

# Oneida Business Committee Agenda Request

1. Meeting Date Requested: 01 / 24 / 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 GSD FY 2018 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:

George Skenandore, Division Director/GSD

Primary Requestor/Submitter:

\_\_\_\_\_  
Your Name, Title / Dept. or Tribal Member

Additional Requestor:

\_\_\_\_\_  
Name, Title / Dept.

Additional Requestor:

\_\_\_\_\_  
Name, Title / Dept.

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# **Governmental Services Division**

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***FY2018 First Quarter Report***

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**George Skenandore, Division Director**

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## ***DIVISION EXECUTIVE SUMMARY***

The purpose of the Governmental Services Division (GSD) is to provide education and lifelong learning opportunities, programs, and services for individuals and families to encourage and support their overall wellbeing. The first quarter report of GSD for FY 2018 reflects the continual high level of use of programs/services by community members of all ages. Program areas and the employees who serve in those areas continue providing quality customer care and services consistent with the mission, vision and values of the Nation as a whole. In an effort to improve operationally across the Division, performance assurance audits continue to occur with findings being followed up on as required to ensure that efficiencies and best practices are considered as part of program design and delivery of services. Because of the current hiring freeze, the position vacancies are being addressed to determine the level of service GSD is capable of providing. GSD is being strategic as possible to collaborate with other areas of the organization and within all areas of GSD itself to continue the service to the customer/client base. We are thankful for the opportunity to serve the community and for the community's continual support.

## CULTURAL HERITAGE AREA

CULTURAL ADVISOR			
NARRATIVE	FREQUENCY/ UTILIZATION		HIGHLIGHTS (CONT.)
As a whole, Oneida Cultural Heritage is responsible for maintaining and interpreting Oneida traditional customs, history, and teachings. All departments work to preserve and protect the artifacts, collections, documents, audio and visual recordings for reference and research including Oneida language material. The Oneida language is a vital part of our existence and is taught using different teaching methods to meet different learning styles.	# of Walk-ins:	12	*Appointments made were to address medicine societies, a need for personal guidance, how to handle the passing of a loved one, or to request an Ukwehúwené (first nations) name.  *Workshop topics Included: - History on the formation of the clans -Introduction of ceremonies -Peacemaker – Establishing the Great Law  *Home school participants include one or both of the parents, and sometimes grandparents.  *Currently visiting with two (2) elders; one is requesting assistance with a language project, and the other request time to discuss personal illnesses.  Chief Council Meetings may last for a couple hours or turn into two (2) day sessions depending on topics needing to be addressed.
	# of Appointments Made:	14	
	# of Cancelations (including No Call/No Shows):	6	
	# of Presentations/ Workshops Provided:	4	
	# of Presentation/ Workshop Participants:	154	
	# of Home School Participants:	21	
	# of Elder Visits:	14	
	# of Hours worked on Re-writing Kalihwi·yó Instructions:	16	
	# of Chiefs Council Meetings:	4	
	# of Chiefs Council Meetings Attended:	4	
# of Repatriation Consults:	2		
ANNUAL GOALS	DEMOGRAPHICS		
*Continue sharing all aspects of our Oneida culture, history, and language through presentations as requested.	Youth (0-17):	46	
	Adult (18-54):	63	
	Elder (55+):	37	
	Total:	146	
*Continue to edit and add components that are later recalled to : -The Creation Story -Ceremonies -Great Law -Kalihwi·yó	HIGHLIGHTS		
	* This past year through the grand Council, the Recital Committee was given another 5 year extensions to proceed on with the Great Law Recitals.		
*Continue working with Cliff Abbott on rewriting Kalihwi·yó into the format that will be recited.			
*Recite as many of the Wampum Belts as possible and have them transcribed for future use.			

# **ONEIDA LANGUAGE ARCHIVIST/TSI? NIYUKWALIHOT^ EDUCATOR**

MISSION STATEMENT	FREQUENCY/ UTILIZATION		HIGHLIGHTS (CONT.)
The mission of the Tsi? Niyukwalihó·ta initiative is to preserve, protect, maintain, and interpret the Oneida traditions, artifacts, language, customs, and history in a manner that shall promote the dignity and respect of the Oneida people and culture.	# of Participants enrolled in Tsi? Niyukwalihó·ta:	14	*Tsi? Niyukwalihó·ta Participants (Cont.):
	# of Tsi? Niyukwalihó·ta Participants Actively Attending Weekly:	13	-Currently pounding black ash log to make enough splints for each student to make a Longhouse baskets.
	# of Days Classes were held:	88	
	# of SEOTS Presentations:	3	-Finished the fifteen forms of the A, I, E, and fake E stem past tense verbs.
	# of SEOTS Presentation Participants:	47	
	# of Off-Site Presentations:	14	
	# of Off-Site Presentation Participants:	380	*Other:
	# of Hours worked on: Speak Oneida Part II, WPA Books, &/ or Archiving:	25	-Gave monthly Cultural Awareness presentations at SEOTS and the Green Bay Correctional Institutes' Native American Pipe and Drum group.
	<b>DEMOGRAPHICS</b>		
	Youth (0-17):	120	-Finished the audio recording on the Speak Oneida Part 2 APP.
	Adult (18-54):	269	
	Elder (55+):	53	
Total:		442	
ANNUAL GOALS	HIGHLIGHTS		
<b>1.</b> Prepare the students to accomplish the two year intensive Tsi? Niyukwalihó·ta initiative.	*Tsi? Niyukwalihó·ta Participants:		
	-attended the Food Sovereignty Summit held at the Radisson October 3-5.		
<b>2.</b> Offer a variety of experiential programs to preserve and increase the knowledge and understanding of the Oneida language, culture and history.	-participated in the Harvest Ceremony held October 13-15.		
	-smoked salmon donated by a student's brother.		
<b>3.</b> Groom participants to serve as Oneida ambassadors, leaders, mentors, teachers, experts and possible entrepreneurs.	-made their own water drum, drum stick, drum tightener, and cow horn rattle.		
	-fleshed 14 deer hides; scraped the hair off of five (5) that will be ready to make into leather in the spring, and the other nine (9) hides will be de-haired and made into leather in the spring as well.		



## 1st Quarter Language Archivist Images



**Smoked Salmon**



**Cow Horn Rattle**



**Black Ash Splints**



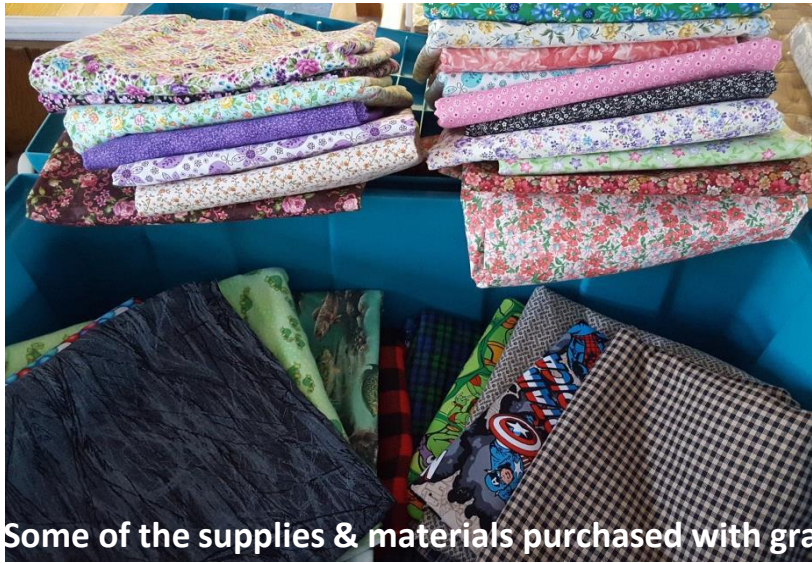
**Water Drum & Hand  
Carved Drum Stick**

CULTURAL WELLNESS			
MISSION STATEMENT	FREQUENCY/ UTILIZATION		HIGHLIGHTS (CONT.)
Promote a holistic cultural based approached to Wellness that encourages & strengthens Tsi? Niyukwalihó·ta (Our Ways)  *The Oneida Cultural Wellness Program addresses the impacts/ traumas that have occurred to the mind, heart, spirit, body, environment, society, & primary relationships with a focus on the Lotinuhsu·níhe? Creation Story, Ceremonies, Medicine Societies, Great Law, Kalihwi·yó, & spirituality for the healing process in the reclamation of one's Oneida Identity.	# of Walk-ins:	0	*Note: Did not count walk-ins separate because I was not aware of the need to count them as such.
	# of Appointments Made:	123	
	# of Cancelations (including No Call/No Shows):	20	
	# of Presentations/ Workshops Provided:	2	*Reviewed AODA curriculum.
	# of Presentation/ Workshop Participants:	9	*Attended 2 Social Services staff "cleaning off/ smudging"
	# of Tribal Action Plan Committee Meetings:	3	<b>O-cademy</b> *is a unique opportunity for the Nation's workforce that will develop skills that can provide professional and personal growth through monthly learning experiences and group mentoring opportunities.
	# of Tribal Action Plan Committee Mtg.'s Attended:	3	
	# of Domestic Violence Program Events/ Mtg.'s:	7	
	# of D.V. Program Events/ Mtg.'s Attended:	6	
	<b>DEMOGRAPHICS</b>		*Met with training and development staff members to review O'cademy intent and to present on the wellness sessions proposed.  The Cultural Wellness Facilitator is offering small group or one-on-one sessions for participants that would like to gain a deeper understanding of how the material applies to their own experiences.
	Youth (0-17):	16	
	Adult (18-54):	38	
Elder (55+):	12		
<b>ANNUAL GOALS</b>	<b>HIGHLIGHTS</b>		
<b>Goal 1:</b> Facilitate community Cultural Wellness education through increased participation in groups.	<b>Women of the Phoenix</b> *is an on-going, weekly support group for women that have completed the 18-week Education or Culture Group. Clients decide the topic for each session. Women learn about/ practice self-care and coping skills through experiential activities, group outings, and stress relief techniques  *Cultural Wellness will assist with cultural activities such as the protocols around medicinal plant usage, indigenous diet, healing, roles and responsibilities, and other cultural topics. 1 group year planning session, 1 group outing on apple picking and nutrition about apples, 1 pie making class, 3 moccasin making, 1 cookie making class.		*Attended O'cademy- Crucial Conversations and one mentoring session. Created vision, mission and guiding principles for program. As well as presentation list and feedback form.
<b>Goal 2:</b> Update program framework by the end of the 3 <sup>rd</sup> quarter of FY 2018			
<b>I.</b> Alignment review and development of outcomes			
<b>II.</b> Strategic workforce plan initiative			
<b>a.</b> Framework			*TAP meetings had a presenter on Menominee how trauma informed care was implemented in to their organization. Signed up for subcommittees, met with Enough is Enough to discuss potential duplication of goals with their nonprofit.
<b>b.</b> Training curriculum			
<b>c.</b> Cultural wellness curriculum			*Update on SAMSA teleconference, focus conversation, and subcommittee report outs.

CULTURAL HEALING		
MISSION STATEMENT	FREQUENCY/ UTILIZATION	HIGHLIGHTS (CONT.)
<p>Promote a holistic cultural based approached to Wellness that encourages &amp; strengthens Tsi? Niyukwalihó·ta (Our Ways)</p> <p>*The Oneida Cultural Wellness Program addresses the impacts/ traumas that have occurred to the mind, heart, spirit, body, environment, society, &amp; primary relationships with a focus on the Lotinuhsu·níhe? Creation Story, Ceremonies, Medicine Societies, Great Law, Kalihwi·yó, &amp; spirituality for the healing process in the reclamation of one's Oneida Identity.</p>	# of Walk-ins:	5
	# of Appointments Made:	35
	# of Cancelations (including No Call/No Shows):	6
	# of Presentations/ Workshops Provided:	5
	# of Presentation/ Workshop Participants:	215
	# of Oneida Nation Rites of Passage Meetings:	8
	# of Oneida Nation Rites of Passage Mtg.'s Attended:	8
	# of Domestic Violence Program Events/ Mtg.'s:	1
	<b>DEMOGRAPHICS</b>	
	Youth (0-17):	27
	Adult (18-54):	195
	Elder (55+):	23
Total:		245
<b>ANNUAL GOALS</b>	<b>HIGHLIGHTS</b>	
*Generate & implement survey to quantify clients feedback as I continue to meet with individuals and families to help guide them to a healthy path towards self-identification as Ukwehuwe/ On·ayote?a·ká/ Lotinuhsumi	<p>*Received grant funds from co-worker, Corina Williams; THPO for supplies and materials for Oneida Nation Rites of Passage.</p> <p>*Collected over 120 rocks for sweat lodge use for Oneida Nation Rites of Passage.</p>	
*Recruit participants and organize program materials for Tetwatunhatényehse? (We are changing our lives) - the Oneida Nation Rites of Passage Program in order to safely and successfully complete this year's Ceremony here in our community set for the week of June 11 <sup>th</sup> , 2018.	<p>*Made Hoyan donuts for elderly residing at Anna John Nursing Home with other Rites of Passage organizers.</p> <p>*Oneida Nation Rites of Passage organizers had good, productive, organizational meetings in planning for this year's ceremony due to members being better prepared.</p>	
*Attend Kalihwi·yó and Kay?lakowa and provide a report back in oral and documented forms to community upon return.	<p>*Looking forward to working with our cultural leaders to help educate our youth and adults.</p>	
		<p><b>Presentations:</b></p> <p>10.21.17 - Oneida Nation Rites of Passage participants met at Tsyunhéhkwa for the harvesting of the Oneida heirloom white corn. Presented along with Kyle Wisneski on how to safely harvest the corn from snapping, husking, lopping, and braiding 65 ears of corn together.</p> <p>11.15.17 - Native Nurses Summit was held at the Radisson. Presented on how to incorporate culture into healing.</p> <p>11.17.17 - Oneida Elderly Caregivers Luncheon was held at the Radisson. Presented on cultural wellness and it led to a good discussion on the opiate epidemic within the community.</p> <p>12.27.17 - Two-spirited Workshop was held at the Social Services building. Was requested to welcome and greet participants.</p> <p>12.30.17 - Oneida Nation Rites of Passage participants met at the Oneida cookhouse to make Hoyan donuts which included a short language lesson.</p> <p><b>Looking Ahead:</b></p> <p>I want to develop a young men's group for sharing, helping each other and learning language and songs for longhouse doings.</p>



