconsistencies in the application of policies and procedures regarding hiring practices and grievance procedures this will include the application of the employee protection policy as it relates to HRD, this will include grievance matters that have come before this Commission.

GOALS AND OBJECTIVES – FY2018

- | | |
|--|--------------------------|
| 1. Personnel Commission By-Laws | REVISIONS |
| 2. Training Manual | IN PROGRESS |
| 3. Updating Qualifications for Commissioners | REVISIONS PENDING AT LOC |
| 3. Interdepartmental Relationships | NEEDS IMPROVEMENT |
| 4. Updating Personnel Commission SOP's | IN PROGRESS |
| 5. Continuous Open Communication with GTC | IN PROGRESS |

OBJECTIVE STATEMENT – FY 2018

1. Optimize organizational efficiency and effectiveness
2. Learning and growth perspective
3. Owner/customer/stakeholder perspective

MEETING REQUIREMENTS

Oneida Personnel Commission By-Laws, Article III. Meetings.

3-1 *Regular Meetings.* The OPC officers shall establish a schedule of regular meetings for the upcoming year beginning in November. Notice of meeting location, agenda and materials shall be forwarded by the Chairperson with the assistance of the Administrator. Robert's Rules of Order shall be used as a guideline for conducting meetings.

3-2 *Special Meetings.* Special meetings shall be called not less than three (3) days prior to the date of the special meeting.

3-3. *Emergency meetings.* Emergency meetings shall be scheduled as needed and provide details of the emergency.

3-4 *Legislative Sessions.* When considering revisions or suggestions to the OPC regarding the labor laws of the Tribe, a Legislative Session may be scheduled to devote a focused exclusive convened working meeting of the OPC to specifically address amendment or revision of existing or proposed labor laws of the Tribe. An internal OPC SOP may be drafted governing the procedures to be followed in implementing such Legislative Session.

3-5 *Quorum.* A quorum shall consist of a majority of the OPC members. In the absence of the Chairperson and the Vice-Chairperson, the members present at the meeting shall elect a

Chairperson *Pro Tem* to preside over the meeting.

FOLLOW-UP :None

DRAFT

ONEIDA PERSONNEL COMMISSION REGULAR MEETING

October 10, 2017 – NOON
East Wing Conference Room

Mission Statement: To develop an employment system that is orderly and fair and one that will benefit the individual worker and strengthen Tribal Programs and Tribal Government.

Secretary:

- A. Call to Order: Attendance (12:00p.m.) Gate Keeper: Yvonne Jordan, Chairwoman, called the meeting to order at 12:01p.m.

Yvonne Jourdan	Chairwoman
Pearl Webster	Member
Jennifer Hill	Member
Sharon Alvarez	Treasurer
Eric Krawczyk	Member
Richard Elm-Hill	Member
Carol Smith	Member
Patricia Powless	Member
Gerald DeCoteau	Member
Stacey Nieto	Member
Jason Martinez	Member

Also Present:

Gina Buenrostro	Administrator
Bridget Mendolla-Cornelius	Assistant

EXCUSED:

Bradley Graham	Member
Gary Smith	Vice-Chair

MOTION: Sharon Alvarez moved to approve the attendance.

SECOND: Pearl Webster

MOTION CARRIED UNANIMOUSLY

- B. Approval of Agenda (5 minutes)

MOTION: Pearl Webster motioned to approve the agenda with changes:

New Business: F.1.e. cell phone concerns
f. excusing those that have to leave early
g. Moving Geraldine to the top of the agenda

SECOND: Richard Elm-Hill.

MOTION CARRIED UNANIMOUSLY

- C. Review\Approval of Minutes: September 19, 2017-Regular

MOTION: Eric Krawczyk moved to approve the September 19, 2017, minutes.

SECOND: Sharon Alvarez

ONEIDA PERSONNEL COMMISSION REGULAR MEETING

October 10, 2017 – NOON

East Wing Conference Room

MOTION CARRIED UNANIMOUSLY**D. Tabled Business: NONE****E. Old Business: (3)****1. Draft Article for the Kahliwisaks**

No Action

2. Internal Audit Request dated November 2015 re: (HRD)

Information supplied to Commission

MOTION: Jason Martinez moved to meet with Internal Audit on November 8, 2017, from 9:00am to 11:00am at the Norbert Hill Center to review audit.

SECOND: Sharon Alvarez

MOTION CARRIED UNANIMOUSLY

3. Employment Law

No Action

F. New Business: (3)**1. Scheduling Initial Reviews, Grievances, Reassignments and Housekeeping-(Gina Buenrostro-30 minutes)****a. Geraldine Danforth-Call Logs, and Hiring Summary Report**

MOTION: Sharon Alvarez moved to create subcommittee, consisting of Gary Smith, Pearl Webster and Richard Elm-Hill to work with HRD pertaining to the call logs and hiring summary report along with the issues concerning reassignments.

SECOND: Patricia Powless

DISCUSSION: 1999-2000's case between OPC and HRD, settled the reassignment issues and how changes can occur, Geraldine wants a team to meet with her to address the issues and reassignment issues, the subcommittee will consist of Gary, Ricard and Pearl. They will meet with HRD on October 27, 2017, at HRD at 9:00am.

MOTION CARRIES UNANIMOUSLY

b. Quarterly Report (4th quarter-2017)

MOTION: Carol Smith moved to approve report with changes.

SECOND: Patricia Powless

MOTION CARRIES UNANIMOUSLY

c. Officer Elections

MOTION: Sharon Alvarez moved to defer this item.

SECOND: Pearl Webster

MOTION CARRIES UNANIMOUSLY

ONEIDA PERSONNEL COMMISSION REGULAR MEETING

October 10, 2017 – NOON
East Wing Conference Room

- d. Bradley Graham requesting time off from October 16, 2017-November 30, 2017
MOTION: Pearl Webster moved to approve request.
SECOND: Richard Elm-Hill
MOTION CARRIES UNANIMOUSLY

- e. Cell Phone Usage
FYI, for all commissioners to refrain from using their cell phones, during interviews, prescreens, hearing, meetings, ect.

- f. Commissioners who left early from the meeting
MOTION: Sharon Alvarez moved to approve stipends for those that had to leave early from the meeting.
SECOND: Stacey Nieto
MOTION CARRIES UNANIMOUSLY

2. Financial Report August 2017
MOTION: Pearl Webster moved to approve.
SECOND: Patricia Powless
MOTION CARRIED UNANIMOUSLY

3. Activity Report September 2017
MOTION: Sharon Alvarez moved to accept the activity report.
SECOND: Carol Smith
MOTION CARRIED UNANIMOUSLY

MOTION: Pearl Webster moved to adjourn.
SECOND: Richard Elm-Hill
MOTION CARRIED UNANIMOUSLY
Time: 1:29pm

Minutes taken for the secretary by Gina Buenrostro

ONEIDA PERSONNEL COMMISSION REGULAR MEETING

November 14, 2017 – NOON

East Wing Conference Room

Mission Statement: To develop an employment system that is orderly and fair and one that will benefit the individual worker and strengthen Tribal Programs and Tribal Government.

Secretary:

- A. Call to Order: Attendance (12:00p.m.) Gate Keeper: Gary Smith, Vice-Chair, called the meeting to order at 12:02p.m.

Gary Smith	Vice-Chair
Pearl Webster	Member
Jennifer Hill	Member
Sharon Alvarez	Treasurer
Richard Elm-Hill	Member
Carol Smith	Member
Patricia Powless	Member
Gerald DeCoteau	Member
Stacey Nieto	Member
Jason Martinez	Member
Tina Moore	Member
Bradley Graham	Member

Also Present:

Gina Buenrostro	Administrator
Bridget Mendolla-Cornelius	Assistant

EXCUSED:

Yvonne Jourdan	Chairwoman
Eric Krawczyk	Member

MOTION: Pearl Webster moved to approve the attendance.

SECOND: Richard Elm-Hill

MOTION CARRIED UNANIMOUSLY

- B. Approval of Agenda (5 minutes)

MOTION: Richard Elm-Hill motioned to approve the agenda with changes:

New Business: F.1.i. office
j. memo

SECOND: Jennifer Hill

MOTION CARRIED UNANIMOUSLY

- C. Review\Approval of Minutes: October 10, 2017-Regular

ONEIDA PERSONNEL COMMISSION REGULAR MEETING

November 14, 2017 – NOON

East Wing Conference Room

MOTION: Carol Smith moved to approve the October 10, 2017, minutes.**SECOND:** Patricia Powless**ABSTAIN:** Bradley Graham, Tina Moore**MOTION CARRIED UNANIMOUSLY****D. Tabled Business: NONE****E. Old Business: (3)****1. Draft Article for the Kahliwisaks**

No Action

MOTION: Pearl Webster moved to go into executive session

SECOND: Sharon Alvarez

MOTION CARRIED UNANIMOUSLY

Time: 12:28pm

MOTION: Sharon Alvarez moved to come out of executive session

SECOND: Bradley Graham

MOTION CARRIED UNANIMOUSLY

Time: 12:46pm

2. Internal Audit Request dated November 2015 re: (HRD)

Update: Audit is still not ready for review, Internal Audit has to present it to the BC for approval.

Meeting with the Oneida Business Committee on December 11, 2017, regarding the Employee Protection Policy. Meeting place, NHC, 2nd floor BC conference room, 1:30pm to 3:30pm**3. Employment Law**

No Action

F. New Business: (4)**1. Scheduling Initial Reviews, Grievances, Reassignments and Housekeeping-(Gina Buenrostro-30 minutes)**

a. Update-Geraldine Danforth-Call Logs, and Hiring Summary Report

b. Dates to meet with the Oneida Business Committee regarding Employee Protection-December 11, 2017@ the NHC, 1:30pm to 3:30pm

c. API, cost of investigation Update

d. Officer Elections

MOTION: Carol Smith moved to defer to December 2017

SECOND: Stacey Nieto

MOTION CARRIES UNANIMOUSLY

ONEIDA PERSONNEL COMMISSION REGULAR MEETING

November 14, 2017 – NOON

East Wing Conference Room

e. Yvonne Jourdan-Time off

MOTION: Sharon Alvarez moved to approve Yvonne Jourdan's time request off

SECOND: Jason Martinez

MOTION CARRIED UNANIMOUSLY

f. Comments regarding the Employment Law

g. Prescreen issues with the Commissions not following through and doing the interviews

h. Issues with Commissions dressing sloppy for HRD activities

i. Office Manual

MOTION: Bradley Graham moved to approve the changes to the Office Manual & SOP pertaining to filing an appeal

SECOND: Stacey Nieto

MOTION CARRIED UNANIMOUSLY

2. Financial Report August 2017

MOTION: Bradley Graham moved to defer to next month

SECOND: Jason Martinez

MOTION CARRIED UNANIMOUSLY

3. Activity Report October 2017

MOTION: Jennifer Hill moved to accept the activity report.

SECOND: Bradley Graham

MOTION CARRIED UNANIMOUSLY

4. 2017 Annual Report

MOTION: Sharon Alvarez moved to approve

SECOND: Richard Elm-Hill

MOTION CARRIED UNANIMOUSLY

MOTION: Bradley Graham moved to adjourn

SECOND: Richard Elm-Hill

MOTION CARRIED UNANIMOUSLY

Time: 2:01pm

Minutes taken for the secretary by Gina Buenrostro

ONEIDA PERSONNEL COMMISSION SPECIAL MEETING

November 21, 2017 – 11:30am

Green Conference Room

Mission Statement: To develop an employment system that is orderly and fair and one that will benefit the individual worker and strengthen Tribal Programs and Tribal Government.

Secretary:

- A. Call to Order: Attendance (11:35am) Gate Keeper: Gary Smith, Acting Chairperson, called the meeting to order at 11:35am

Gary Smith	Acting Chairperson
Bradley Graham	Member
Eric Krawczyk	Member
Jason Martinez	Member
Patricia Powless	Member
Gerald DeCoteau	Member
Pearl Webster	Member
Tina Moore	Member
Richard Elm-Hill	Member

Also Present:

Bridget A. Mendolla-Cornelius Executive Assistant

EXCUSED:

Jennifer Hill	Member
Stacey Nieto	Member
Yvonne Jourdan	Chairperson

UNEXCUSED:

Sharon Alvarez	Treasurer
Carol Smith	Member

MOTION: Eric Krawczyk moved to approve the attendance.

SECOND: Jason Martinez

MOTION CARRIED UNANIMOUSLY

- B. Approval of Agenda (5 minutes)

MOTION: Pearl Webster motioned to approve the agenda.

SECOND: Eric Krawczyk seconded the motion.

MOTION CARRIED UNANIMOUSLY

C. Review\Approval of Minutes: NONE

D. Tabled Business: NONE

E. Old Business: NONE

ONEIDA PERSONNEL COMMISSION SPECIAL MEETING
November 21, 2017 – 11:30am
Green Conference Room

F. New Business: (2)

1. Scheduled Reassignments
(Bridget A. Mendolla-Cornelius - 5 minutes)
2. Reassignment updates form meeting with HRD
(Richard Elm-Hill, Gary Smith and Pearl Webster -1hour 25minutes)

Bridget A. Mendolla-Cornelius will research/review the history of the reassignment concerns up to item number 25 and report back to the Oneida Personnel Commission to schedule a follow up meeting.

MOTION: Eric Krawczyk to adjourn.

SECOND: Bradley Graham

MOTION CARRIED UNANIMOUSLY

Time: 12:50pm

Minutes taken for the secretary by Bridget A. Mendolla-Cornelius

GB/BC

ONEIDA PERSONNEL COMMISSION REGULAR MEETING

December 12, 2017 – NOON

East Wing Conference Room

Mission Statement: To develop an employment system that is orderly and fair and one that will benefit the individual worker and strengthen Tribal Programs and Tribal Government.

Secretary:

- A. Call to Order: Attendance (12:00p.m.) Gate Keeper: Gary Smith, Vice-Chair, called the meeting to order at 12:02p.m.

Yvonne Jourdan	Chairwoman	came in at 12:20pm, out at 1:30pm
Gary Smith	Vice-Chair	
Pearl Webster	Member	
Jennifer Hill	Member	left at 1:30pm
Sharon Alvarez	Treasurer	
Richard Elm-Hill	Member	
Carol Smith	Member	
Patricia Powless	Member	
Gerald DeCoteau	Member	
Stacey Nieto	Member	
Jason Martinez	Member	
Tina Moore	Member	left at 1:15pm
Bradley Graham	Member	
Eric Krawczyk	Member	

Also Present:

Gina Buenrostro	Administrator
Bridget Mendolla-Cornelius	Assistant

MOTION: Sharon Alvarez moved to approve the attendance.

SECOND: Jason Martinez

MOTION CARRIED UNANIMOUSLY

- B. Approval of Agenda (5 minutes)

MOTION: Eric Krawczyk motioned to approve the agenda with changes:

New Business: F.1. b. memo
c. EPP meeting from Dec 11, 2017
d. Requests to leave early

SECOND: Jason Martinez

MOTION CARRIED UNANIMOUSLY

- C. Review\Approval of Minutes: November 14, 2017-Regular
November 21, 2017-Special

MOTION: Richard Elm-Hill moved to approve the November 14, 2017-Regular

ONEIDA PERSONNEL COMMISSION REGULAR MEETING

December 12, 2017 – NOON

East Wing Conference Room

November 21, 2017-Special minutes.

SECOND: Carol Smith**MOTION CARRIED UNANIMOUSLY****D. Tabled Business: NONE****E. Old Business: ()****1. Draft Article for the Kahliwisaks**

No Action

2. Internal Audit Request dated November 2015 re: (HRD)

Update: Audit is still not ready for review, Internal Audit has to present it to the BC for approval.

3. Employment Law

No Action

F. New Business: (4)**1. Scheduling Initial Reviews, Grievances, Reassignments and Housekeeping-(Gina Buenrostro-30 minutes)**

a.

b. Dates to meet with the Oneida Business Committee regarding Employee Protection-December 11, 2017@ the NHC, 1:30pm to 3:30pm

c. API, cost of investigation Update

d. Officer Elections

MOTION: Carol Smith moved to defer to December 2017

SECOND: Stacey Nieto

MOTION CARRIES UNANIMOUSLY

e. Yvonne Jourdan-Time off

MOTION: Sharon Alvarez moved to approve Yvonne Jourdan's time request off

SECOND: Jason Martinez

MOTION CARRIED UNANIMOUSLY

f. Comments regarding the Employment Law

g. Prescreen issues with the Commissions not following through and doing the interviews

h. Issues with Commissions dressing sloppy for HRD activities

i. Office Manual

MOTION: Bradley Graham moved to approve the changes to the Office Manual & SOP pertaining to filing an appeal

ONEIDA PERSONNNEL COMMISSION REGULAR MEETING

December 12, 2017 – NOON

East Wing Conference Room

SECOND: Stacey Nieto

MOTION CARRIED UNANIMOUSLY

2. Financial Report August 2017

MOTION: Bradley Graham moved to defer to next month

SECOND: Jason Martinez

MOTION CARRIED UNANIMOUSLY

3. Activity Report October 2017

MOTION: Jennifer Hill moved to accept the activity report.

SECOND: Bradley Graham

MOTION CARRIED UNANIMOUSLY

4. 2017 Annual Report

MOTION: Sharon Alvarez moved to approve

SECOND: Richard Elm-Hill


MOTION CARRIED UNANIMOUSLY

MOTION: Bradley Graham moved to adjourn

SECOND: Richard Elm-Hill

MOTION CARRIED UNANIMOUSLY

Time: 2:01pm

Minutes taken for the secretary by Gina Buenrostro


273007 - PERSONNEL BOARD

STATEMENTS PRODUCED PRIOR TO PERIOD CLOSING DATES ARE SUBJECT TO CHANGE

REPORT RUNDATE/TIME: 11/14/2017 14:37:39

ONEIDA NATION

CBRUNE01
01OCT/2018

REPORT NAME: PRG_REVEXP

4273007 - PERSONNEL BOARD
REVENUE AND EXPENSE SUMMARY
FOR THE PERIOD ENDING: 10/31/2017

		CURRENT MONTH			YEAR TO DATE		
CLASS DESCRIPTION	PRT-ACCNT#-SUB	ACTUAL	BUDGET	VARIANCE	ACTUAL	BUDGET	VARIANCE
REVENUE							
TRIBAL CONTRIBUTION	000-458100-000	30,974.30	32,772.00	1,798	30,974	32,772	1,798
TOTAL REVENUE		30,974.30	32,772.00	(1,798)	30,974	32,772	(1,798)
EXPENSES (LABOR/PAYROLL)							
PERSONNEL	000-502100-000	6,735.30	8,484.00	1,749	6,735	8,484	1,749
WAGE ACCRUAL EXPENSE	000-502100-999	1,620.18		(1,620)	1,620		(1,620)
SALARIES - TRAINING	000-502110-000	47.14		(47)	47		(47)
OVERTIME	000-503100-000	51.48		(51)	51		(51)
PAID TIME OFF	000-504000-000	862.92		(863)	863		(863)
FRINGE BENEFIT	000-505000-000	3,337.13	3,903.00	566	3,337	3,903	566
FRINGE ACCRUAL EXPENSE	000-505000-999	702.47		(702)	702		(702)
TOTAL LABOR/PAYROLL EXP.		13,356.62	12,387.00	(968)	13,355	12,387	(968)
EXPENSES (PURCHASES)							
TOTAL PURCHASES							
EXPENSES (EXTERNAL & INTERNAL)							
SUPPLIES & MATERIALS	000-700001-000		163.00	163		163	163
COPY CHARGES	000-700010-000		56.00	56		56	56
TRANSP. & PER DIEM	000-701000-000		163.00	163		163	163
OUTSIDE SERVICES	000-702010-000	10,261.99	212.00	(10,050)	10,262	212	(10,050)
LEGAL SERVICES	000-702400-000		5,000.00	5,000		5,000	5,000
EMPLOYEE INCENTIVE	000-705000-000		109.00	109		109	109
TRAINING & EDUCATION	000-705010-000		837.00	837		837	837
RENTAL USAGE	000-705202-000	128.59	94.00	(35)	129	94	(35)
HEAT & LIGHTS	000-705211-000	64.61	375.00	310	65	375	310
WATER & SEWER	000-705212-000	(3.52)	12.00	16	(4)	12	16
TELEPHONE	000-705213-000	37.63	34.00	(4)	38	34	(4)
BUSINESS EXPENSE	000-705300-000		13.00	13		13	13
MEETING EXPENSE	000-705301-000		38.00	38		38	38
INSURANCE	000-705500-000	76.76	55.00	(22)	77	55	(22)
I/T SUPPLIES & MATERIALS	000-750001-000		12.00	12		12	12
I/T - PRINTING	000-750009-000		12.00	12		12	12
I/T RENT EXPENSE	000-755201-000		288.00	288		288	288
I/T UTILITIES EXPENSE	000-755210-000	.09					

273007 - PERSONNEL BOARD
 STATEMENTS PRODUCED PRIOR TO PERIOD CLOSING DATES ARE SUBJECT TO CHANGE
 REPORT RUNDATE/TIME: 11/14/2017 14:37:39 ONEIDA NATION

CBRUNE01
 01OCT/2018

REPORT NAME: PRG_REVEXP

4273007 - PERSONNEL BOARD
 REVENUE AND EXPENSE SUMMARY
 FOR THE PERIOD ENDING: 10/31/2017

CURRENT MONTH

YEAR TO DATE

CLASS DESCRIPTION	PRT-ACCT#-SUB	ACTUAL	BUDGET	VARIANCE	ACTUAL	BUDGET	VARIANCE
-----	-----	-----	-----	-----	-----	-----	-----
I/T DEPRECIATION ALLOCATION	000-755216-000	231.93		(232)	232		(232)
INDIRECT COSTS	000-758300-000	1,255.35	1,204.00	(51)	1,255	1,204	(51)
INDIRECT COST ACCRUAL EXPENSE	000-758300-999	264.25		(264)	264		(264)
STIPENDS	100-705305-000	2,500.00	7,144.00	4,644	2,500	7,144	4,644
STIPENDS	200-705305-000		413.00	413		413	413
STIPENDS	400-705305-000	550.00	688.00	138	550	688	138
STIPENDS	500-705305-000	2,250.00	2,902.00	652	2,250	2,902	652
STIPENDS	600-705305-000		550.00	550		550	550
		-----	-----	-----	-----	-----	-----
TOTAL EXT./INT. EXPENSES		17,617.68	20,374.00	2,756	17,618	20,374	2,756
		-----	-----	-----	-----	-----	-----
TOTAL EXPENSES		30,974.30	32,761.00	1,788	30,973	32,761	1,788
		-----	-----	-----	-----	-----	-----
NET TOTALS			11.00	(11)	1	11	(10)
		=====	=====	=====	=====	=====	=====

273007 - PERSONNEL BOARD
 TATEMENTS PRODUCED PRIOR TO PERIOD CLOSING DATES ARE SUBJECT TO CHANGE
 EPORT RUNDATE/TIME: 12/13/2017 14:59:46 ONEIDA NATION

