
Governmental Services Division

FY2018 Second Qtr Report

George Skenandore, Division Director

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 second 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. GSD continues being strategic as possible to collaborate with other areas of the organization and within all areas of GSD itself to maintain 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

NARRATIVE	FREQUENCY/ UTILIZATION		HIGHLIGHTS
<p>Oneida Cultural Heritage is responsible for maintaining, interpreting, and preserving Oneida traditional teachings, customs, and history. 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.</p>	# of Walk-ins:	13	<p>Cultural Heritage moved from the house to Cottage 3 at the end of March. It is the hopes of Cultural Heritage to continue to lease the language cottage for programming purposes to be in compliance with the GTC resolution</p>
	# of Appointments Made:	16	
	# of Cancelations (including No Call/No Shows):	4	
	# of Presentations/ Workshops Provided:	3	
	# of Presentation/ Workshop Participants:	1	
	# of Home School Participants:	18	
	# of Elder Visits:	6	
	# of Hours worked on Re-writing <u>Kalihwi:yó</u> Instructions:	6	
	# of Chiefs Council Meetings:	2	
	# of Chiefs Council Meetings Attended:	2	
# of Repatriation Consults:	0		
ANNUAL GOALS	DEMOGRAPHICS		
<p>*Continue sharing all aspects of our Oneida Culture, History, and Language through presentations as requested.</p>	Youth (0-17):	218	
	Adult (18-54):	245	
	Elder (55+):	186	
	Total:	649	
<p>*Continue to edit and add components that are later recalled to :</p> <ul style="list-style-type: none"> -The Creation Story -Ceremonies -Great Law - <u>Kalihwi:yó</u> <p>*Continue working with Cliff Abbott on rewriting <u>Kalihwi:yó</u> into the format that will be recited.</p> <p>*Recite as many of the Wampum Belts as possible and have them transcribed for future use.</p>			

ONEIDA LANGUAGE ARCHIVIST/ Tsi? Niyukwalihó·ta EDUCATOR

NARRATIVE	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	Met with councilman Daniel Guzman regarding traditional governance on March 5.
	# of Tsi? Niyukwalihó·ta Participants Actively Attending Weekly:	10	Attended Conscious Discipline training March 7-14
	# of Days Classes were held:	39	
	# of SEOTS Presentations:	3	
	# of SEOTS Presentation Participants:	42	March 8, collections committee meeting.
	# of Off-Site Presentations:	14	March 12, attended OCHD staff meeting.
	# of Off-Site Presentation Participants:	524	March 13, did tobacco burning for OCHD Maple camp.
	# of Hours worked on: Speak Oneida Part II, WPA Books, &/ or Archiving:	13	March 15, attended TAP meeting.
ANNUAL GOALS	DEMOGRAPHICS		
1. Prepare the students to accomplish the two year intensive Tsi? Niyukwalihó·ta initiative.	Youth (0-17):	305	March 16, cultural presentation at GBCI and met with Fred Muscavitch regarding language book he's working on.
	Adult (18-54):	192	
	Elder (55+):	65	
	Total:	562	
2. Offer a variety of experiential programs to preserve and increase the knowledge and understanding of the Oneida language, culture and history.	HIGHLIGHTS		March 19, did Death Feast for community family.
	Students were afforded the opportunity to attend the Mid-Winter Ceremony Jan. 22-25.		March 19-13, pack up for move.
	Oneida Nation Rites of Passage Sweatlodge Ceremonies were offered on Jan 20 and Feb. 24.		March 26-30, move and unpack
	Five (5) students completed the two year Tsi? Niyukwalihó·ta program on Feb. 12.		
	Students have been working on pounding the black ash log and prepping splints this past quarter to make their Longhouse picnic baskets and they have been doing a monthly fundraiser to travel to the Great Law Recital in August.		
	Met with Pre Belisle to record core values video on March 2.		
3. Groom participants to serve as Oneida ambassadors, leaders, mentors, teachers, experts and possible entrepreneurs.			

CULTURAL WELLNESS

NARRATIVE	FREQUENCY/ UTILIZATION		HIGHLIGHTS (CONT.)
<p>Promote a holistic cultural based approached to Wellness that encourages & 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, & 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.</p>	# of Walk-ins:	7	<p>The "O-cademy" is a unique opportunity for the Nation's workforce that will develop skills that can provide professional and personal growth. It consists of monthly learning experiences (live and computer-based) group mentoring and wellness opportunities.</p> <p>*The Cultural Wellness Facilitator assisted by offering 3 small group sessions with 12 people attending. Overall the evaluations scores were 9/10 for the facilitation and program. Some comments include; "very informative," "ridiculously knowledgeable," "everyone could benefit from this."</p> <p>*Attended week long Emotional Release Sound Therapy training; a healing modality that uses higher frequencies (sound) to cancel outdate low frequencies related to unwanted emotional responses. Projected implementation as a service date is April 2018.</p> <p>* In lieu of goal 2 I assisted with Centers for Disease Control grant titled "Tribal Practices for Wellness in Indian Country." Grant was submitted and awaiting to find out if we were selected.</p> <p>*Attended an Adults Working with Native Youth Healing Through Arts & Culture sponsored by The Native Wellness Institute. This was a 3 day interactive workshop on how to use contemporary cultural arts and activities to engage youth in healing. It was also an opportunity to listen to what other communities are doing and if their approaches were or weren't successful.</p>
	# of Appointments Made:	102	
	# of Cancelations (including No Call/No Shows):	30	
	# of Presentations/ Workshops Provided:	15	
	# of Presentation/ Workshop Participants:	73	
	# of Tribal Action Plan Committee Meetings:	2	
	# of TAP Committee Meeting Participants:	24	
	# of Domestic Violence Program Events/ Mtg's:	8	
	DEMOGRAPHICS		
	Youth (0-17):	11	
	Adult (18-54):	50	
Elder (55+):	12		
Total:	73		
ANNUAL GOALS	HIGHLIGHTS		
<p>Goal 1: To facilitate Oneida Cultural Wellness education and healing through individual and group participation.</p> <p>Goal 2: Update program framework</p> <p>I. Alignment review and development of outcomes</p> <p>II. Strategic workforce plan initiative</p> <p>a. Framework</p> <p>b. Training curriculum</p> <p>c. Cultural wellness curriculum</p>	<p>Women of the Phoenix</p> <p>* The "Women of the Phoenix" is an ongoing, weekly support group for women that have completed the 18-week education group or the Culture Group. This is a client-led group where they decide the topic for each session. Women learn about and practice self-care and coping skills through experiential activities, group outings, stress relief techniques</p> <p>*Cultural Wellness assisted with 10 groups session activities including: moccasin making, traditional skirt making, essential oils fabulous you and cold and flu blends, telling your story, yoga, and self-care.</p>		

CULTURAL HEALING

NARRATIVE	FREQUENCY/ UTILIZATION		HIGHLIGHTS	
<p>Promote a holistic cultural based approached to Wellness that encourages & 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, & primary relationships with a focus on the Lotinunhsu·níhe? Creation Story, Ceremonies, Medicine Societies, Great Law, Kalihwi·yó, & spirituality for the healing process in the reclamation of one's Oneida Identity.</p>	# of Walk-ins:	5	<p>*This month I completed training at SS for Trauma Informed Parenting.</p> <p>*I included my language classes at the museum and site 2 for demo numbers.</p> <p>*Also included Spring Break event where I helped facilitate language learning for 20 kids, three different classes.</p> <p>*We had three formal mtgs for ROP, and three planning mtgs, I only included numbers from our formal mtgs at the cookhouse.</p>	
	# of Appointments Made:	42		
	# of Cancelations (including No Call/No Shows):	7		
	# of Presentations/ Workshops Provided:	15		
	# of Presentation/ Workshop Participants:	104		
	# of Oneida Nation Rites of Passage Mtg's Attended:	18		
	# of D.V. Program Events/ Mtg's Attended:	0		
	DEMOGRAPHICS			
	Youth (0-17):	163		
	Adult (18-54):	81		
Elder (55+):	11			
Total:	255			
<p>*Continue meeting with individual clients and families to help guide them to a healthy path towards self-identification as Ukwehuwe/ Onayote?a·ká· / Lotinunhsu·níhe?.</p> <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 11th, 2018</p> <p>* Attend Kalihwi·yó and Kay?lakowa and provide a report back in oral and documented forms to community upon return.</p>		<p>*After school program at site two only met once, Jackie is changing things to include more families and I am patiently waiting to hear back from her as to when I can start teaching the kids again.</p> <p>*Things seem to be moving along good with my clients and my classes and I'm looking forward to some spring weather</p>		

ONEIDA HISTORY DEPARTMENT

MISSION STATEMENT	FREQUENCY/ UTILIZATION		HIGHLIGHTS
<p>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.</p>	# of History Presentations:	5	<p>Presentations at Cottage II &/or SEOTS</p> <p>1) Eleazor Williams & Daniel Bread (4) 2) Housing CII (6), Library (7) 3) Tribal Historic Preservation (3) 4) Old Oneida Photos (15) 5) Ceremonies by Bob Brown (26)</p>
	# of History Presentation Participants:	61	
	# of Genealogy Workshops/ Requests:	4	
	# of Genealogy Workshop/ Request Participants:	40	
ANNUAL GOALS			
<p>GOAL 1: 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.</p>	# of NEO Presentation Participants:	82	<p>Kalihwisaks Articles:</p> <p>1) Repatriation of Oneida Students - Carlisle 2) Log Homes 3) 1838 Treaty by Josh. 4) Mini Floods by Loretta 5) Book Review by Josh</p> <p>Research Request:</p> <p>1) 7 Oneida tribal members attended Carlisle boarding school and died while at the school. Researching family descendants for each family of Sophia Coulon, Melissa Metoxen, Jemima Metoxen, Jemima Johns, Paul Wheelock, Frank Green and Ophelia Powless. Worked with the Enrollment office to provide living descendants of the deceased tribal members.</p>
	# of Log Home Tours:	2	
	# of Log Home Tour Participants:	62	
	# of Kalihwisaks Published:	3	
	# of History Articles Published in Kalihwisaks:	4	
	# of Sagoli Books Sold:	9	
	<p>GOAL 2: Educate & communicate our cultural values/beliefs and history to other Tribes and the general public by submitting articles for publication in the Kalihwisaks, editing video records of meetings/ presentations for easier viewing on Facebook, YouTube, or eLearning.</p>	# of General History Books Sold:	
# of Archive Researchers:		11	
DEMOGRAPHICS			
Youth (0-17):		126	
Adult (18-54):		106	
Elder (55+):	0		
Total:		232	Worked with the Enrollment office to provide living descendants of the deceased tribal members.
R&E's			
Sub Account: PRT 001- History Dept.			
(All Lines)			
Budgeted:	\$117,404.00		<p>2) College student from Northwestern University researched the Brothertown Collection looking for information on woman in church leadership roles or other significant roles in the nation.</p>
Spent:	\$122,223.00		
Remaining Balance:	-\$4,819.00		
Over, Under, or On Target:	Over		
Variance Explanation:			
<p>Figures based on R&E Report with period ending 2/28/2018.</p>			<p>Spring Break Event at Civic Center:</p> <p>Josh and Eliza participated in teaching history and cultural teachings to youth during spring break March 26-29.</p>
<p>*Salaries - Training, I/T Special Events, & Indirect Costs budgeted amounts not lining up with what was spent, but will offset were necessary later in the FY.</p>			
<p>GOAL 3: Utilizing the log homes/long house for events throughout the calendar year for tours, presentations, meetings, etc. Log home tours are on request only. Tourism schedules paid tours to stop at the log homes and usually contacts the History Department to give the tour. The audience varies from elders to students and sometimes they are tourist from outside our area. At this time, the Longhouse is not completed.</p>			

ONEIDA COMMUNITY LIBRARY / GREEN EARTH BRANCH

NARRATIVE	FREQUENCY/ UTILIZATION		HIGHLIGHTS
<p>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.</p>	Circulation:	2,750	<p>This quarter was marked by the leaving of Brooke Betran, which lasted 12 years and the returning of employee Chantelle Kuchta to our library operations.</p> <p>Chantelle's previously experience here at our library was a grant position of two years, a couple of years back. Her past work was excellent and continues.</p>
	Lending/ Borrowing:	3,107	
	SAM/ Wireless Computer Use:	2,416	
	DEMOGRAPHICS		
	Youth (0-17):	2,413	
	Adults (18-54):	1,648	
	Elder (55+):	300	
	Programming & Outreach:	903	
	# of External Costumers Served:	3,107	
	Total	8,371	
ANNUAL GOALS	R&E's		
<p>*Increase circulation by 5% from our Year End Baseline: 14,321.</p> <p>*Increase patron count by 5% from our Year End Baseline: 33,445.</p> <p>*Increase STEM concepts into children's program and cooperation with other department/entities. As of right now both libraries host:</p> <p>-Tuesday TECH (Technology & Engineering Can Happen.)</p> <p>- Wednesdays: Cyber Silvers</p> <p>And at Green Earth:</p> <p>-STEM Fridays</p> <p>While at the Main Library:</p> <p>-STEAMMY (Science, Technology, Engineering, Art, Music, Math for Youth) Saturdays</p> <p>*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.</p>	5225840 -Lib. Coll. Enhancement Grant		<p>Our Program/Outreach continues attracting patrons. The featured items include:</p> <ul style="list-style-type: none"> -Outreach Norbert Hill Center Childcare -Reading Incentives -Oneida Language Classes -Cookies and Canvas -Craft time for kids -Plus 3D printing for kids to design their own items. -STEM (pictures included) -Monthly Family Events <p>Upcoming</p> <p>Annual Open House which includes our most celebrated event the "Chile Cook off"</p>
	Budgeted	\$7,000.00	
	Spent	\$2,477.00	
	Remaining Balance	\$4,523.00	
	Over, Under, or On Target:	On Target	
	Variance Explanation: Spending has increased with pending orders of books and materials.		
	52255860 - Library Federated		
	Budgeted	\$29,022.00	
	Spent	\$6,183.00	
	Remaining Balance	\$22,839.00	
	Over, Under, or On Target:	Under	
	Variance Explanation: Recent spending is increasing.		
	4225033 - Tribal Contribution		
	Budgeted	\$160,254.00	
	Spent	\$131,927.00	
Remaining Balance	\$28,327.00		
Over, Under, or On Target:	Under		
Variance Explanation: Staff member on medical with no replacement, Tribal Policy Mandate.			