## 1st Quarter Cultural Healing Images



Some of the supplies & materials purchased with grant funds given by THPO - Corina Williams



## Hoyan donut making with Oneida Nation Rites of Passage participants



HISTORY DEPARTMENT			
MISSION STATEMENT	FREQUENCY/ UTILIZATION		HIGHLIGHTS
The Oneida History Department collects, organizes, preserves, and makes available materials that pertain to the history and development of the Oneida Nation and its people.	# of History Presentations:	6	<b>Presentations at Cottage II and/or SEOTS &amp; # of Participants:</b> 1) Witches, Superstition, and Supernatural: 4, 20 2) Canandaigua Treaty: 4, 12 3) Hoyan: 72 4) Old Oneida Photos: 15
	# of History Presentation Participants:	200	
	# of Genealogy Workshops/ Requests:	6	
	# of Genealogy Workshop/ Request Participants:	34	
<b>ANNUAL GOALS</b>	# of New Emp. Orientation	3	<b>Kalihwisaks Articles:</b>
<b>GOAL 1:</b> Offer a variety of experiential programs to preserve and increase the knowledge of the Oneida Culture. Currently, the History Dept. offers the presentation series and mini-series leading up to our 200 year anniversary. There are up to 5 -6 presentations and New Employee Orientation (NEO) every month. Sign in sheets track # of participants.  <b>GOAL 2:</b> Educate & communicate our cultural values/beliefs and history to other Tribes and the general public by submitting articles for publication in the Kalhwisaks, editing video records of meetings/ presentations for easier viewing on Facebook, Youtube, or eLearning.	# of New Emp. Orientation Presentation Participants:	81	1) Back in the Day - Halloween 2) Oneida Bands 3) Lumbering 4) We Got it Right
	# of Log Home Tours:	7	<b>Expanded Hours</b> in the History Department starting January 2, 2018 to offer community members after work opportunities to attend and learn from the Presentation Series on various Oneida topics of History, Culture, and Genealogy. We are trying to bring our community back together with teachings of our culture and history.
	# of Log Home Tour Participants:	216	
	# of Kalihwisaks Published:	3	
	# of History Articles Published in Kalihwisaks:	4	
	# of Sagoli Books Sold:	11	
	# of General History Books Sold:	13	
	# of Archive Researchers:	2	
	<b>DEMOGRAPHICS</b>		
	Youth (0-17):	142	
	Adult (18-54):	156	
	Elder (55+):	111	
	Total:	409	
<b>R&amp;E's</b>			
<b>Sub Account: PRT 001 - History Dept.</b> (All Lines)			
Budgeted:	46,945		
Spent:	46,165		
Remaining Balance:	780		
Over, Under, or On Target:	Under		
<b>Variance Explanation:</b>			
Figures based of R&E Report with period ending 11/30/2017. *According to report no mileage has been reported, employee incentive has not be distributed, funds from specials events has not been utilized, nothing has been taken out for Heat & Lights or Water & Sewer, and no I/T printing has been done yet.			





Olihwaka-yú - Oneida History Department  
November 11, 2017 ·

I'm looking for Oneida Tribal members who have won awards in Sports. If any one has any photos, news articles, or write up on tribal members that would be super! Message me if you do or email me [eskenan1@oneidanation.org](mailto:eskenan1@oneidanation.org) Thanks! These members will be presented in our presentation on Sat. Nov. 18th at the Oneida Community Library -Eliza Skenandore

## PHOTOS: Pictures & History of the Oneida Scene



**Series One: Sports**  
**Saturday, November 18, 2017, 11 AM - 1 PM**  
**Oneida Community Library**

History Department will share photos from their collection. We are requesting photos from the community to donate to the collection. Community members can sign up to be interviewed at a later date, on their time. This event will help the History Department and Library prepare for the Bicentennial celebrations and programming which will be accomplished in 2023.

### Agenda:

- Saturday, November 18, 2017, 11 AM - 1 PM
- 11:00 AM: Food
- 11:30 AM: Slide presentation
- 12:00 PM: donations being accepted, appointments made for sports stories to be recorded, and story time with Kymberley
- 12:30ish PM: children's activities with Kymberley
- 1:00 PM: Door prizes

Like Comment Share



Olihwaka-yú - Oneida History Department  
December 27, 2017 at 4:08pm ·

Newest Video!



Witches By Loretta Metoxen - YouTube

## Hoyan Donuts delight dozens



Kali photos/Christopher Johnson

An Oneida New Year tradition continued on Friday, Dec. 29, at Cultural Heritage Cottage II. The annual cooking of Hoyan Donuts took place to the delight of dozens of visitors as they stopped in to enjoy the freshly made donuts and socialized. The History Department and museum staff cooked up the treats that were paid for by Tribal Historic Preservation Grant funds that were given to the Oneida Rites of Passage program. Above: Eliza Skenandore helps prepare dough for the Hoyan Donuts.

Below: Numerous people stopped by Cottage II for some donuts, coffee, and great company.



Olihwaka-yú - Oneida History Department is attending

Photos: Pictures & History of the Oneida Scene with Yutyátashnolats Eliza Skenandore at Oneida Community Library--Oneida, Wisconsin.

November 18, 2017 · Oneida ·

Thank you for everyone that came to our "PHOTOS" presentation. And thank you for those who have us names for our research.



ONEIDA NATION IN WISCONSIN

# KALIHWI·SAKS

P.O. BOX 91 ONEIDA, WISCONSIN 54155

Volume 01 No. 04 December 91, 1991

## It is Time for Hoy-an!

### Doughnut Making with History Department

OY-AN  
(HAPPY NEW YEAR!)

## Dec. 29th 2017

### 9 AM - Noon

**Cottage II**  
**1240 Packerland Dr.**  
**Green Bay, WI**

# ONEIDA COMMUNITY LIBRARY/ GREEN EARTH BRANCH

MISSION STATEMENT	FREQUENCY/ UTILIZATION		HIGHLIGHTS
The Oneida Community Library/ Green Earth Branch provides 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 informational, cultural and recreational needs.	Circulation:	2,823	<b>Events</b>  *Octechber, an event focused on Tech board games, including Coding and other tech devices which included tech learning applications; 35 attendees.  *Oneida Community Library participated in the inaugural ‘Light the Bridgeway’ by decorating the large pine trees located on the corner of the Library’s property. Lighting ceremony took place on Thursday, November 16, 2017.  *Event PHOTOS (Pictures and History of the Oneida Scene) teaming up with the History Department in developing materials for upcoming bicentennial. Photo sharing by community members of Oneida athletes in past years; about 15 community members attended.  *Just a start. These three months have been trying with employee out on medical leave. Services/programming reduced along with some library hours plus prevented staff from taking time off.  <b>Clarifications:</b>  *Program numbers derived from participants, adults & youth, who attend programs hosted at the Library. While outreach numbers are participants who attend events that take place at other locations outside the library. Example: Boo Bash.  *Duplication of #: 3,692 -The Lending/ Borrowing #'s are required by the State of Wisconsin for their lending and borrowing count. -The external customers are the lending and borrowing from other libraries. Customer’s orders we fill and received accordantly.
	Lending/ Borrowing:	3,692	
	SAM/ Wireless Computer Use:	2,925	
	<b>DEMOGRAPHICS</b>		
	Youth (0-17):	2,833	
	Adults (18-54):	1,672	
	Elder (55+):	315	
	Programming & Outreach:	2,029	
	# of External Costumers Served:	3,692	
Total		10,541	
<b>ANNUAL GOALS</b>	<b>R&amp;E's</b>		
*Increase circulation by 5% from our Year End Baseline: 14,321.	<b>5225840 -Lib. Coll. Enhancement Grant</b>		
*Increase patron count by 5% from our Year End Baseline: 33,445.	Budgeted	\$7,000.00	
	Spent	628.00	
	Remaining Balance	\$7,628.00	
	Over, Under, or On Target:	Under	
*Increase STEM concepts into children’s program and cooperation with other department/entities. As of right now both libraries host: -Tuesday TECH (Technology & Engineering Can Happen.) - Wednesdays: Cyber Silvers And at Green Earth: -STEM Fridays While at the Main Library: -STEAMMY (Science, Technology, Engineering, Art, Music, Math for Youth) Saturdays  *Address spaces issues in our library. This includes appropriate meeting place, study rooms, staff area and ADA accommodations as requested by the Library Board. Interest in moving into the current space used by Enrollments.	<b>Variance Explanation:</b> Grant funds recently posted.		
	<b>52255860 - Library Federated</b>		
	Budgeted	\$29,022.00	
	Spent	1,148.00	
	Remaining Balance	\$27,874.00	
	Over, Under, or On Target:	Under	
	<b>Variance Explanation:</b> Budget posted as of 12.11.17 on 01.08.18. Book orders pending about \$3,000. Training coming up for Kim C. about \$500. Funds will balance out as Brooke returns to staff.		
	<b>4225033 - Tribal Contribution</b>		
Budgeted	\$376,681.00		
Spent	50,926.00		
Remaining Balance	\$325,755.00		
Over, Under, or On Target:	Under		
<b>Variance Explanation:</b> Staff member on sick leave with no ET to replace her - explains the variance with personnel line not being used during her time off = 3 months of vacant positon.			



# 1st Quarter Library Images

 **Green Earth Branch Library** shared their event.  
October 27, 2017 · 🌐



**OCT 28** 30th Anniversary of Green Earth Mobil...  
Sat 11 AM · Green Earth Branch Library · De Pere  
Ernest, Yutyatashnolats Eliza and 2 friends

 **Oneida Nation**  
November 16, 2017 · 🌐

Tonight, Thursday, we light the Oneida Bridgeway at 7 p.m. on Hwy 54 in Oneida over Duck Creek. Everyone is welcome to join the community in this inaugural event. Parking and shuttles available from the VFW, Ballfield and Parish Hall. Vets selling chili, hotdog and drink for \$1, a sing along with Oneida Nation Arts, and beautiful lights on beautiful trees. DRESS WARM it will be cold and windy.




 **Green Earth Branch Library** added 4 new photos.  
December 8, 2017 · 🌐

Holiday Make and Takes Wed December 13th. 1pm  
You can come in and make giftable crafts like these and more!!!



## Looking Ahead ...



<https://www.facebook.com/YUKWAHYATUHE/YUKWAHYATUHE/> "WE ALL WRITE!"  
Attend Oneida's Writers' Group meetings!!

**Our Monthly Agenda:**

2 pm: Critique one page of submissions  
2:30 pm: Handout or website to improve writing skills, sharing sites accepting submissions, contests, etc.  
3:45 pm: ImPromptU Writing  
4:00 pm: Sharing prompted writings  
4:15 pm: Wrap Up, plan for next meeting (if you want, anyone!)

Community Library  
201 Elm St  
De Pere, WI 54115 S20 865 2210  
S20 865 2210 Kymberley's Direct Dial  
<https://www.facebook.com/yukwahyatuhe/>

**2017 Schedule: Saturdays @ 2 pm**

January 21	July 22
February 25	August 12
March 25	September 30
April 22	October 28
May 20	November 18
June 24	December 16

And writers' retreats at 1 pm on Wednesdays! (Every Wednesday in the summer: Fall and winter: 9/6, 10/26 and 12/27.)

November: Just Come Write In! We're a CWI! Come Write In site for NaNoWriMo again!!