CBRUNE01
 02NOV/2018

EPORT NAME: PRG_REVEXP

4273007 - PERSONNEL BOARD
 REVENUE AND EXPENSE SUMMARY
 FOR THE PERIOD ENDING: 11/30/2017

CURRENT MONTH			YEAR TO DATE				
CLASS DESCRIPTION	PRT-ACCNT#-SUB	ACTUAL	BUDGET	VARIANCE	ACTUAL	BUDGET	VARIANCE
REVENUE							
TRIBAL CONTRIBUTION	000-458100-000	26,945.11	32,771.00	5,826	57,919	65,543	7,624
TOTAL REVENUE		26,945.11	32,771.00	(5,826)	57,919	65,543	(7,624)
EXPENSES (LABOR/PAYROLL)							
PERSONNEL	000-502100-000	5,308.68	8,481.00	3,172	12,044	16,965	4,921
WAGE ACCRUAL EXPENSE	000-502100-999	(277.57)		278	1,343		(1,343)
SALARIES - TRAINING	000-502110-000				47		(47)
OVERTIME	000-503100-000				51		(51)
PAID TIME OFF	000-504000-000	2,353.84		(2,354)	3,217		(3,217)
FRINGE BENEFIT	000-505000-000	3,343.08	3,904.00	561	6,680	7,807	1,127
FRINGE ACCRUAL EXPENSE	000-505000-999	(115.73)		116	587		(587)
TOTAL LABOR/PAYROLL EXP.		10,612.30	12,385.00	1,773	23,969	24,772	803
EXPENSES (PURCHASES)							
TOTAL PURCHASES							
EXPENSES (EXTERNAL & INTERNAL)							
SUPPLIES & MATERIALS	000-700001-000	125.72	167.00	41	126	330	204
COPY CHARGES	000-700010-000		54.00	54		110	110
TRANSP. & PER DIEM	000-701000-000		167.00	167		330	330
OUTSIDE SERVICES	000-702010-000	16.99	208.00	191	10,279	420	(9,859)
LEGAL SERVICES	000-702400-000	2,743.50	5,000.00	2,257	2,744	10,000	7,256
EMPLOYEE INCENTIVE	000-705000-000		109.00	109		218	218
TRAINING & EDUCATION	000-705010-000		833.00	833		1,670	1,670
RENTAL USAGE	000-705202-000	128.59	96.00	(33)	257	190	(67)
HEAT & LIGHTS	000-705211-000	203.47	375.00	172	268	750	482
WATER & SEWER	000-705212-000	15.22	8.00	(7)	12	20	8
TELEPHONE	000-705213-000	37.00	36.00	(1)	75	70	(5)
BUSINESS EXPENSE	000-705300-000		17.00	17		30	30
MEETING EXPENSE	000-705301-000		42.00	42		80	80
INSURANCE	000-705500-000	76.76	55.00	(22)	154	110	(44)
I/T SUPPLIES & MATERIALS	000-750001-000		8.00	8		20	20
I/T - PRINTING	000-750009-000		8.00	8		20	20
SECURITY CHARGES - INTRATRIBAL	000-752040-000	174.07		(174)	174		(174)
I/T RENT EXPENSE	000-755201-000		292.00	292		580	580

273007 - PERSONNEL BOARD

STATEMENTS PRODUCED PRIOR TO PERIOD CLOSING DATES ARE SUBJECT TO CHANGE

REPORT RUNDATE/TIME: 12/13/2017 14:59:46

ONEIDA NATION

CBRUNE01

02NOV/2018

REPORT NAME: PRG_REVEXP

4273007 - PERSONNEL BOARD
REVENUE AND EXPENSE SUMMARY
FOR THE PERIOD ENDING: 11/30/2017

CURRENT MONTH

YEAR TO DATE

CLASS DESCRIPTION	PRT-ACCNT#-SUB	ACTUAL	BUDGET	VARIANCE	ACTUAL	BUDGET	VARIANCE
-----	-----	-----	-----	-----	-----	-----	-----
I/T UTILITIES EXPENSE	000-755210-000	.08					
I/T DEPRECIATION ALLOCATION	000-755216-000	231.93		(232)	464		(464)
INDIRECT COSTS	000-758300-000	1,249.75	1,209.00	(41)	2,505	2,413	(92)
INDIRECT COST ACCRUAL EXPENSE	000-758300-999	(45.27)		45	219		(219)
STIPENDS	100-705305-000	5,875.00	7,146.00	1,271	8,375	14,290	5,915
STIPENDS	200-705305-000	400.00	417.00	17	400	830	430
STIPENDS	400-705305-000	600.00	692.00	92	1,150	1,380	230
STIPENDS	500-705305-000	4,350.00	2,898.00	(1,452)	6,600	5,800	(800)
STIPENDS	600-705305-000	150.00	550.00	400	150	1,100	950
		-----	-----	-----	-----	-----	-----
TOTAL EXT./INT. EXPENSES		16,332.81	20,387.00	4,054	33,952	40,761	6,809
		-----	-----	-----	-----	-----	-----
TOTAL EXPENSES		26,945.11	32,772.00	5,827	57,921	65,533	7,612
		-----	-----	-----	-----	-----	-----
NET TOTALS			(1.00)	1	(2)	10	(12)
		=====	=====	=====	=====	=====	=====

Oneida Business Committee Agenda Request

1. Meeting Date Requested: 3 / 01 / 18

2. General Information:

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

Agenda Header:

☐ Accept as Information only

☒ Action - please describe:

Requesting approval of Police Commissions 1st Quarterly Report - October, November, December 2017

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 Nation
 Oneida Police Commission
 3759 W Mason St
 Ridge view Plaza Suite 4
 Oneida WI 54155



Sandra Reveles, President
 Lois Strong, Vice President
 Beverly Anderson, Secretary
 Kory Wesaw, Member
 Vacant Member

Lisa Summers, Primary Liaison
 Ernest Stevens, Primary Liaison
 Daniel Guzman, Alternate

Oneida Police Commission
1st Quarterly Report - October, November December 2017
 Due Feb 20th for March 1, 2018

CONTACT FOR REPORT

Sandra Reveles/Carol Silva

MINUTES

All approved meeting minutes are submitted to the Tribal Secretary's office quarterly from January 2017 to December 2017. Meetings are held the 4th (fourth) Wednesday of the month at 5:00PM at Ridge View Plaza, Suite 4. Meetings are open to the public except for Executive Session.

SPECIAL EVENTS/MEETINGS

- The Bylaws were approved on March 2002. The Police Commission has completed the revised Bylaw and will submit when the Comprehensive Policy Governing Boards, Committees and Commission is approved.
- On 10-30-17 a board member resigned and the position is reposted. Deadline for applications is February 9, 2018.
- Budget: As of December 2017 amount spent was \$16,659.
- On 10-2-17 the Police Commission was represented at the Mandatory benefits meeting at the Radisson. Attended the 10-5-17 Budget meeting at Elderly Services.
- Attended the Mandatory Exercise at Work Policy Meeting at Radisson.
- FY2019 Budget – Per Treasurers request, the Police Commission was represented at the Community Informational meetings on September 28th at NHC, Business Committee Conference Room, October 5th meeting at the Elderly Meal Site and the and October 6th at the Radisson.
- Nov 30th the Police Commission and Police Dept attended the “Community Budget Input Session” FY 2019 at Radisson Hotel & Conference.
- Board members participated in the Police Department Blanket making in December.

1. Staffing

The following is a list of positions that the Police Department is authorized and the amount that are staffed as of June.

<u>Position</u>	<u>Authorized</u>	<u>Staffed</u>	<u>Action</u>
Chief	1	1	
Assistant Chief	1	1	
Lieutenant	1	1	
Sergeant	3	3	
Detective/Sergeant	1	1	
Patrol Officer	12	11	
DARE Officer	1	1	
PSLO	1	1	
Community Resource Officer	1	1	
Office Manager	1	1	
Admin Assistant	1	1	
Dispatch Supervisor	1	1	
Dispatcher	5	5	
Gang Task Force Coordinator	<u>1</u>	<u>1</u>	
Total	31	30	

Patrol (Sergeants and Police Officers) and Dispatch (Dispatch Supervisor and Dispatcher) work a rotation of 5 days on, 3 days off. Shifts are 6a-2p, 2p-10p, and 10p to 6a. There are 2-3 officers per shift and 1-2 Dispatchers per shift.

Chief, Assistant Chief, Lieutenant, Detective Sergeant, DARE, PSLO, Office Manager, and Admin Assistant work normal business hours. Community Resource Officer and Gang Task Force Coordinator work normal business hours, but is available at different times due to programming in the community that may need to be attended.

2. BUDGET/GRANTS

FY 18 Budget - \$3,959,621 (97% tribal contribution, 2.5% BIA funding, 0.5% grants)

YTD UNDERSPENT: \$ (39,383.00)

Tribal Contribution and overall expenses YTD underspent \$39,383.00

Payroll/Fringe benefits YTD underspent \$22,639.00

3. Grants

Currently writing for the 2018 Coordinated Tribal Assistance Solicitation (CTAS).
Received County Tribal assistance grants for both Brown and Outagamie counties.

4. Incident Type	Qtr 1 Oct - Dec 2016	Qtr 1 Oct - Dec 2017	% Change
CRIME PREVENTION	1213	1279	5%
TRAFFIC STOP	340	269	-21%
ASSIST	186	164	-13%
MOTORIST ASSIST	114	113	-1%
WELFARE CHECK	96	86	-10%
MEDICAL	86	59	-31%
ANIMAL	68	105	35%
ACCIDENT	66	67	1%
BUILDING SECURITY	63	138	54%
SUSPICIOUS VEHICLE	59	63	6%
TRAFFIC SAFETY INCIDENTS	45	317	86%
SUSPICIOUS SITUATION	43	52	17%
WARRANT	40	36	-10%
DRUGS	39	40	3%
DISTURBANCE	37	34	-8%
911 HANG UP	36	14	-61%
ALARM	34	48	29%
CIVIL PROCESS	34	50	32%
THEFT	31	29	-6%
CIVIL MATTER	30	29	-3%
RECKLESS DRIVING	29	33	12%
MISCELLANEOUS	28	21	-25%
TRAFFIC HAZARD	20	36	44%
SUSPICIOUS PERSON	18	13	-28%
HARASSMENT	16	17	6%
JUVENILE COMPLAINTS	16	22	27%
TRESPASSING	15	15	0%
TRANSPORT	13	4	-69%
DOMESTIC DISTURBANCE	13	14	7%
ABANDONED VEHICLE	11	12	8%

DAMAGE TO PROPERTY	10	18	44%
RUNAWAY	10	9	-10%
LOST / FOUND	9	11	18%
ALCOHOL	8	5	-38%
BURGLARY	7	2	-71%
ORDINANCE	7	10	30%
WEAPON	7	2	-71%
BATTERY	6	5	-17%
911 ASSIST	6	3	-50%
FRAUD	6	2	-67%
FIRE ALARM	5	4	-20%
AUTO THEFT	5	8	38%
OPEN DOOR	5	3	-40%
RETAIL THEFT	4	2	-50%
SEX OFFENSE	4	3	-25%
TRUANCY	4	0	-100%
DISORDERLY CONDUCT	4	5	25%
FIRE CALL	3	2	-33%
CARBON MONOXIDE	3	1	-67%
VIOLATION OF COURT ORDER	3	3	0%
ACCIDENT WITH INJURY	2	3	33%
FIREWORKS	2	0	-100%
DEATH	2	0	-100%
NOISE COMPLAINT	2	2	0%
MISSING PERSON	1	1	0%
FORGERY	1	0	-100%
BOMB THREAT	1	0	-100%
PARKING COMPLAINT	0	4	100%
TOTALS	2966	3287	11%

5. CUSTODIAL ARRESTS	Total	Alcohol Related	Drug Related	Gang Related
BROWN COUNTY THIS 1/4	158	18	55	0
LAST 1/4	95	37	59	0
OUTAGAMIE COUNTY THIS 1/4	65	11	20	0
LAST 1/4	108	40	24	1

Note: Some may be drug, alcohol and gang related arrests and theses only show the number of arrests, but may be counted more than once.

6. TRAFFIC CITATIONS This 1/4 Last 1/4

BROWN	60	40
-------	----	----

OUTAGAMIE	16	28
-----------	----	----

TRIBAL CITATIONS	5	5
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7. RESPONSE TIMES This 1/4 Last 1/4

EMERGENCY	8:51	3:58
-----------	------	------

NON EMERGENCY	8:28	8:03
---------------	------	------

8. MUTUAL AID This 1/4 Last 1/4

164	203
-----	-----

9. DRUG OVERDOSES This 1/4 Last 1/4

9a. This 1/4	1	10
	(1) Cocaine	

9b. Last 1/4	(2) Methamphetamine
	(1) Heroin/Fentanyl (Narcan was not deployed)
	(2) Unknown Drugs

Remaining (5) Overdoses were intentional suicide attempts.

10. Mutual Aid

All the sworn staff is deputized in Brown County – if a request is made for our Officers to respond off the Reservation, we are able to do so within Brown County. We are able to request Mutual Aid from other jurisdictions outside the reservation in time of need.

In Outagamie County, the Officers are deputized within the reservation boundaries – the Officers are not able to respond outside of the boundaries of the reservation. We are only able to request assistance from Outagamie County and if additional assistance is required, the Outagamie County Sheriff's Department would have to make the request.

11. Activity/Training

Dispatcher has a new employee currently in training. We have one officer in field training and two officers attending the Police Academy at Northeast Wisconsin Technical College. All staff completed CPR/First Aid training. All field training officers attended updated training. Community Resource Officer Latsi Hill has been involved with the Tribal Action Plan (TAP) as it moves forward toward implementation.

12. Oneida Gang Task Force Coordinator

Work daily with the youth involved in the Yethiyatanunha Program, currently with 12 students getting their high school diplomas, we have 6 seniors of whom we are working on future goals and benchmarks and are currently going through College of Menominee Nation Readiness course. We have a father to be going through parenting courses. Youth participate in current events, and group activities that revolve around self-esteem, defining their triggers, and learning better strategies to deal with day to day life.

Worked on the TAP to create subcommittee, I am currently working on goal 5, Youth development in an effort to create more programming after school, on weekends and during the summer to provide intervention and prevention for the Nation's youth.

13. Conservation

Calls For Service: 16

Calls For Service included animal calls, hunting, fishing and trapping violations

Contacts: 162

Contacts made during calls for service and patrol

Citations: 0

Warnings: 28

Warnings issued for minor hunting and fishing violations

Attended Native American Fish and Wildlife training.

14. Internal Security

There were 938 Incident Reports during the quarter of October 17 – December 17. The following is in part, a breakdown:

Customer/Employee Dispute	01	Emergency Drop	22
Keywatcher	269	Lost/Missing Item	01
Medical	118	Procedure Infraction	147
Property Damage	22	Customer Removal	131
Suspicious Activity	42	Suspicious Currency	10
Unsecure Door	13	Variance	66
Vehicle Assists	96		

Oneida Business Committee Agenda Request

1. Meeting Date Requested: 03 / 1 / 18

2. General Information:

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

Other - type reason

Agenda Header: Reports

☒ Accept as Information only

☐ Action - please describe:

3. Supporting Materials

☒ Report ☐ Resolution ☐ Contract

☒ Other:

1. Flyers

3.

2.

4.

☐ Business Committee signature required

4. Budget Information

☒ Budgeted - Tribal Contribution ☐ Budgeted - Grant Funded ☐ Unbudgeted

5. Submission

Authorized Sponsor / Liaison: Ernest L. Stevens III, Councilmember

Primary Requestor/Submitter: Tonya Webster - Oneida Pow-wow Committee
Your Name, Title / Dept. or Tribal Member

Additional Requestor: _____
Name, Title / Dept.

Additional Requestor: _____
Name, Title / Dept.

Oneida Pow-wow Committee 1st Quarter Report

Chair – Tonya Webster
 Vice Chair – Wayne Silas Jr.
 Treasurer – Rosa Laster
 Secretary- Yaziman Metoxen
 Vicki Cornelius – Committee Member
 Jeremy King – Committee Member
 William King – Committee Member
 Teresa Schuman – Committee Member
 Wordon “Shane” – Committee Member Webster

OBC Liaison: Ernest Stevens III & Jenny Webster

MEETING REQUIREMENTS

The Powwow Committee shall be appointed by the OBC. The regular meeting time, place, and agenda shall be determined at a regular meeting. If no designation is made by the Powwow Committee, the regular meeting shall be the first Tuesday of the month. Our meetings are always held at the Skenandoah Complex in Conference Room C at 4:45PM. Stipends are currently \$50 per month. During Powwows there is a stipend of \$200 per day for members in charge of or working at services. (Security, carts, parking, tabulations, registration, admissions, concessions, etc.)

MINUTES

Our monthly minutes and meeting announcements shall be sent to Brooke Doxtator BBC Supervisor, The general Boards Mailbox, OBC Liaison and alternate.

POW-WOWS

Three Sister's Pow-wow

We had our annual Three Sister's Pow-wow at the Radisson in the three clan's ballroom on November 11, 2017. The pow-wow was bit slower than normal. There was another pow-wow in State of Wisconsin on the same day. We offered a drum split and had 7 drums show up which is not a lot but is average for this pow wow. We had 119 registered dancers. We had 19 craft vendors and 1 education vendor which is always good for our customers and our revenue line item. The Three Sister's Pow-wow in 2016 had almost the same number of drums, dancers, and vendors. Overall the pow-wow went well.

Flyer attached for Three Sister's.

Upcoming Honor the Youth Pow-wow – February 17, 2018

- Contract with the Radisson is all set
- Our supply Advance has been approved and submitted
- Our Sound Systems is contracted.
- We had a youth Poster contest for our Flyer this year. (Flyer attached)
- Jossalyn Metoxen (an 8th grader from O.N.E.S won the contest)
- All of our Head-staff, Head-dancers, & Specials are confirmed – Flyer attached
- Both of our Head Dancers and one arena director are youth.
- Preparation will continue until the pow-wow is here.
- Our 22 vendor spots filled up in Mid-January.
- Owista Taxes will be sponsoring our Tiny Tot payouts this year.
- The Flyer is attached for this pow-wow.

UPCOMING

- Our flyer design has been finalized. (Attached)
Flyer – We have the information and price money finished also but need confirmation on some of the information before it can go to printing.
- We have all of our head-staff selected and confirmed.
- We have our prize money finalized.
- We have hotel rooms reserved for all of our head-staff.
- Our letters inviting vendors were mailed out.
- This year we will be doing something new – We are putting up a fundraising booth for the weekend with time slots being reserved for local fundraisers.
- Preparation will continue until the pow-wow is here.

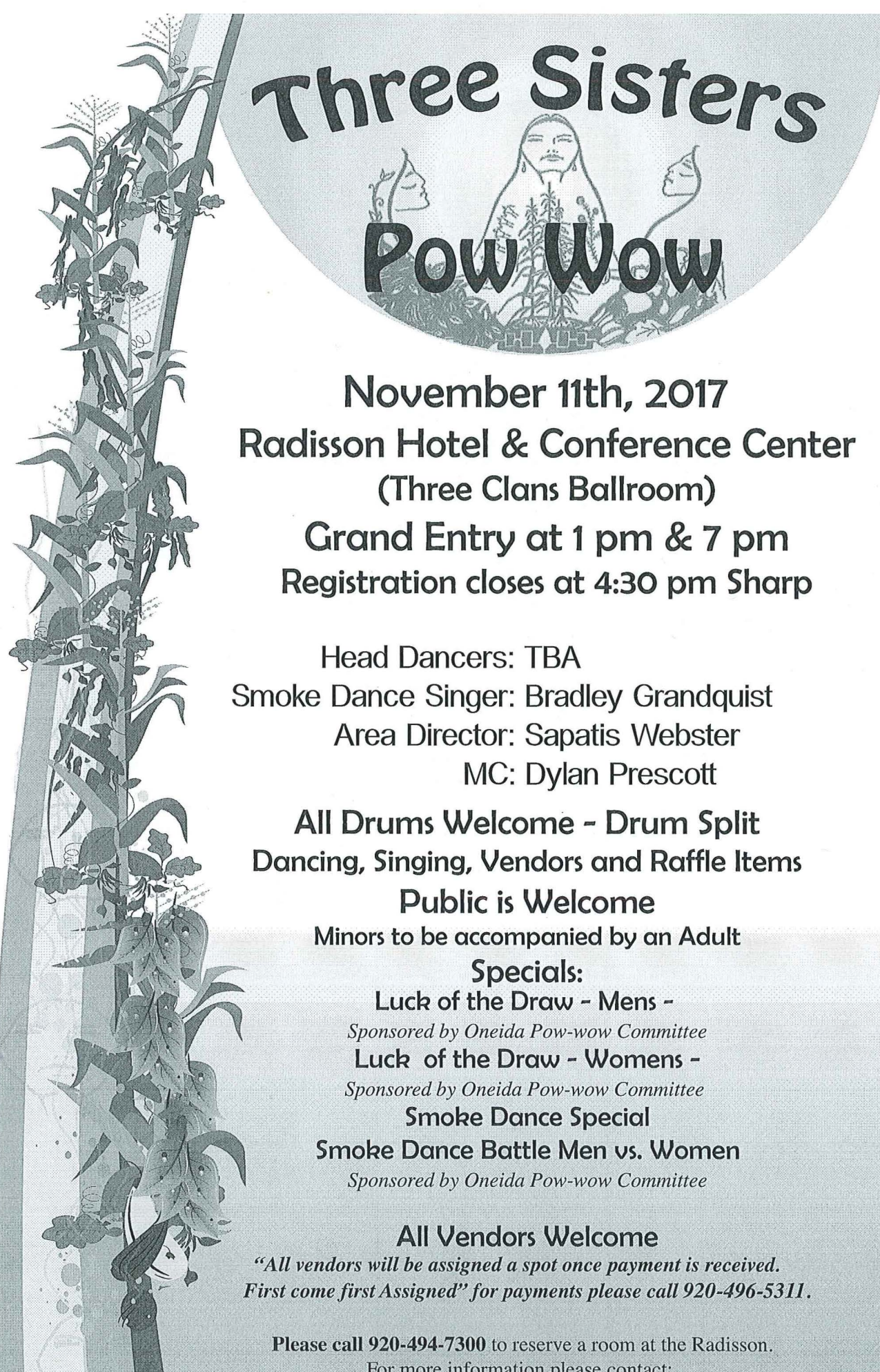
ACTIONS TAKEN

Fundraising will become a priority throughout the fiscal year. We had a chili stand at Big Apple Fest and have done some raffles already this year. We will be scheduling bingo raffle dates at our next regular meeting.

GOALS AND OBJECTIVE

Our main goal is to coordinate three annual powwows with our approved tribal budget and fundraising efforts.

A second goal is to generate revenues thru raffles, concessions, admissions, (July only), donations, and vendor booth sales.



Three Sisters Pow Wow

November 11th, 2017

**Radisson Hotel & Conference Center
(Three Clans Ballroom)**

Grand Entry at 1pm & 7 pm

Registration closes at 4:30 pm Sharp

Head Dancers: TBA

Smoke Dance Singer: Bradley Grandquist

Area Director: Sapatis Webster

MC: Dylan Prescott

All Drums Welcome - Drum Split

Dancing, Singing, Vendors and Raffle Items

Public is Welcome

Minors to be accompanied by an Adult

Specials:

Luck of the Draw - Mens -

Sponsored by Oneida Pow-wow Committee

Luck of the Draw - Womens -

Sponsored by Oneida Pow-wow Committee

Smoke Dance Special

Smoke Dance Battle Men vs. Women

Sponsored by Oneida Pow-wow Committee

All Vendors Welcome

*"All vendors will be assigned a spot once payment is received.
First come first Assigned" for payments please call 920-496-5311.*

Please call 920-494-7300 to reserve a room at the Radisson.

