

Oneida Business Committee Agenda Request

1. Meeting Date Requested: 07 / 25 / 18

2. General Information:

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

Agenda Header:

Accept as Information only

Action - please describe:

3. Supporting Materials

Report Resolution Contract

Other:

1.

3.

2.

4.

Business Committee signature required

4. Budget Information

Budgeted - Tribal Contribution Budgeted - Grant Funded Unbudgeted

5. Submission

Authorized Sponsor / Liaison:

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

Additional Requestor: _____
Name, Title / Dept.

Additional Requestor: _____
Name, Title / Dept.

Governmental Services Division

FY2018 Third 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 third 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. GSD continues being as 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 and to ensure that efficiencies and best practices are considered as part of program design and delivery of services. All areas within GSD are very thankful for the opportunity to serve the community and for the community's continual support.

ONEIDA CULTURAL ADVISOR			
NARRATIVE	FREQUENCY/ UTILIZATION		HIGHLIGHTS
Oneida Cultural Heritage as a whole is responsible for maintaining and interpreting 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.	# of Walk-ins:	26	To continue with the Recitals of the Great Law and work with Cliff Abbott in revising the Kalihwiyo into a format that can be available to whoever wishes to recite the Handsome Lake Code.
	# of Appointments Made:	7	
	# of Cancelations (including No Call/No Shows):	0	
	# of Presentations/ Workshops Provided:	6	
	# of Presentation/ Workshop Participants:	228	
	# of Home School Participants:	6	
	# of Elder Visits:	6	
	# of Hours worked on Re-writing Kalihwi:yó Instructions:	6	
	# of Chiefs Council Meetings:	0	
	# of Chiefs Council Meetings Attended:	0	
# of Repatriation Consults:	0		
ANNUAL GOALS	DEMOGRAPHICS		
*Continue sharing all aspects of our Oneida Culture, History, and Language through presentations as requested.	Youth (0-17):	276	
	Adult (18-54):	321	
	Elder (55+):	148	
	Total:	745	
*Continue to edit and add components that are later recalled to : -The Creation Story -Ceremonies -Great Law - <u>Kalihwi:yó</u>			
*Continue working with Cliff Abbott on rewriting <u>Kalihwi:yó</u> 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? Niyukwalihó·tΛ Educator

NARRA	FREQUENCY/ UTILIZATION		HIGHLIGHTS (CONT.)
<p>The mission of the Tsi? Niyukwalihó·tΛ 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.</p>	# of Participants enrolled in Tsi? Niyukwalihó·tΛ:	38	April Sweatlodge Ceremonies: April 26-28
	# of Tsi? Niyukwalihó·tΛ Participants Actively Attending Weekly:	23	Attended Oneida Language Summit in NY May Happenings:
	# of Days Classes were held:	41	* Tsi? Niyukwalihó·tΛ Lunch Fundraiser -
	# of SEOTS Presentations:	3	Proceeds will assist participants in their
	# of SEOTS Presentation Participants:	54	travels to The Great Law of Peace Ceremony being hosted by the Tuscaroras
	# of Off-Site Presentations:	21	in Aug.
	# of Off-Site Presentation Participants:	702	*Lang. class w/ 1st language speaker.
ANNUAL GOALS	DEMOGRAPHICS		*Meet with two (2) community members
<p>1. Prepare the students to accomplish the two year intensive Tsi? Niyukwalihó·tΛ initiative.</p>	Youth (0-17):	293	regarding Restorative Justice in the Great
	Adult (18-54):	248	Law
	Elder (55+):	103	
	Total:	644	June Cultural Presentations @:
<p>2. Offer a variety of experiential programs to preserve and increase the knowledge and understanding of the Oneida language, culture and history.</p>	HIGHLIGHTS		MacArthur Elementary
	April Cultural Presentations @: MacArthur Elementary Nekoosa Elementary Curative Connections SEOTS GBCI Domestic Abuse program		Tsi? Niyukwalihó·tΛ (Sweatlodge x 3) SEOTS Domestic Abuse Program ONES
<p>3. Groom participants to serve as Oneida ambassadors, leaders, mentors, teachers, experts and possible entrepreneurs.</p>	April Meetings: Oneida Cultural Heritage Team Meeting Attended two (2) TAP meetings Met with councilman Guzman regarding the Oneida language summit in New York and personal cultural education		June Meetings: Oneida Cultural Heritage Team Meeting Language Programing at BC conference room Attended four (4) TAP meetings Collections Committee Language Trainee / Curriculum Development
	April Tobacco Burnings: New Moon Death Feast Hatuwi/Katsihsa Community Cleansing group Red Willow cleansing participants Tyunhehkw^ garden/corn field		*Lang. class w/1st language speaker x2 * Tsi? Niyukwalihó·tΛ Lunch Fundraiser - proceeds will assist participants in their travels to The Great Law of Peace Ceremony being hosted by the Tuscaroras in Aug. June Training(s): Disciplinary Awareness Training