ONEIDA NATION MUSEUM

NARRATIVE	FREQUENCY/ UTILIZATION		HIGHLIGHTS
<p>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.</p>	Self-Tour Walk-Ins:	154	<p>* Installed Move to Wisconsin Exhibit. Future aspects of this exhibit will include interactive maps.</p>
	Gift Shop Customers (No Tour Given):	205	
	# of Tours:	8	
	# of Tour Participants:	112	<p>* Installed Veterans Exhibit. This exhibit includes all the names of our Veterans. Future endeavors will include Veteran Images, interviews and more. This will be a yearlong project.</p>
	# of Events:	5	
	# of Participants:	125	
	# of Off-Site Presentations:	3	
# of Off-Site Presentation Participants:	57		
ANNUAL GOALS	DEMOGRAPHICS		<p>* Installed the Lacrosse Exhibit which features tribal members, history of the game including our cultural component.</p>
<p>* Research, develop & 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 26th, 2018 and the casino exhibit is about Corn Husk Dolls; Implementation Date set for March 16th, 2018.</p> <p>* Offer a min. of 15, culturally/historically relevant to the Oneida Nation, hands-on activities throughout the year to the Community & Museum visitors.</p> <p>* Promote Tribal Artist of all ages through possible exhibit displays & the Annual Young Artist Auction.</p> <p>* Complete & implement necessary Standard Operating Procedures for the Care of our objects, archives and photograph collections by the end of the 2nd Quarter FY 2018.</p> <p>* 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 1st Quarter of FY 2018.</p>	Adult (18-54):	206	
	Elder (55+):	413	
	Total:	50	
		669	
	R&E's		
	42250		
	Budgeted:	\$571,651.00	<p>* Held a raised beadwork class. Due to the overwhelming responses, we immediately scheduled another class. That class was booked solid as well.</p>
Spent:	225,911.00		
Remaining Balance:	\$345,740.00		
Over, Under, or On Target:	On Target		
	<p>Variance Explanation: Gift Shop sales have been steady, above expectations. We will encounter large expenses at the end of the 4th quarter for rent of the Hudson building. However, we are still on target.</p>		<p>* Installed Corn Husk Doll Exhibit at Main Casino</p> <p>* Accessioned 200 new images into Past Perfect, updated 1568 files in Past Perfect</p> <p>Future Goals: Working with Woodland Indian Art to exhibit David Ninham Collection</p> <p>* Follow Up on Archival Assessment</p> <p>* Complete inventory of collections</p> <p>* Processed donations into the collection</p> <p>* Gathering information for Veterans Exhibit and Move to Wisconsin Exhibit</p>

TRIBAL HISTORIC PRESERVATION OFFICE

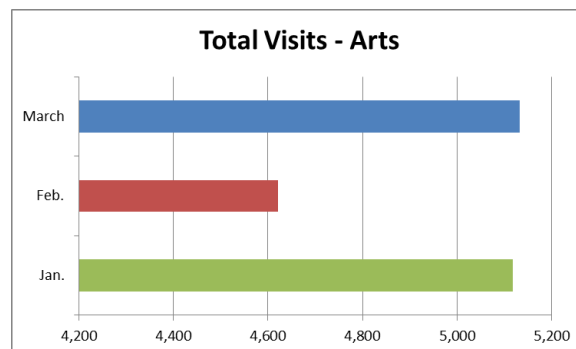
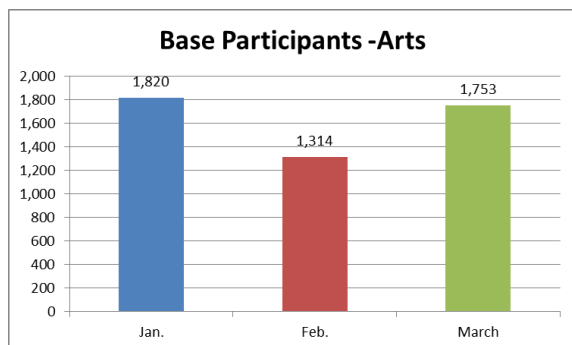
PURPOSE/MISSION	FREQUENCY/ UTILIZATION		HIGHLIGHTS	
<p>To preserve, protect, maintain, and interpret the Oneida Traditions, artifacts, language, custom, and history in a manner that shall promote the dignity and respect of the Oneida people and cultural, program; Tribal Historic Preservation Officer 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.</p>	# of Notification Reviews:	53	<p>*Continue classes at CMN in Microsoft Word, Excel and Records Management. The projected benefits for taking the Business Technology 1yr Certification Class is to enhance my skills in preparing budgets & reports. The classes will help me evolve in technology for record management of the Historic Preservation records & writing skills.</p> <p>*THPO hands on presentation for History Department on artifacts. Had two tables full of hands on artifacts, unfortunately no one showed.</p> <p>*Was a part of changes for the amendments to the 157.70 State of Wisconsin Burial Law, I serve on this committee to review burial disturbances of all Native American Ancestors; the amendments to the law passed and Governor Walker Signed the Bill which is now Bill AB118. Please see attached with the changes that have been made and the bill passed it will enable WI tribes to be a component to approvals at the State levels when it comes to disturbances of Native American Human Remains on any site. http://docs.legis.wisconsin.gov/201</p>	
	# of Construction Consults:	7		
	# of Permit Reviews:	2		
	# of Research Projects:	28		
	# of Meetings Attended Related to THPO:	13		
ANNUAL GOALS	MEETING UPDATES			
<p>*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.</p>	<p>Met w/ Federal US Fish & Wild Life Agency re: any cultural resources that may affect Oneida Lake. Met w/ WPS on 6 utility projects to go over activity. Met w/ Golder Assoc. to review Archaeological Survey completed for cell tower. Met w/ demolition crew to inspect building for historical features. Met w/ NWTC land Survey Instructor for property w/in</p>			
	DEMOGRAPHICS			
	Local Agencies:	13		
	WI State Agencies:	0		
	Out of the State Agencies:	2		
<p>*Survey Oneida Reservation 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.</p>	Federal Agencies:	4		
	Total:	19		
	R&E's			
	5225X03 - Historic Preservation Office			
	Budgeted	\$90,960.00		
<p>*Maintain Para-Professional Certification</p>	Spent	\$27,927.00		
	Remaining Balance	\$63,033.00		
	Over, Under, or On Target:	Under		
	Variance Explanation: Waiting on Federal Government to allocate grant dollars, projected amount \$57,206.00.			
	5225518 - Language Culture Broadcast			
<p>* Administer Tribal Historic Preservation Grant</p>	Budgeted	\$10,000.00		
	Spent	\$10,000.00		
	Remaining Balance	\$0.00		
	Over, Under, or On Target:	On Target		
	Variance Explanation: Closed out grant.			
<p>*Add 1 historic structures listing on the Oneida and National Register of Historic Places.</p>	5225X20 - Capacity Grant			
	Budgeted		Budgeted	\$4,500.00
	Spent		Spent	\$2,400.00
<p>*Provide the Oneida Code 12 Law in Historic Preservation</p>	Remaining Balance		Remaining Balance	\$2,100.00
	Over, Under, or On Target:		Over, Under, or On Target:	Under
			<p>Funds will be used for gravel at the Methodist cemetery in spring.</p>	

EDUCATION AND TRAINING

The Education and Training Area of the Oneida Governmental Services Division provides educational opportunities for the Oneida people to reach their desired life outcomes.

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

- Arts Program
- Community Education Center (CEC)
- Airport Road Child Care
- Early Intervention and Birth to Three
- Higher Education
- Job Training (Vocational Rehabilitation, Workforce Investment Opportunity Act & Summer Youth)
- Youth Enrichment Services (YES)



Top Ten Arts Activities

Native Songwriting Project: With lots of last minute changes, Sadie Buck, Elizabeth Hill, Annie Humphrey, Kelly Jackson, Wade Fernandez, Frank Montano, Phillip Lopez and Dustin Skenandore

Raised Beadwork: Baby Moccasins & Picture frame

Quilled Earring

Paint Night

Writers/Theatre

Gustoweh making

Iroquois Family and Father/Son PowWow Singing

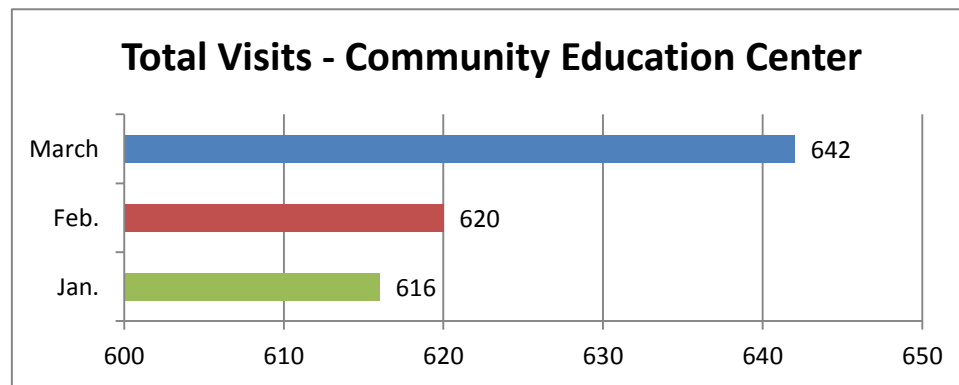
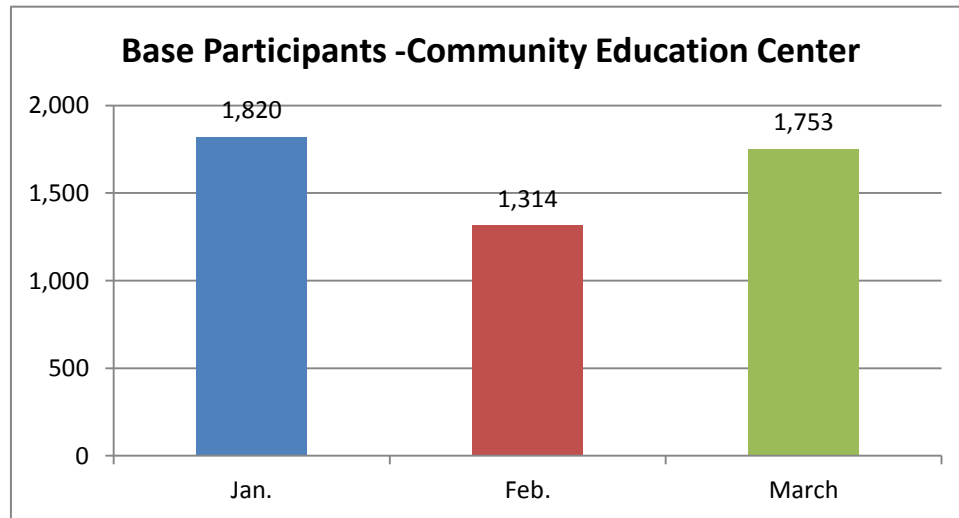
Music Lessons

Stories and Soup

Arts Board – The board responded to the GTC request for the last 5 years of the DAP funding. The Arts Board did a wonderful job of explaining and sharing the information.



COMMUNITY EDUCATION CENTER



Top Activities

RAS Team Partnership: classes approved for RAS points this winter/spring programming season:

- *Financial Literacy Program: Fern Orié of Wisconsin Native Loan, Valley Investment Solutions, Center for Self Sufficiency -TANF Budgeting Class*
- *Oneida Film Society to expand the program and bring awareness to their mission and vision.*
- *Inspire Your Sense with Aromatherapy*

Community Presentations: Brian Doxtator, The Importance of Storytelling, and learned the importance and role of oral tradition within our Oneida Culture, followed by the Creation Story with Randy Cornelius.