MUSEUM					
MISSION STATEMENT	FREQUENCY/ UTILIZATION		HIGHLIGHTS (Cont.)		
The Oneida Nation Museum provides education about the Oneida and Iroquois culture, history, and nationhood by developing, preserving, and expanding resources and collections, and by providing exhibits and other educational programming. The Museum also promotes Oneida/Iroquois artists.	Self-Tour Walk-Ins:	209	* Hosted annual Young Artist Auction to promote Oneida Young Artists. 16 artists submitted their work. * Installed kiosk with welcome message from our tribal chairman, customer survey forms, and customer registration forms. * Completed transcribing over 500 Elder Videos for indexing. * Processed & accessioned 15 pieces into the Museum’s collection. 11 Corn Husk Dolls, and 4 Paintings		
	Gift Shop Customers (No Tour Given):	550			
	# of Tours:	14			
	# of Tour Participants:	324			
	# of Off-Site Presentations:	13			
	# of Off-Site Presentation Participants:	647			
ANNUAL GOALS	DEMOGRAPHICS				
* Research, develop and implement a new exhibit at the Oneida Nation Museum & at the main Casino in the cultural corridor on an annual basis. This year’s Museum exhibit is about Lacrosse; Opening date set for February 26 <sup>th</sup> , 2018 and the casino exhibit is about Corn Husk Dolls; Implementation Date set for March 16 <sup>th</sup> , 2018.	Youth (0-17):	602	Tour Groups & # of participants: -UW Whitewater-International: 21 -Clintonville HS German Exchange: 30 -Northwestern University: 7 -Rural Virtual Academy: 80 -Small Private Tour: 2 -St. Norbert College: 1 -St. Norbert College International Group: 21 -UWGB-Theatre Hall: 8 -UWGB Student: 1 -UWGB-Young Space: 9		
	Adult (18-54):	1,042		Tours brought in by Tourism & # of participants: -Tourism (elderly): 37 -Tourism (adult): 3 International -Tourism (high School): 54 International -Tourism (college): 50	
	Elder (55+):	95			Offsite Presentations & # of participants: -Green Bay Antiquarian at the Radisson on Traditional Art Forms: 80 -Orientation at Gaming Employee Service on History and Culture: 9 -(9) Presentations at Tsyunhéhkw’s Harvest & Husking Bee on White Corn: 498 -Regional Reps for Fed. Deposit Insurance Corp. on Oneida History & Culture: 25 -After school program for youth at Stockbridge-Munsee Family Services on Oneida History and Culture:35
	Total:	1,739			
	R&E's				
	4225032 - Oneida Nation Museum				
Budgeted:	\$142,913.00				
Spent:	\$116,296.00				
* Offer a min. of 15, culturally/historically relevant to the Oneida Nation, hands-on activities throughout the year to the community & Museum visitors.	Remaining Balance:	\$26,617.00			
	Over, Under, or On Target:	On Target			
	Variance Explanation: The restocking of gift shop merchandise from holiday sales & the restocking of Museum Supplies will happen in the 2nd and 3rd quarters. We had one position vacant for the first two (2) months of this quarter.				
	HIGHLIGHTS				
	*November was Native American Month; hosted seven (7) events: 1.Strawberry Pouch Making Class; 14 in attendance 2. History of Lacrosse; 1 in attendance 3. Creation Story; 1 in attendance 4. Beaded Barrette Workshop; 0 in attendance (Poor turn out due to weather conditions) 5. Beaded Earrings Class; 6 in attendance 6. Canandaigua Treaty Presentation; 7 in attendance, and 7. White Corn Project Presentation; 3 in attendance				
	*Installed new longhouse graphic in hands on area of the museum.				
* Promote Tribal artisst of all ages through possible exhibit displays & the Annual Young Artist Auction.					
* Complete & implement necessary Standard Operating Procedures for the care of our objects, archives and photograph collections by the end of the FY 2018 2 <sup>nd</sup> Quarter.					
* Improve the utilization of our Facebook page to reach a larger audience to introduce & encourage people to learn the Oneida Language by viewing our weekly Oneida Words MP4 videos. To date our Facebook page data indicates we have 2,991 followers & our weekly Oneida Words videos received 1,400 hits in the FY 2018 1 <sup>st</sup> Quarter.					



# 1<sup>st</sup> Quarter Museum Images

**STRAWBERRY  
POUCH  
CLASS**  
WITH SANDRA GAUTHIER  
Wednesday, November 1, 2017  
5:30pm-7:30pm  
W892 Cty Hwy EE




All Material Provided.  
Please Call to Reserve a Space.

**\$20** Contact the Museum to Sign Up  
speterso@oneidanation.org  
(920) 869-6539

Hosted by:  
**ONEIDA**  
Museum


Come listen and learn about  
the  
**CREATION  
STORY**  
with  
RANDY CORNELIUS  
Enjoy Light Refreshments



Thursday, November 2, 2017  
5:30 - 7:30 PM  
W892 County HWY EE,  
De Pere, WI 54115  
(920) 869-6539

Hosted by:  
**ONEIDA**  
Museum

**BEADED  
EARRING  
CLASS**  
WITH ELIZA SKENANDORE  
Wednesday, Nov. 8, 2017  
5:30 - 7:30 PM  
W892 Cty Rd EE,  
De Pere, WI 54115




Limited space, Materials Provided.

**\$20** Contact Sue Peterson to Sign Up  
speterso@oneidanation.org  
(920) 869-6539

Hosted by:  
**ONEIDA**  
Museum

Come listen and learn about  
the  
**History of  
Lacrosse**  
with  
CURTIS SUMMERS  
Enjoy Light Refreshments



Thursday, November 9, 2017  
5:30 - 6:30 PM  
W892 County HWY EE,  
De Pere, WI 54115  
(920) 869-6539

Hosted by:  
**ONEIDA**  
Museum

**BEADED  
BARRETTE  
WORKSHOP**  
WITH NEVA CAHILL  
Wednesday, Nov. 15, 2017  
5:30 - 7:30 PM  
W892 Cty Hwy EE



12 Person Limit, Please call ahead to reserve your spot.  
Materials provided

**\$30** Contact the Museum to Sign Up  
speterso@oneidanation.org  
(920) 869-6539

Hosted by:  
**ONEIDA**  
Museum

Learn about  
the  
**Canandaigua  
Treaty**  
with  
ELIZA SKENANDORE  
Enjoy Light Refreshments



Thursday, November 16, 2017  
Noon-1:00 PM  
W892 County HWY EE,  
De Pere, WI 54115  
(920) 869-6539

Hosted by:  
**ONEIDA**  
Museum


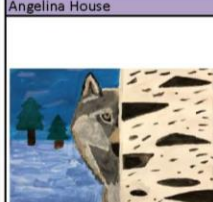
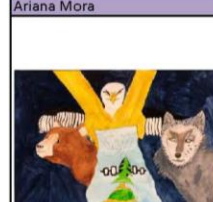
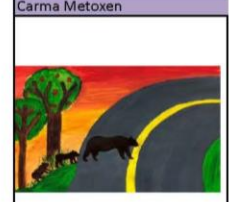
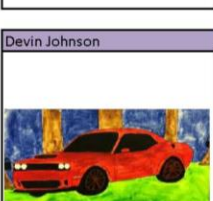
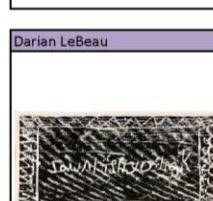
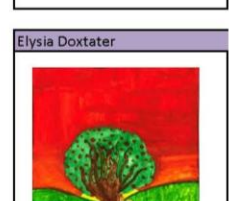
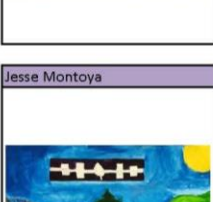
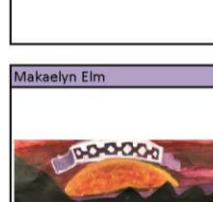
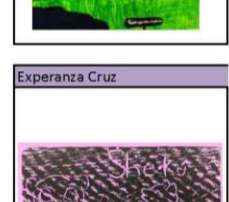
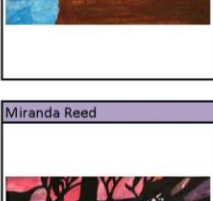
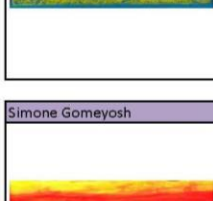


Learn about  
the  
**White Corn  
Project**  
with  
LAURA MANTHE  
Enjoy Light Refreshments



Friday, November 17, 2017  
Noon-1:00 PM  
W892 County HWY EE,  
De Pere, WI 54115  
(920) 869-6539

Hosted by:  
**ONEIDA**  
Museum

## 2018 Young Artist Auction

<b>Angeequay Schuyler</b> 	<b>Angelina House</b> 	<b>Ariana Mora</b> 	<b>Carma Metoxen</b> 
<b>Devin Johnson</b> 	<b>Conner Cornelius</b> 	<b>Darian LeBeau</b> 	<b>Elysia Duxtater</b> 
<b>Jesse Montoya</b> 	<b>Lexandria Metoxen</b> 	<b>Makaelyn Elm</b> 	<b>Experanza Cruz</b> 
<b>Miranda Reed</b> 	<b>Simone Gomeyosh</b> 	<b>Stephanie Shabow</b> 	<b>Xavier Webster</b> 

TRIBAL HISTORIC PRESERVATION OFFICE				
MISSION STATEMENT	FREQUENCY/ UTILIZATION		HIGHLIGHTS	
To preserve, protect, maintain, and interpret the Oneida Traditions, artifacts, language, custom, and history in a manner that shall promote the dignity and respect of the Oneida people and cultural, program; Tribal Historic Preservation Officer fulfills the grant with the National Park Service to protect preserve Oneida Cultural resources in compliance with the National Historic Preservation Act and the Oneida Tribal Laws.	# of Notification Reviews:	104	*Certificate of Completion received for: -"using the EAP in Supervision" -"Para-Professional Re-certification in Archaeology"	
	# of Construction Consults:	35		
	# of Permit Reviews:	35		
	# of Research Projects:	80		
	# of Meetings Attended Related to THPO:	28	*Sworn in to the WI Inter-Tribal Repatriation Committee as the Treasurer	
	Meeting Updates:			
	Historic preservation laws to include, NAGPRA, National Historic Preservation act. Reviewed 94 separate requests to disturb burial sites by the state of WI involving 114 uncatalogued burial sites. Set up the cultural sensitive training on construction site with the workers.		* Continue to sit on the State Historic Burial Preservation Board as a representative for the Nation	
			* Provided by outreach from NWTC Surveyor course instructor to give education on process of THPO laws and site monitoring class in the field.	
ANNUAL GOALS	DEMOGRAPHICS			
*Provide protection & management of Archaeological & Historical resources. All earth moving projects will be approved or disapproved within the exterior & interior boundaries by local, federal, Tribal or state activities.	Local Agencies:	60	* Contracted Ho-Chunk Nation to conduct ground penetrating radar within the Oneida Methodist Cemetery; where approximately 100 child-like additional graves were discovered	
	WI State Agencies:	19		
	Out of the State Agencies:	5		
	Federal Agencies:	20		
	Total:	104		
	R&E's			
	5225X03 - Historic Preservation Office			
	Budgeted	\$57,206.00		
*Survey OneidarReservation using Phase I, II, & Phase III methods. Phase I requires shovel testing every 10-15 transactions, Phase II includes 4x4 grids sift in 3 cm down until no more material is found, and Phase III requires grid profile, soil samples, retrieve material/ artifacts/ remains if present.	Spent	0.00		
	Remaining Balance	\$57,206.00		
	Over, Under, or On Target:	Under		
	Variance Explanation: Due to late receipt of THPO dollars from the federal government no money has been spent yet.			
*Maintain Para-Professional Certification	5225518 - Language Culture Broadcast		5225X20 - Capacity Grant	
* Administer Tribal Historic Preservation grant	Budgeted	\$10,000.00	Budgeted	\$4,500.00
	Spent	\$10,000.00	Spent	2,100.00
	Remaining Balance	\$0.00	Remaining Balance	\$2,400.00
*Add 1 historic structures listing on the Oneida and National Register of Historic Places.	Over, Under, or On Target:	On Target	Over, Under, or On Target:	Under
			Variance Explanation:	
			No deadline on when the funds have to be spent for this grant. The remaining funds will be used to get gravel for the Methodist cemetery in the spring.	
*Provide the Oneida Code 12 Law in Historic Preservation				
* Consult w/ individual parties as requested to provide site monitoring,				



## 1st Quarter THPO Images





## **EDUCATION AND TRAINING AREA**

### **Executive Summary**

The Education and Training Area is comprised of seven (7) programs or departments:

- Arts Program
- Community Education Center
- Airport Road Child Care
- Early Intervention
- Higher Education
- Job Training ( VR & WIOA)
- Youth Enrichment Services (YES)

This quarter, the Education and Training Area began to review the progress made in FY2017 and continues to work on enhancing organizational systems. Discussion began on strategic planning, alignment with Nation priorities and new ways to collaborate.