CULTURAL WELLNESS			
NARRA	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·nihe'Creation Story, Ceremonies, Medicine Societies, Great Law,</p>	# of Walk-ins:	5	<p>Participation in "O-cademy" is ongoing with monthly learning experiences (live and computer-based), group mentoring, and wellness opportunities.</p> <p>*The Cultural Wellness Facilitator assisted by offering 4 small group session w/18 people attending. Overall the evaluations scores were 9/10 for the facilitation & program. Some comments included; "this should be taught in every department starting w/ mine (DPW)," "You should be teaching this to all of the organization starting w/ the BC."</p> <p>*Attended Emotional Release Sound Therapy Training - received training on higher consciousness, 4 trauma levels, PTSD, primal fear, hostage, and vital protection. Implementation into program has received positive feedback on its effectiveness.</p> <p>*Progress on Goal 3 of TAP's subcommittee to implement within five (5) years, a comprehensive prevention & intervention strategy to include the following: -Year1: Establish a sober gathering space -Year 2: Implement a transitional sober living space. Based on current needs genders will be housed in separate sites. Male site selected, still working on securing female site. -Years 3-5: Have Yukyunhiyostakhwahake (the things that are necessary for all of us to continuously have a good life) - the Wellness Campus built to house 20 beds w/ the ability for explanation, if needed. Pilot Year will open ten (10) beds five (5) for females & five (5) for males.</p> <p>Progress remains ongoing on the organizational development component diagram & a concept paper for the CIP process.</p>
	# of Appointments Made:	84	
	# of Cancelations (including No Call/No Shows):	7	
	# of Presentations/ Workshops Provided:	6	
	# of Presentation/ Workshop Participants:	34	
	# of Tribal Action Plan Committee Meetings:	10	
	# of TAP Committee Meeting Participants:	94	
	# of Domestic Violence Program Events/ Mtg's:	8	
	DEMOGRAPHICS		
	Youth (0-17):	8	
	Adult (18-54):	31	
Elder (55+):	10		
Total:		49	
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 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: on-going, weekly support group for women who have completed the 18-week education or Culture Group. It is a client-led group meaning they decide the topic for each session. Women learn about/ practice self-care and coping skills through experiential activities, group outings, & stress relief techniques.</p> <p>Domestic Violence Group Activities:</p> <ul style="list-style-type: none"> *Painting *Making natural cleaning products, *Strawberry picking and making jam. *De-stress class *Picnic & Fishing at Pamprin Park *Socializing & Picnic at Norbert Hill Center *Attend the SAMSHA community input session. <p>Grant(s) Awarded:</p> <p>"Tribal Practices for Wellness in Indian Country" from the CDC for 3 years</p>		