Take Your Business Online Workshop is a 6-week series purposed to guide a successful online business. Topics:

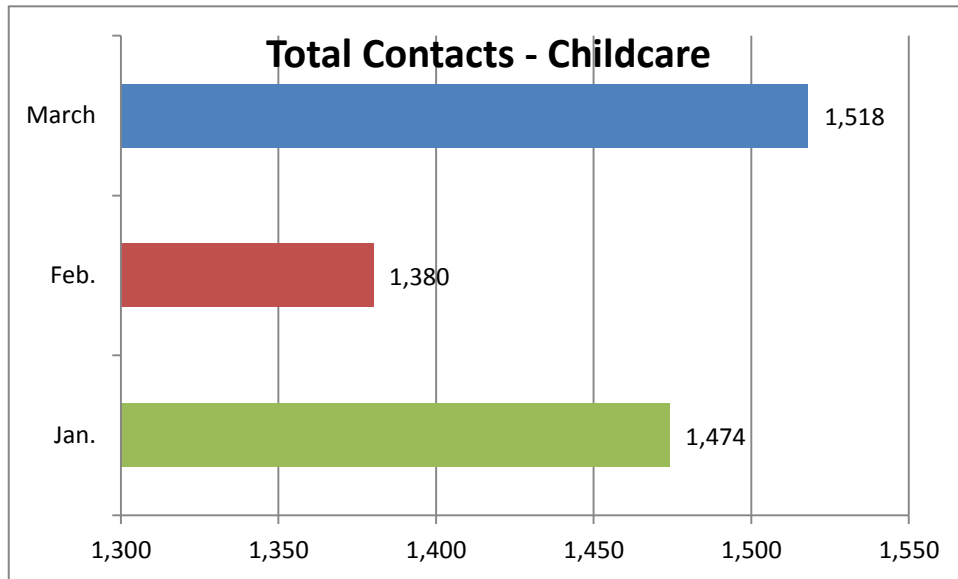
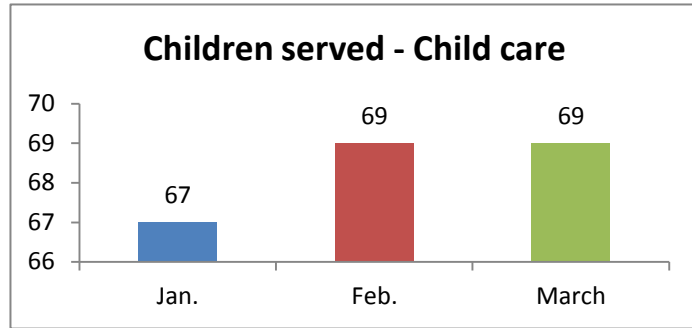
- *Let's Build the Site!-Use a Content Management System (CMS) like Wix or WordPress to quickly and easily build a dynamic site.*
- *Hosting / Domain Name-Learn to purchase domain names and Hosting company.*
- *Identity Theft: Protect and Prevent was a RAS eligible class offered by Wisconsin Bureau of Consumer Protection*

Summer 2019 Registration – Printed booklet and on line registration

In Development: Education & Training Area development of Oneida Scholars speaker series this summer, Elderly Services to provide a breadth of programming opportunities for elders, Integrated Food Systems to provide summer programming opportunities with Oneida Market and Microsoft.

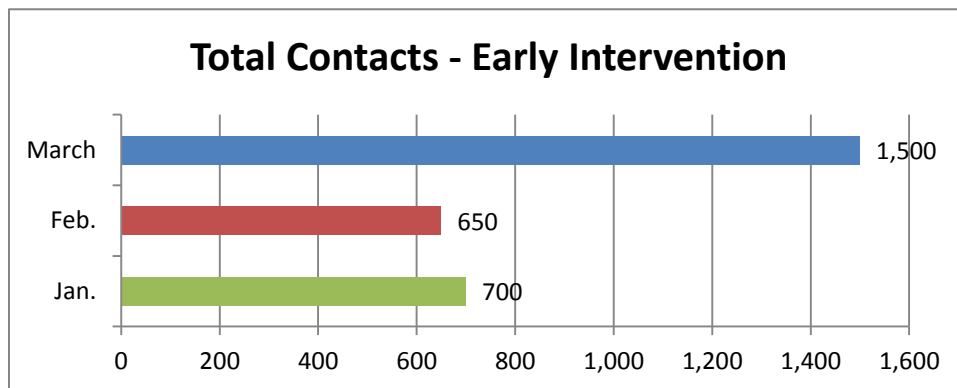
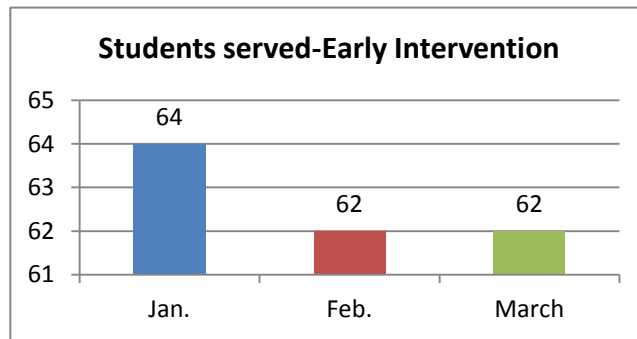


AIRPORT ROAD CHILD CARE CENTER



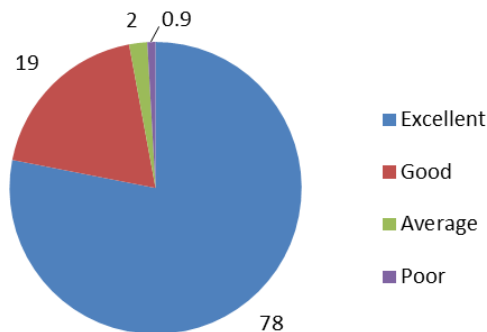


EARLY INTERVENTION – Birth to Three

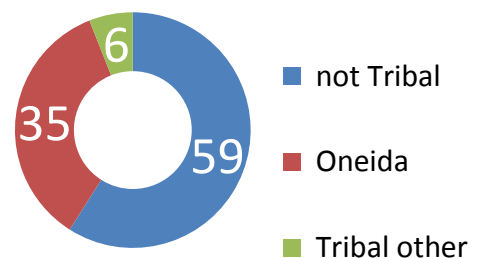


Breakfast with the Bunny- Oneida NWTC Partnership event

214 Attendees at Breakfast with Bunny rated the event:

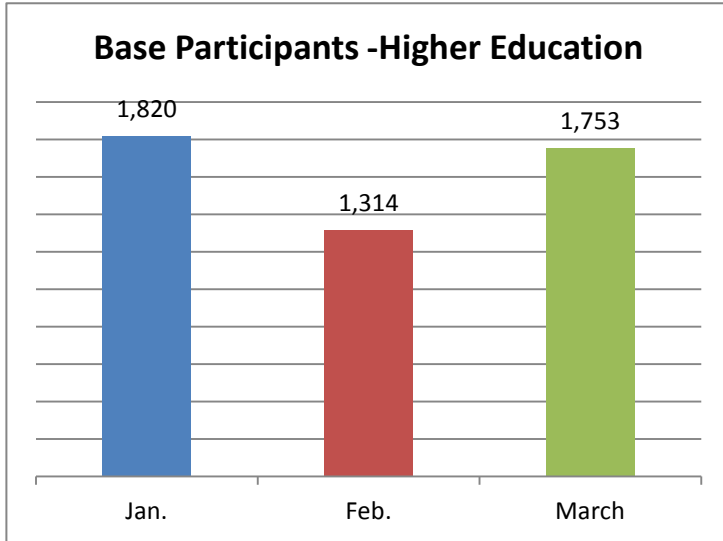


Who attended the event?

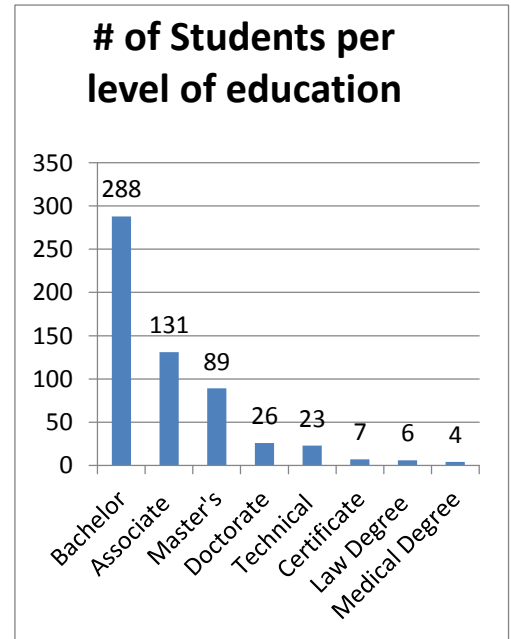
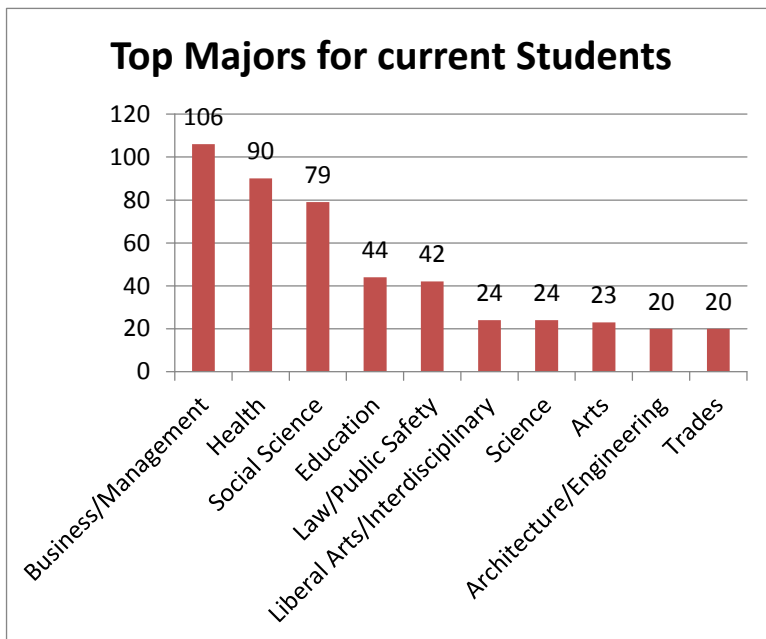
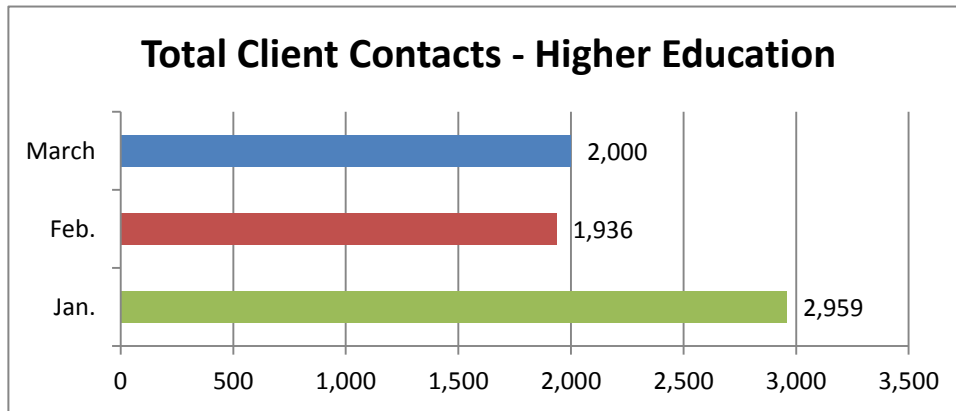




HIGHER EDUCATION



Staff Activity	QTR Count
Phone Calls/Emails	1344
Walk-in Clients	200
Applications created	135
Missing Letters Disbursed	910
Grades Processed	471
Student Clients	QTR Count
2nd quarter students funded	574
Tribal employees	93
2nd quarter average amount	\$6,671



Top Activities - Higher Education

Outreach events include Spring Financial Aid Workshop, High School Visits, Oneida - NWTC Breakfast with the Bunny Event.

Graduate followups: Assisted OBC, HR and Oneida Courts identify and reach out to degree recipients for opportunities with enrollments department.

Working with Wisconsin Tribal Higher Ed. Directors on a Panel Discussion Presentation at upcoming Spring WASFAA Conference.

Working on San Manuel grant proposal for upcoming Fall Term High School College Fair.

Continue planning events at Site II Falling Leaf Community Bldg.

Reached out to students on Probation contacts: 10 out of 15 (67%) reached

Resolved financial aid information sharing restrictions from US Dept. of Ed. which was a major change to process.