Highlights of the quarter include:

- Early Intervention and Head Start relationship building and process improvement
- Child Care Compliant Law implementation tasks
- Review of data and information available from AS400 and HRIS
- 6 month Management Follow up to Performance Audit
- E&T Leader meetings once a month
- Individual meetings with direct reports at least once a month
- Attended departmental staff meetings once a month
- Weekly GSD Area Manager's meetings and Strategic Workforce Plan
- Community Budget Information Meeting
- GSD Reorganization Meeting
- E &T Area Strategic Planning meeting
- Data Sharing Agreement with Achieve Brown County, United Way and Oneida approved
- Early Childhood Coordinated Action Network (CAN) Meeting

Partnerships

- Tribal Workforce Development Conference
- Achieve Brown County Mentoring Project YES Process Review
- Meeting with new Seymour Community Schools Superintendent, Laurie Asher
- Partners in Education Board Meeting
- NCAI education sessions participation
- NWTC Partnership meeting
- Financial Aid Access Guidance Troubleshooting with Legislative Affairs, NIEA and NCAI

## ARTS

NARRATIVE	DEMOGRAPHICS	FREQUENCY/UTILIZATION	BULLET POINTS
 <p>Vince Gant works with participant</p> <p><u>Art Classes:</u>  <i>Sterling Rings</i>-10, class full  <i>Strap Dress</i>-15, class full  <i>Music Lessons with Jay</i>: 6, class full with wait list  <i>Finger Weaving</i>-7</p> <p><u>Basket Guild:</u> The basket guild has outgrown our space; therefore, they moved their materials to the Parish Hall. We will continue to be a resource to the guild and we did receive a grant to help them with programming for FY18. Averages 16 clients/month.</p> <p><u>Dollars for Arts:</u> 5 applicants. This was the first year that requests were less than our total amount to award. All will be funded full amount.</p>	<p>3,660 total clients w/ approximately 1,220 clients per month</p> <ul style="list-style-type: none"> <li>- 154 Tribal members/employees</li> <li>- 1506 students SEEDS (<i>Planting Seeds of Knowledge</i>) &amp; band</li> <li>- 1,000+/mo. listeners on WPNE Native Radio Hour</li> </ul> <p>Exposure includes the weekly radio show on WPNE and the “Let’s Be Frankly” monthly publication. These venues provide great exposure for Native artists.</p> 	<p>Classes, band program, and radio show weekly.</p> <p>The annual goal was to increase enrollment numbers and frequency of class participation. Arts classes, on average, are full and have a wait list.</p> <p>Community Education Center and Arts enabled clients to peruse and register for all classes online, with hopes of completing an online payment option in FY 2018.</p> 	<ul style="list-style-type: none"> <li>• Artists for Humanities have been working very hard to reach out and market specifically to Oneida vets. The organizer has set up appointments with Oneida Behavioral health and Veterans to offer this specifically for Oneida veterans.</li> <li>• No exercise @ work policy: Arts does not have the resources to spare employees for this activity during the school year.</li> </ul>

## COMMUNITY EDUCATION




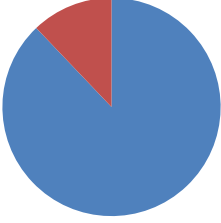
NARRATIVE	DEMOGRAPHICS	FREQUENCY/UTILIZATION	BULLET POINTS
<p>The Community Education Center continues to develop community programming using existing resources.</p> <p>Services include:</p> <ul style="list-style-type: none"> <li>• Tutoring</li> <li>• GED and HSED assistance</li> <li>• Computer classes</li> <li>• Computer usage for job searches and personal use.</li> <li>• Copies and faxes</li> <li>• Community enrichment classes</li> <li>• Chess Club</li> <li>• Astronomy Club</li> <li>• Facility used for various meetings</li> </ul>	<p>620 total clients in classes, meetings, and trainings. This number was derived from client sign-ins at front desk and class rosters</p> <p>Approximately 73% were tribal members or Tribal Employee, 7% were other tribes; 20% were non tribal.</p> <p>Partners:</p> <ul style="list-style-type: none"> <li>• RAS Team, EHN:</li> <li>• Wisconsin Native Loan Fund</li> <li>• Valley Investment Solutions Estate Planning.</li> <li>• Center for Self Sufficiency</li> <li>• Oneida Film Society</li> </ul>	<p>An average of 450 clients per month</p> <p>690 sign-ins for computer use; 41 copies and faxes</p> <p>Tutoring:</p> <ul style="list-style-type: none"> <li>• 22 students @ 71 sessions</li> <li>• 9 GED students; 10 HSED 5.09 students.</li> <li>• 15 classes held with 322 in attendance</li> <li>• 27 meetings held with 297 in attendance</li> <li>• 5 club meetings held with 1 in attendance</li> </ul>	<ul style="list-style-type: none"> <li>• One HSED 5.09 student received their GED</li> <li>• Six RAS point classes were held at CEC with 259 participants.</li> <li>• 1st ACT prep class was held October 23 and 25. Five (5) high school students attended this class.</li> <li>• Overall customer satisfaction was 95% with 137 participants reported through Survey Monkey, RAS evaluations, and paper copy surveys</li> <li>• No Exercise @ work policy: CEC does not have the resources to spare employees for this activity during the school year.</li> <li>• The CEC hopes to complete the online payment option in 2018.</li> <li>• The Community Education Center has developed a quarterly Programming Guide, in collaboration with various departments, to offer the ability to peruse current class offerings, register for classes and events online, and promote another marketing venue.</li> </ul>

Oneida Film Society and the Community Education Center (CEC) welcomed Robert W. Wheeler, historical scholar and author of Jim Thorpe: World's Greatest Athlete, to the Oneida area on November 12-16, 2017. The events included "Define Your Future with Robert W. Wheeler," featuring life lessons from a career spent in marketing and public relations. The multimedia presentation, "Real Life vs. Reel Life of Jim Thorpe" treated students at Oneida Nation High School, UW-GB, and community members at the CEC, to this fascinating comparison between Thorpe's real life and his life as presented in the 1951 film "Jim Thorpe – All-American."

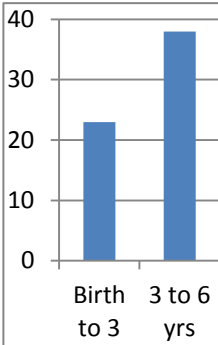




## CHILD CARE

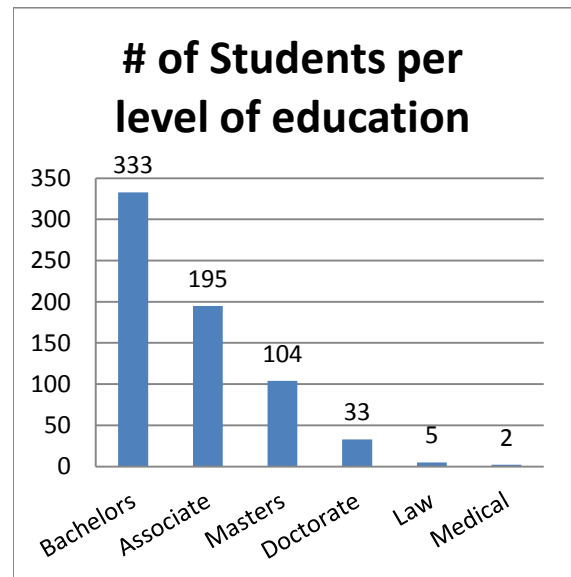
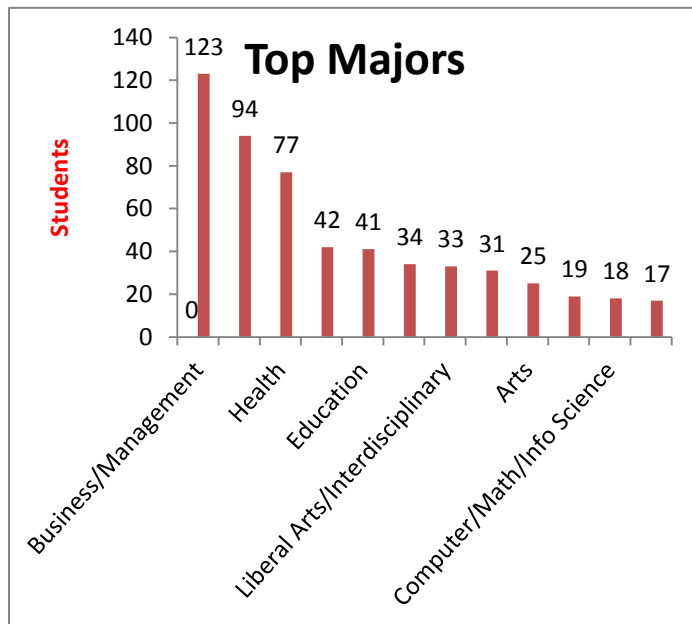
NARRATIVE		DEMOGRAPHICS	FREQUENCY/ UTILIZATION	BULLET POINTS
<p>Since Sept. 1974, Child Care has serviced and continues to service the Oneida community. Children are taken off the wait list by the following priority:</p> <ul style="list-style-type: none"> <li>• Siblings being the highest,</li> <li>• Oneida working for Oneida,</li> <li>• Oneida not working for Oneida,</li> <li>• Non-Oneidas working for Oneida and</li> <li>• Non-Oneida not working for the Oneida Nation</li> </ul> 		 <p>As of Nov 2017: Base Number: 66 <b>(Average of first quarter)</b></p> <p>58 -Oneida Families 08- non-Oneida families 25 – Employees</p> <p>28 Full-time children 38 Part-time children</p> <p>19 short of our “Operating Max” of 85</p>	<p>Customers used the Child Care services: Oct. 1,452 times; Nov. 1,254 times; Dec. 1,320</p> <p>Customers’ satisfaction at 71% with 3 participants</p> <p>Five (5) children transitioned up to next classroom</p>  <p><b><u>Children Enrolled</u></b> Oneida -58 Non Oneida – 8</p>	<ul style="list-style-type: none"> <li>• Staff vacancies continue to be challenging to fill: 1 Supervisor, 2 teacher &amp; 1 trainee position vacant. Continues to be average vacant positions per year.</li> <li>• Oneida culture and language opportunities in all classrooms</li> <li>• 75 parents and grandparents signed in at the Give Thanks feast</li> <li>• Child Care forwarded a business plan to increase fees which would decrease Tribal Contribution.</li> <li>• Grievance/Complaint Law approved and working on associated processes</li> </ul>
Age	Wait list**	AGE GROUPS Enrolled	<div> <div> <div>58- Oneida</div> <div>8-Non-Oneida</div> </div>  <div> <div>87% Oneida</div> <div>13% Non-neida</div> </div> </div> <div> <p>Goals:</p> <p>Update 75% of the policies &amp; procedure by working with HRD</p> <p>Ensure teaching staff have clear expectations by updating 80% to go with their Job description.</p> </div>	
0-1:	22	0-1: 6		
1-2:	21	1-2: 7		
2-3:	24	2-3: 20		
3-4:	19	3-4: 101		
4-5:	14	3-5: 10 (not in K)		
<b>Total: 103</b>		4-5: 9		
		Total Children = 66		

## BIA EARLY INTERVENTION

NARRATIVE	DEMOGRAPHICS	FREQUENCY/UTILIZATION	BULLET POINTS						
<p>BIA Early Intervention provides services to infants, toddlers and young children with disabilities. These services are provided at several locations throughout the reservation and the following programs:</p> <ul style="list-style-type: none"><li>• FACE</li><li>• Head Start</li><li>• ARCC Childcare</li></ul> <p>All services to families and children are free, and services depend on the severity of the young child's disability. Children receive speech therapy, occupational and physical therapy and special education instruction. The program also offers advocacy services for children and parent education classes on early childhood topics throughout the year.</p>	<p>Number of children served (Oct – Dec): 61</p>  <table><caption>Children Served by Age Group</caption><thead><tr><th>Age Group</th><th>Number of Children Served</th></tr></thead><tbody><tr><td>Birth to 3</td><td>23</td></tr><tr><td>3 to 6 yrs</td><td>38</td></tr></tbody></table> <p>Children in process of screens or evaluation: 24</p>	Age Group	Number of Children Served	Birth to 3	23	3 to 6 yrs	38	<p>New children receiving disability services: 11</p> <p>Meetings with Oneida or outside agencies: 19</p> <ul style="list-style-type: none"><li>12 Oneida agencies</li><li>2 Brown County</li><li>1 Outagamie County</li><li>4 School Districts each month</li></ul>	<p>No exercise @ work policy: Early Intervention does not have the resources to spare employees for this activity during the school year.</p>
Age Group	Number of Children Served								
Birth to 3	23								
3 to 6 yrs	38								

## HIGHER EDUCATION

NARRATIVE	DEMOGRAPHICS	FREQUENCY/UTILIZATION	BULLET POINTS
<p>Higher Education operates from GTC Resolution (8-12-96 A) and strives to promote higher education for all Oneida citizens.</p> <p>The Oneida Higher Education grant is funded through a combination of Tribal Contribution (96%) and BIA funding (4%).</p> <p>Oneida Higher Education is funding degrees from certificates through professional level degrees including doctoral degrees with a goal towards self-sufficiency.</p>	<p>1<sup>st</sup> quarter students funded: 198</p> <p>1<sup>st</sup> quarter students approved: 673</p> <p>1<sup>st</sup> quarter average amount: \$12,353</p> <p>Tribal employees: 105</p> <p>Average age: 29</p> <p>Most frequent age: 19</p>	<p>Phone Calls/Emails: 972</p> <p>Walk-in Clients: 126</p> <p>Applications created: 139</p> <p>Missing Letters Disbursed: 534</p> <p>Grades Processed: 247</p>	<p>Outreach events include Financial Aid Workshop, Booth at Oct. GTC Meeting, and High School Visits</p> <p>Working with MIS on data metrics and new reports.</p> <p>Working with Nathan King (Oneida Director Legislative Affairs on financial aid info. sharing restrictions from US Dept. of Ed. which is a major change to process.</p>