ONEIDA HISTORY DEPARTMENT				
MISSION STATEMENT	FREQUENCY/ UTILIZATION		HIGHLIGHT	
The Oneida History Department collects, organizes, preserves, & makes available materials that pertain to the history and development of the Oneida Nation & its people.	# of History Presentations:	7	Presentations at Cottage II &/or SEOTS: 1) Oneida Factionalism: Cancelled 2) Cultural (Bring kids to work) Shenandoah complex (18,0,0) 3) Removal from New York (0) 4) Gerrymandering by Loretta (0,0,6) 5) Old Oneida Photos (15) 6) UWGB - Kid Summer Session -Tribal Economy & Immigration (25)	
	# of History Presentation Participants:	6		
	# of Genealogy Workshops/ Requests:	12		
	# of Genealogy Workshop/	22		
ANNUAL GOALS	# of NEO Presentations:	5	Kalihwisaks Articles: 1) Water, Water everywhere by Loretta 2) History is more than data by Josh. 3) Oneida rejects allotment by Loretta 4)The history or the Oneida Boarding School by Loretta. Modified Duty Workers Assisted with: -packing in preparation for departmental move from Cottage 2 to 3, set to take place in early August, -filing, organizing/ data entry of obituaries and genealogy, and -researched old Kali papers in preparation for the Per Capita GTC meeting scheduled for July 30, said meeting cancelled last week in June. Employee Incentive: History Staff were recognized with the Employee Incentive for the work being complete during this last quarter Trainings & Conferences: 1) Triennial Strategic Planning (COMPLETED & SUBMITTED) 2) Budget Training (COMPLETED, ENTERED, & SUBMITTED) 3) Society of American Indian Government Employees (SAIGE) 4) Working Effectively With American Indians (WEWAI)	
GOAL 1: Offer a variety of experiential programs to preserve & increase the knowledge of the Oneida Culture. Currently, the History Department offers the presentation series and mini-series leading up to our 200 year anniversary. There are up to 5 -6 presentations & New Employee Orientation (NEO) every month. Sign in sheets track # of participants.	# of NEO Presentation Participants:	39		
	# of Log Home Tours:	7		
	# of Log Home Tour Participants:	235		
	# of Kalihwisaks Published:	2		
	# of History Articles Published in Kalihwisaks:	3		
	# of Sagoli Books Sold:	0		
	# of General History Books Sold:	0		
	# of Archive Researchers:	12		
	DEMOGRAPHICS			
	Youth (0-17):	21		
Adult (18-54):	217			
Elder (55+):	122			
Total:		360		
R&E's				
Sub Account: PRT 001- History Dept. (All Lines)				
Budgeted:	\$197,917.00			
Spent:	\$201,685.00			
Remaining Balance:	-\$3,768.00			
Over, Under, or On Target:	Over			
Variance Explanation:				
Figures based on R&E Report with period ending 05/31/2018.				
*Multimedia Specialist returned from MLOA on 6/4/2018 so, Paid Time Off is a contributing factor resulting in the budget being over spent.				
GOAL 2: Educate & communicate our cultural values/beliefs & 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, and/or eLearning.				
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 & sometimes they are tourist from outside our area. At this time, the Longhouse is not completed.				

ONEIDA COMMUNITY LIBRARY/ GREEN EARTH BRANCH			
NARRA	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	Circulation:	2,511	*Library Lovers Group starts a self-publisher's niche in our library. So far three books have been published with more on the way. *The Green Earth Branch continues its goal of incorporation of STEM into its every day programs. *The return of Nature's Niche for a special event made a big hit with 45 attendees just at Green earth for an hour presentation. *Summer Reading Programs started in June at both libraries, we fortunately have the help needed with the addition of student interns and early return to work helping us out. *Our newest employee is working out great. Chantel Kuchta.
	Lending/ Borrowing:	3,523	
	SAM/ Wireless Computer Use:	2,642	
	DEMOGRAPHICS		
	Youth (0-17):	1,786	
	Adults (18-54):	1,338	
	Elder (55+):	764	
	Programming & Outreach:	764	
	# of External Costumers Served:	3,523	
	Total	8,175	
ANNUAL GOALS	R&E's		
*Increase circulation by 5% from our Year End Baseline: 14,321. *Increase patron count by 5% from our Year End Baseline: 33,445. *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	5225840 -Lib. Coll. Enhancement Grant		
	Budgeted	\$7,000.00	
	Spent	\$2,564.00	
	Remaining Balance	\$4,436.00	
	Over, Under, or On Target:	Under	
	Variance Explanation:		
	Approximately \$1,500 hundred is still being process for a purchase.		
	52255860 - Library Federated		
	Budgeted	\$29,022.00	
	Spent	\$11,905.00	
Remaining Balance	\$17,117.00		
Over, Under, or On Target:	Under		
Variance Explanation:			
Approximately \$12,000 not official recorded as of today per grants coordinator, Pat Fisken.			
4225033 - Tribal Contribution			
Budgeted	\$256,418.00		
Spent	\$209,995.00		
Remaining Balance	\$46,423.00		
Over, Under, or On Target:	under		
Variance Explanation:			
Replacement declined while staff member was on sick leave for four months.			