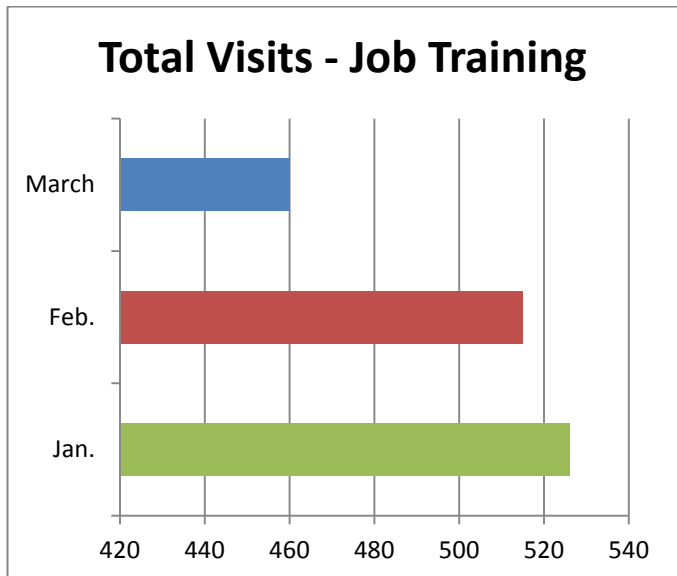
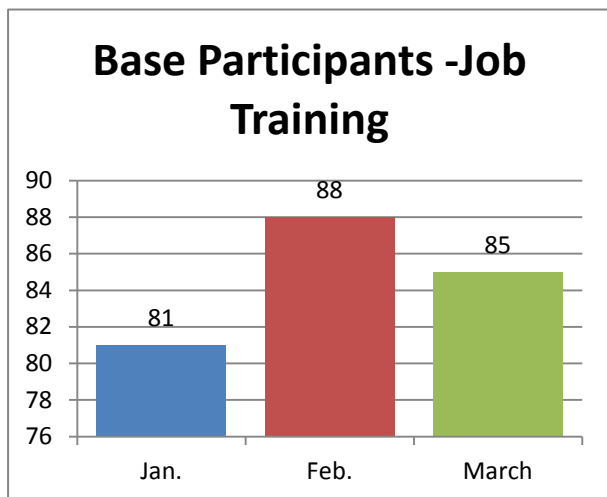
Developed suggestions for future application/spending of Purcell Powless Scholarship to Area Mgr. Meeting with family is pending.

Working with MIS on increasing customer service with HE phone system and on data metrics and new reports.

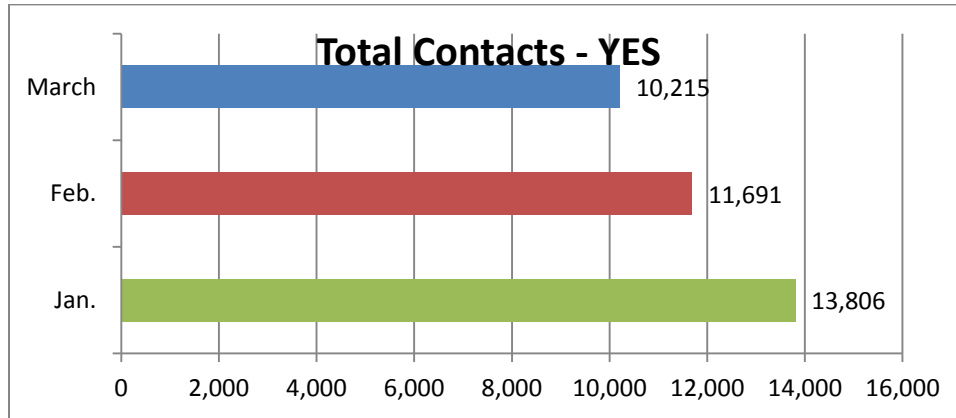
Took over our Survey Monkey survey responsibilities from Oneida Planning



JOB TRAINING – Vocational Rehabilitation and Workforce



YOUTH ENRICHMENT SERVICES



Top Activities

57% of Client Profile & Development Plans Completed (Based on 456 Y.E.S. Eligible Youth on the student database for October. This does not include the Title VI youth. The 509 is the current number of students on the updated database.

Oneida Language: Lombardi, Rock Ledge Intermediate

Girls Group: Rock Ledge Intermediate, Lombardi

Boys group: Lombardi, King (w Experiential)

Daily morning group co-facilitated with Title VI Staff, King

Beading Class during Lombardi Oneida Language and Culture Group

Healthy Lifestyles Group - West De Pere High

Native Crossroads with Experiential – King, Lombardi
West De Pere High – UWGB Phuture Phoenix Tutor started 2 days per week

Parent/Teacher Conferences and Title VI Parent Night at King, Lombardi

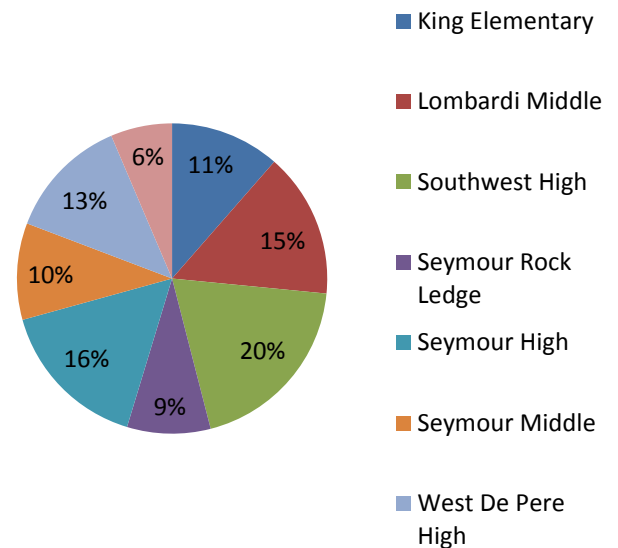
King – Lombardi Advocate Presented on White Corn and Revolutionary War to 4th-5th Grade Classes

Southwest Staff proctored the ACT for 4 Native Students and Higher Ed department visit with seniors.

Lombardi Talent Show: 13-16 Native students preparing to perform in school's talent show performing a water song, smoke dance and singing memorial song w/slide show.

Seymour Rock Ledge – Advocate worked with second grade teacher to schedule a Brown Bear reading in Oneida. Specialist facilitates a Crazy 8s Math Club which had 13 participants.

Total Number of Y.E.S. Students - 437



ADMINISTRATIVE AREA



EDUCATION & TRAINING FTE STAFF	
Administration	3
Arts	2
Child Care	26
Community Education Center	2
Early Intervention	2
Higher Education	6
Job Training	6
Youth Enrichment Services (YES)	17
Total Staff	65

2nd Quarter Variance Report (January 1, 2018 thru March 31, 2018)

Business Unit	BU#	Budgeted	Actual	Variance	Cause
Adult Vocational Training	5213x01	\$ 121,452	\$ 163,003	(41,551)	Trending
Workforce Investment Act	5213x03	44,382	51,860	(7,478)	Trending
Supplemental Youth Services	5212x05	0	3,896	(3,896)	To be reimbursed
Playwright Festival	5225x81	0	3,360	(3,360)	Grant not entered
Tribes Birth to Three	5211x27	2,499	3,043	(544)	Trending
Higher Education	5213x31	95,616	95,728	(112)	Trending
Self-Gov Ed & Training Admin	5210x02	2,052	1,167	885	
Arts Re-Grant	5225x54	9,111	7,938	1,173	
DayCare/Head Start Food ARCC	5211x01-500	15,759	10,977	4,782	
BIA Early Intervention	5211x24	108,408	103,419	4,989	
American Indian Rehab Service	5213x10	6,672	1,251	5,421	
Self-Gov Youth Enrichment Svcs	5212x07	21,690	2,134	19,556	
Education & Training Admin	4210001	63,246	41,577	21,669	
Arts Program	4225051	107,001	81,089	25,912	
Oneida VR Services Project	5213x06	122,259	88,395	33,864	
Community Education Center	4213061	125,544	72,296	53,248	Vacant positions
Youth Enrichment Services	4212001	289,230	234,406	54,824	Vacant positions
Airport Road Child Care	4211052	401,526	321,960	79,566	Vacant positions
Education Fund	4213034	4,544,090	3,828,110	715,980	Less students
Total		6,080,537	5,115,609	964,928	

PARKS AND RECREATION

Executive Summary

The Parks and Recreation Area is focused on providing wellness opportunities for Oneida members and employees. The departments in the Area are Family Fitness, Parks, Recreation, and Adventures/ Experiential.



The Family Fitness Department has become a Silver Sneaker partner this quarter. This will help with in retaining our non-Oneida population, as it is an insurance reimbursement program. This is important for the Center as we count on the income from non-Oneida monthly memberships for balancing our budget. Unfortunately, we saw a drop in membership and customers using the facility during this quarter, in talking with members they stated they went elsewhere for classes. We had to decrease the number of classes offered and Saturday classes because we did not have staff available. We have added sub-relief staff and increased the number of classes offered in the Third Quarter. The Fitness Center should see a correction in the membership and utilization drop with the addition of Silver Sneakers and the additional classes.

Parks has been busy getting the parks cleaned and ready for the spring. There was some snow mobile tracks on the Community Lacrosse field, but fortunately no damage to the field. Unfortunately, because of the high cost of repairing the Port-a-potties the past two years, we will not be placing the restroom facility at the lacrosse field this summer. The Oneida Nation School System/ High School have been notified as well as the Community Lacrosse Program.

The Recreation department has been very busy this quarter. The youth have been climbing the wall, literally, with the Experiential Department, basketball camps and more. The attendance is down for the teen group, which has made it possible for the gym to be utilized earlier in the evening by different sports and groups. Both Civic and Cliff Webster (Cty H.) facilities gyms have been booked all week and most weekends. The Cliff Webster facility is open for rentals on the weekends, however, this calendar is filled quickly with family parties and reunions.

The Experiential and Adventures Department has had a full calendar with activities for all ages. The focus of this department is to show how easy it is to be active, appreciate the outdoors, and get you the "tools" to know what you need to be outside safely. The staff always go over safety talks prior to any excursion, which includes, but is not limited to telling family/ friends where you are and how long you are expected to be gone, dressing for the weather, and what to do in an emergency. In addition to snow shoe tying classes, walking stick classes, and overnight trips, the staff works with native youth in local schools and with our Recreation youth. Finally, the Department provides many mindful activities to help the groups learn how to de-stress, quiet the mind, and appreciate all the outdoors has to offer. The Mindful Walks are in support of the RAS opportunities for the organization, but are open to non-employees as well.

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: 4,343 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 26,316 times in the 2nd quarter of FY18</p> <p>14 members; 58 visits 189 members; 1,964 visits 174 members; 1,994 visits 361 members; 5,837 visits 354 members; 6,558 visits 160 members; 3,547 visits 154 members; 4,083 visits</p>	<ul style="list-style-type: none"> • Provided a Weight Loss challenge/incentive (156 participants with a total weight loss of 581.6 pounds) • Provided Swim Lessons; 46 participants • Collaborated with Insurance providers to become a Silver Sneakers fitness facility • Provided 414 fitness classes (4,844 attendees) • Aquatic attendance (5,270 attendees) • Provided 167 Martial Art classes (1,477 attendees) • 97% customer satisfaction rating achieved
<p>Collaborate with Oneida Programs to provide wellness opportunities.</p>		<ul style="list-style-type: none"> • Provide programming and met with Diabetic clients 84 times; continue to work with Health Center to improve program • Provide exercise class for elders at Elder Services 1x week (113 participants) • Participated in the Community March of Dimes Pancake breakfast fundraiser; raised almost \$500 • Offered family fitness programming for Family Fun Night; over 500 participants • Offer outreach fitness programming for Headstart kids; Fit Kidz program • Collaborate with Diabetic area to provide Bellin Run trainings & registrations for Team Oneida 	
<p>Increase participant's KSA's of physical fitness and healthy lifestyles to reduce health care costs.</p>		<ul style="list-style-type: none"> • Support RAS points for health plan participants by utilization. • Provide off-site Yoga & Meditation classes • Offered a Winter Warrior Workout to martial art students to increase program knowledge and build relationships; 45 participants • Reward members who engage in the recommended physical activity (3-5 days/week); 11% of membership 	

PARKS

NARRATIVE	DEMOGRAPHICS	FREQUENCY/ UTILIZATION	BULLET POINTS
<p>The Parks Department provides maintenance and landscaping (mowing/ tree branches, etc.) to 18 parks throughout the reservation and 2 multipurpose fields next to the Cliff Webster Recreation Facility and the community Lacrosse Field in Flying Leaf Neighborhood. In addition to snow removal at the Parks, during the second quarter the staff removed branches, garbage and prepped the fields for the spring. The Parks Department also monitored snow mobile use on the fields. The staff repaired parks equipment, built benches for the parks, and did maintenance on the lawnmowers and weed-eater equipment. In addition to regular maintenance of equipment, the 2 Staff assists in gathering items and preparing items for crafts with elders, building and repairing items for the parks for summer use.</p>	<p>Base number: 18 Parks and 2 multipurpose fields and a community lacrosse field.</p>	<p>Customers use in the parks has been low, but parks are still monitored for use, drug paraphernalia, and equipment damage. The lacrosse field had some snow mobile tracks across the field, fortunately this year the field has not been damaged. There were spots where the turf was showing, but no damage was visible</p>	<ul style="list-style-type: none"> • Provide tree branches for the crafts program with the Activity Specialist working with community members at Elder Services. • Worked with Grounds Crew to share Truck during weekend snow removal. • Flying Leaf Lacrosse field (driving on field with snow mobiles). • The staff repaired parks equipment. • Built benches for the parks, and did maintenance on lawnmowers and weed-eater equipment