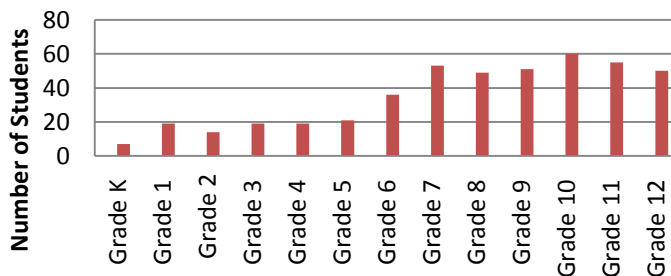
## JOB TRAINING

NARRATIVE	DEMOGRAPHICS	FREQUENCY/UTILIZATION	BULLET POINTS
<p>The Job Training Programs, the American Indian Vocational Rehabilitation (AIVR) and Workforce Innovation Opportunity Act (WIOA) are federally-funded pre-employment training activities that provide low-income, unemployed, under-employed and disabled Native Americans with services leading to achievement of a goal of entering, and successfully remaining in competitive, integrated workforce. The Job Training Program is the only programming available that provides dedicated employment and training services to these populations.</p> <p>The Job Training Department collaborates with:</p> <ul style="list-style-type: none"> <li>• Behavioral Health/Mental Health Therapy</li> <li>• Oneida Higher Education</li> <li>• Community Education Center</li> <li>• Center for Self-Sufficiency</li> <li>• Indian Child Welfare</li> <li>• Child Support</li> <li>• MA/Food Stamps</li> <li>• State VR</li> <li>• Cultural Healing</li> </ul>	<p>October:</p> <ul style="list-style-type: none"> <li>• 91 consumers</li> <li>• 6 New intakes</li> <li>• 4 determined eligible</li> </ul> <p>November:</p> <ul style="list-style-type: none"> <li>• 82 consumers</li> <li>• 3 New intakes</li> <li>• 2 determined eligible</li> </ul> <p>December</p> <ul style="list-style-type: none"> <li>• 72 Consumers</li> <li>• 7 New intakes</li> <li>• 3 determined eligible</li> </ul>	<p>Customers accessing Job Training services during first quarter:</p> <ul style="list-style-type: none"> <li>• American Indian Vocational Rehabilitation = 736</li> <li>• Workforce Innovation Opportunity Act = 167</li> <li>• Job Center= 359</li> <li>• Youth=207</li> </ul> <p>Most sought after services provided:</p> <ul style="list-style-type: none"> <li>• Job search</li> <li>• Resume' development</li> <li>• Employment application assistance</li> <li>• Work clothing</li> <li>• Work tools</li> <li>• Guidance and counseling</li> <li>• Work experience</li> <li>• Skills training</li> <li>• Job shadowing</li> <li>• Mentoring</li> <li>• Education credentialing</li> </ul>	<ul style="list-style-type: none"> <li>• Oct.: 80% of AIVR and 0% of WIOA program users who exited the program successfully entered employment. <b>Goal: 50%</b></li> <li>• Nov.: 0% of AIVR and 100% of WIOA program users who exited the program successfully entered employment. <b>Goal: 50%</b></li> <li>• Dec.: 40% of AIVR and 67% of WIOA program users who exited the program successfully entered employment. <b>Goal: 50%</b></li> <li>• AIVR Administrator accepted interim Area Manager of Cultural Heritage position, AIVR Counselor serving as interim AIVR Administrator</li> </ul>

## YOUTH ENRICHMENT SERVICES (Y.E.S.) PROGRAM

NARRATIVE	DEMOGRAPHICS	FREQUENCY/UTILIZATION	BULLET POINTS
<p>The Y.E.S. Program Staff provide academic enrichment, social support services, mentoring and promote college and career readiness to Y.E.S. Eligible children in the schools listed below:</p> <p>Green Bay's King Elementary Green Bay's Lombardi Middle Green Bay's Southwest High Seymour Rock Ledge Seymour Middle School Seymour High School West De Pere Middle School West De Pere High School</p> <p>Funding for the Y.E.S. Program comes primarily from Tribal Contribution, at 92%, with Self-Governance at 8%. The majority of program funds are spent on wage related expenses to provide direct services to students.</p>	<p>430 Y.E.S. Eligible Youth (414 Oneida Enrolled). This number does not include the 204 American Indian youth served who are eligible for Title VII services or the 210 youth with incomplete paperwork.</p> <p>Y.E.S. youth are tribally enrolled or are 1/4 American Indian from a federally recognized nation(s)/tribe(s) and whose parents have complete Y.E.S. paperwork.</p>	<p>37% of referrals to YES were from teachers; 18% from Title VI staff</p> <p>Y.E.S. staff worked with students in various activities including:</p> <ul style="list-style-type: none"> <li>• In school/after-school tutoring/academic reinforcement, development of organizational skills, mentoring and homework help.</li> <li>• Boys'/Girls' Groups at Seymour's Rock Ledge, Middle and High Schools and Lombardi Middle School.</li> <li>• After-School language classes at Lombardi, Rock Ledge, and West De Pere.</li> <li>• In-school Oneida Language and Culture Classes at Seymour Middle School.</li> <li>• Career Fairs &amp; Native Nursing Summit</li> </ul>	<ul style="list-style-type: none"> <li>• 55% of Client Profile &amp; Development Plans Completed (of 430 YES students)</li> <li>• DPI Oneida Language Grants submitted</li> <li>• Partnership with Achieve Brown County continuing</li> <li>• Meeting with Laurie Asher, Seymour Superintendent</li> <li>• Community Partners Meeting with GBAPS, NWTC and UWGB</li> <li>• No Exercise @ work policy: YES does not have the resources to spare employees for this activity during the school year.</li> </ul>

### Y.E.S. Eligible Youth



## **PARKS AND RECREATION AREA**

### **EXECUTIVE SUMMARY**

The Parks and Recreation Area had a great first quarter! There were several events available for the membership: Fitball and the Fall 500 challenge at the Fitness Center, Snow Shoe Tying classes and Mindful Walks with Experiential and had the annual Boo Bash and finally Breakfast with Santa to name a few.

Fortunate to have a mild fall making the parks were available for several months for family activities as there are parks in most of the neighborhoods that are maintained by two (2) staff. During the fall, the staff is checking the playground equipment to see what may need to be decommissioned, pulling equipment and placing it into storage. Finally, the staff was doing their last landscaping cleanup and mow before the snowfall.


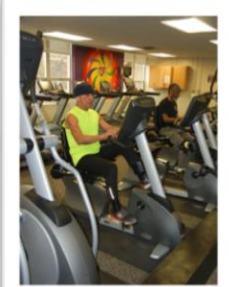
Experiential continues work within the school systems, either through group work or with the physical education classes. Mindfulness Walks are offered for the employee base to destress and get an Alternative Reasonable Standards (RAS) point for insurance needs. The Adventures Department also offered snowshoe tying classes and conducted indoor rock wall climbing for several different groups including local schools and Recreation.

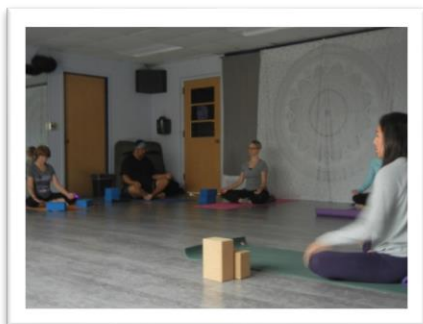
Fitness had an increase in membership with the cooler weather and the need for employees to get a few more RAS insurance points. Fitness had the annual Fitball challenge for the members and raised funds for presents for the Annual Breakfast with Santa at Recreation. Fitness also provided swim lessons, worked with Diabetic Clients, Martial Arts Classes, Personal Training, and Group Fitness classes. In addition to the regular packed schedule with personal training, classes, and noon basketball, Fitness partnered with Employee Health Nursing for two (2) blood drives in October and December. Thank you to all who donated or those who attempted but were unable. The blood donations are greatly needed and appreciated.

Recreation was busy helping youth with tutoring, homework help, and ensuring they get their 60 minutes of moving in each day. The youth were also exposed to new art mediums and also participated in Character Club. The Recreation facility was also host to the Annual Boo Bash with 1,220 participants, and 730 people attended the annual Breakfast with Santa.



## ONEIDA FAMILY FITNESS

NARRATIVE	DEMOGRAPHICS	FREQUENCY/UTILIZATION	BULLET POINTS
<p>Oneida Family Fitness provides health and wellness opportunities for all ages and abilities, to include physical activities and preventative health education to encourage total well-being. This quarter we continued to focus on maximizing fitness and wellness programs to increase engagement and participation.</p>	<p>Base Number: 4,399 members</p> <p>AGE GROUPS</p> <p>0-3: 4-12: 13-17: 18-35: 36-54: 55-64: 65+:</p>	<p>Customers used Oneida Family Fitness services 21,259 times in the 1<sup>st</sup> quarter of FY18</p> <p>15 members; 85 visits 161 members; 1,511 visits 149 members; 1,491 visits 277 members; 4,053 visits 314 members; 5,896 visits 131 members; 2,846 visits 144 members; 3,601 visits</p>	<ul style="list-style-type: none"> <li>• Fitball incentive challenge; fun challenge to increase facility participation during holiday season</li> <li>• Provided Swim Lessons; 27 participants</li> <li>• Provided 499 fitness classes (4,726 attendees)</li> <li>• Aquatic attendance (4,498 attendees)</li> <li>• Provided 148 Martial Art classes (1,322 attendees)</li> <li>• 97% customer satisfaction rating</li> </ul>
<p>Collaborate with Oneida Programs to provide wellness opportunities.</p>			<ul style="list-style-type: none"> <li>• Provide programming for Diabetic clients; working with Health Center to improve program</li> <li>• Provide exercise class for elders at Elder Services 1x week (72 participants)</li> <li>• Participated in the Community Boo Bash (1000+)</li> <li>• Assist Employee Health Nursing with Oneida Blood Drive in October &amp; December (46 donors)</li> <li>• Ran a Fall 500 Week of Giving to raise money for the Breakfast with Santa event (77.4 miles obtained with \$75 raised)</li> <li>• Offer outreach fitness programming for headstart kids; Fit Kidz program (average of 80 kids for 1<sup>st</sup> qtr)</li> </ul>
<p>Increase participant's KSA's of physical fitness and healthy lifestyles to reduce health care costs.</p>			<ul style="list-style-type: none"> <li>• Offered RAS programs to finish up the 2017 year               <ol style="list-style-type: none"> <li>1. Stress Management (15 participants)</li> <li>2. Weigh of Life weight management (15 participants)</li> </ol> </li> <li>• Provided 10 exercise demonstrations for the new Exercise at Work Policy training that was initiated on December 1</li> </ul>



## EXPERIENTIAL & ADVENTURE

NARRATIVE	DEMOGRAPHICS	FREQUENCY/ UTILIZATION	BULLET POINTS
Oneida Experiential & Adventures uses hands on interactive activities to help individuals and groups develop themselves to help them be their best selves.	Base number:740	Customers used Oneida Adventures services 2,013 times in the 1st quarter of FY18	Provided classes for a Diabetic Grant, Elder Services, Provided winter activities and sports training as well as activities for Reasonable Alternative Standard (RAS) Points for employees.
Provided healthy options for the RAS point system to help employees improve their health by making real behavior changes and discovering and overcoming road blockss preventing them from making these changes previously.	AGE GROUPS  18 -70	  374	  Provided mindful walks, bikes, and exercises for employees for RAS points in conjunction with Diabetic walks, hikes, and caving. The RAS Participants increased stress reduction awareness by 82% on post evaluations.
Conducted programs for: Health Center Diabetic Prevention Depression prevention Family Enrichment Programs Domestic Violence Support AODA Parenting program	18 -81	1723	Diabetic prevention participants increased their understanding and awareness on how to prevent and control diabetes. Our Elders self-reported significant Increase in morale 73% With 84% reporting a desire to try new (more physical) programs with us.
Youth program: Behavior Intervention, Character Development, Environmental, After school, Survival, Outdoor skills, High School Adventure, Archery, Youth Healthy Relationships	7-18	482	Provided Adventure curriculum for youth to connect to the natural world, each other and themselves.



## RECREATION

NARRATIVE	DEMOGRAPHICS	FREQUENCY/ UTILIZATION	BULLET POINTS
The Oneida Recreation Department provides a quality after-school program for youth ages 7-18. During the after-school program, we try to accomplish the following outcomes:	Current Recreation Members = 736	Customers used services 8,467 times during the First Quarter.	October = 3383 November = 2359 December = 2725
1. Enhance the educational development of each participant - complete homework assignments and increase GPA.	<b>AGE GROUPS</b>		Homework Completion Rate: <b>School Age</b> Civic 54% CW 70% <b>Adolescent</b> Civic 9% CW 25% School Age GPA: CW = 2.82 (3) Adolescent GPA: CW = 2.69 (3)
2. Increase the physical activity of each participant - each member completes 60 minutes of activity daily.	0-5: 22	0	60 minutes of daily activity <b>School Age</b> Civic 25% CW 21% <b>Adolescent</b> Civic 14% CW 9%
3. Introduce the youth to various art mediums to encourage creative expression.	6-12: 400	2544	Exposed to new art mediums <b>School Age</b> Civic 54% CW 44% <b>Adolescent</b> Civic 30% CW 18%
4. Increase participant's awareness of the Six Pillars of Character Development.	13-18: 164	1312	Participate in Character Club <b>School Age</b> Civic 40% CW 47% <b>Adolescent</b> Civic 17% CW 17%
	19-35: 21	14	
	36-64: 41	64	
Elder Bingo	65 +: 88	482	* Average/Bingo Session = 47.
<b>Youth team practices:</b> (Baseball, Softball, Lacrosse, Basketball) and <b>Men's Basketball</b>	Varies	776	
Weekend rentals for the Cliff Webster Building	Varies	1186	Boo Bash Attendance = 1220
Guests - Boo Bash & Breakfast w/Santa	Varies	2089	Breakfast with Santa Attendance = 730



## SOCIAL SERVICES AREA

### EXECUTIVE SUMMARY

The Oneida Nation Social Service (ONSS) programs:

- Continues to serve the Oneida Nation population, meeting its diverse and challenging needs on and off the reservation
- Offers a variety of services which are listed below with multiple funding sources originating from the Oneida Nation, BIA, State and Federal agencies
- Supplies basic support and emergency assistance to families who meet eligibility requirements, and have a need
- Serves as an assistance unit and continues to be an important safety net for the membership
- Reflects the Oneida Nation's successes, through the services we provide