For more information please contact:

Tonya Webster at (920) 362-5425 or Rosa Laster at (920) 548-0122.



POSTER CONTEST

Oneida Pow-wow Committee is sponsoring a poster contest to be used for our
Honor the Youth Pow-wow on February 17th, 2017

Requirement:

Artist must be 17 or younger

Theme is "Native Youth"

Size 8.5 x 11"

They can use anything to create the poster ex. Crayon, colored pencil, paint, etc.

No Type on the entries – (artwork only)

Deadline: Friday December 8th, 2017 at 4:30PM

Please get all entries to the Skenandoah Complex

909 Packerland Dr, Green Bay WI

Ask for Tonya or Teresa when submitting

All entries will be property of the Oneida Pow-wow Committee

Winner will receive a \$50 Walmart gift card

Honor the Youth **POW WOW**

Saturday, February 17, 2018
Radisson Hotel & Conference Center
Grand Entry 1 PM & 7 PM
Public Welcome

All Drums Welcome – Drum Split
Host Drums: Savage Creek & Ho-Chunk Station
MC: Ronnie Goodeagle
Arena Director - Floyd Silas III
Smoke Dance Singer - TBA

Head Dancers:
Roman Rasmussen & Kamaben White

Specials:
Jr. Girls & Boys / Teen Girls & Teen Boys / All Ages Smoke
Sponsored by Oneida Pow-wow Committee

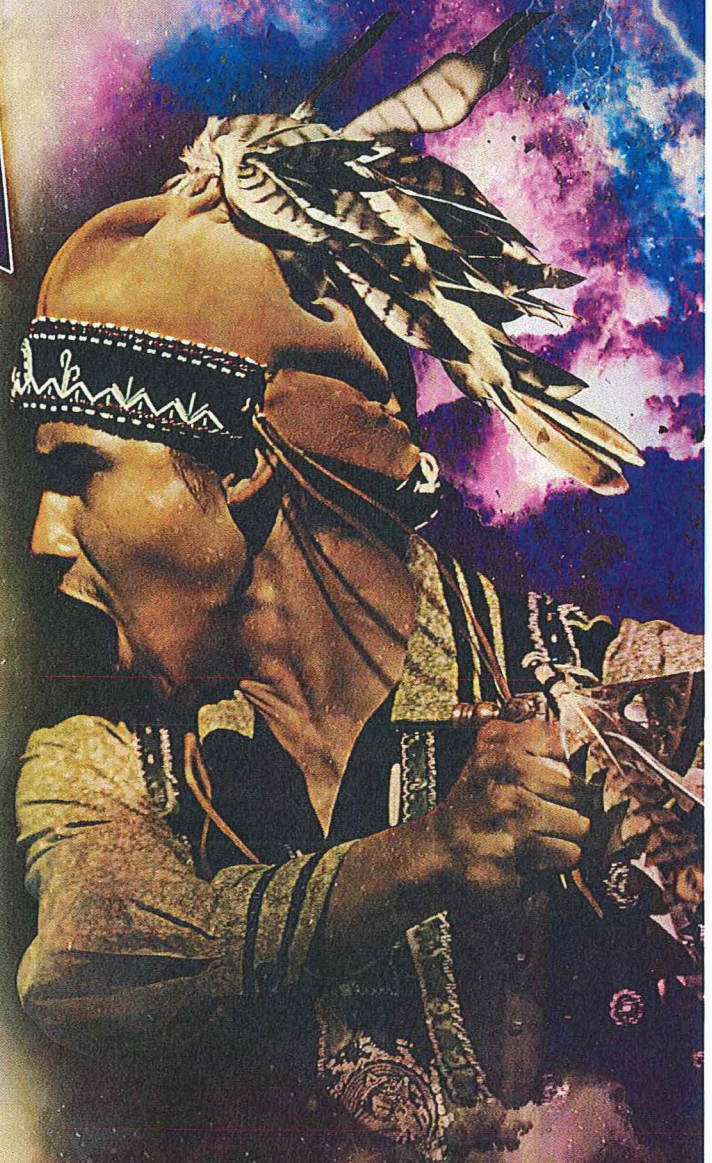
Head Young Lady Dancer Special TBA Sponsored by Kamaben
Calling all 17 and under Grass Dancers,
Grass Dance Special, jackets and cash prizes
Sponsored by Roman Rasmussen and Family

Vendors Welcome
All vendors will be assigned a spot after payment is received.
First come first assigned for payments please call (920) 496-5311.
Please call (920) 494-7300 to reserve a room at the Radisson.
Please ask for Oneida Vendor rate.

For more information please contact: Tonya Webster at (920) 362-5425
or Rosa Laster at (920) 548-0122

Artwork by
Josselyn Metoxen
8th Grade, O.N.E.S.

46th Annual
ONEIDA
Pow-Wow



Oneida Business Committee Agenda Request

1. Meeting Date Requested: 3 / 1 / 18

2. General Information:

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

Agenda Header:

☐ Accept as Information only

☒ Action - please describe:

Requesting approval of ONVAC 1st Quarterly Report - October, November, December 2017

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.



A good mind. A good heart. A strong fire.

James Martin, Chairman
 Gerald Cornelius, Vice Chairman
 John L. Breuninger, Secretary
 Arthur Cornelius
 Floyd J. Hill II
 Kenneth House
 Benjamin Skenandore
 Nathan Smith
 Carol Silva

Kerry Metoxen – Veterans Service Officer
 Jennifer Webster – Primary Liaison
 Lisa Summers -- Alternate
 Daniel Guzman - Alternate

MEETINGS: Oct 10, 2017
 Nov 14, 2017
 Dec 12, 2017

Purpose: The purpose of the Oneida Veterans Advisory Committee (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 that 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.

Summary Points: 1st Quarterly Report: Oct 2017 thru December 2017

ONVAC is requesting to participate in the National Native American Memorial Dedication in Washington DC in 2020. Per Business Committee member request, this item will be brought up at every quarterly meeting for the purpose of notification that we (ONVAC) will be requesting additional resources in our FY 2020 Budget request. We will obtain cost estimates for trip for our nine member Committee and include them in our next Quarterly Report.

BUDGET: As of December 2017, ONVAC has spent approximately \$1,293.00 which is in compliance with our approved budget. Majority of our spending is in the 3rd and 4th quarter. ONVAC member attended the requested budget meetings.

- ONVAC was represented at the 10-5-17 Budget meeting at Elderly Services.
- FY2019 Budget – Per Treasurers request, ONVAC was represented at the Community Informational meetings on September 28th at NHC, Business Committee Conference Room, October 5th meeting at the Elderly Meal Site and the and October 6th at the Radisson.
- Nov 30th ONVAC was represented at the “Community Budget Input Session” FY 2019 at Radisson Hotel & Conference. It is the intent of our Committee to work with the Budget Office and remain current with all of the budget formulation requirements.

JOSIAH POWLESS MEMORIAL: The ONVAC has included the grandchildren of Dr. Powless (Roy Huff and Betty Bins) in several meetings within which the proposed memorial has been discussed.

John Breuninger is following up with 2-3 monument companies to get bids for a comparable marker. Once the costs, location and proposed implementation are completed, the family will be notified and invited back to our next ONVAC meeting for their input on the inscription. We are also considering a very large “arrowhead shaped stone” which may be available at a reasonable price and we wish to have this stone mounted within a designed Memorial Wall site with future inscriptions/recognitions affixed upon the stone. ONVAC discussed this option very thoroughly and decided to have the Veterans Service Officer (VSO) follow-up on the actual cost as well as the associated movement and placement costs. In addition, we will have to decide on the type of plaque(s) to be placed on the stone as well as those associated costs.

Finally, still working on the previous medal to upgrade to Medal of Honor for Dr. Josiah Powless, this is a very timely process which may take approximately 5 years to complete. Kerry Metoxen, VSO reported that the Application Process for the “upgrade” of the Dr. Powless Award was submitted and the application was returned because it did not fall within the original timeline. Therefore, Mr. Metoxen resent the application to start the process over. The request went to the Records Retrieval storage area in St. Louis. Regarding the proposed “monument” Mr. Breuninger will get a final bid from Mark Pasowicz and then we can start raising the necessary funding for the monument. The family members will be invited to the next meeting to discuss the location and the wording and picture to be placed on the memorial stone. The ONVAC voted to locate the monument adjacent to the Memorial Wall and will finalize this discussion with the family.

VETERAN SERVICE OFFICE: ONVAC continues to work with the VSO on the following items :

1. The development and implementation of an Oneida Veteran Data Base. Our intent is to get an accurate as possible listing of all of our Oneida Veterans. The Trust/Enrollment Committee denied our request to add a box on the Per Capita forms. Therefore, ONVAC & the Veterans department will be working on a mail out to all 18 years and older Tribal members requesting their response of they individually and/or any household members who may have served in any of the United States Armed Services and can prove so by providing a DD-214 (discharge paper).
2. Assisting our Communities' Veterans and Veteran Organizations.
3. Continuous upgrading and maintenance on the Veteran's Memorial Site along HWY 54. The ONVAC wishes to thank the Department of Public Works (DPW) and the Tourism Department for their continued support with our efforts. We would also like to recognize Mick Davister a non-Native Veteran who assists with maintaining the park site on a voluntary basis.
4. Selling and acquiring and installation of “pavers” for Veterans at the Memorial Site. As of 10-10-17 we have a total of 279 pavers.
5. ONVAC continues to work with the VSO to have all Civil War headstones replaced at all local cemeteries. This is a continuing process.

6. The ONVAC and VSO continue to collaborate with all of the Oneida Veterans Organizations in serving as Honor and Color Guards for GTC and other Organizational Meetings, external Veterans Activities, meetings, funerals, etc.
7. ONVAC and the VSO are also communicating and coordinating Veteran Events with the SEOTS Veterans organization.
8. ONVAC is working on updating the bylaws due to the new Comprehensive Policy Governing Boards, Committees and Commission.

SPECIAL EVENTS

ONVAC remains engaged in extracurricular activities within our Oneida Community and have assisted the Veterans Service Officer with Veterans Meetings, celebration meals, etc. Attendance at these events have been very good and it is great to have our Community Veterans participating in these events, along with their respective families.

- A Wild Game Feast was held on November 21, 17 and it was a well received community event.
- Participated in Meet and Greet with Congressman Mark Gallagher on Nov 7th at the Radisson
- Color Guard Requests: November 7th for the Indigenous Nations Food Summit and the second on November 15 for the National Native Nurses Meeting. Both at the Radisson and ONVAC will cover both requests.
- Honor Flights: Badger Honor Flights from Green Bay and Milwaukee will continue later in the year and the Organization is requesting someone from Oneida to sit on the Honor Flights Board. ONVAC felt that Kerry Metoxen should be the Oneida Representative.
- ONVAC participated in decorating a tree on the bridge on Hwy 54.
- A Tree Lighting Ceremony the VSO and ONVAC provided hot dogs and chili as well as hot coffee, chocolate and apple cider. Opening Night was spectacular and all of our food and drink was “sold-out.” Hot dogs and chili bowl will be \$1 each and the drinks are free. Raised \$300 and money given to Recreation for Breakfast with Santa. ONVAC members assisted in with this community event.
- A Color Guard request was sent from the Oneida Nation High School for the opening basketball game, however, this request was CANCELLED.

GOALS AND OBJECTIVES

It is the Mission of ONVAC to ensure the Oneida Veterans are provided with quality service and assistance in the delivery of entitlement and benefits due the Oneida Veteran and their families. ONVAC accepts the responsibility to advocate for Oneida Veterans and their families, while protecting the integrity of the Veteran Community of the Oneida Nation

MEETING REQUIREMENTS

ONVAC meetings are held the second Tuesday of each month at 5:00 pm at the Oneida Veterans Office at 134 Riverdale Drive, Oneida.

ONVAC also holds “special meetings” as appropriate, to conduct business on issues of immediate concern and/or is directed by the Oneida Business Committee.

All meetings are open to the public.

Oneida Business Committee Agenda Request

1. Meeting Date Requested: 03 / 01 / 18

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

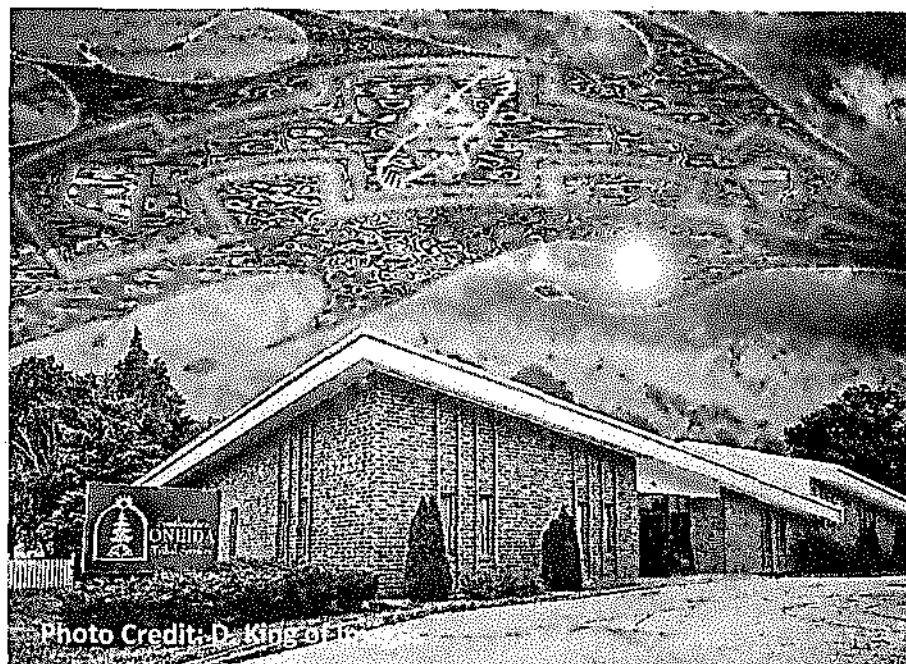
5. Submission

Authorized Sponsor / Liaison:

Primary Requestor/Submitter:
Your Name, Title / Dept, or Tribal Member

Additional Requestor:
Name, Title / Dept.

Additional Requestor:
Name, Title / Dept.



Southeastern Oneida Tribal Services Advisory Board

2018 First Quarter Report

Submitted February 20, 2018

Board Purpose

It shall be the purpose of the Southeastern Oneida Tribal Services (SEOTS) Advisory Board to provide advice and constructive input to the SEOTS Director in order that the SEOTS office can formulate social services and programs for the Oneida people residing in Southeastern Wisconsin. Each member of the Board shall act as an ambassador for the SEOTS program by promoting its mission whenever possible; shall review the program's budget; shall guide and advise SEOTS administration and shall adhere to the appropriate chain of command in any and all relative communications with the Oneida Business Committee.

Members and Terms

Name	Officer	Term Expires
Diane Hill		2/28/20
Vacant		
Vacant		
Vacant		
Vacant		
Vacant		
Vacant		

Due to the terms of two Board members' terms ending in November of 2017 and three more Board members' terms ending in January 2018, the SEOTS Board is currently at one member. This is a unique situation not experienced by the Board in the past. New applicants have applied and are awaiting a date to be sworn in. This report has been prepared and submitted by the SEOTS Manager. Diane Hill is a new Board member who has not yet attended a meeting.

Southeastern Oneida Tribal Services Mission

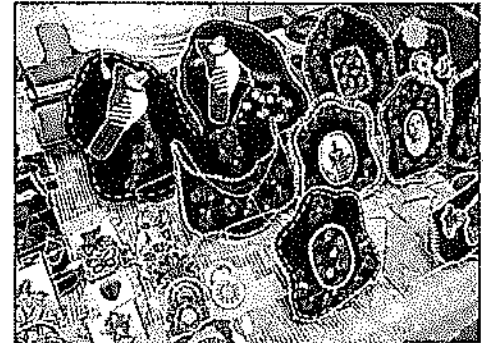
SEOTS' Mission is strengthening our cultural connection and providing services and programs to enhance the well-being of On^yote?a-ka living in southeastern Wisconsin.

SEOTS Utilization Statistics (First Quarter)

Service Area Population: 2,143 (December 31, 2017 – Oneida Enrollments Department)

Incoming Phone Calls: 2,585

Notable Events: Native American Craft Fair and Soup Sale (November 2017 – 196 Attendees), SEOTS Community Holiday Party (December 2017 – 133 Attendees)



Iroquois Raised Beadwork by Gloria Lusi for sale at the Native American Craft Fair.

Advisory Board Meeting Outcomes

- Seeking to establish Board training.
- Board was in the process of revising their Board by-laws when the Board lost quorum due to terms ending.

Second Quarter Events

- Young Women's Group, Third Saturday of each month, 1:00pm-4:00pm
- Community Suicide Prevention Training, Saturday, January 27, 1:00pm-2:30pm
- Empower You: Cancer Prevention, Saturday, March 24, 11:00am-3:00pm

Oneida Business Committee Agenda Request

1. Meeting Date Requested: 03 / 01 / 18

2. General Information:

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

Agenda Header:

☐ Accept as Information only

☒ Action - please describe:

Requirement in ONCOA Bylaws to submit quarterly reports to the OBC.

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:

Lisa Summers, Secretary

Primary Requestor/Submitter:

Patricia Lassila, ONCOA Chairwoman

Your Name, Title / Dept. or Tribal Member

Additional Requestor:

Lois Strong, ONCOA Coordinator

Name, Title / Dept.

Additional Requestor:

Name, Title / Dept.

ONCOA FY18 Q1 REPORT TO OBC
FEBRUARY 2018
Period: October November December 2017

**MISSION: ONCOA ADVOCATES FOR ALL SERVICES THAT PLACE
PRIORITY ON THE WELL-BEING OF OUR ELDERS**

ONEIDA NATION COMMISSION ON AGING

Patricia Lassila, Chairwoman	Carol Elm, Member
Arlie Doxtator, Vice Chairman	Mary Ann Kruckeberg, Member
Dale Webster, Secretary	Lois Powless, Member
Eugene Danforth, Member	Cristina Danforth, Member (resigned 11/22/17)
Dellora Cornelius, Member	Florence Petri, Member (new, effective 12/13/17)

Primary Focus Areas for ONCOA

- **Long Term Care Services & Support** – Alzheimer's & Other Dementia Diseases; Affordable & Accessible Elder Housing; Adult Day Care Services; and Personal Care Agency
- **Communication** -- Tribal Elders, Elder Service Staff and Community
- **Training & Education** -- ONCOA and staff

ONCOA Meetings October November December 2017		
October 10	November 4	December 13
October 24	November 14	December 28
	November 18	

FINANCIALS*

Our financial report for period ending December 2017 shows that ONCOA has a positive variance. The state-wide and national trainings ONCOA attends most often occur during the last quarter of the year.

MINUTES

All approved minutes are submitted to the Tribal Secretary's office monthly.

COMMENTARY

OPERATIONS, EDUCATION & TRAINING

1. **ONCOA Bylaws review (waiting on revised Comprehensive Bylaws for Boards, Committees, & Commissions)**
2. **Tribal Budget Process FY18, FY19, FY20 (ongoing)**
3. **Tribal Aging Unit Three Year Plan 2015-2018 (assessment & review of current plans)**
4. **Tribal Aging Unit Three Year Plan 2019-2021 (developing new plan)**
5. **Oneida Long Term Care Group (Money Follows the Person Project)**

ONCOA FY18 Q1 REPORT TO OBC
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Period: October November December 2017

6. **Title V Staff** (Senior Community Services Employment Program/Federal Funding; application pending)
7. **Oneida Nutrition Advisory Board** (monthly; mandatory with Federal funding source)
8. **Elder Service All Staff Meetings** (monthly)
9. **Wisconsin Tribal Long Term Care Study Group** (Tribal Operated Waiver Plan)
10. **Brown County Aging & Disability Resource Center** (ADRC; ONCOA representative)
11. **Outagamie County Aging & Disability Resource Center** (ADRC; ONCOA representative)
12. **Wisconsin Tribal Aging Unit Association Meetings** (Bimonthly meeting)
13. **Webinars** (in-house training)
14. **Alzheimer's Conference** (Nov 2017 & May 2018)
15. **National Conference: National Indian Council on Aging** – September 2018
16. **State Conference: Alzheimer's & Other Dementias** – May 2018
17. **State Conference: Long Term Service & Supports** (Sponsor: GWAAR) – Sept 2018

PROJECTS & INITIATIVES

<ul style="list-style-type: none"> • Alzheimer's Awareness & Research collaboration with UW-Madison Research Center <ul style="list-style-type: none"> ○ Dementia Diagnostic clinic ○ Memory Screening Event ○ Alzheimer's Advisory Board • ONCOA Annual Orientation • Annual Elder Expo • Elder Village II (11-14 cottages) • Elder Tree II • Community Outreach Events with Oneida Elders • Money Follows the Person Grant (Monies to be used for developing Personal Care Agency) 	<ul style="list-style-type: none"> • Adult Day Care Services CIP (concept plan) • CIP#05-013 Elder Apartment Garages • Elder Service Apartment Security Cameras with Elder Services • Elders Memorial Garden CIP • Solar Deployment in Oneida (support) • Conferences/training (Long Term Care; Alzheimer's & Other Dementias; Oneida cultural events) • Long Term Care Study Group Wis Tribes & State (Planning for Tribal Operated Waiver) • Hemp Production in Oneida (support)
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ONCOA FY18 Q1 REPORT TO OBC
FEBRUARY 2018
Period: October November December 2017

COMMENTARY

Elder Services & ONCOA

- A professional working relationship continues to grow with Elijah Metoxen the current Elder Service Program Manager. With the hiring of an assistance ES program Manager and two administrative assistants, the administrative portion of Elder Service is taking shape. More recently, we have met with Elijah Metoxen and a need to hire 6 employees was discussed. We see a need to hire these individuals to meet the needs of the elder community. **Note: Oneida Enrollment Statistics show that the Oneida Elders in Wisconsin have increased by 128% from 1999 to 2016.**
- Elder Services management sent ONCOA a copy of the revised Elder Services Organization Chart. We are still waiting for the Comprehensive Re-Organization Plan for Elder Services from the Governmental Services Department Division Director (GSD Director.) and the Elder Services Manager. This request dates back to **October 2016**. There must be a plan which was generated from the revised Elder Services Organization Chart. ONCOA requests the Oneida Business Committee to provide a copy of the Comprehensive Re-Organization Plan for Elder Services to ONCOA.

Treasurer's Budget Planning – FY2019, FY2020, & FY2021

- Prior to the GTC meeting on the FY2018 Budget, a community information session was held. At October 8, 2017, GTC meeting the FY2018 budget was approved.
- On November 30, 2017, a Community Budget Information meeting occurred to gather input on what the Oneida Citizens wanted to see in the FY2019 budget. An Executive Analysis of the experience from the ONCOA group was submitted to the Treasurer and CFO. We will begin work on a Triennial Budget in January 2018. It is expected that the ONCOA budget will remain the same. The only variance will be the Treasurer's mandates such as employment costs, indirect costs and fringe rate.