RECREATION

Program	Annual Budget	Quarter 1 Expense	Quarter 2 Expense	Quarter 3 Expense	Quarter 4 Expense	On Track Yes/No	Amount (%) Tribal Funds	Amount (%) Other Funds
Recreation	\$1,014,543	\$230,812.54	\$225,569.49			Yes	100	0

Program	Total Staff	# of Oneida Staff	# of Other Tribe Staff	# of Non-Tribal Staff	Current Vacancies
Recreation	13	10	0	3	0

Program	Measurable Outcome(s)/Status	
Recreation	Arts: 77% of youth at the Civic Center and 49% of youth at the Clifford E. Webster building were introduced to a new art medium each month.	
	Learning Center: 51% of learning center participants at the Civic Center and 79% of learning center participants at the Clifford E. Webster building complete their homework assignments. Average GPA = 2.75 at the Clifford E. Webster building for the first grading period.	
	Social Recreation: 46% of youth at the Civic Center and 69% of youth at the Clifford E. Webster building were taught the 6 pillars of Character Development and given opportunities to use these traits.	
	Sports & Fitness: 49% of youth at the Civic Center and 36% of youth at the Clifford E. Webster building received their 60 minutes of recommended daily physical activity.	
Program	Base # of Customers (unduplicated)	# of Customer Visits/Contacts (duplicated)
Recreation	365	6737

Program	Prime/Main Activities/Services Offered this Quarter
Recreation	After-School Program – Arts, Education, Social Recreation & Sports & Fitness. Elder Program – Bingo & Bowling.

Program	This Quarter's Highlights / Challenges / Next Steps
Recreation	Basketball Camp: 5 Week Session – Age Groups 7-9 and 10-12. Held at the Clifford E. Webster Recreation Building on Tuesday evenings during February & March. 7-9 Age Group – total attendance = 48. 10-12 Age Group – total attendance = 49. Fans/Parents = 39. Program generated several new memberships for our department and attendance was steady for all five weeks. The youth really enjoyed learning basic basketball skills and playing scrimmages.
	Aquaponics Tour & Volunteering: On March 26 & April 2 – one staff member accompanied 4 ONES students & 6 Seymour students to the Aquaponics site at the Veteran's building. They went on a tour and then went straight to work: cutting & cleaning the lettuce, scrubbing the trays and planting seeds. It was an invaluable lesson on community service.
	Our department partnered with Experiential Education to offer our participants a unique experience on the Ropes Course and rock wall at the Civic Center. Every other Thursday in January & February – youth were able to use the rock wall and the ropes course. They really enjoyed their experience. Total attendance = 32 youth.
	This quarter we fed 1,599 Recreation participants during our after-school program.
	This quarter we paid for 1,128 Transit rides to ensure that our youth return home in safety from our facilities.



EXPERIENTIAL & ADVENTURE

NARRATIVE	DEMOGRAPHICS	FREQUENCY/ UTILIZATION	BULLET POINTS
<p>Oneida Experiential & Adventures uses hands on interactive activities to help individuals and groups develop themselves to help them be their best selves.</p>	<p>Base number: 823</p>	<p>Customers used Oneida Adventures services 2,695 times in the 2nd quarter of FY2018</p>	<p>Adventures Serves:</p> <ul style="list-style-type: none"> • Community Members • Individual Employees • Specific Therapy Groups • Department Team Building conflict Resolution • Students @ Oneida and YES Programs • Environmental Education • Diabetic Winter Multi-Day Excursions
<p>Oneida Experiential provided healthy options for the RAS point system, by helping employees to improve their health by making real behavior changes and discovering and overcoming road blocks that has prevented them from making these changes previously. Participants increased their understanding on physical and emotional health. Instructed interactive Diabetic education- Grant funded programs.</p>	<p>AGE GROUPS</p> <p>18yo -70yo</p>	<p>658</p>	<p>Provided classes for:</p> <ul style="list-style-type: none"> • Diabetic Grant • Elder Services • Provided winter activities that focused on behavioral changes • Depression prevention/reduction • Introduced new formats- Our Pathways of Life Stick Making Class • Snow Shoe Tying Class • Discover Scuba Class <p>Conducted activities for Reasonable Alternative Standard (RAS) Points for employees. Provided mindful walks snow shoe hikes for employees for RAS points in conjunction with Diabetic and Stress reduction Education, hikes, and The RAS Participants increased stress reduction awareness by 93%.</p>
<p>Family Enrichment Programs Domestic Violence Support AODA Parenting program</p>	<p>18yo -81yo</p>	<p>1354</p>	<p>Our Elders self- reported significant Increase in morale 71 % With 86% reporting a desire to try new (more physical) programs with us.</p>

Youth program: Behavior Intervention, Character Development, Environmental, After school, Survival, Outdoor skills, High School Adventure, Archery, Youth Healthy Relationships JMIO, Family Fun Night

7yo-18yo

683

Provided Adventure curriculum for youth to connect to the natural world, each other and themselves.



SOCIAL SERVICES

Executive Summary:

Our Oneida Nation Social Service (ONSS) programs:

- continue to serve the Oneida Nation population meeting its diverse and challenging needs on and off the reservation
- offer a variety of services which are listed below, with multiple funding sources originating from the Nation, BIA, State and Federal agencies
- supply basic support and emergency assistance to individuals and families who meet eligibility requirements, and have a need
- serve as an assistance unit and continue to be an important safety net for the membership
- reflect the Oneida Nation’s successes, through the services we provide which align with the Nations’ Vision: A Nation of strong families built on Tsi’Niyukwaliho TÁ and a strong economy.

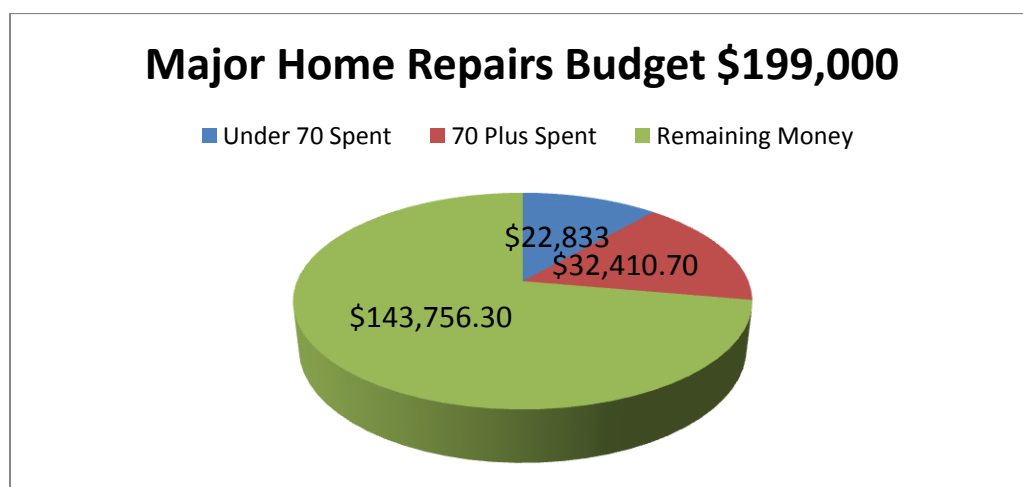
ELDER SERVICES

This quarter Elder Services has been eagerly awaiting having the vacant positions filled with qualified applicants. There are five (5) positions to be filled and have recently welcomed one (1) new employee to the Home Chore staff. Once fully staffed, we are confident that the services provided will definitely see an increase in the clients served. The congregate meal site has seen an increase due to more eligible elders are utilizing a newfound benefit. The Major Home Repair funds have been utilized with the assistance from the Engineering Department providing the scopes of work needed for each project. With the onset of new staff this fiscal year, employees have received training to better the reporting process and look forward to beginning the budget process. We thank everyone who extends their helping hand when needed. As always we want to thank you for your continued support to allow Elder Services to provide the necessary services 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	394 unduplicated customers used our services 11,590.75 times in the 2nd quarter of FY18	Twa wah tsile (We are all family) Elder Services provides home & community base services to assist elder to remain in their homes.
	AGE GROUPS		
Congregate Meals	Native American 55+ & Non-Native 60+	193 Clients & 3599 Services	Meals provides 1/3 of daily nutritional value
Home Delivered Meals	Native American 55+ & Non-Native 60+	80 Clients & 4935 Services	Meals provides 1/3 of daily nutritional value

Native American Family Care Giver	Native American 55+	55 Clients & 352 Services	Support groups, Respite Care & Voucher program
Outreach Services	Priority 70+ and disabled, Native American 55+ Non-Native 60+	80 Clients & 339.5 Services	Assessments & Monitor Emergency Response Systems (ERS)
Elder Abuse	Native American 55+	3 Clients 3 Referrals & 0 Services	Case Management *position vacant- waiting to be filled. All calls go to Asst. Program Manager.
Benefit Specialist	Priority 70+ & 55 - 69 disabled, Native American	32 Clients	Provides information, assistance and administrative representation, coordinates with other county, community, tribal and governmental agencies, under the direction of the Regional Legal Assistance office.
Home-chore	Priority 70+ & 55 - 69 disabled, Native American	125 Clients & 261.5 Services	Snow plowing & lawn services. Minor handy man repairs
Transportation	Native American 55+ & Non-Native 60 +	40 Clients & 1130.5 Services	Transportation to meal-site & bus passes for working elders
Information & Referral (I&R) & DRUMS	55+	1155 elders - DRUMS	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 and assistance in finding employment.
The Aging & Disability Resource Specialist (ADRS) offers information and referrals on community and county resources to Oneida community members and functionally assesses members for Medicaid programs found through	22-59: 1 calls 60-99: 5 calls	Long Term (LT) Function Screens: 0 Brief/Short Term Service Coordination: 0	ADRS has yet to be trained in SAMS, Function Screens and more, and has her training upcoming in the next 2 weeks. Topic categories discussed

<p>the Community Option Program Family Care, IRIS and Partnership programs through Brown and Outagamie Counties.</p>		<p>Follow-up: 6 Information & Assistance (I&A): 0 Options Counseling: 0</p>	<p>during calls in last three months: adaptive equipment, Alzheimer's and other Dementia, ancillary services, end of life, food, health, home services, housing, income maintenance, legal services, medical home care, mental health, nursing home, public benefits, financial-related needs, taxes, transportation.</p>
<p>ADRS has attended the Brown County ADRC Board meeting this past quarter & the Appleton Hoarding training. In February the ADRS was able to shadow Menominee's Elder Service program. Gave a presentation at the congregate meal site to promote the services offered through her program & Elder Services. Also presented to Brown County about our program.</p>			
<p>Major Home repair</p>	<p>Priority 70+ & 55 - 69 disabled, Native American</p>	<p>6 clients</p>	<p>Repairs regarding health & safety * position vacant-waiting to fill & Kevin House from engineering has been providing scopes of work on his down time for us which has been extremely helpful in spending down this money.</p>



Elder Valentine Lunch Date February 16th, 2018



New Elder Services Banner & Elder Services All Staff Picture



CHILD SUPPORT AGENCY (Shakoti'nukú'lale? Latiksashúha? *They watch over the children*)

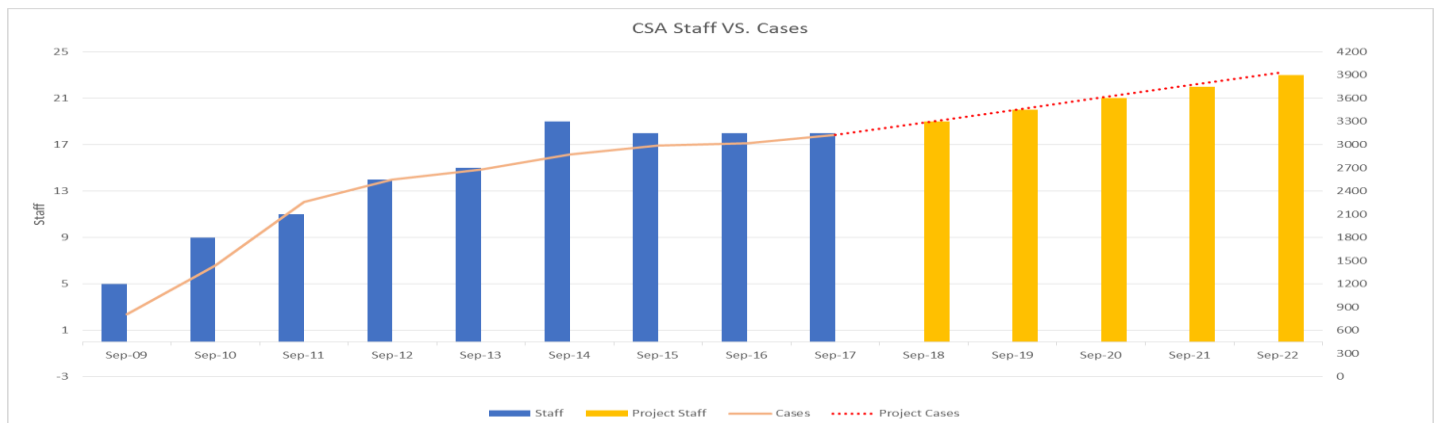
The Child Support Agency is a federally funded program through the Administration for Children & Families. The ONCSA establishes paternity and child support, locates absent parents, enforces child support orders as well as reviews and modifies child support orders. ONCSA promotes parental responsibility to ensure children receive support from both parents if living in separate households.