### CHILD SUPPORT AGENCY

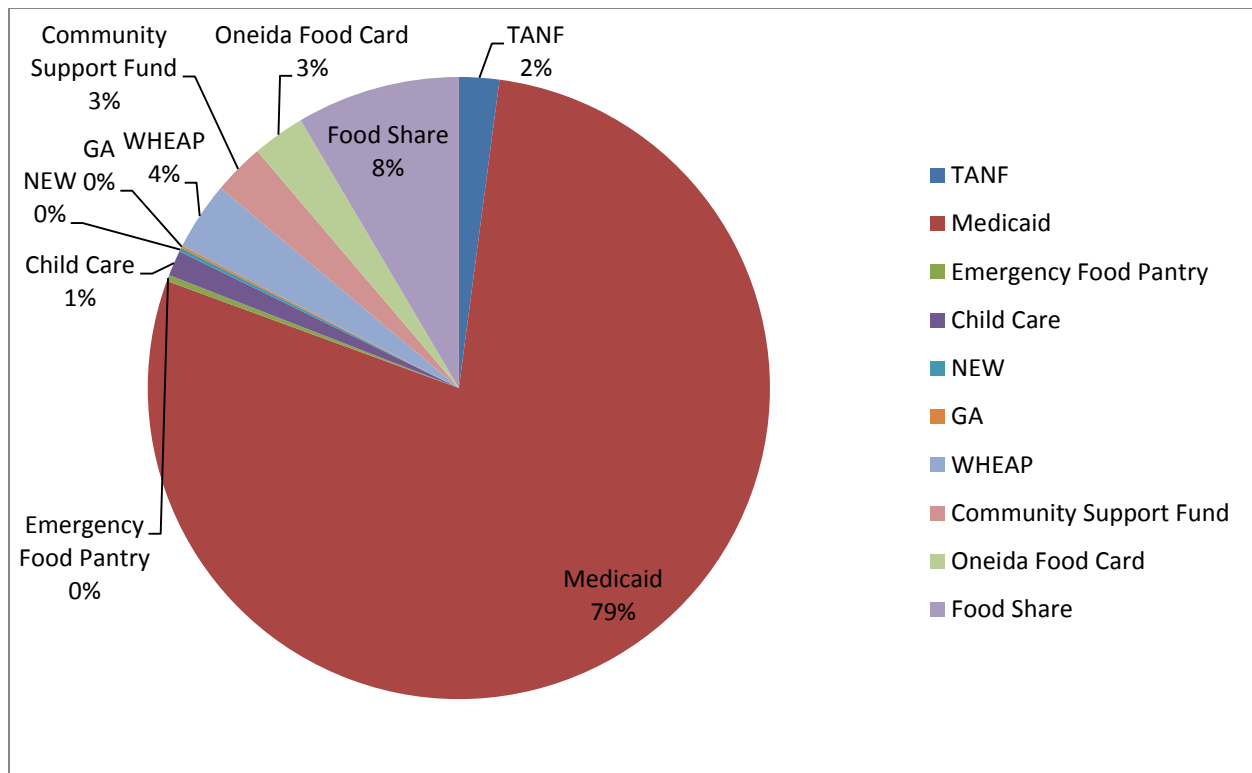
NARRATIVE	DEMOGRAPHICS	FREQUENCY/ UTILIZATION	BULLET POINTS
The Oneida Tribe Child Support Agency establishes paternity and establishes and enforces child support court orders for non-custodial parents to pay support for food, clothing, basic necessities, as well as health insurance for the child/children. These needs being met provide financial as well as emotional well-being for this/these child/children.	Current cases as of 12/30/17: 2,913  325-400 cases/case manager	10,728 customer contacts. This includes customer appointments, phone calls, and walk-ins.	Stipulation - 39 Hearings - 30 This quarter the director attended the National Child Support Tribal Director's meeting as well as the Administration for Children & Families Native Grantee Meeting. We had one new case manager start in November. We still need to fill 1 Case Manager, 1 Paralegal, and 1 Finance Specialist positions.

## ECONOMIC SUPPORT SERVICES

NARRATIVE	DEMOGRAPHICS	FREQUENCY/ UTILIZATION	BULLET POINTS
Economic Support Department administers several public assistance programs. One of those is the TANF (Temporary Assistance for Needy Families) program. The TANF program promotes employment and personal responsibility to financially strengthen families. This is done by providing parents or caretakers with employment preparation and/or supportive services that promote family self-sufficiency and financial responsibility.	Agency TANF Cases: Cash Assistance: Oct 9, Nov 10, Dec 10, Total cases: 29 Crisis Assistance: Oct 2, Nov. 2, Dec 2, Total cases: 6 Diversion Assistance: Oct. 60, Nov. 21, Dec. 21, Total cases: 102	Oct. appts: 67 Nov. appts: 71 Dec. appts: 79 Oct. calls: 780 Nov. calls: 750 Dec. calls: 670 Oct. NS/NC: 18 Nov. NS/NC: 26 Dec. NS/NC: 26 Total Appts: 217 Total Calls: 2200 Total NC/NC: 70 Agency Appointments of IM and TANF	The program is currently in the process of getting their new three year plan approved by ACF. The Oneida Resolution should be signed after 2/14 and then can be sent on with the new plan (2018-2021). The program also has responded to their first program penalty for FY 2016. A response has been sent to ACF. The program is looking at ways to increase TANF participation and deliver better community education. There is tentative meeting to meet with Early Head Start, we also looks forward to meeting with Child Support, Job Training, and Family Services to do more collaboration with community activities.
Food Share and Medicaid Assistance is another program that assists low-income families by providing support in the form of food and medical assistance.	Agency Medicaid: Oct: 2261, Nov: 2269, Dec: 2226 Total: 6756  Agency Food Share: Oct: 570, Nov: 559, Dec. 542 Total: 1671		Oneida hosted the quarterly WI TANF/IM meeting in October.
Child Care provides assistance to low-income families through two separate sources. Wisconsin Shares is the state child care assistance program and is processed through the State Child Care system. CCDF (Child Care Development Fund) is a federal grant that is utilized to assist families whose income exceeds the State income guideline. CCDF child care subsidies also assist with some child care registration fees and other community initiatives. Family	Child Care Case Averages: WI Shares cases: Oct.- 65 Nov.- 50 Dec.- 50 Total- 165 CCDF Cases: Oct.-21 Nov.-20 Dec.-20	On-site Child Care center utilized: Oct. 114 Nov. -97 Dec.-82 Total - 293	Various Social Services clinics are held after hours that utilized the on-site center. Decrease in CCDF numbers due to change in eligibility for those who were utilizing both WI Shares and CCDF. Cold weather and the start of school may have affected the decreased use of the

Services Program grant assists with Respite care services.	Total- 61 FSP(Respite) Cases: Oct.-5 Nov.-5 Dec. 5 Total- 15		center. All ES staff received State Child Care Integrity Training on 11/29. Oneida hosted the quarterly WI Tribal Child Care Meeting in October.
Native American Employment Works (NEW) is a program to assist single individuals without minor children with work related expenses when starting new employment or retaining employment.	Oct. Applications: 12 Nov. Applications: 20 Dec. Applications 13 Total Applications: 45	65 phone calls in/out	N.E.W. support services consist of auto insurance, car repair, work clothing, and tools for employment.
General Assistance is a program designed to financially assist those with shelter costs for those living on the reservation, without minor child. This program assists those who are awaiting their SSD determination.	Oct Cases: 6 Nov Cases: 8 Dec Cases:8 Total Cases: 22	20 phone calls in/out and client contact.	Cash payment given to those for housing related costs including rent, mortgage and/or utilities.
WHEAP (Wisconsin Home Energy Assistance Program) is administered to low-income individuals or families in need of heat and electric assistance.	Oct Apps: 334 Nov Apps:216 Dec Apps 149 Total Apps: 504	Monthly Calls: Oct -75 Nov.80 Dec. 72 phone calls received for Energy Assistance/ Food Card/ Com Support and WHEAP programs.	The program had an onsite review 11/31-12/1. With new agency outreach efforts there has been an increase in program use with 32.29% to families served, in comparison to 2017.
Oneida Food Card	Oct New Users: 18 Nov New users: 30 Dec. New Users: 20 Total New users: 68	Walk-ins for food cards are steadily increasing.	The food card use continues to increase, this is likely to continue.
Oneida Food Pantry was established to address an emergency food assistance need in the community.	Oct New Users: 18 Nov New users: 30 Dec. New Users: 20 Total New users: 68	The pantry refers their walk-in customers to our agency; however, they will assist clients who are in need.	ES and the food pantry met on 12/29 to review possible options for ES staff to be at the Pantry to process both Pantry and Food Card apps.
<b>Other:</b> There were some changes made with staff. Stephanie Smith transferred to child support. Internally, Margo Kruse moved into the role of Community Support Case Manager and Wendy Haack moved into the role of Intake Coordinator. Due to the hiring freeze, filling our admin position was held off until we could reassign Crystal Hill from gaming as of 12/24/2017.	Director attended the Tribal ACF conference in Alexandria, VA in November. Review included several grant topics including; TANF, CCDF, and CSBG and budget integrity sessions. Director attended Child Care new worker training in October and WHEAP training in November.	Oct Walk ins: 138 Nov Walk ins: 137 Dec walk ins: 150 Oct Ph. C: 976 Nov P.C: 559 Dec P. C : 596 Total Walk ins: 425 Total Calls: 2131	





## FOOD DISTRIBUTION

### Executive Summary

The Food Distribution Program is a federally funded food assistance program to low income families. We service anyone within the Reservation boundaries that is within the income limits set by USDA. USDA is the funding source of our grant. Our grant is 75% funded by USDA and 25% funded by tribal contribution. We also service Brown, Outagamie, Door, Manitowoc, and Kewaunee Counties to households that have a member of a federally recognized tribe. They must also qualify according to their income. Our numbers are lower this quarter due to the fact that in October Oneida Tribal Members received a percapita and choose not to come in to pick up their food in that month.

NARRATIVE	DEMOGRAPHICS	FREQUENCY/ UTILIZATION	BULLET POINTS
Each month, participating households receive a food package to help them maintain a nutritionally balanced diet. Participants may select from over 70 products in the warehouse.	Total Base numbers for the quarter: Clients: 2,022 Families: 1,012	Customers utilizing program totaled 1,012 families Oct - 351 Nov - 300 Dec - 361	A total of 263 food deliveries to the elderly and disabled for the quarter.

	<b>AGE GROUPS</b> 0-3: 36 4-9: 59 10-17: 59 18-30: 54 31-55: 90 56-70: 29 70+: 16	Phone calls forr the quarter: Outgoing: 324 Received: 832 Total calls: 1,156	
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## ELDER SERVICES

Elder Services has had some interesting changes happening over this 1st quarter of this fiscal year. First off, the elder apartments have been transferred underneath the new Comprehensive Housing Division. There has also been a variety of staffing changes that occurred which has given new life to the department and excitement grows to see what the new change will bring. Along with the staffing change, there have been updates made to the gift shop and library areas. The gift shop continues to do well and allows the elders to display their crafts and creativity. The Elder library has had some updates to include new material accessible to all elders. Another exciting update for is being approved for a mobility grant in the amount of \$16,300 which allowed for the installation of ramps for three (3) elders. And lastly, with the season change came the start of the snow plowing services for the elders and happy to announce that even though it has been a mild winter as far as snow fall is concerned salting duties were also added to the list of elder services. This means that the department will supply and also distribute the salt to all walkways and driveways for the elders. We thank you for your continued support and allowing us to provide services, attention, and assistance to the elder population.

NARRATIVE	DEMOGRAPHICS	FREQUENCY/ UTILIZATION	BULLET POINTS
Elder Services Mission: To assist our elders to maintain an independent, healthy, productive & quality lifestyle through love, caring & respect by services we provide. Vision: We provide quality home & community based programs for elders & are a model for other aging entities.	Brown & Outagamie Counties within Reservation Boundaries. Priority is given to elders age 70+ and age 55 to 69 with proof of disability. Base number: 1106		Twa wah tsile (We are all family) Elder Services provides home & community base services to assist elder to remain in their homes.
	<b>AGE GROUPS</b>		
Congregate Meals	Native American 55+ & Non-Native 60+	<b>467</b> Unduplicated Clients for 3 months & <b>3432</b> Duplicated Services for 1 <sup>st</sup> QTR	Meals provides 1/3 of daily nutritional value
Home Delivered Meals	Native American 55+ & Non-Native 60+	<b>212</b> Unduplicated Clients for 3 months & <b>4803</b> Duplicated Services for 1 <sup>st</sup> QTR	Meals provides 1/3 of daily nutritional value

Native American Family Care Giver	Native American 55+	<b>68</b> Unduplicated Clients for 3 months & <b>432</b> Duplicated Services for 1 <sup>st</sup> QTR	Support groups, Respite Care & Voucher program
Outreach Services	Priority 70+ and disabled, Native American 55+ Non-Native 60+	<b>39</b> Unduplicated Clients for 3 months & <b>272</b> Duplicated Services for 1 <sup>st</sup> QTR	Assessments & Monitor ERS
Elder Abuse	Native American 55+	<b>0</b> Clients & <b>0</b> Services	Case Management <b>*position vacant- waiting to be posted. All calls go to ASST. Program MGR</b>
Home Repair	Priority 70+ and disabled, Native American 55+ Non-Native 60+	<b>85</b> Unduplicated Clients for 3 months & <b>125</b> Duplicated Services for 1 <sup>st</sup> QTR	Minor handy man repairs
Home-chore	Priority 70+ & 55 - 69 disabled, Native American	<b>211</b> Unduplicated Clients for 3 months & <b>433</b> Duplicated Services for 1 <sup>st</sup> QTR	Snow plowing & lawn services
Transportation	Native American 55+ & Non-Native 60 +	<b>89</b> Unduplicated Clients for 3 months & <b>1186</b> Duplicated Services for 1 <sup>st</sup> QTR	Transportation to meal-site & bus passes for working elders
Information & Referral (I&R) & DRUMS	55+	<b>1155</b> elders - DRUMS <b>13</b> elders called for information and <b>9</b> referrals were sent out for 1 <sup>st</sup> QTR	DRUMS articles posted monthly in Kalihwisaks, Elder Services Facebook page and A-Z email communications; Information & Referral varies from dangerous trees needing to be cut to financial assistance to looking for work