Elder Tree I

- ONCOA has been informed that the original Elder Tree I will not continue as the proposed grant was not selected for funding. The iPads which were returned to ONCOA are now the property of ONCOA and we can return them to members of the Elder Tree Project I. This will allow those elders to stay connected to various websites they have been using.

Elder Tree II – January 2018

- This project is a new grant opportunity for elders. It is called ***Helping Older Patients with Multiple Chronic Conditions***. It's a test of an updated Elder Tree system where the focus is on older adults with poorer health and it has a "Clinician Report" which connects Elder Tree II to their doctor's office. The doctor can be alerted to any worsening health symptoms automatically by the Elder Tree II system.
- The plan is to see if elders with multiple chronic conditions will see improved quality of life and health outcomes from using Elder Tree with the Clinician Report compared to those who do not get Elder Tree with Clinician Report

ONCOA FY18 Q1 REPORT TO OBC

FEBRUARY 2018

Period: October November December 2017

- Debra Danforth, OCHC Operations Director, is reviewing the proposal to determine if the Oneida Health Center would like to participate.

Elder Village – Redesign of Phase II of ten Cottages

- 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 cottages are unique with materials, varied layout, and are in a park-like settings with ample green space surrounding the homes. There is a trail connecting to other Oneida areas like Site I, Turtle School, and eventually Site II. The Elder Village homes meet the minimum ADA standards.
- A Project Team has been formed to redesign Phase II of the next ten cottages. Representatives include the following areas: ONCOA, Oneida Housing Authority, Senior Architect, Planning, and Solar Energy,
- The plan is to start over with the redesign instead of modifying the existing plan and to take into account the best quality of life needs for the elder. There will be some minor adjustments for the future cottages as well as considering smaller units to keep cost down. Solar panels for future homes were discussed. The bedrooms and garages need ADA clearance. We need to have a discussion about the total costs of the cottages. It’s not just about the design. For example, the bidding package could be broken down so we get more potential contractors working at the same time.
- **Status of December:** With the delays of completing the architectural designs, it is expected that the bids for construction will go out in early FY2018 and actual construction will begin in Spring 2018.

Adult Day Services

- ONCOA has identified the need for Adult Day Services and garages for the Tribal Elder Apartments. The Adult Day Service was deleted from the original ORCCC project and slated for a future development CIP. These 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.
- **Status Adult Day Services:** No movement on this project occurred during this quarter. ONCOA will initiate meetings with the Planning Department in January 2018.

Tribal Elder Apartment Garages

- 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 continues to be for health and safety issues. Because the existing building is located on top of a hill, it can be extremely windy with harsh weather conditions. Elders are especially susceptible to health problems caused by these conditions and it can be very difficult for elders to get to and from their vehicles in inclement weather.

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FEBRUARY 2018

Period: October November December 2017

- **Status Apartment Garages:** There has been little movement on this project during Fiscal 2017. With the newly formed Comprehensive Housing Department effective October 1, 2017, the team to manage the plan will most likely be changed. The FY2018 Tribal budget approved the CIP cost to build the garages and equipment garage. ONCOA will continue to play a role in the on-going development of the project.

Alzheimer's Awareness and Research Initiative

- In **December 2014**, ONCOA connected with the Wisconsin Alzheimer's Disease Research Center after meeting representatives at the Annual Wisconsin Alzheimer's Conference. The UW-Madison's Alzheimer Disease Research Center is one of the Nation's leading research centers providing scientific research, resources, and expertise in Alzheimer's Disease and related illnesses. ONCOA supports Oneida Tribal Members to expand their awareness of Alzheimer's Disease and other Dementias and to participate in the national effort to end Alzheimer's.
- In **May 2015**, 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 Oneida Elders and others at the mealsite to provide Alzheimer's Disease information.
- ONCOA held a meeting with Dr. Dorothy Edwards and Dr. Carey Gleason to discuss the potential collaboration between Oneida and UW-Madison's Alzheimer's Disease Research Center. Potential areas of collaboration are Training Dementia Care Specialist; Community Education; Promoting Timely Recognition of Memory Disorders; Connecting to Oneida Health Center and Anna John Resident Centered Care Community. The Green Bay Area has a large native population and would be ideal for a satellite center for a UW-Madison Alzheimer's Resource Center.
- **Alzheimer's Clinical Trials--** ONCOA continues to work on encouraging tribal members to become participants in Alzheimer's Clinic Trials. There is very little information on Native Americans that would indicate how prevalent the disease is in Indian country. We can fight this disease by becoming research volunteers who provide critical data needed to move science forward. Several Oneida volunteers have already signed up and are encouraging others to participate.

Status: Staff from UW-Madison Research team met in Oneida to discuss future planning. The Oneida Health center continues to work with the Wisconsin Alzheimer's Institute, University of Wisconsin to create an Alzheimer/Dementia Diagnostic Clinic within the Oneida Community Health Center. ONCOA will work on developing an Alzheimer's Community Awareness Education Plan with the representatives from the Wisconsin Alzheimer's Institute. ONCOA is now part of the Wisconsin ADRC Alzheimer's Disease and Related Dementia's (ADRD) Project. This group was formed in December 2017.

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 larger group a core team has been formed.
- Lately the core team (Health Center, GSD, Elder Services, ONCOA, Law) have been meeting to work on 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

ONCOA FY18 Q1 REPORT TO OBC

FEBRUARY 2018

Period: October November December 2017

- 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 long term care needs of tribal members.
- 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.
- **Status:** The **Tribal Long Term Care Study Group**, consisting of State and Tribal Representatives, continues to work with CMS to get the Tribal Waiver approved. As of the date of this report, no resolve has been reached with CMS regarding the Tribal Waiver Category approved for Wisconsin.

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.
- 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.
- ONCOA supports having a personal care agency to help defray Tribal Contribution costs for elder related services. The reimbursement will come from those services provided to clients who meet low income eligibility (Medicaid).
- **Status:** David Larson, OCHC Ancillary Services Director, is the main person in charge of this grant for Oneida. ONCOA received notice from Ashley Hesse, DHS representative, that in late March the DHS Tribal Affairs Office released the MFPTI Phase III solicitation to all tribes. This opportunity can provide up to \$75,000 to support development or enhancement of Home and Community Based Services (HCBS) Programs provided by tribes. Ashley Hesse is available to meet with us to discuss the MFPTI grant or provide technical assistance to aid in the development of our designated project---a Personal Care Agency. Dave Larson met with ONCOA and stated that we will continue work on the Personal Care Agency and will be able to utilize the Phase III funding for needed education and training.

Great Lakes Native American Elders Association (GLNAEA)

- GLNAEA 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.

Wisconsin Tribal Aging Directors Association

- ONCOA Members participate in bi-monthly meetings. 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 very informative meeting.
- This is a collaborative relationship that ONCOA has maintained with Elders Services and the other tribes since the inception of the organization.

ONCOA FY18 Q1 REPORT TO OBC
FEBRUARY 2018
Period: October November December 2017

Elder Service Staff Meetings

- Elder Service Staff Meetings are held on the first Tuesday of each month. ONCOA is pleased to announce that we are invited to attend these meetings.

Title V – Senior Community Service Employment Program (SCSEP)

- SCSEP is Elder job training funded through a grant from the U.S. Dept. of Labor.
- ONCOA has employed Title V staff for the past 8 years and we have always had great success working with the Title V program. Since our budget is limited we seek out resources to assist us in meeting our administrative needs.
- **Status:** We have one applicant who is going through the approval process with the Title V Program through the National Indian Council on Aging (NICOA).

Meeting Requirements

ONCOA meets on the second and fourth Tuesday of each month at 1:00 p.m. in the Elder Services, Conference Room. 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. Dates and times of meetings are published in the DRUMS and Kaliwisaks publications.

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

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	National Indian Council on Aging (NICOA)
Wisconsin Indian Veterans Association	Oneida Police Commission
National Indian Child Welfare Association	Oneida Election Board
Great Lakes Native American Elders Association (GLNAEA)	
Anna John Resident Centered Care Community Board	

G:\ONCOA\Quarterly Reports FY2018\FY18 Q FEB Oct Nov Dec 2017

Oneida Business Committee Agenda Request

1. Meeting Date Requested: ~~02 / 28 / 18~~

BC Mtg Date is
03/01/18

2. General Information:

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

Agenda Header: Reports

☐ Accept as Information only

☒ Action - please describe:

Motion to accept the OGC 1st Quarter Report

3. Supporting Materials

☒ Report ☐ Resolution ☐ Contract

☐ Other:

1. 1st Qtr Report

3.

2.

4.

☐ Business Committee signature required

4. Budget Information

☐ Budgeted - Tribal Contribution

☐ Budgeted - Grant Funded

☐ Unbudgeted

5. Submission

Authorized Sponsor / Liaison: Kirby Metoxen, Councilmember

Primary Requestor/Submitter: Matthew W. Denny, Chairman Oneida Gaming Commission
Your Name, Title / Dept. or Tribal Member

Additional Requestor: _____
Name, Title / Dept.

Additional Requestor: _____
Name, Title / Dept.

Quarterly Report to the Business Committee

FY18 1st Quarter Report

ONEIDA GAMING COMMISSION

Report Submitted By: Matthew W. Denny, Chairman

OGC Elected Members:

Chairman,	Matthew W. Denny
Vice-Chair,	Mark A. Powless Sr.
Secretary,	Reynold "Tom" Danforth
Commissioner,	Michelle Braaten

OBC Liaison: Kirby Metoxen

Staff: The OGC is comprised of four departments that report to:
Executive Director, Tamara Van Schyndel

47 of 50 full time
employees are Oneida
enrolled

- Administration: Shannon Davis, Executive Assistant
(1 Administrative Assistant)
- Compliance: Connie Herlache, Compliance Manager
(2 Regulatory Compliance Specialists)
- Investigations & License: Steve Hill, Investigations & License
Manager (4 Investigators & 1 Investigator Trainee)
- Surveillance: Ronald Cornelius, Interim Surveillance Director
(1 Administrative Assistant, 5 Supervisors, 24 Surveillance
Officers, 1 Training Coordinator, 1 Tech Supervisor, 5 Techs)

OGC MINUTES/ACTIONS TAKEN

- Bingo Event Card Implementation Memo (09/20/17 Approval; 10/02/17 Ratification)
- FY18 State Handle Payment (09/21/17 Approval; 10/02/17 Ratification)
- NIGC 4th Quarter Payment (09/20/17; 10/02/17 Ratification)
- ASAP Vendor Systems Quote Approval Rescinded (09/22/17 Rescinded; 10/02/17 Ratification)
- OGC Resignation and Officer Update Memo (9/27/17 Approval; 10/02/17 Ratification)
- OGC Commissioner Applicant Recommendation (11/21/17 Approval; 12/18/17 Ratification)
- Response to Process & Control Questions for Marketing to Place Slot Machines at Austin Straubel Airport 12/07 (12/07/17 Approval; 12/18/17 Ratification)
- OGC Letter of Support- Airport Marketing Opportunity (12/13/17 Approval; 12/18/17 Ratification)
- IGT Settlement/Contract was tabled pending investigation (12/18/17 Approval/Ratification)

OGC Approved	SOP's	Promotions	Progressive Malfunctions/ Transfers	Employee Licenses	Vendor Licenses	Gaming Contracts
October	5	4	4	29	4	2
November	0	11	3	27	3	5
December	3	0	7	10	2	3

OTHER UPDATES	
Communicated concerns to OBC (10/30/17) regarding: <ul style="list-style-type: none"> OGC Requested to be included on any IGaming developments Alleged Surveillance complaint, OBC would be looking into it 	
SPECIAL EVENTS/TRAVEL	
<u>October:</u> <ul style="list-style-type: none"> Quarterly OBC/OGC Mtg (10/30/17) Finance Committee Mtg (10/30/17) NIGA/NACI Internet Gaming Subcommittee Mtg in Milwaukee, WI (10/17/17) 	
<u>November:</u> <ul style="list-style-type: none"> Sanctions and Penalties for Elected and Appointed Officials & Drug and Alcohol Free Law for Elected and Appointed Officials (11/01/17) NTGCR Board Member Mtg in Las Vegas, NV (11/12/17 - 11/15/17) Sports Betting & Internet Gambling Mtg w/ OBC (11/29/17) Community Budget Input Session (11/30/17) 	
<u>December:</u> <ul style="list-style-type: none"> WGRA Training in Carter, WI (12/04/17 - 12/06/17) Tribal Alliance Roundtable in Milwaukee, WI (12/12/17) RSM Financial and Compliance Audits for FY17 (12/15/17) 	
GOALS & OBJECTIVES UPDATE	
1) Oneida Gaming Minimum Internal Control Standards (OGMICS) Revision Project to be completed. <ul style="list-style-type: none"> Project Plan revisited and revision process re-evaluated and adjusted Bingo section revised and under review Technical Standards for Class II Gaming Systems and Equipment section revised and under review 	
2) Ensure processes, policies, standard operating procedures and applicable flow charts are documented and/or updated for all Gaming Commission departments. <ul style="list-style-type: none"> Ongoing process of documentation, review, revision and approval of internal documents 	
3) Train all departments and levels of staff thoroughly on responsibilities, processes and operational knowledge. <ul style="list-style-type: none"> WGRA training on Roles and Responsibilities attended by commissioners and staff Surveillance basic training for supervisors and officers being completed 	
MEETINGS	
Regular meetings are scheduled for 9:00 AM on the first and third Monday of every month	October 2, 2017
	October 16, 2017
	November 16, 2017 (Rescheduled from November 13, 2017)
	November 27, 2017
	December 18, 2017
HEARINGS	
Two (2) Employee License Hearings were conducted (10/19/17, 11/16/17)	

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 Nation.

Oneida Business Committee Agenda Request

1. Meeting Date Requested: 03 / 01 / 18

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 LAND CLAIMS COMMISSION

1st QUARTER REPORT

October 1, 2017 to December 30, 2017

Submitted by Dakota Webster, LCC Secretary 920-228-0623

LAND CLAIMS COMMISSIONERS:

Officers:

Chairperson- Loretta Metoxen, Vice Chair-Chris Cornelius, Secretary/Treasurer-Dakota Webster

Commissioners:

Donald McLester, Tomas Escamea, Charles Wheelock, Sheila Shawanokasic

LCC Liaison:

Kirby Metoxen, Jennifer Webster

PURPOSE:

The Oneida Land Claims Commission will make informed thoughtful recommendations to the General Tribal Council and Business Committee on issues pertaining to all Oneida land claim issues. We also encourage active participation from the membership.

MISSION:

Actively pursuing education, recommendations, and resolutions to all land claim settlement offers; honoring our ancestors, treaties, and the seven generations.

MINUTES:

October- Reviewed the changes to the MOU with Business Committee support staff. Worked on roles and responsibilities of the Land Claims Commission. Worked on dates for community outreach and started talks on educational curriculum. Attended the Boo Bash at the Civic center and handed out candy on behalf of the Land Claims Commission. Reviewed ByLaw changes that will be submitted to the LOC as soon as they are done with the amendments to the standard operating procedures for boards committees and commissions.

November- The Land Claims Commission was invited to survey the land in New York with the Business Committee. Shortly after being invited Loretta Metoxen and Charles Wheelock were uninvited due to political reasons having to do with the New York Oneida government. Dakota Webster, Tomas Escamea, Chris Cornelius, and Sheila Shawanokasic went to New York in the beginning of November.

December- Tomas Escamea and Charles Wheelock are constructing a timeline for the educational curriculum that will be presented to the community on land claims issues. Working on our objectives.

FINANCIAL:

October meetings = \$700 stipends 3 meetings 2 regular 1 working

November meetings = \$0 stipends 0 meetings

December meetings = \$550 stipends 3 meetings 2 regular 1 joint with BC

GOALS AND OBJECTIVES:

Goals:

Educate the community on importance of land claims past, present, and future in accordance with ByLaws. To better understand the roles and responsibilities of the three entities Land Commission, BC, and Land Claims Commission. Improve on communication between the three entities.

Objectives

- Finalize meeting time and date with Land Commission, BC, and Land Claims Commission
- Obtain approval for Land Claims ByLaw changes
- Develop an SOP for reporting out information including specific duties of each office
- Form sub committees for each claim state (New York, Wisconsin, Kansas)
- Investigate possible claims in Wisconsin, New York and Kansas
- Report out to GTC on a more consistent basis per ByLaws

- Continue to work with OBC on New York Lands.

MEETING REQUIREMENTS:

The Land Claims Commission meets twice a month on a regular basis as scheduled; the first and third Thursday of every month at 5:30 p.m. Meeting location Cottage 2.

The Oneida Land Claims Commission is an elected governing body to meet the needs of the General Tribal Council.

Oneida Business Committee Agenda Request

1. Meeting Date Requested: 03 / 01 / 18

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 NATION SCHOOL SYSTEM

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

DATE: February 19, 2018

REPORT: School Board Quarter 1

BOARD: Oneida Nation School Board

MEMBERS: Debra Danforth, Chair
Todd Hill, Vice Chair
Margaret Ellis, Secretary
Melinda K. Danforth, At-Large Member
Fred Muscavitch, At-Large Member
Shanna Torres, Parent Member
Margaret R. Ellis, Parent Member
Melinda J. Danforth, Parent Member
Rhiannon Metoxen, Parent Member
Vacant, Parent Member

CONTACT PERSON: Margaret Ellis

OBC LIAISON: Brandon Yellow Bird-Stevens

MINUTES: October 2017
November 2017
December 2017

UPDATES

The Oneida Nation School System's first semester / second quarter ended on January 16, 2018. The K-5 student enrollment is 214, middle school is 85, and high school is 124 for a total of 423 students.

The School Board met throughout 2017 to review and update the Education Law (Code), which was submitted to the LOC years ago. The Board continues to utilize the School Board Attorney to ensure that the content of the document is in its legal form and current. Substantial changes have been made to organize and separate the content into Laws and Policies. This Law will help give better direction and unity to our community in regards to education from birth to grave. Areas containing educational goals will be able to better collaborate with each other to increase support, guidance, and educational opportunities for our members.

On August 31 and September 1, 2017, the School Board had a two-day school board training conducted by a B.I.E. representative for our region. This training was well attended not only by members of the Oneida Nation School Board, but also by the Menominee Tribe School Board. It was very informative

and gave beneficial insight to various topics needed to be a better and successful school board. The next follow up meeting with the B.I.E. representative will hopefully occur in February 2018, depending upon the representative's schedule; frequent contact is being made to get a meeting date scheduled.

The annual School Board Policies and Procedures review and update is also near completion. As various topics arose throughout 2017, the Anti-Bullying Policies, Code of Ethics, Pardon and Forgiveness Law are also in the plan to be reviewed and discussed. Lastly, in addition to the above mentioned topics, a succession plan will also be discussed to address future staffing as well as the recently approved Organization Chart which includes the Language Department.

GOALS AND OBJECTIVES

With the transition of the Language Department to the School System, our students will 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. The three year A.N.A. Grant awarded to the Language Department has been beneficial as six Language Apprentice positions were able to be filled, as well as other resources and tools to help make this program successful. These staff will continue to be in training to learn more about the language, how to speak, and how to teach others. This new transition will be beneficial for students, their families, and the community.

The completion and submission of the Education Law continues to be a goal for 2018. This Law is foreseen to include many areas of education, including the teaching and learning of the Oneida Language and Culture. There is a dire need to have all areas of education collaborate with each other to promote awareness and support to increase community members' self-sufficiency within our Nation.

Lastly, maintaining the safety of our staff and students remain on the 2018 list of goals. Staff and students will continue to practice the A.L.I.C.E. training. School Administration will continue their efforts of ensuring that both the elementary school and high school are in safe operating conditions.

MEETING REQUIREMENTS

The Oneida Nation School Board holds open meetings the first Monday of every month at 5:00 p.m. in the library at the Elementary School. Special meetings are held when deemed necessary and duly called by the School Board Chair.



Oneida Nation School Board Meeting Minutes

Date: Monday, October 2, 2017

Time: 5:00 p.m.

Place: O.N.E.S. Main Office Conference Room

The Oneida Nation School Board is committed and accountable to students, parents, families, staff, and community members to provide regulatory oversight for a safe, positive, culturally diverse, holistic, learning atmosphere based on Onayoté a'ka values. We will provide the expectations, resources, and educational opportunities to encourage students to be productive.

Present: Debbie J. Danforth, Rhiannon RC Metoxen, Fred Muscavitch, Melinda K. Danforth, Todd Hill, Margaret Ellis, Melinda J. Danforth [arrived at 5:30 p.m.]

Excused: Shanna Torres

Others: Art Skenandore, Sheri Mousseau, Linda Jenkins, Fay LeMense, Jackie Summers....

Called to order by: Debbie J. Danforth

Time: 5:04 p.m.

Opening by: Artley Skenandore

I: Approve Agenda

Motion by Fred Muscavitch to approve the agenda with an executive session to immediately follow the High School Short Program; move UWGB Student's Survey after the executive session, and to add the following two requests under New Business: Tribal Action Plan and ONSS Anti-Bullying Policy.

II. Short Program Graduates

Recognitions of high school graduates: Brianna Black Owl, Marissa Cornelius, Maria Monge-Stevens, Taliah Frederick.

Motion by Fred Muscavitch to approve the diplomas. Seconded by Melinda K. Danforth. Motion carried.

III. Minutes

A: Regular Meeting

1. September 11, 2017 Minutes

Motion by Melinda K. Danforth to approve minutes. Seconded by Melinda J. Danforth. Motion carried.

B: Special Meetings

1. School Board Training notes from August 31 and September 1, 2017

[excerpt from September 11, 2017 Minutes]

Motion by Melinda K. Danforth to defer to October meeting. Seconded by Shanna Torres. Motion carried.

Motion by Fred Muscavitch to approve notes from training. Seconded by Todd Hill. Motion carried.

IV: E-Polls - None

V: Tabled Business – None

VI: Old Business / Follow-Up

A: Standing Agenda Items

1. CIP / High School – Planning Department

Leanne Doxtater not present. Artley Skenandore informed Board that the clan meeting dates are established.

Motion by Fred Muscavitch to accept the update. Seconded by Melinda K. Danforth. Motion carried.

2. Athletics – Artley Skenandore

Motion by Margaret Ellis to accept update. Seconded by Todd Hill. Motion carried.

3. JOM Program –Sheri Mousseau

Next JOM meeting will be at 5:00 p.m. on October 19, 2017. The spaghetti dinner went well. A raffle will be established for parents to have another opportunity to win a \$30.00 gift card.

Motion by Melinda J. Danforth to accept update. Seconded by RC Metoxen. Motion carried.

B: Follow-up

1. Youth Risk Behavior System (YRBS)

a. Subcommittee – Artley Skenandore

[excerpt from September 11, 2017 Minutes] *School survey is delayed for approximately two weeks.*

Preparing to send final piece to enrollments to send out. October 22, 2017 is the return due date of surveys. Should have the data by December.

Motion by Melinda J. Danforth to accept the update and requested results to be brought back to the December meeting. Seconded by Melinda K. Danforth. Motion carried.

2. UW-Stout Student / ONSS Student Nutrition Survey by ONSS Alumni Noelle Metoxen

Results will be provided as an add-on.

Motion by Melinda K. Danforth to accept results. Seconded by Melinda J. Danforth. Motion carried.