This quarter we filled the paralegal position, finance specialist, and two case manager positions within the agency. There were 2,940 open cases resulting in 490 cases per case manager. This is more than double the normal case load for ONCSA case managers. We will hire the final two case manager positions in April.

The Director attended the National Child Support Association Policy Forum as well as the Region V New Director's Training. The Director along with three (3) Child Support managers completed the eight-week, Oneida Trauma Informed Parenting classes.

NARRATIVE	DEMOGRAPHICS	FREQUENCY/ UTILIZATION	BULLET POINTS
The Oneida Nation Child Support Agency locates absent parents, establishes paternity, establishes child support orders, and enforces these orders for non-custodial parents to pay support for food, clothing, basic necessities, and health insurance for children. These needs being met provide financial and emotional well-being for children.	Current cases as of 3/31/18: 2,940 490 cases/case manager	11,786 customer contacts this quarter.- This includes customer appointments, phone calls, and walk-ins.	Stipulation - 25 Hearings - 30 Director attended the National Child Support Enforcement Assoc. Policy Forum and Region V New Director's training. Paralegal and Finance Specialist positions filled in February and 2 Case Managers in March. Remaining two case managers to be filled next quarter.

The Chart below shows the Child Support Cases that have increased over the years in respect to the staffing level needs.



FOOD DISTRIBUTION

The Food Distribution Program is a federally funded food assistance program for low-income families that services anyone within the reservation boundaries are within the income limits set by USDA. USDA is the main grant funding source. Grant is 75% funded by USDA and 25% 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 the USDA income guidelines.

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 100 products of either fresh, frozen or canned	Total base numbers for the quarter: Clients: 2,210 Families: 1,060	1,060 families utilized program Jan: 355 Feb: 351 Mar: 354	A total of 282 Food Deliveries to the Elderly and Disabled
	AGE GROUPS 0-3: 39 4-9: 64 10-17: 62 18-30: 59 31-55: 93 56-70: 29 70+: 12	Phone calls relating to our service for the quarter: Outgoing: 1,106 Received: 658 Total: 1764 Walk Ins: 1,582	All the staff received CPR Training



FAMILY SERVICES

Indian Child Welfare (ICW): 375 children received services by the department through on-going/intake case management. Department continues working through the Children's Code implementation plan. The ICW department filled one (1) of the final two (2) ICW Social Worker/Case Manager positions. The Department also met with GSD and Outagamie Co. leadership to begin reviewing the Memorandum of Understanding (MOU) & 161 Agreement. Continued efforts toward implementation will continue. The Department continues to struggle with the level of cases impacted by substance abuse, mainly opioid and methamphetamines. Efforts continue to identify community resources to better meet the needs of the impacted families.

Foster Care: Program continues to recruit and license new foster homes, some child specific and others open to foster placements. Three (3) foster homes were in process of becoming licensed during the second 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: Parenting Education Class (PEC) began in January and concluded in March with 12 participants graduating. Trauma Informed Parenting (TIP) offered during concluded March 22nd with a total of 30 participants. Community, Tribal and State-wide interest increases in our Parenting programs offered and requests for services continue to increase. The additional Parenting Program Coordinator has been to training this quarter.

Prevention: Services for youth continued in the schools. Program continues to work toward providing youth education regarding substance abuse, self-esteem and overall wellness. Program began to offer a 6-week session titled Motherhood and Fatherhood is Sacred. Began planning for a staff and community event with speaker Al Pooley scheduled for April 11, 2018.

Domestic Abuse: Program continues to offer individual and group/family services who are experiencing domestic abuse or are survivors of sexual assault. Services are offered in the office, in the home, and/or school/community setting. Vacancies in our Community Advocate Youth Female & Male positions resulted in limited services offered to youth who are impacted by Domestic Abuse. Female Advocate applicant accepted offered position and Male Advocate position has been reposted. Began planning Sexual Assault event scheduled for April 23, 2018.

**A tremendous amount of transition occurred within Family Services with additional staff being hired this quarter impacting ICW, Foster Care, and Parenting. Continually providing training opportunities for newly hired staff.

NARRATIVE	DEMOGRAPHICS	FREQUENCY/ UTILIZATION	BULLET POINTS
<p>Indian Child Welfare: Provides child protection, parenting, and foster care services to Oneida children and families in accordance with the Indian Child Welfare Act and the Department's mission. Program goal is to assist/support families to provide a safe, nurturing and stable home environment for their children.</p>	<p>375 intake totals (Oneida children and families involved in county/state Child Welfare systems)</p>	<p>1820 (Client contacts; home visits and all correspondence)</p>	<p>* 125 (children) served monthly- On-Going/ Intake case management</p>
<p>Foster Care: Licenses 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 Nation.</p>	<p>217 (Oneida youth in out-of-home care; with a relative, foster care, residential, group home, detention center.</p>	<p>2627 (Client contacts; home visits and all correspondence)</p>	<p>* 57 Kinship-monthly average *15 youth in foster care-monthly average *3 respite</p>
<p>Parenting: Provide parenting education & support to families in the community who are either mandated to meet conditions or voluntarily participating.</p>	<p>214 (voluntary, mandated parents, foster parents, community members)</p>	<p>1195 (Client/participant contacts; group session, individual sessions, home visits and all correspondence)</p>	<p>*12 participants in Parent Education Class (PEC) & 30 Trauma Informed Parenting (TIP) each session</p>
<p>Prevention: Services provided to youth K-8th grade as well as families designed to support them in healthy and safe lifestyles.</p>	<p>719 (Youth and family attendees)</p>	<p>1805 (Youth group sessions attendees)</p>	<p>*Youth groups offered in school *community education events</p>
<p>Domestic Violence: Education on healthy relationships, crisis and on-going support to families who are experiencing or who have experienced domestic violence.</p>	<p>588 (Women & Men groups and individual services)</p>	<p>936 (Group & individual session, all other related correspondence)</p>	<p>*Women's Group *Men's Group *Individual and crisis support offered</p>

One Billion and Rising-Women's Justice

Staff supported women's justice and equality by wearing their purple shirts on the annual One Billion and Rising movement awareness day 2/14/18 to show solidarity! We also showed support and solidarity during International Women's day 3/8/18.



ECONOMIC SUPPORT SERVICES

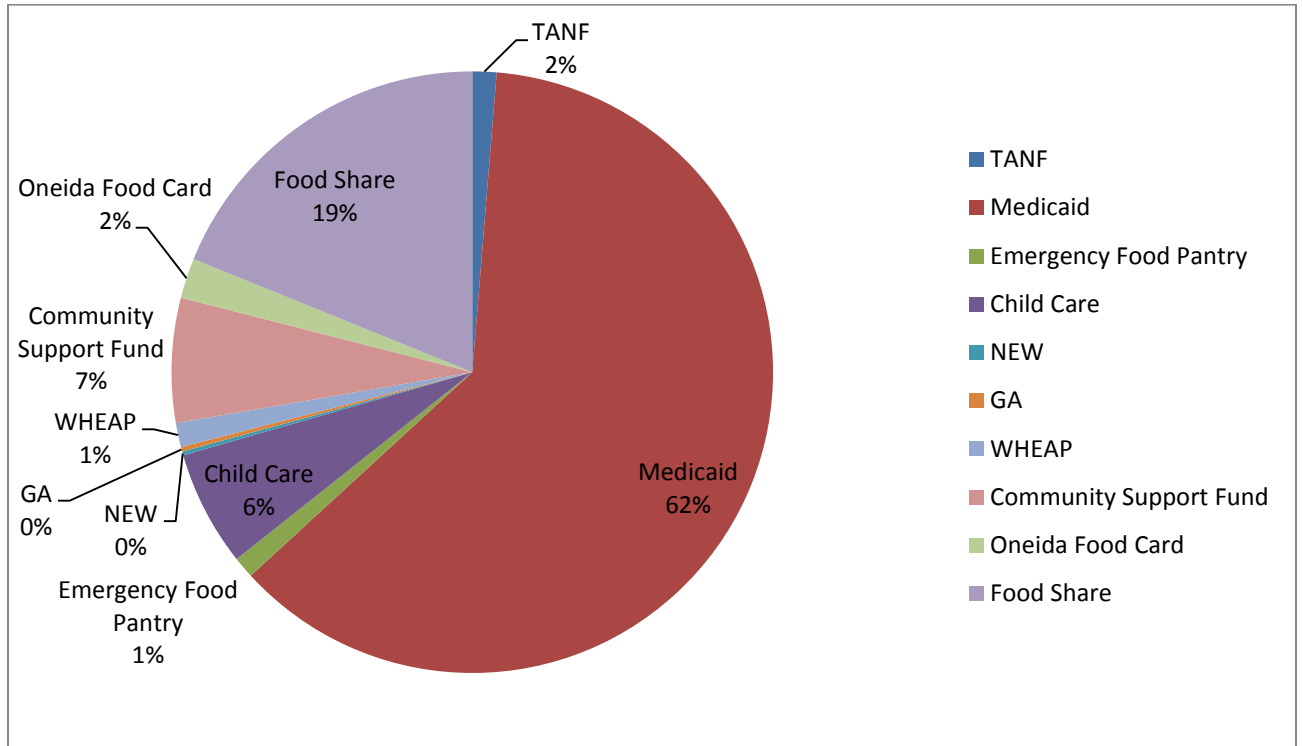
All staff met the required State trainings for Income Maintenance (IM) as required in the State/Tribe IM contract for the fiscal year.

NARRATIVE	DEMOGRAPHICS	FREQUENCY/ UTILIZATION	BULLET POINTS
<p>Economic Support administers several public assistance programs. One being 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.</p>	<p>Agency TANF Cases: Cash Assistance: Jan.-9 Feb.-10 Mar.- 9 Total cases: 18 Crisis Assistance: Jan.-7 Feb.-6 Mar.- 2 Total cases: 15 Diversion Assistance: Jan.-36 Feb.-53 Mar.. 19, Total cases: 108</p>	<p>Jan. appt.: 61 Feb. appt.: 56 Mar. appt.: 51 Jan. calls: 590 Feb. calls: 777 Mar. calls: 731 Jan. NS/NC: 26 Feb. NS/NC: 19 Mar. NS/NC: 10 Total appt.: 168 Total Calls: 2098 Total NC/NC: 55 Agency Appointments of IM and TANF</p>	<p>The TANF 2018-2021 plan was submitted on 2/26/2018. The Oneida Resolution was signed on 2/14. The potential penalty for TANF was addressed by ACF will no longer be an issue after resubmitting the reports. The TANF program is preparing for the upcoming Summer Youth Intern. We also plan on review the dates for the back school clothes program. We intend to start the program earlier and end sooner than before. TANF collaborated with Job Training, ICW, Prevention, and Child Support to bring in Al Pooley to speak on 4/11. There will be a community event in the evening and a staff event in the morning of 4/11 on positivity.</p>
<p>Food Share and Medicaid Assistance is another program that assists low-income families by providing support in the form of food and medical assistance.</p>	<p>Agency Medicaid: Jan. 631, Feb. 533 , Mar. 629 Total All IM programs: 5159 Agency Food Share: Jan. 533, Feb. 532 , Mar. 508 Total Food Share: 1573</p>		<p>The Income Maintenance program numbers continue to stay steady with no significant increase or decrease in client usage.</p>