The Aging & Disability Resource Specialist offers information and referrals on community and county resources to Oneida community members and functionally assesses members for Medicaid programs found through the Community Option Program Family Care, IRIS and Partnership programs through Brown and Outagamie Counties.	<b>First Quarter number of phone calls per age group:</b>  22-59: <b>4</b> calls 60-99: <b>9</b> calls	Long Term (LT) Function Screens: <b>0</b> Brief/Short Term Service Coordination: <b>0</b> Follow-up: <b>9</b> Information & Assistance (I&A): <b>0</b> Options Counseling: <b>0</b>	Topic categories discussed during calls in last three months: abuse/neglect, adaptive equipment, Alzheimer's and other Dementia, ancillary services, end of life, food, health, home services, housing, income maintenance, legal services, medial home care, mental health, nursing home, public benefits, financial-related needs, taxes, transportation, veteran services
Major Home Repair	Priority 70+ & 55 - 69 disabled, Native American	<b>4</b> clients completed for 1 <sup>st</sup> QTR	Repairs regarding health & safety <b>*program on hold due to not being able to fill vacant position &amp; not being able to get any scope of works done for elders on wait list</b>

## FAMILY SUPPORT SERVICES

### Executive Summary

Indian Child Welfare (ICW): The department came into contact with 469 children/families through on-going case management, intake/investigation or referrals. We continue to see success with Title IV-E claiming and a steady increase each claiming quarter in the reimbursement we are receiving which is helping offset expense for the department. State's FY Quarter 3 which ended September 30, 2017, we received notice November 15, 2017 that our reimbursement was \$42,658.36. The department began implantation efforts towards the Children's Code once the budget was adopted in October. The ICW department has completed identifying space and ordering additional office equipment in order to prepare for additional staff, job descriptions were updated; positions began to be filled as well as continued work on MOUs. Department will continue to move through the implementation phase. Department attended LOC meeting 12-22-17 where the quarterly report was provided on the implementation plan. The department continues to struggle with the level of cases (63% of On-going cases) impacted by substance abuse, mainly opioid and methamphetamines. Efforts continue by identifying community resources to better meet the needs of the families impacted. The department has begun to meet with Oneida Behavioral Health bi-monthly to receive updates on resources as well as process. The department has reached out to NEW Community shelter for resources on drug testing and continues to work with Darjune Recovery Café as a resource for the families we serve.



Foster Care: Program continues to recruit and license new foster homes, some child specific and others open to foster placements. Department staff attended Breakfast with Santa on Saturday December 2<sup>nd</sup> at NWTC to work towards recruitment. Two foster homes were licensed and three are in process of becoming licensed during the 1<sup>st</sup> quarter. Program continues to work in collaboration with the State, Local County, and community on recruitment initiatives as lack of foster homes is a trend across the county.

Parenting: Session 3 of the Parenting Education Class (PEC) began in September and concluded in November, with 14 starting and 9 graduating. Trauma Informed Parenting (TIP) offered during this quarter concluded November 28th with a total of 21 participants who attended and completed the series of sessions. Community, Tribal and State wide interest increases in our Parenting programs offered and requests for services continue to increase. Trauma Informed Parenting Presentations/Trainings continue to be provided to: Oneida Nation Schools in a series of trainings (9 hours of training provided). The program continues to offer education to other Tribal departments on the curriculums offered. The additional Parenting Program Coordinator was hired during this quarter and will begin transitioning the next quarter which will allow the program to meet the needs.

Prevention: Services for youth resumed in the schools as the school year began during this quarter. The program was able to fill the second Community Advocate-Prevention position during this quarter and continues to work toward providing youth education on substance abuse, self-esteem and overall wellness. Community education planning also continues now that the program is fully staffed.

Domestic Abuse: Program continues to offer group and individual services to individuals and families who are experiencing domestic abuse or are survivors of sexual assault. Services are offered in the office, in the home and school/community setting. Vacancies in our Community Advocate Youth Female & Male positions have been vacant this quarter which has limited services offered to youth who are impacted by Domestic Abuse. The program hosted a community event for Domestic Abuse awareness on October 14<sup>th</sup> which involved speakers, a walk and meal. The program was also able to host another community event on education and awareness on the 2 Spirited Community December 27th.

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Annual Domestic Abuse Awareness Event

NARRATIVE	DEMOGRAPHICS	FREQUENCY/ UTILIZATION	BULLET POINTS
<p><b>Indian Child Welfare:</b> Program area provides child protection services, parenting services and foster care services to Oneida children and families in accordance with the Indian Child Welfare Act and the Children and Family Services Department Mission. Program goal is to assist/support families in their effort and ability to provide a safe, nurturing and stable home environment for their children.</p>	<p>469 quarter total</p> <p><b><u>On-going (open cases-duplicated):</u></b> October:101 November: 105 December:105</p> <p><b><u>Intake:</u></b> October: 61 November:43 December: 54</p>	<p>1554 quarter total</p> <p><b><u>Contacts per month:</u></b> October: 642 November: 710 December: 676</p> <p>(Client contacts; home visits and all correspondences during the quarter.)</p>	<p>* Break out included in Demographics section</p>
<p><b>Foster Care:</b> License foster homes and kinship providers to offer placements for youth in out of home care (voluntary and involuntary) that follow the placement preferences set forth by the Tribe.</p> <p><b><u>Number of Licensed Foster Homes:</u></b> <b>9 General homes</b> <b>2 Child Specific</b></p>	<p>201 children in placement</p> <p><b><u>Kinship Care:</u></b> October: 52 November: 52 December: 53</p> <p><b><u>Foster Placements:</u></b> October: 12 November: 12 December: 13</p> <p><b><u>Respite:</u></b> October: 1 November: 1 December: 5</p>	<p>2,559 quarter total of contacts</p> <p>(Client contacts; home visits, phone calls, emails, letters, text messages during the quarter)</p>	<p>* Breakout included in Demographics section</p>

<b>Parenting:</b> Provide parenting education & support to families in the community who are either mandated to meet conditions or voluntarily participating.	98 quarter total  voluntary: 70 mandated: 21 teens: 7  *duplicated-program may have served same individuals from Oct.-Dec.	732 total of client contacts for the quarter  Client contacts are: Client/participant contacts; group session, individual sessions, home visits and all correspondences during the quarter.	*35 participants in Parent Education Class (PEC) .  * 63 participants in Trauma Informed Parenting (TIP)
<b>Prevention:</b> Services provided to youth K-8th grade as well as families designed to support them in healthy and safe lifestyles.	277 base number for the quarter  *Youth group session's attendee totals for the quarter.  *27 different youth groups offered. Most of them over a series of weeks.	722 attendees during the quarter  *may have duplication or cross over from each group-total attendees for all youth group sessions offered during the quarter.  *Reflects number of individuals who attended each time it was offered during the quarter.	*youth groups offered in school *community education events
<b>Domestic Violence:</b> Education on healthy relationships, crisis and on-going support to families who are experiencing or who have experienced domestic violence.	327 base number of attendees for the quarter  *5 different adult groups offered weekly through the quarter.	529 attendees during the quarter  *Individual sessions/crisis response/correspondences such as; letter, emails, phone calls, text messages etc.  *Numbers may be duplicated over the course of the quarter due to same attendees attending sessions that are offered over a series of week.	*Women's Group  *Men's Group  *Individual and crisis support offered

## HEAD START/EARLY HEAD START

### Executive Summary

The Oneida Head Start Program serves low-income children and families living on and off the reservation in the service area of Brown and Outagamie Counties.

Head Start funding and participation for the 2017/2018 program year:

- Federal funding received to serve one hundred and eight (108) children.
- State of Wisconsin funding received to serve an additional 12 children.
- Oneida Tribe provided funds for 32 children for Head.
- Total of 152 Head Start children slots available in Head Start.
- Head Start has two (2) program sites with eight (8) classrooms currently serving 144 children.
- Hours of operation are 9:00-1:00, Monday – Friday with 160 contact days.
- There are 2 Duration (extended day) classrooms that operate from 9AM to 3PM and 170 contact days.

Early Head Start Home Based Program participation:

- 60 slots available in Early Head Start.
- Serves fifty-two (52) infants and toddlers and eight (8) pregnant women, for a total of 60 participants.
- Hours of operation will be 8:00 A.M. – 6:30 P.M., Monday – Friday.
- The program will offer 48 weeks of home visiting.
- The service area is the Oneida Reservation and a ten (10) mile radius around the reservation. This service area includes both Brown and Outagamie Counties in Wisconsin.

New Changes:

HS Extended Duration: As of September 2017 the HS program began operating two (2) extended duration classrooms, one (1) at each site serving 40 of the HS children. The hours of operation will be 9:00-3:00, Monday-Friday with 170 contact days. These extended duration classrooms primarily serve income-eligible, four (4) year old children, within single-parent working families. The program continues to assess and determine potential opportunities in the fall to offer this type of programming for additional classrooms.

The Norbert Hill Center re-located new space renovated for use by the Head Start program has been working well, there were minor changes that needed to be made such as the parent entryway for pick-up and drop-off, but overall the site has been a positive change.

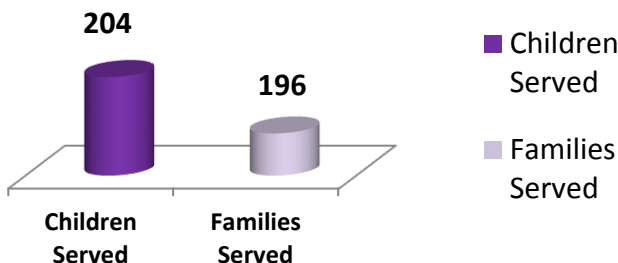
The Early Head Start building, an addition on to Three Sisters HS building, is on schedule and is to be completed in May. EHS staff will be moving in June.

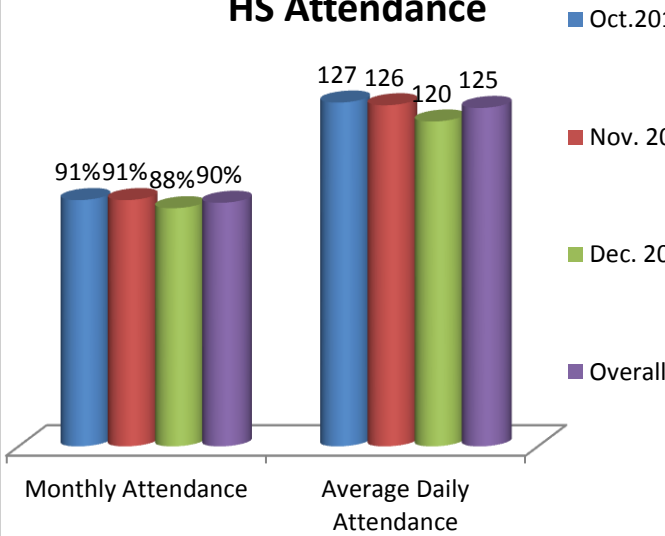
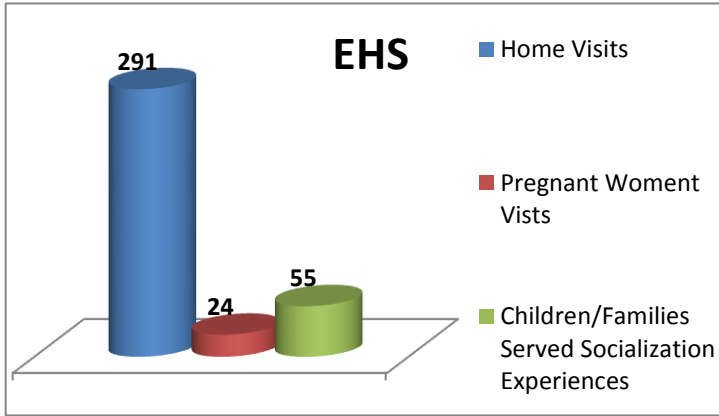
HS/EHS Team building activities were incorporated during staff in-service day and to introduce the new Director.



EHS has exceeded in the performance requirements compared to state and national programs using the Parents As Teachers (PAT) model to provide home visiting services to the Nation's families.