[excerpt from August 17, 2017 meeting]:

Motion by Melinda K. Danforth to defer item until October 2017. Seconded by Todd Hill. Motion carried.

[excerpt from July 10, 2017]:

Motion by Melinda K. Danforth to defer until August 2017 meeting. Seconded by RC Metoxen. Motion carried.

[excerpt from May 23, 2017 meeting with B.C.]:

Motion by Melinda K. Danforth to approve grades 6-8 student Nutritional Intake survey for research project and to bring back results to the school board by July or August. Seconded by Todd Hill. Motion carried.

3. **Item deferred until 2018:** Educational Leave request to attend UW-Madison Capstone Program

[excerpt from August 17, 2017 meeting]:

Motion by Melinda K. Danforth to defer until September 2018 meeting. Seconded by Fred Muscavitch. Motion carried.

[excerpt from July 10, 2017 meeting]:

Motion by Margaret Ellis to accept update and to note agenda that update should be expected after end of program in September 2018. Seconded by RC Metoxen. Motion carried.

[excerpt from June 5, 2017 meeting]:

Motion by Melinda K. Danforth to approve request. Seconded by Shanna Torres. Motion carried.

Discussion: Request update upon return.

VII: New Business

A. Tribal Action Plan –

Melinda J. Danforth: Trying to bring all of the different resources together throughout the tribe. Have to stick to it and move along. Learn how all of our services can work together. Behavioral Health is within the tribe and we work together with them. We need to learn more about our services and bring them all together to learn how to collaborate with each other. The actual plan was supposed to be submitted on Friday and the tribe is supposed to hiring a person to oversee this plan. There is supposed to be teams to identify locations and run the program.

Motion by Fred Muscavitch to accept update. Seconded by RC Metoxen. Motion carried.

B. Request from Kahliwisaks on ONSS Anti-Bullying Policy

No action taken.

VIII: Reports

A. Superintendent

Motion by Melinda K. Danforth to accept report. Seconded by Margaret Ellis. Motion carried.

B. Administrative Staff

1. Business Manager
2. K-8 Principal
 - a. Assistant Principal
 - b. Gifted and Talented
3. 9-12 School Principal
4. Special Education
5. Technology
6. FACE

PBIS – Update provided by Artley Skenandore

One initiative is positive behaviors. Having staff recognize students who do good things. Five out of 60 were chosen from the last 4 weeks. Winners get a \$10 gift certificate. RC requested to receive an update when done.

Melinda K Danforth – Requested how clan system process is going?

Update by Artley Skenandore – At the elementary school level, the Bear, Turtle, and Wolf clans are the starting points. Student council is done away with and there is now a Bear, Turtle and Wolf clan system. School system is designed around the Bear, Turtle, and Wolf clans, including competitions instead of using freshman, sophomore, junior, senior. There is an adoption process for those students and staff who do not know their clans; students take them by their hand and bring them to a family.

School Website – Melinda J. Danforth is having issues contacting the staff / finding school supplies / and having difficulties with school website. It's difficult to navigate on website. Sheri will talk to the Technology Coordinator about the website.

C. Language House – Report submitted by Tracy Williams

[excerpt from June 5, 2017 Minutes]: Motion by Fred Muscavitch to approve Organization Chart.

Seconded by Margaret Ellis. Melinda K. Danforth opposed. Motion carried. Secondary motion by Melinda K. Danforth to bring back Org Chart item to succession plan meeting, which should be within six (6) months, to make sure the organizational hierarchy is functioning properly.

Seconded by Fred Muscavitch. Motion carried.

Language Apprentice Screenings are set for October 9 and 16; however a procedural exception may need to be requested due to potential conflicts of interest between board members and candidates.

Motion by Rhiannon RC Metoxen to accept report. Fred Muscavitch seconded. Motion carried.

RC Metoxen recommended having future Language House reports on Letterhead.

D. Monthly School Calendar – None

Motion by RC Metoxen to accept the reports and updates. Seconded by Melinda K. Danforth. Motion carried.

IX: Executive Session –

Motion by Melinda K. Danforth to go into executive session at 5:17 p.m. Seconded by Todd Hill. Motion carried.

[Melinda J. Danforth arrived at 5:30 p.m.]

Motion by Fred Muscavitch to come out of executive session at 6:04 p.m. Seconded by RC Metoxen. Motion carried.

Melinda K. Danforth and Debbie Danforth recused themselves at 5:39 p.m.

Motion by Todd Hill to go into executive session at 6:57 p.m. Seconded by Melinda J. Danforth. Motion carried.

Motion by RC Metoxen to come out of executive session at 7:01 p.m. Seconded by Melinda K. Danforth. Motion carried.

A. HRD response to O.N.S.S. Staff Trade Back for Cash Procedures

Motion by Melinda J Danforth to request the Superintendent to work with HRD to revise the Standard Operating Procedure #8 entitled "ONSS Employee Indirect Compensation: Trade Back for Cash, and obtain the necessary approval from the Business Committee, and to amend the current year's contracts to bring them in to compliance with

the new Standard Operating Procedure, and to have HRD involved in next year's contract development. Motion carried. Melinda K. Danforth abstained.

B. Written comments for Boards, Committees, and Commissions for Comprehensive Policy Amendments

1. Comprehensive Policy work meeting notes from September 21, 2017
2. School Board Attorney Memo and notes

Motion by Fred Muscavitch to approve the memo. Seconded by Melinda J. Danforth. Motion carried.

C. School Board member's request/notification to School Board

Request/notification accepted as an FYI. No action taken.

X: ADJOURN

Motion by Todd Hill to adjourn at 7:12 p.m. Seconded by RC Metoxen. Motion carried.

Respectfully submitted,



Rhiannon Metoxen
Secretary
Oneida Nation School Board

approved / corrected on 11/16/17
Date



Oneida Nation
School Board
PO Box 365 • Oneida, WI 54155-0365
(920) 869-1676



School Board Special Meeting

DATE: October 11, 2017
PLACE: ONES Conference Room

TIME: 4:30 p.m.

The Oneida Nation School Board is committed and accountable to students, parents, families, staff, and community members to provide regulatory oversight for a safe, positive, culturally diverse, holistic, learning atmosphere based on Onayoté a'ka values. We will provide the expectations, resources, and educational opportunities to encourage students to be productive.

PRESENT: Melinda K. Danforth, Melinda J. Danforth, Todd Hill, RC Metoxen, Margaret Ellis

EXCUSED: Debbie Danforth, Shanna Torres, Fred Muscavitch

OTHERS: School Board Attorney Joanne Harmon Curry via telephone, Jolene Hensberger [recorder]

CALL TO ORDER: RC Metoxen, Secretary

TIME: 4:56 p.m.

I. Approval of Agenda

No action taken.

II. Pre-hearing Conference Call with School Board Attorney

Attorney provided legal information to School Board regarding rules of order and duties of Hearing Panel.

III. Recess/Adjourn

Motion by Melinda K. Danforth to adjourn at 6:00 p.m. Seconded by Margaret Ellis. Motion carried.

Respectfully submitted,

Rhianon Metoxen
Secretary
Oneida Nation School Board

approved

corrected on

11/16/17
Date



Oneida Nation School Board Meeting Minutes

Date: Monday, November 6, 2017

Time: 5:00 p.m.

Place: O.N.E.S. Library

The Oneida Nation School Board is committed and accountable to students, parents, families, staff, and community members to provide regulatory oversight for a safe, positive, culturally diverse, holistic, learning atmosphere based on Onayoté a'ka values. We will provide the expectations, resources, and educational opportunities to encourage students to be productive.

Present: Debbie J. Danforth, Fred Muscavitch, Melinda K. Danforth, Todd Hill, Margaret Ellis

Excused: Melinda D. Danforth, Shanna Torres, Rhiannon RC Metoxen

Others: Sheri Mousseau, Yvette Peguero, Fay LeMense, Jackie Summers, Jolene Hensberger [recorder arrived at 5:30 p.m.]

Called to order by: Debbie Danforth

Time: 5:20 p.m.

Opening by: Fred Muscavitch

I: Approve Agenda

Motion by Melinda K. Danforth to approve the agenda with six (6) add-on's. Seconded by Todd Hill. Motion carried.

II. Short Program Graduates – None

III. Minutes

A: Regular Meeting

1. October 2, 2017 Minutes

Motion by Todd Hill to approve minutes. Seconded by Melinda K. Danforth. Motion carried.

B: Special Meetings

1. October 11, 2017 School Board Conference Call w/Attorney

Motion by Todd Hill to approve minutes. Seconded by Margaret Ellis. Motion carried.

IV: E-Polls

A: October 10, 2017 Conference Call with School Board Attorney (approved)

Motion by Melinda K. Danforth to ratify. Seconded by Todd Hill. Motion carried.

V: Tabled Business – None

VI: Standing Agenda Items / Follow-Up

A: Standing Agenda Items

1. CIP / High School – Planning Department [Leanne Doxtater requested to be excused]

Sheri Mousseau informed Board that an update will be provided in next couple of weeks.

Motion by Melinda K. Danforth to accept verbal update. Seconded by Todd Hill. Motion carried.

2. Athletics – Artley Skenandore [requested to be excused]

Sheri Mousseau informed Board that the 6th-7th and 8th grade girls' basketball schedules have been distributed and the high school schedules are at printing. 6th grade boys did not start, yet.

Motion by Todd Hill to accept update. Seconded by Melinda K. Danforth. Motion carried.

3. JOM Program –Sheri Mousseau

a. September 28, 2017 Minutes

b. JOM budget [add-on]

Gift cards depreciate if not used over a period of time so the inventory is being reduced. There was no meeting held in October.

Discussion: Margaret Ellis requested a breakdown of the supplies and special events in future reports.

Motion by Fred Muscavitch to accept update. Seconded by Melinda K. Danforth. Motion carried.

B: Follow-up

1. Reschedule canceled Policies and Procedures Retreat

Rescheduled dates: Friday, December 8, 2017 at 12:30 p.m. - 4:30 p.m. and Saturday, December 9, 2017 at 8:30 a.m. - 12:30 p.m. with a Pot-Luck being on Saturday. Both meetings will take place the Oneida Community Health Center. School Board Chair will submit requests to use building.

2. Youth Risk Behavior System (YRBS): ***Item deferred until December 2017 meeting***

a. Subcommittee – Artley Skenandore

[excerpt from October 2, 2017 Minutes] Motion by Melinda J. Danforth to accept the update and requested results to be brought back to the December meeting. Seconded by Melinda K. Danforth. Motion carried.

[excerpt from September 11, 2017 Minutes] School survey is delayed for approximately two weeks.

3. Educational Leave request to attend UW-Madison Capstone Program : ***Item deferred until 2018***

[excerpt from August 17, 2017 Minutes]: Motion by Melinda K. Danforth to defer until September 2018 meeting. Seconded by Fred Muscavitch. Motion carried.

[excerpt from July 10, 2017 Minutes]: Motion by Margaret Ellis to accept update and to note agenda that update should be expected after end of program in September 2018. Seconded by RC Metoxen. Motion carried.

[excerpt from June 5, 2017 Minutes]: Motion by Melinda K. Danforth to approve request. Seconded by Shanna Torres. Motion carried. Discussion: Request update upon return.

VII: New Business

A. Quarter 4 Report to Business Committee (on the October 26, 2017 B.C. Agenda at 11:15 a.m.)

Motion by Melinda K. Danforth to retro approve report. Seconded by Fred Muscavitch. Motion carried.

VIII: Reports

A. Superintendent

Motion by Melinda K. Danforth to approve report. Seconded by Todd Hill. Motion carried.

Discussion: Request recommended by Melinda K. Danforth that information of any Ramah/Navajo funds utilized to be included in the monthly report due to the funds mainly for ONSS enhancements.

B. Administrative Staff

1. Business Manager – not included
2. K-8 Principal
 - a. Assistant Principal – [add-on: Incident Report]
 - b. Gifted and Talented
3. 9-12 School Principal
4. Special Education
5. Technology
6. FACE

PBIS – **[excerpt from October 2, 2017 Minutes]** Update provided by Artley Skenandore
 One initiative is positive behaviors. Having staff recognize students who do good things.
 Five out of 60 were chosen from the last 4 weeks. Winners get a \$10 gift certificate.
 Request by RC Metoxen to receive an update when completed.

Motion by Melinda K. Danforth to accept reports. Seconded by Todd Hill. Motion carried.

C. Language House – Report submitted by Tracy Williams [requested to be excused]

[excerpt from June 5, 2017 Minutes]: Motion by Fred Muscavitch to approve Organization Chart. Seconded by Margaret Ellis. Melinda K. Danforth opposed. Motion carried. Secondary motion by Melinda K. Danforth to bring back Org Chart item to succession plan meeting, which should be within six (6) months, to make sure the organizational hierarchy is functioning properly. Seconded by Fred Muscavitch. Motion carried.

Motion by Margaret Ellis to accept report. Seconded by Todd Hill. Motion carried.

D. Monthly School Calendar – November, FYI onlyIX: **Executive Session –**

Motion by Melinda K. Danforth to enter into executive session at 5:59 p.m. Seconded by Todd Hill. Motion carried.

A. Yethiyatanunha (Y.E.T.) Program Reorganization to O.N.S.S. [add-on]

1. Reorganization Chart

Motion by Fred Muscavitch to approve the reorganization of the Y.E.T. Program to the O.N.S.S. Seconded by Todd Hill. Motion carried.

2. Yethiyatanunha (Y.E.T.) Program Manager Job Description

Motion by Fred Muscavitch to approve the Y.E.T. Program Manager job description with changes of correcting the direct supervisor title of Director to Principal under Position Summary. Seconded by Todd Hill. Motion carried.

B. Parent of a Coach Complaint [add-on]

Motion by Fred Muscavitch to accept complaint as an FYI. Seconded by Margaret Ellis. Motion carried.

C. Memo on Pardon and Forgiveness Law from School Board Attorney

Motion by Melinda K. Danforth to defer to Policy and Procedure retreat. Seconded by Fred Muscavitch. Motion carried.

D. Request to change Human Resource Representative

Motion by Fred Muscavitch to request School Board Chair to draft an official letter to H.R.D. requesting a different H.R.D. Representative be assigned to the Oneida Nation School System, effective immediately. Seconded by Margaret Ellis. Melinda K. Danforth abstained. Motion carried.

E. Teacher request to fund credits for Master degree completion [add-on]

Motion by Fred Muscavitch to fund payment for credits to obtain a Master's degree using funds determined by administration.

Secondary motion by Fred Muscavitch to direct administration to develop a contractual obligation for teachers utilizing funds for credits towards a degree. Seconded by Todd Hill. Motion carried.

F. Seymour School District Invite Flyer on Public Law 81-874-Impact Aid and Title VI Programming

Motion by Fred Muscavitch to accept as an FYI. Seconded by Margaret Ellis. Motion carried.

[Debbie J. Danforth recused herself at 6:26 p.m. from executive session]

G. Hearing Body [add-on]

Motion by Fred Muscavitch to accept information as an FYI. Seconded by Margaret Ellis. Motion carried.

Motion by Melinda K. Danforth to come out of executive session at 6:38 p.m. Seconded by Todd Hill. Motion carried.

[Debbie J. Danforth returned to executive session at 6:38 p.m.]

X: ADJOURN

Motion by Melinda K. Danforth to adjourn at 6:45 p.m. Seconded by Todd Hill. Motion carried.

Respectfully submitted,



Rhiannon Metoxen
Secretary
Oneida Nation School Board

approved / corrected on 12/4/17
Date



Oneida Nation School Board Meeting Minutes

Date: Monday, December 4, 2017

Time: 5:00 p.m.

Place: O.N.E.S. Library

The Oneida Nation School Board is committed and accountable to students, parents, families, staff, and community members to provide regulatory oversight for a safe, positive, culturally diverse, holistic, learning atmosphere based on Onayoté a'ka values. We will provide the expectations, resources, and educational opportunities to encourage students to be productive.

Present: Debbie Danforth, Fred Muscavitch, Rhiannon Metoxen, Melinda K. Danforth, Todd Hill, Shanna Torres, Melinda J. Danforth [arrived at 5:15 p.m.]

Excused: Margaret Ellis

Others: Sheri Mousseau, Yvette Peguero, Artley Skenandore, Tracy Williams, Tony Romandine, Paul Metoxen

Called to order by: Debbie Danforth

Time: 5:02 p.m.

Opening by: Artley Skenandore

I: Approve Agenda

Motion by Melinda K. Danforth to approve agenda with add-ons. Seconded by Rhiannon Metoxen. Motion carried.

II. Short Program Graduates – None

III. Minutes

A: Regular Meeting

1. November 6, 2017

Motion by Rhiannon Metoxen to approve minutes. Seconded by Fred Muscavitch. Motion carried.

B: Special Meetings – None

IV: E-Polls – None

V: Tabled Business – None

VI: Standing Agenda Items / Follow-Up

A: Standing Agenda Items

1. CIP / High School – Planning Department

Wednesday, December 06, 2017 at 9:30 until 10:30, there will be a clan meeting.

Motion by Melinda K. Danforth to accept update. Seconded by Rhiannon Metoxen. Motion carried.

2. Athletics – Artley Skenandore

Winter sports have been in session for a few weeks. The ONHS Invitational has been approved and will be in January. The H.S. will invite other schools. Next fall the H.S. is hoping to offer a middle school cross country.

Motion by Todd Hill to accept update. Seconded by Rhiannon Metoxen. Motion carried.

Discussion: Request by Rhiannon Metoxen to have Art follow-up with Tracy Christensen to make sure students have water when travelling.

3. JOM Program –Sheri Mousseau

- a. Minutes: November – [no meeting]
- b. JOM budget [submitted in November's material]

December meeting will be on 12/14/17 at 10 a.m. in parent room at elementary school.

Motion by Melinda K. Danforth to accept update. Seconded by Rhiannon Metoxen. Motion carried.

B: Follow-up

1. Youth Risk Behavior System (YRBS): *Item deferred until December 2017 meeting*

- a. Subcommittee – Artley Skenandore

[excerpt from October 2, 2017 Minutes] Motion by Melinda J. Danforth to accept the update and requested results to be brought back to the December meeting. Seconded by Melinda K. Danforth. Motion carried.

[excerpt from September 11, 2017 Minutes] School survey is delayed for approximately two weeks.

Art should have a summary by January meeting. Last survey was done approximately 7 years ago and collaborated with Behavioral Health and Quality of Life and it was for all eligible high school students in Brown and Outagamie County and it was a formal request by ex BC member, Fawn Billie.

Motion by Todd Hill to accept. Seconded by Rhiannon Metoxen. Motion carried.

2. PBIS – Request by RC Metoxen to receive an update when completed.

[excerpt from October 2, 2017 Minutes] Update provided by Artley Skenandore. One initiative is positive behaviors. Having staff recognize students who do good things. Five out of 60 were chosen from the last 4 weeks. Winners get a \$10 gift certificate.

On 3rd rotation of recognitions. Last \$10.00 recognition was done last Friday during Honors Assembly.

Motion by Melinda K. Danforth to accept update. Seconded by Rhiannon Metoxen. Motion carried.

3. Educational Leave request to attend UW-Madison Capstone Program: *Item deferred until 2018*

[excerpt from August 17, 2017 Minutes]: Motion by Melinda K. Danforth to defer until September 2018 meeting. Seconded by Fred Muscavitch. Motion carried.

[excerpt from July 10, 2017 Minutes]: Motion by Margaret Ellis to accept update and to note agenda that update should be expected after end of program in September 2018. Seconded by RC Metoxen. Motion carried.

[excerpt from June 5, 2017 Minutes]: Motion by Melinda K. Danforth to approve request. Seconded by Shanna Torres. Motion carried. Discussion: Request update upon return.

VII: New Business

A. School Board Annual GTC Report

Motion by Rhiannon Metoxen to retro approve annual report with recommendation to have all future reports be submitted to the School Board prior to being submitted to B.C. and to e-poll report for approval and if no quorum exists for an e-poll, to proceed and submit report to the B.C. agenda. Seconded by Melinda J. Danforth. Motion carried.

B. Anti-Bullying Policy [add-on: handouts]

Motion by Melinda K. Danforth to request that school administration, which includes Roy Redhail, Heidi Mathey, and any other staff, if they can, review the policy and make recommendations to bring back to school board by the January 2018 meeting as an update, and to also bring back a recommendation of replacing the word Bullying. Seconded by Rhiannon Metoxen. Motion carried.

Amendment to the motion by Melinda J. Danforth to also review this policy at the upcoming scheduled School Board Policies and Procedures meeting to discuss what can be done right now. Seconded by Todd Hill. Motion carried.

VIII: Reports

A. Superintendent

Jack Edmo responded and said he can come back to Oneida to work with SB processes after February 2018.

1. O.N.S.S. Annual GTC Report

Motion by Melinda K. Danforth to approve the report. Seconded by Shanna Torres. Motion carried.

Discussion: Recommendation by Rhiannon Metoxen to change the "School Board" heading to "Oneida Nation School System" in the annual GTC report to the B.C.

2. Parent Survey [add-on]

Motion by Melinda K. Danforth to accept the survey. Seconded by Rhiannon Metoxen. Motion carried.

B. Administrative Staff

1. Business Manager
 - a. October
 - b. November
2. K-8 Principal
 - a. Assistant Principal
 - b. Gifted and Talented
3. 9-12 School Principal
4. Special Education
5. Technology
6. FACE

Motion by Melinda K. Danforth to accept the reports. Seconded by Rhiannon Metoxen. Motion carried.

Discussion: Request by Rhiannon Metoxen and Todd Hill to receive email notifications of school events, including the Perfect Attendance and Honors Assembly.

C. Oneida Language Department – Report submitted by Tracy Williams [requested to be excused]

[excerpt from June 5, 2017 Minutes]: Motion by Fred Muscavitch to approve Organization Chart. Seconded by Margaret Ellis. Melinda K. Danforth opposed. Motion carried. Secondary motion by Melinda K. Danforth to bring back Org Chart item to succession plan meeting, which should be within six (6) months, to make sure the organizational hierarchy is functioning properly. Seconded by Fred Muscavitch. Motion carried.

Tracy – report submitted for November activities of Lang House and ANA Grant. September report was submitted for closing out the language program under the Business Committee. Working with new hires to get them established. Getting ready to start language in elementary school in the aftercare program. The fiscal part of the transition is utilizing the business unit number, working together to find out where we can make the most collaboration with classes included other classes in other school districts. Also going to work with NWTC to see if language program can get accredited. Also going to work on inviting other language speakers, and going to work on creating a program for any age group to make skits. Aftercare language program has not yet started due to trying to get new hires established.

Motion by Rhiannon Metoxen to accept report and update. Seconded by Todd Hill. Motion carried.

D. Language House Program Close-Out Report to B.C. [add-on]

Motion by Melinda K. Danforth to request Tracy Williams to work with School Board Administrative Assistant to complete close-out report and to submit to January 2018 School Board meeting. Seconded by Rhiannon Metoxen. Motion carried.

E. FYI: Monthly School Calendar – December

No action needed.

IX: Executive Session –

Motion by Rhiannon Metoxen to go into executive session at 6:50 p.m. Seconded by Shanna Torres. Motion carried.

Motion by Rhiannon Metoxen to come out of executive session at 7:07 p.m. Seconded by Melinda J. Danforth. Motion carried.