<p>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 Services Program grant assists with Respite care services.</p>	<p>Child Care Case Averages: WI Shares cases: Jan.- 49 Feb.- 44 Mar.- 47 Total- 140 CCDF Cases: Jan.- 25 Feb.- 21 Mar.-22 Total- 68 FSP(Respite) Cases: Jan.-2 Feb.-3 Mar.- 5 Total- 10</p>	<p>Onsite Child Care center utilized: Jan.-121 Feb. -103 Mar.-116 Total - 340</p>	<p>The Child Care Case Manager recently completed new worker training and was assigned a majority of the Child Care cases. All case workers will be assigned some child care cases as the agency does not want to eliminate the child care piece from other IM workers.</p>
<p>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.</p>	<p>Jan. Applications: 6 Feb. Applications: 7 Mar. Applications: 4 Total Applications: 17</p>		<p>NEW support services consist of auto insurance, car repair, work clothing, and tools for employment.</p>
<p>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.</p>	<p>Jan. Cases: 6 Feb. Cases: 8 Mar. Cases:7 Total Cases: 21</p>	<p>Jan.-3 phone calls Feb.-4 phone calls Mar.-5 phone calls</p>	<p>Cash payment given to those for housing related costs including rent, mortgage and/or utilities.</p>
<p>WHEAP (Wisconsin Home Energy Assistance Program) is administered to low-income individuals or families in need of heat and electric assistance.</p>	<p>Jan. Apps: 45 Feb. Apps: 29 Mar. Apps: 34 Total Apps: 108</p>	<p>Monthly Calls: Jan.245 phone calls Feb.254 phone calls Mar.255 phone calls Received for Energy Assistance/Food Card/ Com Support and WHEAP</p>	<p>There is a decrease in applications and continue to do outreach via USPS mail, email, and Tribal communication.</p>

<p>Oneida Food Card- Applicants can come to the office from 9-11 Monday through Friday.</p>	<p>Jan. New Users: 194 Feb. New users: 155 Mar. New Users: 144 Total New users: 493</p>	<p>programs. Walk-ins Jan. W/in- 230 Feb W/In- 281 Mar. W/in-142</p>	<p>Food card usage remains steady.</p>
<p>Oneida Food Pantry was established to address an emergency food assistance need in the community.</p>	<p>Jan. New Users: 26 Feb .New Users: 51 Mar. New Users: 19 Total New users: 96</p>	<p>The pantry refers their walk-in customers to our agency; however, they will assist clients who are in need.</p>	<p>Our staff and the Food pantry met over the last few months and have successfully transitioned the food card to the pantry site on Tuesdays and Thursdays.</p>
<p>Better reporting format developed for the programs receiving Tribal contribution. Therefore the total numbers appear to have increased due to those reporting changes. Economic Support also submitted an article that was published in February introducing the program and staff. Programs continue to look at ways to improve reputation and customer service. Outreach conducted at the Honor the Youth Pow-wow.</p>	<p>Two (2) staff completed the Trauma Informed Parenting Course. In addition, two staff completed the Rent Smart training in order to work with clients in the future. Delia Smith, Director of Economic Support, attended the bi-monthly TANF/IM tribal meeting in Mole Lake in January. We continue to evaluate at ways to collaborating with other programs and worked with Prevention and ICW for two (2) up-coming events.</p>	<p>Jan Walk ins:212 Feb Walk ins: 205 March walk ins: 167 Jan. Ph. C: 880 Feb. P.C: 808 Mar. P. C : 774 Total Walk ins: 584 Total Calls: 2462</p>	

Economic Support 2nd Quarter Percentages by program



T.A.N.F. - Temporary Assistance for Needy Families

N.E.W.- Native Employment Works

G.A - General Assistance

W.H.E.A.P. - Wisconsin Home Energy Assistance Program



HEAD START/EARLY HEAD START

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 Start.
- 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.

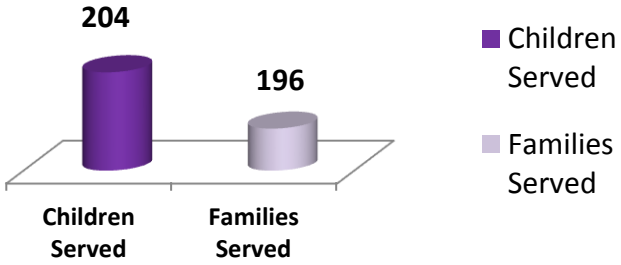
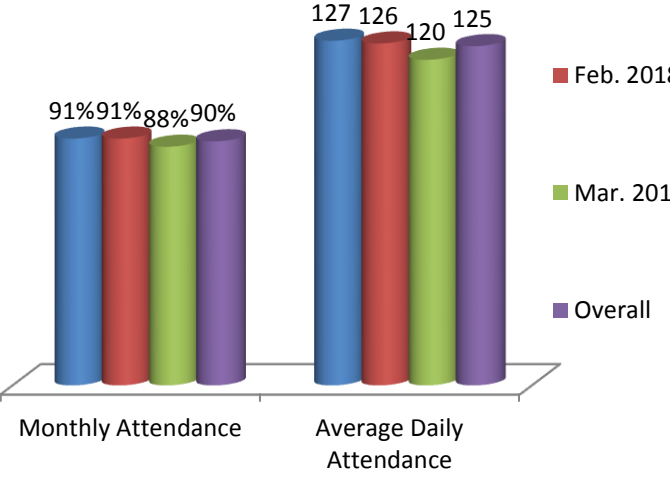
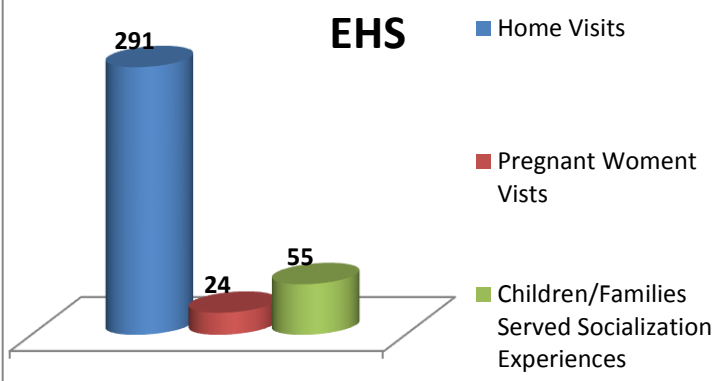
New Changes:

Continuation of HS extended Duration classrooms from last quarter year, 2017, remained with two (2) extended Duration classrooms, one (1) at each site serving 40 of the HS children. The hours of operation are 9:00 am - 3:00 pm, Monday-Friday with 170 contact days. The program continues to assess and determine potential opportunities for improvement.

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

The Early Head Start building, an addition on to Three Sisters HS building, is on schedule and is to be completed in June, 2018. EHS staff is in the process of assessing and preparing for transfer in June.

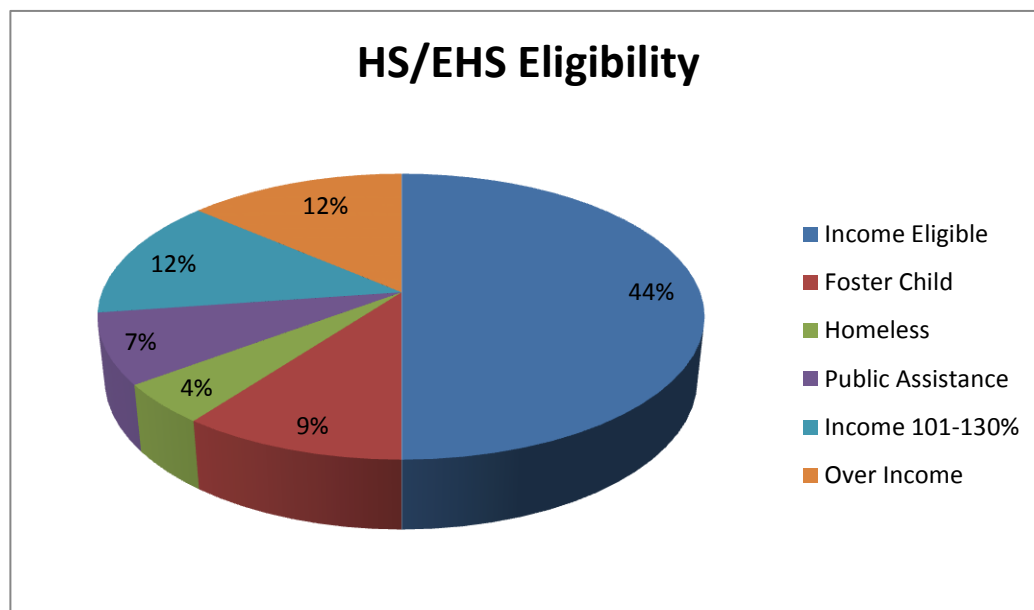
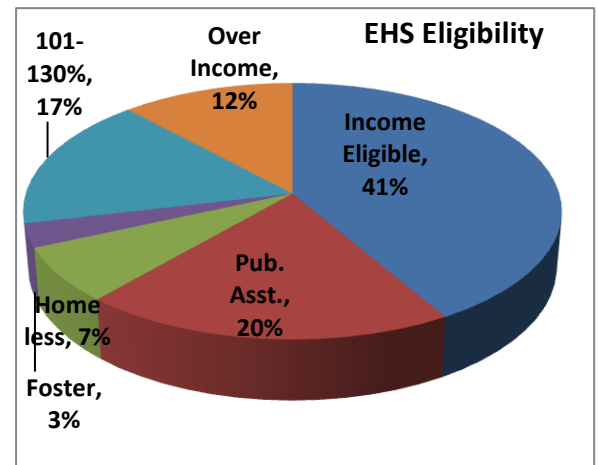
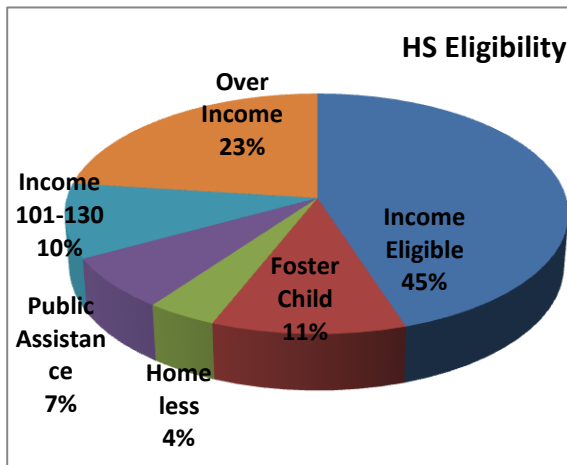
The HS/EHS Policy Council officers for the program year include Tamar Ramirez, Chair; Amber Denny, Vice-Chair; Crystal Wozniak, Secretary and Cassandra Metoxen, Treasurer.

NARRATIVE	DEMOGRAPHICS	FREQUENCY/UTILIZATION																					
<p>HS Enrollment: Currently there is no wait list for HS.</p> <p>The Extended Duration classrooms operating 6 hrs. per day at Three Sisters and NHC sites were fully enrolled with 40 children.</p>	<p>HS Children Served: 140 HS Families Served: 140 EHS Children Served: 59 EHS Families Served: 56 Families</p> <p style="text-align: center;">Total HS/EHS Children & Families Served</p>  <table border="1"> <caption>Total HS/EHS Children & Families Served</caption> <thead> <tr> <th>Category</th> <th>Count</th> </tr> </thead> <tbody> <tr> <td>Children Served</td> <td>204</td> </tr> <tr> <td>Families Served</td> <td>196</td> </tr> </tbody> </table>	Category	Count	Children Served	204	Families Served	196	<p>HS enrolled and served 140 children</p> <p>EHS served 59 children</p>															
Category	Count																						
Children Served	204																						
Families Served	196																						
<p>Head Start Monthly Attendance: Children monthly attendance required to be at least 85%</p> <p>Average Daily Attendance: HS served up to 127 children daily</p> <p>Early Head Start Home Visiting: there were 291 home visits provided to children and their families during the quarter.</p>	<p style="text-align: center;">HS Attendance</p>  <table border="1"> <caption>HS Attendance</caption> <thead> <tr> <th>Category</th> <th>Month</th> <th>Value</th> </tr> </thead> <tbody> <tr> <td rowspan="4">Monthly Attendance</td> <td>Jan. 2018</td> <td>91%</td> </tr> <tr> <td>Feb. 2018</td> <td>91%</td> </tr> <tr> <td>Mar. 2018</td> <td>88%</td> </tr> <tr> <td>Overall</td> <td>90%</td> </tr> <tr> <td rowspan="4">Average Daily Attendance</td> <td>Jan. 2018</td> <td>127</td> </tr> <tr> <td>Feb. 2018</td> <td>126</td> </tr> <tr> <td>Mar. 2018</td> <td>120</td> </tr> <tr> <td>Overall</td> <td>125</td> </tr> </tbody> </table>	Category	Month	Value	Monthly Attendance	Jan. 2018	91%	Feb. 2018	91%	Mar. 2018	88%	Overall	90%	Average Daily Attendance	Jan. 2018	127	Feb. 2018	126	Mar. 2018	120	Overall	125	<p>Head Start: Monthly & Average Daily Attendance (ADA).</p> <p>Early HS: 124 EHS Home Visits on avg./month provided</p> <p>41 Prenatal Visits Provided total for the program year</p> <p>55 Children served through Socialization Experiences (Group) held twice per month</p>
Category	Month	Value																					
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<p>Socialization Experiences: Attendance for group experiences was 55 children and their families.</p>	<p style="text-align: center;">EHS</p>  <table border="1"> <caption>EHS</caption> <thead> <tr> <th>Category</th> <th>Count</th> </tr> </thead> <tbody> <tr> <td>Home Visits</td> <td>291</td> </tr> <tr> <td>Pregnant Women Vists</td> <td>24</td> </tr> <tr> <td>Children/Families Served Socialization Experiences</td> <td>55</td> </tr> </tbody> </table>	Category	Count	Home Visits	291	Pregnant Women Vists	24	Children/Families Served Socialization Experiences	55														
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HS/EHS Eligibility Determination

Eligibility determined by: household income, child is in foster care or homeless, and/or family is receiving public assistance.