The HS/EHS Policy Council elected new officers for the program year and include, Tamar Ramirez, Chair; Amber Denny, Vice-Chair; Crystal Wozniak, Secretary and Cassandra Metoxen, Treasurer;

NARRATIVE	DEMOGRAPHICS	FREQUENCY/UTILIZATION						
<p><b><u>HS Enrollment:</u></b></p> <p>There was a <b>Wait list of 8 children.</b></p> <p>The <b>Extended Duration</b> classrooms operating 6 hrs. Per day at Three Sisters and NHC sites was fully enrolled with 40 children.</p>	<p>HS Children Served: 144</p> <p>HS Families Served: 140</p> <p>EHS Children Served: 60</p> <p>EHS Families Served: 56 Families</p> <p><b>Total HS/EHS Children &amp; Families Served</b></p>  <table><tr><th>Category</th><th>Count</th></tr><tr><td>Children Served</td><td>204</td></tr><tr><td>Families Served</td><td>196</td></tr></table>	Category	Count	Children Served	204	Families Served	196	<p>Hs enrolled and served 144 children during the quarter</p> <p>EHS served 60 children during the quarter</p>
Category	Count							
Children Served	204							
Families Served	196							

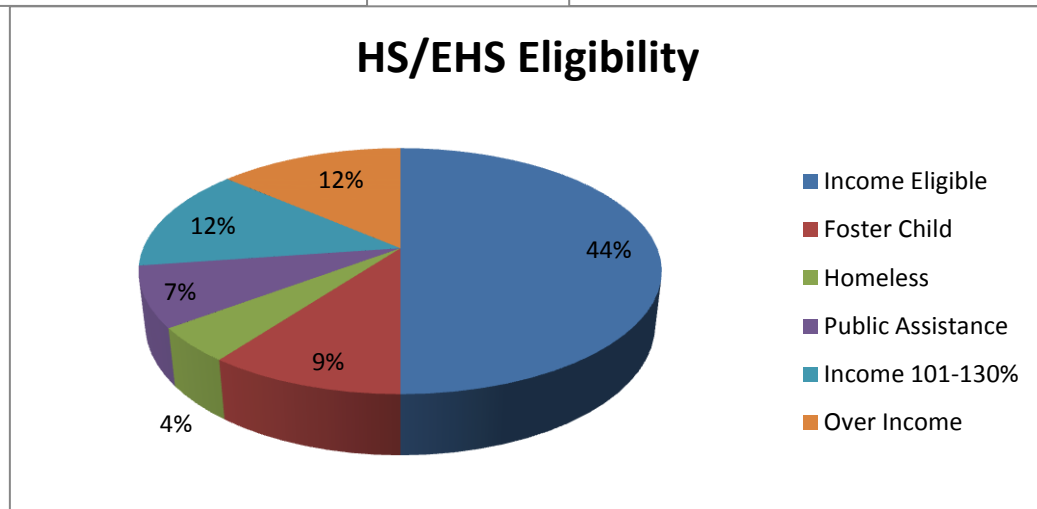
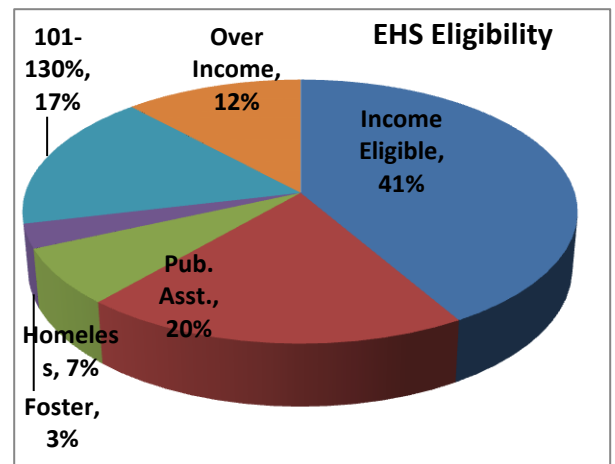
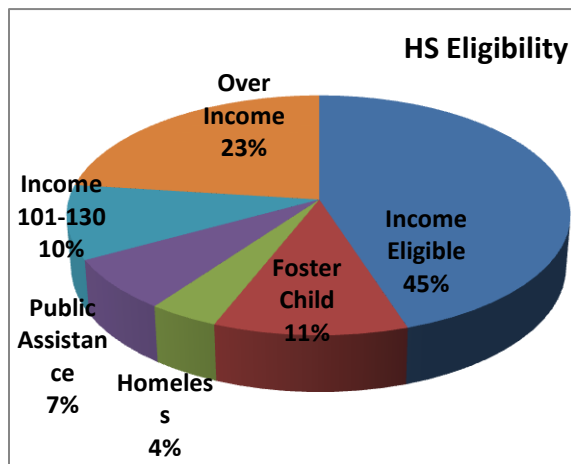
<p><b>Head Start</b></p> <p>Monthly Attendance: Children monthly attendance required to be at least 85%</p> <p>Average Daily Attendance:</p> <p>HS served up to 127 children daily</p> <p><b>Early Head Start</b></p> <p>Home Visiting: there were 291 home visits provided to children and their families during the quarter.</p>	<p style="text-align: center;"><b>HS Attendance</b></p>  <p>Monthly Attendance: 91%, 91%, 88%, 90%</p> <p>Average Daily Attendance: 127, 126, 120, 125</p> <p>Legend: Oct. 2017 (blue), Nov. 2017 (red), Dec. 2017 (green), Overall (purple)</p>	<p>Head Start:</p> <p>Monthly &amp; Average Daily Attendance (ADA).</p> <p>Early HS:</p> <p>291 EHS Home Visits provided</p> <p>24 Pregnant Woman Visits Provided</p> <p>55 Children served through Socialization Experiences (Group) held 2 times per month</p>
<p><b>Socialization Experiences:</b></p> <p>Attendance for group experiences was 55 children and their families.</p>	<p style="text-align: center;"><b>EHS</b></p>  <p>Home Visits: 291</p> <p>Pregnant Women Visits: 24</p> <p>Children/Families Served Socialization Experiences: 55</p> <p>Legend: Home Visits (blue), Pregnant Women Visits (red), Children/Families Served Socialization Experiences (green)</p>	

**Head Start/EHS Eligibility Determination:** The family's income is equal to or below the poverty line; or,

The family is eligible for or, in the absence of child care, would be potentially eligible for public assistance; including TANF child-only payment, or, the child is homeless, or the child is in foster care.

Additional allowances for Indian tribes. A tribal program may fill more than 10 percent of its enrollment with participants who are not eligible under the criteria if: The tribal program has served all eligible pregnant women or children who wish to be enrolled from Indian and non-Indian families living within the approved service area of the tribal agency; At least 51% of the program's participants meet

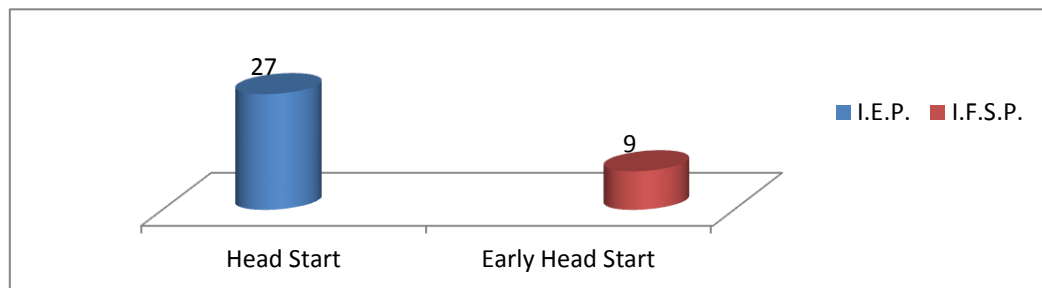
HS Eligibility-HS Standard: §1302 Subpart A -Eligibility, Recruitment, Selection, Enrollment, and Attendance; §1302.12 Determining, verifying, and documenting eligibility.



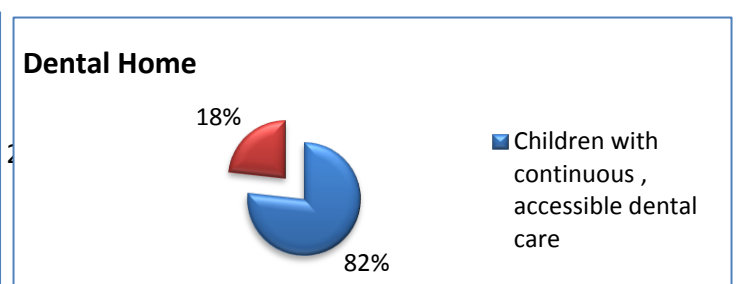
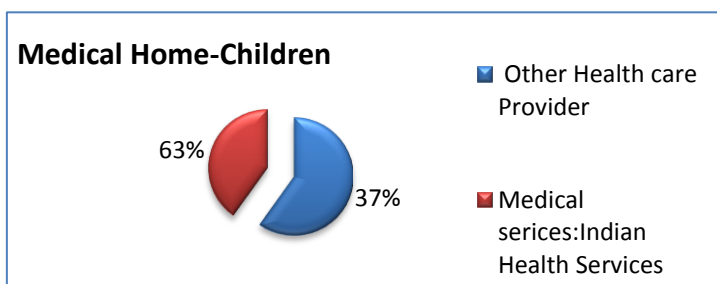
### HS/EHS Health and Disabilities

Disabilities:

- 27 Head Start children are on an Individualized Education Plan (IEP) for speech/language.
- 9 Early Head Start children on an I.F.S.P.



Health:



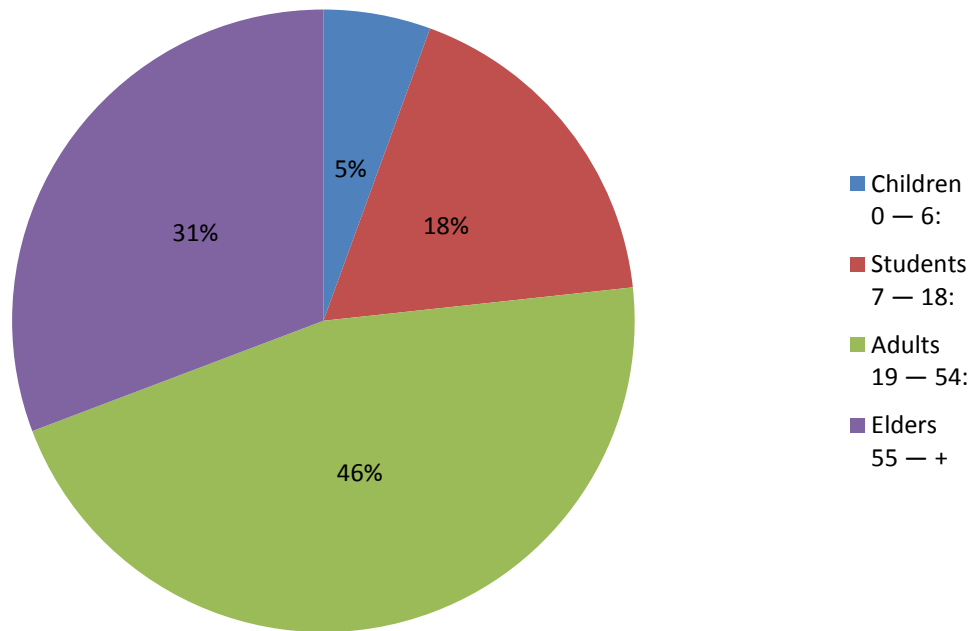
Education & Child	National Indian DHSA - Oneida HS/EHS			
Development	Fall 2017/2018- Combined EHS & HS			
Progress of children and the program towards achieving school readiness in each of the seven domains  <b>HS children served=135</b>  <b>EHS children served = 53</b> <i>Those not assessed were due to children entering or exiting during that quarter and were not eligible for reporting, or were under the age of 1</i>		Below	Meeting	Exceeding
	Social-Emotional	67/35.64%	94/50%	27/14.36%
	Physical	38/20.21%	116/61.7%	34/18.09%
	Language	54/28.72%	113/60.11%	21/11.17%
	Cognitive	56/29.79%	100/53.19%	32/17.02%
	Literacy	65/34.57%	95/50.53%	28/14.89%
	Mathematics	87/46.52%	75/40.11%	25/13.37%
	Spanish Language	0/0%	0/0%	0/0%
	<b>**Mathematics-1 report not finalized</b>  The data for the first assessment for the 2017-2018 school years has been completed in each of the Teaching Strategies – Gold domains. The scores reflect the Head Start and Early Head Start children. The goal is for children to meet or exceed the expectation in each area with 85% or above. The teaching staff uses this data to plan their lessons, individualize for each child and work with parents to set goals to prepare their child for Kindergarten.			



## TRANSIT

NARRATIVE	DEMOGRAPHICS	FREQUENCY/ UTILIZATION	BULLET POINTS
<p>Oneida Public Transit provides secure-reliable transportation at a reasonable cost to our passengers of the Oneida community and surrounding communities and is paid for with grants from Wisconsin Department of Transportation (WisDOT), Federal Transportation Administration (FTA), and Tribal Contribution.</p> <p>Oneida Public Transit implemented the Ecolane Automatic Dispatch Software System for 10 months.</p>	YTD Total Number of Clients: 1722	YTD Total Number of completed Trips: 9985	<p><b><u>Total Number of clients increased 14.4% from Quarter 4 FY17. This is a 217 client increase.</u></b> Overall, seasonal increase as Youth 7—18 are back to school and attending after school activities such as the Recreation Program, sports, etc. Elder Trips show a significant increase compared to Qtr 4 FY17 possibly because the Elder Activity Trips weren't counted in previous report.</p> <p>To Date: On-Time Performance is currently at 82%. Factors to be considered: Increase in clients, decrease in staff, reorganization, weather, and training. Target Goal: 95%</p>
	AGE GROUPS		
	Children Ages 0 — 6:	572	11.9% increase compared to Qtr4 FY2017
	Students Ages 7 — 18:	2,437	50.0% increase compared to Qtr4 FY2017
	Adults Ages: 19 — 54:	3,666	13% decrease compared to Qtr4 FY2017
	Elders Ages: 55 — +	3,310	17.2% increase as compared to Qtr4 FY2017
	Total Number of Completed Wheelchair Trips	455	26.7 % decrease compared to Qtr4 FY2017
	Total Miles	78,298	5.0 % Increase compared to Qtr4 FY2017

**Oneida Public Transit  
FY 2017 QTR 4 TOTAL TRIPS 9,173**



**Oneida Public Transit  
FY 2018 QTR 1 TOTAL TRIPS 9,985**