1. School Nurse Resignation Letter - FYI

Motion by Rhiannon Metoxen to accept as FYI. Seconded by Melinda K. Danforth. Motion carried.

2. School Board Application

Motion by Melinda K. Danforth to have School Board Administrative Assistant provide the term date and application in an e-poll to decide whether to accept. Seconded by Rhiannon Metoxen. Motion carried.

3. Six Month Follow-Up Performance Assurance Audit

Motion by Melinda J. Danforth to accept. Seconded by Melinda K. Danforth. Motion carried.

4. Language Department staff resignation memo

- a. Approved job description
- b. Approve to post position

Motion by Melinda J. Danforth to approve job description and to post position. Seconded by Todd Hill. Motion carried.

5. High School Math Teacher job description [add-on]

- a. Approve to post position

Motion by Rhiannon Metoxen to approve with the revisions and to approve to post the position. Seconded by Melinda K. Danforth. Motion carried.

6. High School Principal Job Description [add on]

[For the record: Debbie Danforth recused herself at 7:02 p.m.]

Motion by Rhiannon Metoxen to accept updated job description until it comes back for approval. Seconded by Melinda K. Danforth. Motion carried.

X: ADJOURN

Motion by Melinda K. Danforth to adjourn at 7:15 p.m. Seconded by Todd Hill. Motion carried.

NOTE: Hold elections during January school board meeting on Monday, January 8th.

NOTE: Due to first Monday of January being a holiday, school board meeting will be held on January 8, 2018.

Respectfully submitted,



Rhiannon Metoxen
Secretary
Oneida Nation School Board

approved / corrected on 11/08/18
Date



Oneida Nation School Board Retreat Minutes

Date: Friday, December 8, 2017

Time: 12:30 p.m.

Place: Oneida Community Health Center

The Oneida Nation School Board is committed and accountable to students, parents, families, staff, and community members to provide regulatory oversight for a safe, positive, culturally diverse, holistic, learning atmosphere based on Onayoté a'ka values. We will provide the expectations, resources, and educational opportunities to encourage students to be productive.

Present: Debbie Danforth, Fred Muscavitch, Todd Hill, Shanna Torres, Melinda K. Danforth, Melinda J. Danforth [arrived at 1:10 p.m.], Margaret Ellis, Rhiannon Metoxen

Excused: None

Others: Sheri Mousseau, Yvette Peguero [arrived at 3:03 p.m.], Jolene Hensberger [recorder]

Called to order by: Debbie Danforth

Time: 12:47 p.m.

Opening by: Fred Muscavitch

I: Approve Agenda

Motion by Rhiannon Metoxen to approve agenda with changes of moving the Policies and Procedures item to letter A, moving the Anti-Bullying item to letter B, and moving Education Law to letter C. Seconded by Melinda K. Danforth. Motion carried.

II: New Business

A. Education Law –

Defer to Saturday, December 9, 2017

B. Policies and Procedures –

Ended on page 2-102, continue review Saturday, December 9, 2017

C. Anti-Bullying Policy –

Defer to Saturday, December 9, 2017

III: ADJOURN

Motion by Todd Hill to adjourn at 3:53 p.m. Seconded by Melinda K. Danforth. Motion carried.

Respectfully submitted,

Rhiannon Metoxen

Secretary

Oneida Nation School Board

approved / corrected on

1/8/18

Date



Oneida Nation School Board Retreat Minutes

Date: Saturday, December 9, 2017

Time: 8:30 a.m.

Place: Oneida Community Health Center

The Oneida Nation School Board is committed and accountable to students, parents, families, staff, and community members to provide regulatory oversight for a safe, positive, culturally diverse, holistic, learning atmosphere based on Onayoté a'ka values. We will provide the expectations, resources, and educational opportunities to encourage students to be productive.

Present: Debbie Danforth, Todd Hill, Shanna Torres, Melinda K. Danforth, Melinda J. Danforth [departed at 10:05 a.m.], Margaret Ellis [arrived at 9:15 a.m.]

Excused: Fred Muscavitch, Rhiannon Metoxen

Others: Sheri Mousseau, Yvette Peguero, Art Skenandore, Jolene Hensberger [recorder]

Called to order by: Debbie Danforth

Time: 8:40 a.m.

Opening by: Art Skenandore

I: Approve Agenda (con't from 12/08/2017)

Motion by Rhiannon Metoxen to approve agenda with changes of moving the Policies and Procedures item to letter A, moving the Anti-Bullying item to letter B, and moving Education Law to letter C. Seconded by Melinda K. Danforth. Motion carried.

II: New Business

A. Policies and Procedures –

Ended on page 3-101; continue review on December 27, 2017.

[excerpt from December 8, 2017] Ended on page 2-102, continue review Saturday, December 9, 2017

B. Anti-Bullying Policy –

Defer until December 27, 2017

[excerpt from December 8, 2017] Defer to Saturday, December 9, 2017

C. Education Law –

Defer until December 27, 2017

[excerpt from December 8, 2017] Defer to Saturday, December 9, 2017

III: ADJOURN

Motion by Margaret Ellis to adjourn at 10:15 a.m. Seconded by Shanna Torres. Motion carried.

NOTE: Next Policies and Procedures meeting will be Wednesday, December 27, 2017 at 9:00 a.m. – Noon.

Respectfully submitted,

Rhiannon Metoxen
Secretary
Oneida Nation School Board

approved / corrected on 11/08/18
Date



Oneida Nation School Board Retreat Minutes

Date: Wednesday, December 27, 2017

Time: 9:00 a.m.

Place: O.N.E.S. Library

The Oneida Nation School Board is committed and accountable to students, parents, families, staff, and community members to provide regulatory oversight for a safe, positive, culturally diverse, holistic, learning atmosphere based on Onayoté a'ka values. We will provide the expectations, resources, and educational opportunities to encourage students to be productive.

Present: Debbie Danforth [arrived at 9:30 a.m.], Fred Muscavitch, Todd Hill, Shanna Torres, Margaret Ellis, Melinda K. Danforth [arrived at 9:30 a.m.]

Excused: Rhiannon Metoxen, Melinda J. Danforth

Others: Sheri Mousseau, Yvette Peguero, Art Skenandore, Jolene Hensberger [recorder]

Called to order by: Debbie Danforth

Time: 9:30 a.m.

Opening by: Art Skenandore

I: Approve Agenda (con't from 12/09/2017)

Motion by Todd Hill to approve agenda. Seconded by Shanna Torres. Motion carried.

II: New Business

A. Policies and Procedures

Next meeting will start at section 5-000 with section 5-101 being review by Administration. Request School Board Administrative Assistant email draft of reviewed policies and procedures to Board members prior to next meeting on January 5th, and to include School Board Orientation Handbook and Code of Ethics review and update for the next meeting. Lastly, to request School Board Attorney to review questions needing legal review/clarification.

[excerpt from December 9, 2017] Ended on page 3-101; continue review on December 27, 2017

[excerpt from December 8, 2017] Ended on page 2-102, continue review Saturday, December 9, 2017

B. Anti-Bullying Policy

[excerpt from December 27, 2017] Defer until January 5, 2018

[excerpt from December 9, 2017] Defer until December 27, 2017

[excerpt from December 8, 2017] Defer to Saturday, December 9, 2017

C. Education Law

[excerpt from December 27, 2017] Defer until January 5, 2018

[excerpt from December 9, 2017] Defer until December 27, 2017

[excerpt from December 8, 2017] Defer to Saturday, December 9, 2017

III: ADJOURN

Motion by Todd Hill to adjourn at 12:10 p.m. Seconded by Shanna Torres. Motion carried.

NOTE: Next Policies and Procedures meeting will be Friday, January 5, 2018 at 12:30 a.m. – 4:00 p.m. at O.N.E.S.

Respectfully submitted,

Rhiannon Metoxen

Secretary

Oneida Nation School Board

approved / corrected on 1/08/18
Date

Oneida Business Committee Agenda Request

1. Meeting Date Requested: 03 / 01 / 18

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 the FY2018 1st Quarter Report of Election Board

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: Racquel Hill, Election Board Chairperson
Your Name, Title / Dept. or Tribal Member

Additional Requestor: _____
Name, Title / Dept.

Additional Requestor: _____
Name, Title / Dept.

ONEIDA ELECTION BOARD QUARTERLY REPORT

October – December, 2017

Report Submitted By: Racquel Hill, Chairperson
Election_Board@oneidanation.org

Board Members: Teresa Schuman, Vice Chairperson
 Sunshine Wheelock, Secretary
 Gina Buenrostro
 Vicki L. Cornelius
 Patricia Lassila
 Christina Liggins
 Tina Skenandore
 Tonya Webster

Alternates: Melinda K. Danforth
 Paula Fish
 Shannon Metoxen
 Patricia Moore
 Kalene White

BC Liaison: Ronald W. Hill, BC Chairman
 Alternate Lisa Summers, BC Secretary

Meetings:

	Regular	Special	GTC	Other
October	1	0	1	1 [^]
November	2	0	1	0
December	2	1	0	1 [*]

*Special Election -Recounts ^Caucus

Highlights for the quarter:

1. Proposed Special Election date of December 2, 2017 for vacancy of Appellate Court Judge within the Judiciary and Attorney within GTC Legal Resource Center was submitted to the Business Committee (per Election Law: 102.12-6. Dates of all Special Elections shall be set, as provided for in this law, by the Business Committee as recommended by the Election Board or as ordered by the Judiciary in connection with an election challenge.)
2. On October 14, 2017 a Caucus was held at 1:00 pm at the Norbert Hill Center, Business Committee Conference Room. The deadline to submit applications was October 20th. Election Board diligently reviewed the two (2) applications for Appellate Court Judge and prepared for the special election to be held in Oneida and Milwaukee.
 - a. There were no applicants for the Attorney position within the GTC Legal Resource Center.
3. 2017 Special Election was held December 2, 2017 at Ridgeview Plaza, Suite #4 as the Oneida Health Center was being utilized for a holiday craft sale. There were no challenges filed and final report was submitted and ratified by the Business Committee on December 27th.

Goals and Objectives (Remain consistent):

- ❖ Conduct the Nation's elections in compliance with the Nation's laws and Election Board processes and procedures. .
- ❖ Develop, adopt, and review applicable standard operating procedures.
- ❖ Strive to serve the Oneida membership fairly while being fiscally responsible.

Meeting requirements: The Oneida Election Board is required to meet once per month with special meetings scheduled as needed. One (1) special meeting were held in the FY2018 first quarter to address parking lot issues and amend and/or develop standard operating procedures. FYI: Election Board has more regular meetings when in "election cycle mode" to prepare for and conduct elections.

Oneida Business Committee Agenda Request

1. Meeting Date Requested: 03 / 01 / 18

2. General Information:

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

Agenda Header:

☐ Accept as Information only

☒ Action - please describe:

To defer Land Commission First Quarter Report to March 14, 2018.

3. Supporting Materials

☐ Report ☐ Resolution ☐ Contract

☐ Other:

1.

3.

2.

4.

☐ Business Committee signature required

4. Budget Information

☐ Budgeted - Tribal Contribution

☐ Budgeted - Grant Funded

☐ Unbudgeted

5. Submission

Authorized Sponsor / Liaison:

Primary Requestor/Submitter:

Your Name, Title / Dept. or Tribal Member

Additional Requestor:

Name, Title / Dept.

Additional Requestor:

Name, Title / Dept.

Oneida Business Committee Agenda Request

6. Cover Memo:

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

The Land Commission is asking to defer their report to March 14, 2018.

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: 3 / 1 / 18

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: Jeff Bowman, President, Bay Bank
Your Name, Title / Dept. or Tribal Member

Additional Requestor: 
Name, Title / Dept.

Additional Requestor: _____
Name, Title / Dept.

Bay Bank QUARTERLY REPORT

Quarter ended December 31, 2017

A. BAY BANK

Submitted by: Jeff Bowman, Board Member
 Directors: Nathaniel King, Fern Orie, Bob Jossie
 Jeff Bowman, Pete King, Elaine Skenandore-Cornelius

Oneida Business Committee Contact: *David Jordan*

B. MINUTES

None Submitted

ACTION TAKEN

No Tribal Policy change.

D. FINANCIAL

Note that various financial reports

December 31, 2017 is Bay Bank's fiscal year end.

E. SPECIAL EVENTS AND TRAVEL

None

F. PERSONAL COMMENTS

Bay Bank account numbers as of December 31, 2017:

1,224	Checking Accounts
388	Business Checking Accounts
72	Money Market Accounts

1,617	Savings Accounts
380	Certificates of Deposit
92	Commercial Real Estate Loans
893	Residential Real Estate Loans
207	Business Loans
569	Consumer Loans
34	Oneida Small Business 2000 Loan Program Loans

The Oneida Small Business Loan Program 2000 that is administered by Bay Bank started on May 1, 2002. As of this date over \$ 12.1 million in new loans have been made to over 128 new or growing Oneida tribal member owned businesses.

The Section 184 mortgage loans serviced under FHLB MPF program totaled \$67.9 million at December 31, 2017. There are 564 loans in the program currently.

G. GOALS AND OBJECTIVES

2017 GOALS:

GOAL A: Bay Bank will strive to attain a minimum 0.50% Return on Assets for the year ending December 31, 2017. Return on Assets (ROA) is a common measurement of a bank's profitability. This ratio informs you how well the bank is managing and investing the bank's assets.

2017 ROA Goal	2017 YTD ROA Actual	2017 Peer Group Average
0.50 %	0.69%	0.87%

GOAL B: Bay Bank will strive to attain a minimum 6.00 % Return on Equity for the year ending December 31, 2017. Return on Equity (ROE) is the measurement of how well the bank is performing for its stockholder.

2017 ROE Goal	2017 YTD ROE Actual	2017 Peer Group Average
6.00 %	4.90 %	7.44 %

Bay Bank had budgeted total loans for the quarter ended December 31, 2017 in the amount of \$ 59.7 million. Total loans at December 31, 2017 were \$ 56.7 million or \$ 3.0 million less than projected. Loans increased \$ 1.9 million over the 12-month period ended December 31, 2017.

Bay Bank had budgeted total deposits for the quarter ended December 31, 2017 in the amount of \$ 77.4 million. Total deposits at December 31, 2017 were \$ 69.3 million or \$ 8.1 million less than projected balances. Deposits increased \$ 2.5 million for the past twelve months, the result of increase in transaction and savings accounts offset to a lesser degree by a decrease in time deposits.

H. MEETINGS

Monthly meeting on the third Thursday of each month. Well attended.

Oneida Business Committee Agenda Request

1. Meeting Date Requested: 2 / 28 / 18

2. General Information:

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

Agenda Header: Reports

☐ Accept as Information only

☒ Action - please describe:

Business Committee approval of 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: Tehassi Hill, Council Member

Primary Requestor: Jacquelyn Zalim, OESC Chairwoman of the Board
Your Name, Title / Dept. or Tribal Member

Additional Requestor: _____
Name, Title / Dept.

Additional Requestor: _____
Name, Title / Dept.

Oneida ESC Group, LLC

1St Quarter Report – FY 2018

February 20, 2018

OESC Board of Managers:

Jacquelyn Zalim, Chairwoman

John L. Breuninger

Leslie Wheelock

Oneida ESC Group, LLC (OESC), was formed in 2012 as a holding company to house subsidiaries to do business with the federal government. OESC has four subsidiaries, Oneida Total Integrated Enterprises (OTIE), Mission Support Services (MS2), Sustainment and Restoration Services (SRS) and Oneida Engineering Solutions (OES).

OESC's subsidiaries are supported by OESC with general management and administrative functions, including accounting and contracting management, human resource management, IT support, overall management, and marketing, bid and proposal. Below is a summary of OESC and its subsidiary's activities.

Narrative Report

a. Explanation of the core of the Corporation's business practices and market overview

OESC's subsidiary limited liability companies focus on contracts issued by the government agencies for engineering, science and construction work. OESC's revenue is derived from the subsidiaries that operate in the Small Business Administration Business Development Markets primarily as 8(a) and Small Business designated companies.

OESC and its subsidiaries are a highly technical organization providing research /investigation, design, engineering and project management. Oneida ESC operates in five core services:

- Environmental services – Assessment, investigation, design, testing and monitoring
- Remediation – Action Planning, project management, extraction of contaminated materials.
- Construction and demolition – Repair, service, abatement, and renovation.
- Engineering Services – Design and project managements for sites and site design, structural, mechanical, roads, bridges and water systems.
- Munitions response services – Investigation and remediation of munitions and ordinances.

Oneida Total Integrated Enterprises (OTIE) –Competes in the full and open marketplace as a small business (less than 750 employees). Core competencies will include environmental services, environmental remediation and project management.

Mission Support Services (MS2) – 8a Graduation date is 3/15/2022.

MS2 is focused on construction management contracts. Core competencies will include construction management services, New and renovated structures, HVAC systems and controls Utility systems - water, sewer, gas, electrical, Electrical power generators, transformers, and distribution, Communication and security systems, Interior remodeling, upgrades focused on the federal market with supplemental markets includes commercial and tribal construction projects.

Sustainment & Restoration Services (SRS) – 8a Graduation date is 2/18/2023.

SRS core competencies include facility investigations, corrective measures design/implementation, remedial designs/remedial actions, including characterization,

assessment, and cleanup, Wetlands assessment and wetlands restoration design, Brownfields – Phase I & II ESAs, Technical Enforcement Support Facility and asset inventory, evaluation, and assessment Engineering design for site development, utility systems, and facilities Engineering design for wastewater treatment and sewerage systems.

Oneida Engineering Solutions (OES) - OES focuses on performing transportation engineering services for governmental agencies (Federal, State and Local). Work is federally funded and abides by the Brooks Act; requiring selection based on competency, qualifications and experience. OES is in the process of certifying as a Disadvantage Business Enterprise in the state of WI.

b. Explanation of the Corporation's current place within the market

OESC operates in a fiercely competitive and expanding market. An abundance of Architecture / Engineering / Construction (AEC) firms provide similar services offered by OESC. Competitive factors for our success include performance reputation, network, price, geographic location, and availability of technically skilled personnel (flexibility).

Three of the top five federal spending agencies awarding non-competitive contracts are OESC customers.

c. Explanation of the outlines of strategies by the Corporation for improved value in the market

OESC's subsidiaries are positioned to take advantage of existing relationships, contracts and networks OTIE established since 2008.

We constantly evaluate solutions to broaden and capture a larger share of the Federal and State markets. Each subsidiary would operate based on primary NAICS codes with secondary NAIC codes that overlap with the sister companies.

d. Explanation of the Corporation's relative performance vs. competitors and identification of key competitors within the market

Our competitors include: Small Businesses, Alaskan Native Corporations (ANCs); Native American Owned, tribally-owned small businesses; and Native Hawaiian Organizations (NHOs). Each of these businesses is treated in a category of small business that may be awarded prime contracts without competition. Oneida ESC subsidiaries also compete against other 8(a) firms for set-aside acquisitions, including small businesses that are categorized as Woman-Owned, HUB Zone, Service Disabled Veteran Owned small business, and others. Finally, Oneida ESC competes in the full and open markets without restrictions.

Typical competitors for OTIE include Small Business firms with fewer than 750 employees in NAICS 562910. Another area of significant competition is the regional Transportation Engineering firms in Wisconsin for WI DOT work (OES).

e. Explanation of any material changes or developments in the market or nature of business the Corporation is primarily engaged in since the last reporting period.

The threat of a government shutdown and the actual 3 day temporary shutter of governmental services in January have caused significant delays in contract awards and execution.

f. Identification of the primary goals and targets of the Corporation and progress made towards accomplishment of the same

Goals for Oneida ESC Group

Growth at a reasonable rate is the primary business goal for OESC. Financial reward for OESC is when we align our investment strategies according to our client's mission priorities.

Targets for OESC Subsidiaries:

Opportunities continue to exist in geographies where OTIE, MS2, SRS and OES have successful past performance; and, where personnel involved in such projects have established strong relationships with teaming partners and clients. Opportunities continue to emerge based on combined efforts of OESC's marketing and sales efforts. Target clients continue to include Department of Defense agencies (various bases – Navy, Air Force, and Army), Environmental Protection Agency, WI Department of Transportation, Milwaukee Metropolitan Sewer District and the Oneida Nation.

New target clients include expended services on existing bases, geographical growth on "new" bases OESC has not performed work on in the past, municipalities geographical related to OESC offices and other Tribal Nations.

g. Identification of key elements for success in strategies given, including risks, resources and relations available and needed in order to successfully fulfill outlined strategies

Key elements for success in the OESC model include:

- Key performance indicators include safety, staff turnover, profitability, staff utilization, backlog and capacity.
- Adapting to a changing customer base, contract type, or key skill set. We recognize and reconfigure based on identified needs to delivery strategic growth.
- Identification of contract capacity and access is under regular review.
- Increasing our geographic footprint and capabilities.
- Recruiting and retaining key employees

Risk in the marketplace

- We operate in highly competitive industries
- Contracting is often erratic and unpredictable; cancellations or delays in pending awards by government agencies could adversely affect us
- International operations carries additional risk

- Loss of key personnel
- Adoption of new contract laws or regulations.

h. Identification of medium (two to five year) and long (greater than five year) prospects and sustainability of the Corporation given the present status, strategies and risks

Our medium and long range prospects for sustainability are balanced by business diversification and consistent project management delivery.

We have successfully groomed long-term business relationships with key US Agencies for services delivered around the world. Contracting with the US government remains a reliable strategy in terms of payment, stability, and growth opportunity. Our medium- and long-term prospects reinforce our projections for steady, sustained growth.

Medium-term prospects

OESC's prospects in the two- to five-year term rely on our sturdy performance in engineering, science and construction to existing clients; adjacent clients/services and geographic areas; and new service offerings to new clients. OESC's increased focus and investment in business development and talent acquisition has allowed us to significantly increase both new task orders and backlog going into FY18. We continue to strongly believe that OESC's capabilities and strengths align well with the future needs and demands of our clients.

Long-term prospects

OESC envisions steady growth with our key customers over the long term. OESC is nimble and agile where we can focus on governments funding flows including where funds historically flow

Continued reliance on low-price awards is a staple in our business model and we continue to adjust the pricing structure to ensure that we remain competitive across all business segments.

Similarly, we are concentrating our marketing efforts on maximizing our return on investment through expanding support for existing customers, developing tasks under existing contracts, and collaborating with firms that need either small business participation or our specialized expertise.

i. Explanation of market growth (if any) experienced by the Corporation, identifying sources of growth (i.e., organic growth through market share increase, volume of business increase, acquisition of competition or other assets, etc.)

As a top-tier contractor to the federal government, OESC has a large and diverse blend of federal, State, municipal, tribal and commercial business customers. Backlog, revenue and the number of employees have grown at a reasonable rate since 2009. Since inception of the

company, all growth has been organic. Organic growth includes the hiring of key personnel with knowledge and contacts that offer OESC with new and expanded opportunities.

- j. **Summary of the assets of the Corporation, including but not limited to its financial, physical, employee, customer, brand or intellectual property, and supply assets.**

OESC ASSETS
<u>Financial (On Balance Sheet)</u> Cash –Checking Account Work In Process on Current Projects Fixed Assets such as Vehicles, Furniture and Fixtures, and Miscellaneous Equipment Other Assets such as Prepaid Expenses, Investment
<u>Employees</u> OESC - 49 employees OTIE – 211 employees MS2 - 22 employees SRS - 20 employees OES – 24 employees
<u>Customers</u> 95% of Revenue from Federal clients.