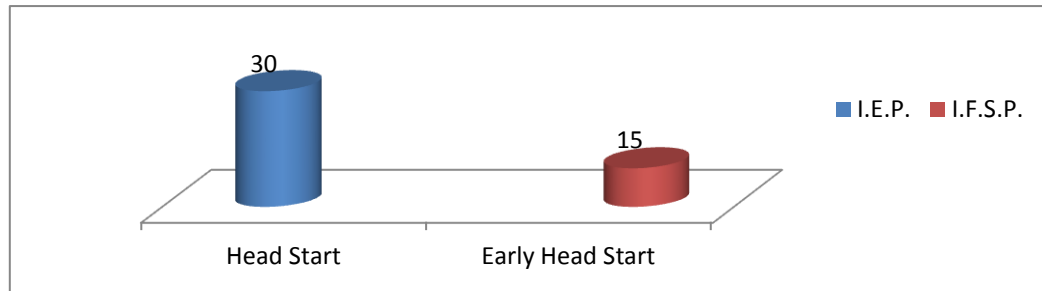
There are additional allowances for Indian Tribes. A tribal program may fill more than 10 percent of its enrollment with participants who are not eligible under the criteria if: The tribal program has served all eligible pregnant women or children who wish to be enrolled from Indian and non-Indian families 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.



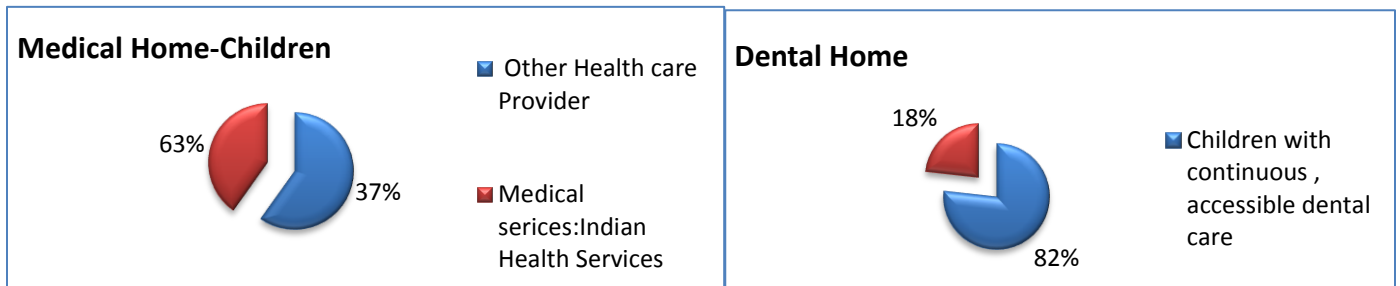
HS/EHS Health and Disabilities

Disabilities:

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



Health:



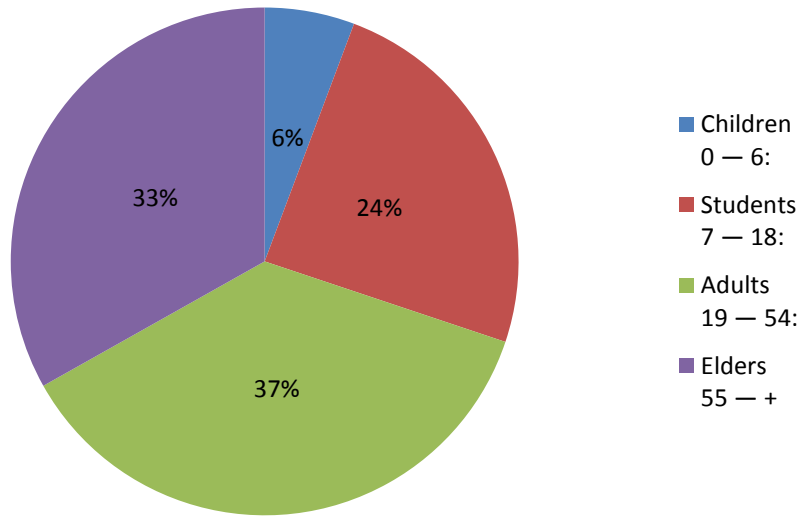
Education & Child Development	National Indian DHSA - Oneida HS/EHS Winter 2017/2018- Combined EHS & HS		
Progress of children and the program towards achieving school readiness in each of the seven domains	Below	Meeting	Exceeding
Social-Emotional	22/11.7%	134/71.28%	32/17.02%
Physical	11/5.85%	138/73.4%	39/20.74%
Language	17/9.04%	135/71.81%	36/19.15%
Cognitive	13/6.91%	133/70.74%	42/22.34%
Literacy	23/12.23%	132/70.21%	33/17.55%
Mathematics	39/20.74%	121/64.36%	28/14.89%

<p>Quarterly Average Enrollment HS children served=140 EHS children served = 59 <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></p>	<p>The data for the second assessment for the 2017-2018 school years has been completed in each of the Teaching Strategies – Gold domains. The scores reflect significant growth in all areas for 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 and home visitors use this data to plan their lessons, individualize for each child and work with parents to set goals to prepare their child for Kindergarten.</p>
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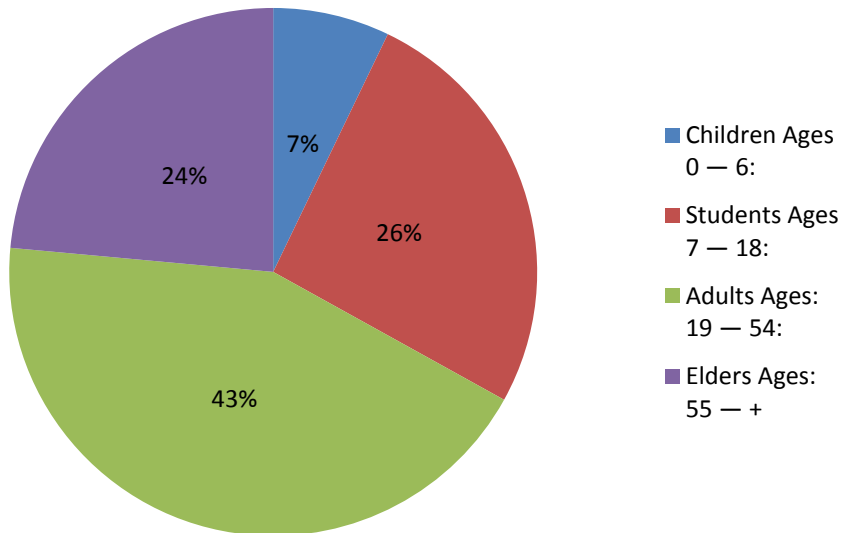
TRANSIT

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 minimal Tribal Contribution.</p>	<p>YTD Total Number of Clients: 1974</p>	<p>YTD Total Number of completed Trips: 9437</p>	<p>Total Number of clients increased 14.6% from Quarter 1. This is a 252 client increase.</p> <ul style="list-style-type: none"> • Overall, number of Youth 7—18 remained steady due to school and after school activities (Recreation Program, sports, etc.) • Elder and Wheelchair trips show a significant decrease compared to Qtr 1 since no longer needing to service approximately 8 dialysis passengers. • To Date: On-Time Performance is currently at 81%. Factors to be considered: Decrease in staff, reorganization, weather, and training. Target Goal: 95%
	AGE GROUPS		
	Children 0 — 6	675	18% increase
	Students 7 — 18	2,444	.29% increase
	Adults 19 — 54	4,096	13% decrease
	Elders 55+	2,222	39.4% decrease
	Completed Wheelchair Trips	426	7.3 % decrease 8
	Total Miles	73,148	6.6 % decrease compared

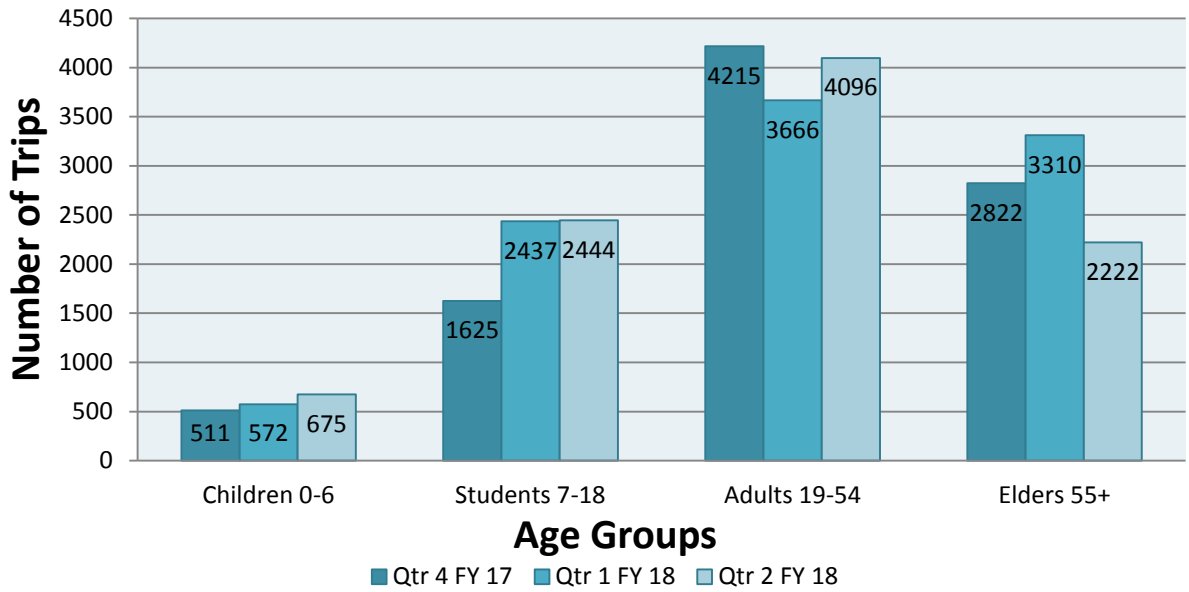
**Oneida Public Transit
QTR 1 FY18 TOTAL TRIPS 9,985**



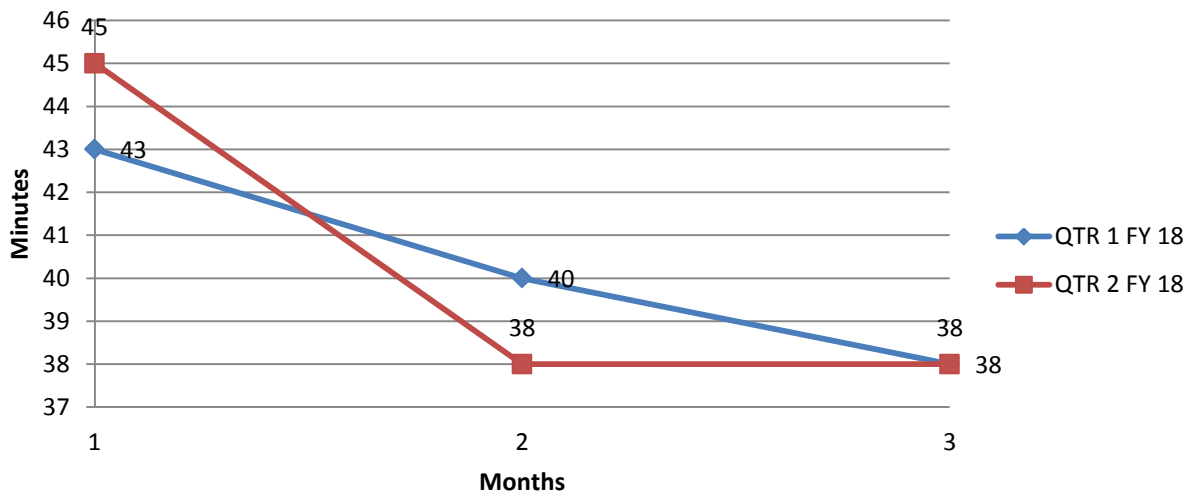
**Oneida Public Transit
QTR 2 FY 18 Total Trips 9,437**



Oneida Public Transit Number of Trips by Age Qtr4 FY 17 - Qtr 2 FY 18



Oneida Public Transit 1st & 2nd Qtr FY 18 Average Duration of Trips in Minutes



Oneida Public Transit 1st & 2nd Qtr FY 18 Average Trip Distance