- k. **Summary and status of any pending legal action to which the Corporation is a party and any relevant government regulation to which the Corporation may be subject.**

OTIE is named as a defendant in a lawsuit filed by the artist of a mural. The case is Kammeyer v. USACE.

In 1976, Kammeyer painted a mural on a dam in California after winning a contest. The mural was painted as part of the bicentennial celebration. Over time, the paint began to flake off, thereby contaminating the environment around the dam. The USACE Los Angeles District recently determined that the paint used to create the mural was lead-based. OTIE was hired by USACE to remove a mural to stop the lead-based paint contamination. Several months after the contract was awarded, Kammeyer filed a lawsuit against USACE and OTIE to prevent the destruction of the mural. Shortly after filing the lawsuit, Kammeyer filed a temporary restraining order against USACE and OTIE in June 2015, which was granted by a judge one day before OTIE was to begin removing the mural. OTIE demobilized from the site at USACE's direction.

OTIE has hired local counsel to represent OTIE's interests in the lawsuit. OTIE requested plaintiff's counsel to remove OTIE from the lawsuit by not including OTIE as a defendant in plaintiff's second amended complaint. Plaintiff's counsel refused. On August 24, 2015 the court granted the plaintiff's motion for a preliminary injunction. The court found in favor of

the plaintiff on nearly every issue, but did not address any of the claims against OTIE. OTIE's next step is to decide whether to file a motion to dismiss. USACE has issued a notification of termination for convenience of the contract.



Oneida Seven Generations Corporation

Narrative Report:

Explanation of the core of the Corporation's business practices:

The purpose of Oneida Seven Generations Corporation (OSGC) is to promote and enhance economic diversification on behalf of the Oneida Tribe of Indians of Wisconsin. OSGC manages commercial developments such as the Bellin facility on Commanche Avenue, the Schneider facility on Glory Road, the Badger Sheet Metal Works facility on Partnership Drive, and the West Mason and Packerland malls. As of December 2017, we have only one property with lease space available; an office / retail suite on Packerland Drive. We have talked with potential tenants on this available space and expect to have it lease by March 2018. There are fifteen properties under OSGC's management; with over thirty leasable areas.

Explanation of the Corporation's market information:

Property Management: OSGC employs one part-time tribal elderly member who assists in managing approximately 30 tenant leases. In addition to monitoring the leases, the leasing person assists in making sure the corporation buildings are insured and that tenants insure their occupancy, implementing property management procedures, and compiling data information.

Identification of the primary goals and targets of the Corporation and progress made towards accomplishment of the same:

The vision for OSGC is to increase the profitability of the company's income real estate base by searching for development opportunities. The primary goal is to promote the benefits of the Free Trade Zone and the HUB Zone properties that are available through OSGC.

The progress we have made towards this goal: working with local Chambers of Commerce to pursue potential tenants.

We are also marketing our properties through Facebook and other social media outlets. We have seen an increase in properties being marketed through the internet which is less costly and has the ability to reach more businesses looking for space. In order to remain competitive we are moving into this market area.



Oneida Seven Generations Corporation

Identification of medium (two to five year) and long (greater than five year) prospects and sustainability of the Corporation given present status, strategies and risks:

Our medium to long range goals includes the following:

- To dissolve OSGC, per the GTC motion, once it's economically feasible due to the current lawsuits.

Summary of the assets of the Corporation, including but not limited to its financial, physical, employee, customer, brand or intellectual property, and supply assets:

Financial / Physical: Checking accounts; Buildings; Other Business Ventures

Employees: OSGC has two employees; one full-time and one part-time.

Main Customers: Bellin Health Systems; Schneider National; Badger Sheet Metal Works; United States Postal Services and Oneida Nation.

Summary and status update of any pending legal action to which the Corporation is a party and any relevant government regulation to which the Corporation may be subject:

OSGC settled the ongoing lawsuit against the City of Green Bay for \$2.5 million dollars.

Oneida Business Committee Agenda Request

1. Meeting Date Requested: 03 / 01 / 18

2. General Information:

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

Agenda Header:

☐ Accept as Information only

☒ Action - please describe:

Motion to accept the FY18 1st Quarter 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.

Oneida Airport Hotel Corporation
 Radisson Hotel & Conference Center
 Quarterly Report
 For the quarter ended: December 31, 2017

Narrative Section

Business practice, market overview, place within market:

- Q1 STR Occupancy YOY index down .8%; ADR YOY index up 9.8%; RevPar YOY index up 9.0% - compared to comp set. Q1 2017 had 7 Packers home games vs Q1 2018 at 5 Packers home games
- Sales team attended Reunions Marketplace, National Bus Association Marketplace and Chicago Holiday Showcase; also conducted sales blitz to the Madison market with other Radisson Managers. The sales team continues to network at events including Chamber Networking breakfasts monthly; BNI meetings weekly; Current luncheons/events monthly; Management Women events monthly; MPI event Quarterly; WSAE event quarterly; WBTA event quarterly – to gain leverage for the Radisson in the Green Bay market.

Competitive analysis:

- Casino food outlets continue to be a source of competition for F&B revenue
- KI Expansion a source of competition for large convention groups.

Strategies for improved value:

- Developed packaging in Corporate/Association Meetings, Tour & Travel, Wedding, Travel Agents and Transient markets to gain short term bookings for need months
- Working with Radisson Corporate in all Sales markets to gain leverage and recognition
- Working with Aimbridge Regional properties to gain leverage and recognition
- Working closely with Green Bay CVB in all Sales markets to keep top of mind and participate in all sales initiatives

Material changes or developments in market/business:

- Appleton will be adding a Convention Center on land near the Radisson Appleton; this will add 33,000 square feet of meeting space, – due to open January 2018
- Radisson Appleton will undergo renovation – in our STR comp set
- Holiday Inn Appleton due to change to a Marriott product – in our STR comp set
- Ramada in our comp set will undergo construction starting Feb 1, due to reopen July 2018 as a Delta by Marriott

Market growth:

- Northland Hotel started construction on 160 room hotel downtown to compliment the KI Convention Center expansion, due to TBD
- Residence Inn 145 room property opened end of November 2016
- 4 Star Lodge Kohler property being built on Packer property near the stadium with 141 rooms – opened July 2017
- Home 2 Suites to be built on Holmgren Way across from Grainger – ground breaking April 4th, 100 rooms opened December 2017
- Comfort Suites/Mainstay Suites – combined at 92 rooms due to open Fall of 2018

Pending legal action:

- Nothing at the moment

Oneida Airport Hotel Corporation
Three Clans Airport, LLC
Quarterly Report
For the quarter ended: December 31, 2017

Business practice, market overview, place within market:

- Ranking for the first quarter from the STR Report the Wingate is 2 out of 5 based on REVPAR and 3 out of 5 based on Occupancy.
- In the first quarter, the Wingate saw a decline in the Airline Crew Business due to the airline cutting some routes. There was heavy crew room pick up towards the end of December due to the holiday travel season.
- The Wingate averaged a 66.0% occupancy for the first quarter, this was a .9% decrease year over year. .

Competitive analysis:

- The competitors ran a REVPAR of \$129.94 to Wingate's \$89.53 for the quarter.
- The competitive set had an occupancy of 65.1% to the Wingate's 66.0%.

Strategies for improved value:

- The Wingate's strategy is to continually grow rate is to yield rates sooner especially on high demand dates and to offer less heavily discounted rates on slow dates. Discounted rates will still be offered for slower dates but not as much as they have been in the past.
- The Wingate continues to use all 3rd party booking channels to increase bookings on low demand dates but is not using opaque rates as often.
- The Radisson Sales team continues to cross sell the hotel. We have begun to see new leads and new bookings from this joint effort.

Material changes or developments in market/business:

- The Wingate continues to see increases in the corporate business traveler averaging a stay of 2.3 days.
- We also were able to negotiate rates with some new local companies to add to the Wingate's preferred list.

Market growth:

- For the fourth Quarter, the Wingate ended with 59.12% REVPAR Index. The Wingate saw a decrease of 2.64%/year over year for REVPAR Index.
- Revenues for the third quarter were \$429650 which was down from prior year by \$19743.00. The loss was due to the Green Bay Packer's losing season and the decline in the airline crew rooms.

Pending legal action:

- Nothing at the moment

Oneida Business Committee Agenda Request

1. Meeting Date Requested: 3 / 1 / 18

2. General Information:

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

Agenda Header:

☐ Accept as Information only

☒ Action - please describe:

Motion to accept OGE 1st Quarter Report for FY18.

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 Golf Enterprise Corporation

Fiscal year-To-Date Reporting for period Ending:

December, 2017

The Oneida Golf Enterprise Corporation (OGEC) is a corporation of the Oneida Nation established to oversee and manage the business known as Thornberry Creek at Oneida.

Narrative Report

Business Practice, Market Overview, Place Within Market:

- Thornberry Creek at Oneida (TCO) is a 27 hole premier golf course settled in a rural, prestigious housing development on the Oneida reservation.
- TCO is the Official Golf Course of the Green Bay Packers.
- TCO Legends Course was ranked "Best of the Bay" 2017 best golf course by Green Bay Press Gazette.
- TCO is considered a leader in charitable golf event hosting and a leading choice for future brides.
- Thornberry Creek at Oneida has 15,000 square feet of flexible banquet space with large windows and spectacular views. This space will accommodate up to 300 guests at round tables at a time. We also feature a porch room that accommodates up to 40 people. Included in this space is the Cupola available for smaller wedding ceremonies and intimate gatherings.
- Thornberry Creek at Oneida also offers a full range of conference equipment and amenities for the corporate client.
- TCO hosted 37 special events in the 1st quarter for a total of 37 special events in the FY 2018.
- TCO hosted 4 golf events in the fourth quarter for a total of 4 in FY 2018. .
- FY2018 season pass revenue is up 7% year to date over FY2017.

Competitive Analysis:

GOLF

- Competitive analysis will be completed in the 3rd or 4th quarters.

Strategies for Improved Value:

- TCO continues to maximize opportunities with golf outings, weddings and special events throughout the summer months booking into 2018 and 2019. Saturdays in 2018 are sold out from May to September with many Fridays booked as well. In FY2018 we will continue to maximize green fee revenue by now charging premiums for Thursday and Friday golf

outings. This will allow us to move some outings away from peak times and sell more peak green fees and free us up to book our banquet areas on Fridays.

- Our brand image continues to be elevated as we're seen and heard across all the major networks: FOX, CBS, NBC and WIXX.
- TCO continues to be a major supporter in donations and giving within the community.

Material Changes or Developments in Market/Business:

- The Eagle room was completed in time for the Thornberry Creek LPGA Classic and we have begun to utilize the space with golf outings, corporate events and other parties. We will plan to sell most golf outings the Eagle room so that we can keep the pub and ballroom open for patrons and weddings.
- Staffing continues to be a challenge in the service industry with our salaried employees working many long hours and motivated hourly employees being tough to find. The quality of candidates proves difficult in the market due to compensation packages and an extremely low unemployment rate. We will be implementing a new culture initiative to support our managers and coach a contagious fun customer service atmosphere to our front line team members. Manager positions continue to turn over for various reasons including quality managers moving on or termination. Despite the adversity and turnover we have worked very hard to get a good group of managers in place for the 2018 season and we are excited for what they can do.
- Our current manager structure is as follows;
 - Josh Doxtator – COO
 - Justin Fox – General Manager
 - Donelle Walters – Food and Beverage Director
 - Wes Suzawith, Joy Lundberg, Lisa Daul – Restaurant Managers
 - Ken Hein – Executive Chef
 - Heather Buchberger, Amanda Pierce – Catering Coordinators
 - Steve Archibald – Golf Course Superintendent
 - Pete Nowak – Assistant Golf Course Superintendent
 - Ed Brusky – Golf Course Fleet Mechanic
 - Justin Nishimoto – Head Golf Professional
 - Travis Relyea – Golf Operations Manager
- The Pub continues to struggle outside of the golfing season and the expectation of growth is minimal unless major changes are made to the concept and product offered.

Market Growth:

- Social media had a .5% growth over the winter
- While revenues are down we have done a fantastic job of controlling expenses; net income is \$42,500 better than budget and \$32,500 better than previous year. Being \$32,500 better than previous year this shows that we are more profitable with less revenue proving that we

are becoming more efficient and focusing more on expenses (events, advertising, staffing) that ensure that we are profitable.

- Season passes are up 7% year over year which is a great sign that we are continuing the momentum of the last 3 years. We have had great feedback on the locker rooms and continue to focus on providing the best golf membership value in the area.

Pending Legal Action:

- No litigation pending.

Community Development Planning Committee

Quarterly Report for FY18 1st Quarter
October, November, December 2017



CDPC Members

Ernest Stevens III, CDPC Chair
Daniel Guzman-King, CDPC Vice-Chair
Trish King, CDPC Member
Kirby Metoxen, CDPC Member

Brandon Stevens, CDPC Member
Jennifer Webster, CDPC Member
Tehassi Hill, CDPC Ad Hoc Member

Purpose

To ensure that the Land Use Plan, Comprehensive Plan, Vision Oneida Plan, Housing Plan, all economic development efforts and land use recommendations are working in coordination with each other to improve the Oneida Tribal community and operations.

Meetings

The CDPC meets every 1st Thursday of the month at 9 a.m. in the Business Committee Conference Room at the Norbert Hill Center.

Activities Summary

For the 1st quarter of FY18, the following meetings were held:

- November 2, 2017 CDPC Regular Meeting
- December 4, 2017 CDPC Work Session
- December 7, 2017 CDPC Roundtable

Highlights

CDPC Officers

At the November meeting, the first CDPC meeting of this term, the CDPC selected Ernest Stevens III as the Chair and Daniel Guzman-King as the Vice-Chair.

Upper Oneida

Planning gave a presentation regarding the future development of upper Oneida based on input gathered from the community. The CDPC discussed the ideas and opportunities for tourism, incorporating culture, and discussed the goals and challenges associated with this area. Possible funding options were also discussed.

Capital Improvement Plans

The Budget Management and Control Act adopted in 2017 established requirements for separate Capital Improvement Plans for Government Services and Enterprises.

The CDPC reviewed and provided input on Planning's recommendations for the Capital Improvement Plan for Government Services. The plan for Government Services is required to cover a period of five to 10 years and is required to be approved by the General Tribal Council. Work began on the Capital Improvement Plan for Enterprises for completion next quarter.

Although both plans require Business Committee approval, only the Government Services plan requires General Tribal Council approval.

Hemp

The CDPC established subcommittees to look at legislative, administrative, and partnership opportunities involving hemp. A roundtable discussion was held in December for a presentation on the history and economic possibilities. The CDPC also had a discussion on the current and forecasted legislative and legal landscape.

Economic Development

The CDPC was asked to discuss options for setting up a process for funding projects per BC Resolution 09-28-16-B. A subcommittee was established to begin working on a framework for the rules and procedures for an economic and diversification set aside.

Oneida Business Committee Agenda Request

1. Meeting Date Requested: 2 / 28 / 18

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 the LOC's FY18 First Quarter 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: Jennifer Falck, LRO Director

Your Name, Title / Dept. or Tribal Member

Additional Requestor:

Name, Title / Dept.

Additional Requestor:

Name, Title / Dept.



FY18 1st Quarter Report

October 1, 2017- December 31, 2017

Legislative Operating Committee (LOC)

Executive Summary

The LOC began the first quarter and the new term by developing the Active Files List (AFL) and starting work on the legislative items that were identified as high priorities. The LOC is working on the following high priorities (as of January 2018);

- Election Law Amendments
- GTC Meetings law
- Sanctions & Penalties law
- Community Support Fund Amendments
- Comprehensive Policy Governing Boards, Committees, & Commissions
- Real Property Amendments
- Drug & Alcohol Free law for Elected Officials
- Employment Law
- Employee Protection Policy Amendments

Table 1. Summary of First Quarter LOC Meeting Agenda Items

Current Business	
Landlord-Tenant Amendments	
GTC Meetings Law	
Children's Code	
New Submissions	
Environmental Review Law (Denied)	Work Visas
Removal Law Amendments (Denied)	Uniform Commercial Code & Business Organizations
Real Property Law Emergency Amendments (Added to AFL as high priority- not emergency)	Election Law Amendments
Budget Management & Control Act Emergency Amendments (Denied)	Wellness Court
Employee Protection Policy	
Amendments	
Cemetery Law Amendments	Internal Audit Law Amendments
Hunting, Fishing and Trapping Law Amendments	Landlord-Tenant Law Emergency Amendments Extension
All-Terrain Vehicle Law Amendments	Administrative Rulemaking Law Amendments
Public Use of Tribal Land Law Amendments	Comprehensive Policy Governing Boards, Committees, and Commissions Law Amendments
On-Site Waste Disposal Law Amendments	Water Resources Ordinance Amendments
Tribal Environmental Response Law Amendments	
Administrative Rulemaking	
Membership Ordinance Rule #1- Enrollment	

General Tribal Council
Petition: Dallas 2017 Tri-Annual General Election
Petition: Graham- 2017 General Election
Petition: Vandehei- Business Committee E-polls
Petition: Dodge- Law Firm for GTC
Petition: G. Powless-Banishment Law Resolution
Election Law Amendments- added to the Active Files List as a result of a November 12, 2017 General Tribal Council motion to direct the LOC to identify amendments to the Election Law and bring back to the GTC in calendar year 2018.
Administrative Updates
Resolution: Defining the Comprehensive Housing Division: Landlord-Tenant Law, Eviction & Termination Law, and Foreclosure Law E-poll
Community Support Fund Rule Extension E-poll
LOC Request for Special GTC Meeting E-poll
GTC Annual Report Submission

Table 2. Meetings Held in First Quarter	
Legislative Operating Committee Meetings	
October 4, 2017	Regular LOC Meeting
October 18, 2017-Cancelled	No quorum, due to NCAI Annual Convention
November 1, 2017	Regular LOC Meeting
November 15, 2017	Regular LOC Meeting
December 6, 2017	Regular LOC Meeting
December 20, 2017	Regular LOC Meeting
September 20, 2017	Regular LOC Meeting
Public Meetings	
October 19, 2017	Landlord-Tenant Amendments

Featured Legislation: General Tribal Council Meetings Law

The LOC added this item to the Active Files List in September 2017. The early drafts of this law will include 1) scheduling GTC meetings, 2) agendas, 3) the GTC petition process, 4) and the Oneida Nation's Core Values. Before any drafting began, the LRO carried out community outreach efforts- in order to gather comments from the community before any policy decisions were made, or any drafting began.

A survey was conducted. The summary results include;

- 291 surveys were completed
- 73% have attended four or more GTC Meetings in the past year.
- 52% are very dissatisfied or dissatisfied with GTC Meetings.
- 85% strongly agree or agree that change at GTC meetings is needed.
- 74% strongly agree or agree that a GTC Meetings Law is necessary.
- "GTC behavior" is the most commonly identified item that should be in the law. "Speaking at the microphone" and "Safety" were listed as second and third respectively.
- Most of the people that completed a survey were between the ages of 55-64.
- 70% of the people who completed the survey were women.
- 53% of the people who completed the survey were Oneida Nation employees.

If you would like to read the entire GTC Meetings Law Survey Report go to: [https://oneida-nasn.gov/government/register/GTC Meetings Law](https://oneida-nasn.gov/government/register/GTC%20Meetings%20Law).

In addition, a community meeting was held on October 23, 2017. The purpose of the meeting was to collect comments and ideas from the community regarding GTC meetings and a potential law.

Legislative Reference Office (LRO) First Quarter Activities

The LRO is the support office for the LOC. The LRO drafts law, analyzes law, holds public meetings, collects public comment, and involves various departments in work meetings where the LOC discusses policy and makes decisions. The LRO also maintains a legislative record of the LOC's work, including the Oneida Register. Other activities in the first quarter included;

- GTC Meetings Law surveys- dissemination and analysis
- LRO and MIS developed a plan to transition LOC records to On Base software.
- LRO Director provided a presentation on Oneida's legislative process and rulemaking for the Oneida Food Summit and the EPA Region 5 Tribal Operating Committee.
- A Legislative Analyst was hired.
- Participation in the TAP Lawmaking and Policies sub-committee began.
- LRO participated in the community budget meetings and the budget showcase.

Second Quarter Plans

The LOC will focus on a few specific items in the second quarter;

- Completing and reviewing first drafts of a GTC Meetings Law and amendments to the Comprehensive Policy Governing Boards, Committees, and Commissions.
- Completing and submitting legislative analyses for current GTC petitions.
- Evaluating the success of the Administrative Rulemaking law and making decisions based on facilitated discussion.
- Working with students from Michigan State University to assist in the development of a Wellness Court.
- Meeting with the Election Board to begin identifying potential amendments to the Election Law, per the November 12, 2017 GTC motion (listed above).

Oneida Business Committee Agenda Request

1. Meeting Date Requested: 03 / 01 / 18

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. <input type="text"/>	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:
Your Name, Title / Dept, or Tribal Member

Additional Requestor:
Name, Title / Dept.

Additional Requestor:
Name, Title / Dept.

Quality of Life Committee

FY 2018 Quarterly Report (October – December 2017)

PURPOSE

The Quality of Life Committee is a standing committee of the Oneida Business Committee that has oversight responsibility of the following areas of the Tribe: Language and Culture, Health, Human Services and Public Safety. This oversight responsibility also extends to any board, committee, or commission related to these specific areas.

COMMITTEE MEMBERS

Councilman Brandon Stevens, Quality of Life Committee Chair
 Councilman Ernest Stevens III, Quality of Life Committee Vice Chair
 Councilman Daniel Guzman-King, Quality of Life Committee Member
 Councilman Kirby Metoxen, Quality of Life Committee Member
 Councilman Tehassi Hill, Quality of Life Committee Member

Other partners include: Wellness Council, Oneida Police Department, Division Directors, other senior leaders and their staff

MEETINGS

Quality of Life Committee meetings are held on the second Thursday of every month starting at 8:30 a.m. Meetings in the first quarter were held October 12th and December 14th.

ACTIVITIES SUMMARY

A. Strategic Goal: Inspiring Yukwatsistay^

Strategy 2: Continue to work with TAP to develop a comprehensive program to support BC Resolution #05-10-17-C Tribal Action Plan to address alcoholism and other substance abuse.

This term, the Tribal Action Plan team, representing the Tribal Coordinated Committee, has continued to provide regular updates at the Quality of Life Committee meetings on their efforts to combat drug and substance abuse problems in the Oneida community. They have organized sub-teams and worked with internal and external groups to support the Tribal Action Plan efforts.

B. Other Efforts: Wellness Council

Strategy: Creating wellness in the workplace

The Quality of Life Committee is a partner with the tribe's Wellness Council, supporting the Council's efforts to create wellness in the workplace and across the Oneida community.

The Wellness Council has continued to update the Quality of Life Committee on the implementation of the Exercise at Work initiative. The Wellness Council has also researched and reported on the progress of updating their webpage, participation in the Wellness Council of America, and feasibility of a Fitbit program for employees. In addition, the Community Health area gave a presentation on the Community Health Assessment efforts.

REQUESTED ACTION:

Motion to accept the Quality of Life Committee FY2018 second quarterly report.

Quality of Life Committee Meeting Minutes for October 12, 2017

Present: Tehassi Hill, Kirby Metoxen, Ernest Stevens III, Jennifer Webster

Others present: Dr. Ravinder Vir, Eric Krawczyk, Latsiklanunha Hill, Eric Boulanger, Rosa Laster, Jana Derer, Tina Jorgensen, Brandon Wisneski, Mandy Schneider, Rhiannon Metoxen.

I. Call to Order and Roll Call

II. Approval of the agenda

Motion by Tehassi Hill to approve the agenda with one deletion item under V. New Business (V.A.ii. Wellness Council Update - Webpage), seconded by Jennifer Webster. Motion carried unanimously

III. Approval of Meeting Minutes

A. September 14, 2017 Quality of Life meeting minutes

Motion by Tehassi Hill to approve the September 14, 2017, Quality of Life meeting minutes, seconded by Jennifer Webster. Motion carried unanimously

IV. Unfinished Business

A. Tribal Action Plan Update – Mandy Schneider

Excerpt from September 14, 2017 Quality of Life Meeting: Motion by Ernie Stevens III to approve the Tribal Action Plan update, seconded by Tehassi Hill. Motion carried unanimously.

Excerpt from July 31, 2017 Quality of Life Meeting: Motion by Tehassi Hill to accept the update, seconded by Brandon Stevens. Motion carried unanimously.

Excerpt from June 15, 2017 Quality of Life Meeting: Motion by Trish King to accept the verbal update and have QOL Chair Fawn Billie's office follow up with the transition team to include a Tribal Action Plan (TAP) update, seconded by Brandon Stevens. Motion carried unanimously.

Excerpt from May 11, 2017 Quality of Life Meeting: Motion by Brandon Stevens to accept the verbal update as an FYI, seconded by Trish King. Motion carried unanimously.

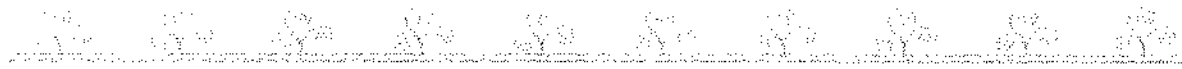
Excerpt from April 20, 2017 Quality of Life Meeting: Motion by Trish King to support the TAP Resolution moving forward for BC adoption, seconded by Brandon Stevens. Motion carried unanimously.

Excerpt from March 9, 2017 Quality of Life Meeting: Motion by Tehassi Hill to have the Tribal Action Plan (TAP) team bring back a status and needs report to the April 13th Quality of Life meeting, seconded by Brandon Stevens. Motion carried unanimously.

Motion by Tehassi Hill to accept the Tribal Action Plan (TAP) update and request at the next Quality of Life (QOL) meeting that we have updates on TAP to approve the Tribal Action Plan update, seconded by Jennifer Webster. Motion carried unanimously.

I. New Business

A. Wellness Council Update – Wellness Committee



i. Exercise at Work

Excerpt from September 14, 2017 Quality of Life Meeting: Motion by Tehassi Hill to accept the Wellness Council update on the Exercise at Work and Webpage and defer the Wellness Council of America presentation to the next Quality of Life meeting, seconded by Ernest Stevens III. Motion carried unanimously.

Motion by Kirby Metoxen to accept the Wellness Council update on Exercise at Work, seconded by Jennifer Webster. Motion carried unanimously

ii. Webpage

Excerpt from September 14, 2017 Quality of Life Meeting: Motion by Tehassi Hill to accept the Wellness Council update on the Exercise at Work and Webpage and defer the Wellness Council of America presentation to the next Quality of Life meeting, seconded by Ernest Stevens III. Motion carried unanimously.

Deleted from agenda.

Note: Tina Jorgensen will send a link with information.

iii. Wellness Council of America

Excerpt from September 14, 2017 Quality of Life Meeting: Motion by Tehassi Hill to accept the Wellness Council update on the Exercise at Work and Webpage and defer the Wellness Council of America presentation to the next Quality of Life meeting, seconded by Ernest Stevens III. Motion carried unanimously.

Motion by Kirby Metoxen to make Tehassi Hill the lead of WELCOA Well work place award, seconded by Jennifer Webster. Motion carried unanimously.

1. Fitbit Proposal – Tina Jorgenson, Wellness Committee

Excerpt from September 14, 2017 Quality of Life Meeting: Motion by Tehassi Hill to accept the Fitbit proposal update as FYI, seconded by Ernest Stevens III. Motion carried unanimously.

No update.

B. Community Health Assessment – Eric Krawczyk, Tina Jorgenson

Excerpt from September 14, 2017 Quality of Life Meeting: Motion by Kirby Metoxen to defer the Community Health Assessment to the next Quality of Life meeting, seconded by Ernest Stevens III. Motion carried unanimously

Motion by Tehassi Hill to accept the report, seconded by Jennifer Webster. Motion carried unanimously.

C. Tribal Orientated Policing Strategies (TOPS) – Eric Boulanger

Excerpt from September 14, 2017 Quality of Life Meeting: Motion by Ernest Stevens III to support the Tribal Orientated Policing Strategies (TOPS) event and assign Ernest Stevens III as the sponsor, seconded by Tehassi Hill. Motion carried unanimously.

Motion by Tehassi Hill to accept the update, seconded by Jennifer Webster. Motion carried unanimously.

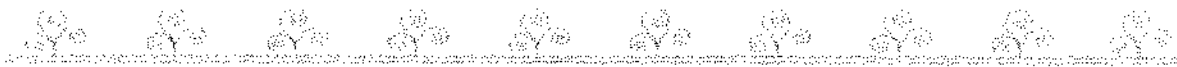


II. Reports

III. Additions

IV. Adjourn

Motion by Tehassi Hill to adjourn at 10:40 a.m., seconded by Jennifer Webster. Motion carried unanimously.



Quality of Life Committee Meeting Minutes for December 14, 2017

Present: David Jordan, Ernest Stevens III, Brandon Stevens, Lisa Summers
Others present: Laura Laitinen-Warren, Latsiklanunha Hill, Eric Boulanger, Rosa Laster, Mandy Schneider, Priscilla Belisle

Call to Order and Roll Call

Meeting called to order at 8:44 am by QOL Vice-Chair Ernest Stevens III. David Jordan, Ernest Stevens III, Lisa Summers were present at the start of the meeting. QOL Chair Brandon Stevens arrived during the discussion of III.A and began chairing the meeting.

- I. Approval of the agenda
- II. Approval of Meeting Minutes
 - A. October 12, 2017 Quality of Life meeting minutes

Motion by David Jordan to approve the October 12, 2017, Quality of Life minutes, seconded by Lisa Summers. Motion carried unanimously.

III. Unfinished Business

A. Tribal Action Plan Update – Mandy Schneider

Excerpt from October 12, 2017 Quality of Life Meeting: Motion by Tehassi Hill to accept the Tribal Action Plan (TAP) update and request at the next Quality of Life (QOL) meeting that we have updates on TAP to approve the Tribal Action Plan update, seconded by Jennifer Webster. Motion carried unanimously.

Excerpt from September 14, 2017 Quality of Life Meeting: Motion by Ernie Stevens III to approve the Tribal Action Plan update, seconded by Tehassi Hill. Motion carried unanimously.

Excerpt from July 31, 2017 Quality of Life Meeting: Motion by Tehassi Hill to accept the update, seconded by Brandon Stevens. Motion carried unanimously.

Excerpt from June 15, 2017 Quality of Life Meeting: Motion by Trish King to accept the verbal update and have QOL Chair Fawn Billie's office follow up with the transition team to include a Tribal Action Plan (TAP) update, seconded by Brandon Stevens. Motion carried unanimously.

Excerpt from May 11, 2017 Quality of Life Meeting: Motion by Brandon Stevens to accept the verbal update as an FYI, seconded by Trish King. Motion carried unanimously.

Excerpt from April 20, 2017 Quality of Life Meeting: Motion by Trish King to support the TAP Resolution moving forward for BC adoption, seconded by Brandon Stevens. Motion carried unanimously.

Excerpt from March 9, 2017 Quality of Life Meeting: Motion by Tehassi Hill to have the Tribal Action Plan (TAP) team bring back a status and needs report to the April 13th Quality of Life meeting, seconded by Brandon Stevens. Motion carried unanimously.

Motion by Ernest Stevens III to accept the Tribal Action Plan (TAP) update, seconded by Lisa Summers. Motion carried unanimously.

Noting:



- QOL requested to see a flow chart of the current process(es)/path(s) for getting someone into treatment so the QOL can have a better picture of how the current process works.
- TAP will bring a final communication plan to the QOL.
- QOL requested the TAP team to come back with actions and plan details as decisions are ready to be considered by the QOL/OBC.
- QOL requested a review of all of the initiatives worked on over the last couple of years to highlight how TAP has brought previous efforts together.

IV. New Business

V. Reports

VI. Additions

VII. Adjourn

Motion by Ernest Stevens III to adjourn at 10:18 a.m., seconded by Lisa Summers.
Motion carried unanimously.

Oneida Business Committee Agenda Request

1. Meeting Date Requested: 03 / 01 / 18

2. General Information:

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

Agenda Header:

☐ Accept as Information only

☒ Action - please describe:

Accept/approve the Finance Committee FY18 First Quarter Report (Oct.-Dec. 2017)

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:

Your Name, Title / Dept. or Tribal Member

Additional Requestor:

Additional Requestor:



FINANCE COMMITTEE

**1st Quarter Report
(Oct. to Dec. 2017)**

Purpose

The Finance Committee is responsible for recommending financial policies and budgets that support the mission, values, and strategic goals of the Nation and organization.

Who We Serve

The Finance Committee works with all departments within the Nation to ensure all expenditures of any substantial amounts are procured in the most cost effective and fair manner as established by the Purchasing Procurement Manual. The FC also serves Oneida Community groups, local charitable organizations, and Oneida members through the Finance Committee Donation Policy and the Community Fund.

Finance Committee Members

Members of the FC include two BC council members and the Treasurer who chairs the meetings. Other members include: the Chief Financial Officer who acts as the Vice-Chair; one member from Executive Management; one member from Program Management; and one Community Elder Member.

First Quarter Meetings

The Finance Committee met 6 times in Q1 on: Oct. 2nd, 16th & 30th (for Nov mtg.); Nov. 13th; Dec. 4th & 8th, 2017. The FC also held 4 work meetings on Oct. 2nd, 16th, 30th; & Nov. 13th, 2017 to work on updating the FC By Laws and internal processes and procedures. There was a new Community Elder member sworn in partway into the quarter. She attended 3 meetings (including work meetings) and was paid a stipend of \$150.00 total for this quarter.

FY18 Goals

The identified goals as reported in the annual GTC report include:

1. Continue to develop endowments for the Nation in the areas of Language, Land, and Health in order to sustain funding for these important areas for future generations;
2. Demonstrate consistent community commitment by providing Donations to Not-for-Profits, veteran's groups, and charitable organizations; and by offering Community Funds/Products to the Oneida membership and Oneida community groups and;
3. Continue to support and improve all processes, procedures, laws, budgets, and resolutions that pertain to responsible financial oversight for the Nation.

FINANCE COMMITTEE SUMMARY OF FY18-FIRST QUARTER ACTIVITIES

● REQUESTS FROM THE ORGANIZATION

In the First Quarter the FC reviewed and approved 28 requests from the organization that included: Sole Source Contracts for Legislative, Health, & Economic Development Services; Capital Expenditures for Slots; Insurance Renewals; and FY18 Blanket Purchase Orders. The FC also reviewed 20 internal updates including: FC Monthly Reports, Investment Updates, Government to Government Agreements, Slot Lease/Percentage Games and the Acheson Endowment Resolution.

● INVESTMENT UPDATES

Fr the Dec. 2017 Update the CFA provided: *“From the investment report, the highlights included the performance of all the money managers, the numbers for the current month, the last several months, the fiscal year, and since inception, The Nation’s Investment Policy is specific on conservative investing to protect our assets; all funds are obligated dollars and are not liquid; there was further discussion of specific investors in the long and short term markets and the bond market; overall with the stock market still high most of our managers have done very well or have exceeded the indices they are compared with; there will be one or two managers to provide in-person annual updates early next year.”*

● DONATIONS

The FC has designated that they review Donation Requests at their second meeting of each month. The Donation Line total allocation for FY18 is \$50,000.00. The Q1 expenditures left a balance of \$40,000.00.

In the First Quarter the FC reviewed Donation Requests on: Oct. 16th, Nov. 13th, & Dec. 18th, 2017. There were 4 approved Donation Requests for a total expenditure of \$10,000.00. Per the Finance Committee Donation Policy all requests approved represent the following categories: 1) Oneida Community Causes; 2) Local Groups (charitable); and 3) Nation Groups (Indian Affiliated). An attached spreadsheet offers more details.

● COMMUNITY FUND

The FC has designated that they review Community Fund requests at their first meeting of each month. The FY18 allocated amount for the Community Fund is \$50,000. In the First Quarter, the FC reviewed Community Fund requests for funds and products on Oct. 2nd, Oct 30th (for Nov.) and Dec. 4th, 2017. The FC reviewed Thirty-Nine (39) funding requests for a total amount of \$14,191.00. One request for \$500 was deferred leaving a total amount approved of \$13,691.00. This overall increase (Q1 last year there were 18 requests for just over \$3,000.) is due in large part to individual request amounts being increased from \$200 to \$500. The approved requests

went mostly towards youth development activities, such as YMCA swim classes and various sporting activities. At the end of the first quarter \$36,309.00 remains for funding.

The Community Fund-Product is tracked by Contract Year (July 1, 2017 to June 30, 2018). The allocated amount for product is \$5,000 which equates to approximately 494.55 Cases for CY17/18. In CY-Q1 (July-Sept. 2017), there were 6 Coca-Cola Product Requests approved for a total of 138 Cases of Product (spend total \$1,264.92). In CY-Q2 (Oct-Dec. 2017), there were 3 approved Product Requests for a total of 40 Cases of Product (spend total \$327.90). All product requests were in support of Oneida community and/or Fundraising events. The mid-year balance for CF-Products is \$3,407.18 or approximately 337.01 cases remaining.

The First Quarter CF Funding Request List and the CY17/18 CF Product Request List are attached that offers added details.

Oneida Finance Committee - FY 2018**DONATIONS (Beginning Balance \$50,000.)**

	Mtg Date	Requester	Representing	Request Amt	Category/ Type	Number	Request Description	FC Action
	Q1							
1	16-Oct-17	Leanne Baeten	St. John's Homeless Shelter	\$5,000.00	2/Local Group	FY18-039-083117-DS	St. John's Homeless Shelter - Gala Fundraiser @Radisson	Approved \$2500.00
2	16-Oct-17	Dorothy Ninham	Blue Skies Foundation	None Listed	1/Oneida Comm	FY18-040-101617-DS	LATE ADD: Referral fr: OBC-Blue Skies Foundation Golf Fundraiser for Freedom House	Approved \$2500.00
3	13-Nov-17	Racquel Hill	Oneida United Methodist Church	\$ 2,500.00	2/Local Group	FY18-041-103117-D	Oneida United Methodist Church -regular maintenance/upkeep	Approved \$2500.00
4	18-Dec-17	Jolene Bowman	WI Ind Educ Assn	\$ 2,500.00	2/Local Group	FY18-042-112917-DS	2018 WIEA Annual Conference in Keshena	Approved \$2500.00

END OF FIRST QUARTER**Total Expenditure \$10,000.****FIRST QUARTER DONATIONS**

Designations/Percentages	Allocation	Expenditures	Balance
1. Oneida Community Causes - 40%	\$20,000.00	\$2,500.00	\$17,500.00
2. Local Groups (Charitable) - 40%	\$20,000.00	\$7,500.00	\$12,500.00
3. Nat'l Groups (Indian Affil.) - 20%	\$10,000.00	0	\$10,000.00
	\$50,000.00	\$10,000.00	\$40,000.00

FY 2018 Finance Committee - First Quarter Activities
for the COMMUNITY FUND

147 of 149

	FC Mtg Date	Requestor	Reason /Descriptionj of Request	CF Category	Funds Approved
1	2-Oct-17	Penny Cornelius	St.Norbert Youth Symphony fees for son (AC)	SD-Youth	\$ 300.00
2	2-Oct-17	Penny Cornelius	St.Norbert Youth Symphony fees for son (SC)	SD-Youth	\$ 300.00
3	2-Oct-17	Jason Danforth	Y.M.C.A. Swimming class fees for daughter	SD-Youth	\$ 300.00
4	2-Oct-17	Jason Danforth	Y.M.C.A. Swimming class fees for son	SD-Youth	\$ 300.00
5	2-Oct-17	Cindy Bork	Freedom Youth Basketball fees for daughter (NB)	SD-Youth	\$ 100.00
6	2-Oct-17	Cindy Bork	Freedom Youth Basketball fees for daughter (JB)	SD-Youth	\$ 75.00
7	2-Oct-17	Shakira Rasmussen	GB Area Youth Hockey Assn fees for son	SD-Youth	\$ 200.00
8	2-Oct-17	Vivki Parker	HS DECA Jr/Sr. Class Trip fees	SD-Youth	\$ 150.00
9	30-Oct-17	Tana Aguirre	Green Bay Elite Cheer fees for daughter	SD-Youth	\$ 500.00
10	30-Oct-17	Sylvia Cornelius	WI Power GB Volleyball Club Season fees for daughter	SD-Youth	\$ 500.00
11	30-Oct-17	Tonya Webster	Tri County Gymnastics & Cheer fees for daughter	SD-Youth	\$ 500.00
12	30-Oct-17	Angelena Sunshine Bain	Better Body Fitness enrollment fees	SD-Adult	\$ 132.00
13	30-Oct-17	Victoria Swift	Madeline Graves Gymnastics class fees for daughter	SD-Youth	\$ 500.00
14	30-Oct-17	Tanya Danforth	National AAU Basketball fees for son	SD-Youth	\$ 500.00
15	30-Oct-17	Megan White	GB Area Youth Hockey Assn fees for son (CW)	SD-Youth	\$ 500.00
16	30-Oct-17	Megan White	GB Area Youth Hockey Assn fees for son (BW)	SD-Youth	\$ 500.00
17	30-Oct-17	Louis Cottrell	Tri County Gymnastics & Cheer fees for daughter (CC)	SD-Youth	\$ 500.00
18	30-Oct-17	Louis Cottrell	Tri County Gymnastics & Cheer fees for daughter (CLC)	SD-Youth	\$ 500.00
19	30-Oct-17	Jermaine Webster	Seymour Fast Pitch training fees	SD-Youth	\$ 500.00
20	30-Oct-17	Jolina Silva	STARZ Academy Gymnastics for daughter	SD-Youth	\$ 500.00
21	30-Oct-17	Cheryl Danforth	AAU Basketball Registration for daughter	SD-Youth	\$ 500.00
22	30-Oct-17	Jeremy VandeHei	Team WI Middle School Box Lacrosse Tournament fees for son	SD-Youth	\$ 500.00
23	30-Oct-17	William King	Team WI Middle School Box LAX Tournament fees for son	SD-Youth	\$ 500.00
24	30-Oct-17	Tricia Danforth	Team WI Middle School Box Lacrosse Tournament fees for nephew	SD-Youth	\$ 500.00
25	4-Dec-17	Ann Stingle	Volleyball Club fees for daughter	SD-Youth	\$ 500.00
26	4-Dec-17	Eric Doxtater	Adobe Certified Expert (ACE) Exam fee @ NWTC	SD-Adult	\$ 180.00
27	4-Dec-17	Rosa Laster	Southwest Youth Football fees for son	SD-Youth	\$ 75.00
28	4-Dec-17	Debra Cloud	Southwest Youth Basketball registration for daughter	SD-Youth	\$ 125.00
29	4-Dec-17	Sacheen Lawrence	Southwest Youth Basketball registration for daughter	SD-Youth	\$ 125.00
30	4-Dec-17	Debra Richmond	Air Force Gymnastics Academy fees for daughter	SD-Youth	\$ 500.00
31	4-Dec-17	Judy Nicholas	Ideal Weight Start Up Costs	SD-Adult	<i>Deferred</i>
32	4-Dec-17	Jodi Skenandore	Volleyball Club fees for daughter	SD-Youth	\$ 500.00
33	4-Dec-17	Christopher Kurth	Synergy Sports Performance training fees	SD-Adult	\$ 500.00
34	4-Dec-17	Jolene Billie	Impact Sports Academy fees for daughter	SD-Youth	\$ 500.00
35	4-Dec-17	Rosa Laster	Team WI Box Lacrosse Tournament fees for son	SD-Youth	\$ 200.00
36	4-Dec-17	Evangeline Danforth	Air Force Gymnastics Academy fees for granddaughter	SD-Youth	\$ 500.00
37	4-Dec-17	Cindy Bork	Christmas Break Basketball Clinic fees for daughter (JB)	SD-Youth	\$ 60.00
38	4-Dec-17	Alicia Tisch	Bode Bootcamp class fees	SD-Adult	\$ 500.00
39	4-Dec-17	Lorraine Frias	Jackrabbit Cheer- Tumbling class for daughter	SD-Youth	\$ 69.00
					\$ 13,691.00

Oneida Business Committee Agenda Request

1. Meeting Date Requested: 03 / 01 / 18

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 YOUTH LEADERSHIP INSTITUTE

FY18 1st Quarter Report – OYLI Board

Mission: investing in the development of our youth to enhance nation building by learning from our past, embracing our present, and leaving a legacy for the future.

Summary: In the first quarter the Oneida Youth Leadership Institute Board continued to establish an operational foundation. The officers of the advisory board have been established and we have started to discuss the scope and goals for the inaugural year. We are pleased with the design of our website and have started to integrate the email donor list, payment gateway, and tracking system through the DonorPerfect Software. In the upcoming quarter we look to revisiting our goals for the re-granting process and the early development of youth leadership programing.

Strategy: Enhance tribal and community efforts in fundraising through the development of a 7871 fund unit.

Challenges: 1) Educating stakeholders on the benefits of 7871. 2) Establishing an equitable and convenient process for participants and donors to apply, contribute, and house funds.

Meeting Dates: October Regular Meeting 10/18/17 (canceled), November Regular Meeting 11/15/17, December: Regular Meeting 12/20/17 (canceled)



- The Grants Office Manager also acts as the Oneida Youth Leadership Institute Executive Manager, as the OYLI is within the overall authority of the Oneida Nation.
- An Advisory Board has been developed. Working SOPs and processes/policies are being developed with Accounting and the Asst. CFO. All disbursements are on hold until the Disbursement Policies and Procedures are approved. There is currently \$22,455 in the account at Bay Bank. Below is a breakdown of the deposits and their particular restrictions.

WPS donation to LPGA Youth Gold Clinic	restricted	\$10,000
Private donation	unrestricted	\$100
Packer ticket sales	unrestricted	\$1,010
Deposit for Team WI	restricted	\$400
LPGA Volunteer Fundraiser	restricted	\$8,145
Deposit for Lacrosse team	restricted	\$2800

TOTAL \$22,455

Board Members: Richard Elm-Hill (Chairman), Margaret King (Secretary), Margret Ellis (Treasurer), Jennifer Hill-Kelley, Jeff House, Melissa Metoxen, Elijah Metoxen.

Grants Department: Cheryl Stevens (Executive Director)