ONEIDA NATION MUSEUM			
NARRA	FREQUENCY/ UTILIZATION		HIGHLIGHT
<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:	222	<p>Hosted four (4) Events/ Presentations: * <u>Crooked Arrows</u> Presentation by BC member, Ernie Stevens III in April. * History Treasure Tour in conjunction w/ Brown County Federation of Museums - over 60 participants. * Presented David Ninham Exhibition "Collections of Lifelong Work" at Woodland Indian Art Show & Market * Beaded Key Chain Class with Eliza Skenandore conducted in June * Off-site Oneida Gift Shop Sales Events resulted in \$2,500+ in sales * Tribal Historian & Oneida Veterans aid in identifying personal captured in images for Veterans Exhibit. Progress is ongoing. * 3 sisters garden has been upgraded w/ new benches, potted flowers & an update on our topiary turtle</p>
	Gift Shop Customers (No Tour Given):	396	
	# of Tours:	25	
	# of Tour Participants:	517	
	# of Events:	5	
	# of Participants:	162	
	# of Off-Site Presentations:	8	
	# of Off-Site Presentation Participants:	330	
ANNUAL GOALS	DEMOGRAPHICS		
<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</p>	Youth (0-17):	447	
	Adult (18-54):	1086	
	Elder (55+):	94	
	Total:	1627	
	R&Es		
	4225032-Oneida Nation Museum		
	Budgeted:	\$571,651	
	Spent:	\$408,738	
	Remaining Balance:	\$162,913	
	Over, Under, or On Target:	Under	
Variance Explanation:			
<p>We under spent during the 3rd quarter. However, we have large expenses that are due during the 4th quarter.</p>			
HIGHLIGHTS			
<p>* Transferred entire collection of Kalihwisaks photos currently housed at the History Department to the Oneida Nation Museum.</p> <p>* Efforts continue to process the large photograph collection the Museum obtained from the History Department. Since Dec we have processed 900 photographs out of 8,000</p>		<p>Future Goals:</p> <p>* Follow Up on Archival Assessment * Complete inventory for all donations and other additions to collections * Continue to work on Move to Wisconsin Exhibit</p>	

TRIBAL HISTORIC PRESERVATION OFFICE			
Purpose/Mission Statement	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:	24	<p>*Received Employee Incentive from OCHD FY18 Reading Log</p> <p>*Took AS400 refresher course on entering budgets resulting in the completion of two (2) budget entries: 1.National Park Service for THPO funds 2.Oneida Tribe's Budget to include both THPO funds & Tribal Contribution</p> <p>*Moved from OCHD house to Cottage 3 1st office too small, moved to larger office for increased efficiency, meeting space, & more room for work material.</p> <p>* Successful completion of Microsoft Excel, Microsoft Word & Records Management at CMN continues to aid in completing budgets & reports.</p> <p>*Completed Triennial Strategic Plan Training & final review before submission to Area Manager</p>
	# of Construction Consults:	4	
	# of Permit Reviews:	18	
	# of Research Projects:	24	
	# of Meetings Attended Related to THPO:	9	
	Meeting Updates:		
	Met with Army Core of Engineer Re: cultural resources that will incorporate process to the permittees. Met w/ WPS on 18 utility projects to go over activity. Met w/ Golder Assoc. to review Archaeological Survey completed for cell tower. Met w/ Land office to get burial site buffered.		
	DEMOGRAPHICS		
	Local Agencies:	15	
	WI State Agencies:	0	
Out of the State Agencies:	1		
Federal Agencies:	8		
Total:		24	
R&Es			
5225X03 - Historic Preservation Office			
Budgeted	\$61,501.00		
Spent	\$0.00		
Remaining Balance	\$61,501.00		
Over, Under, or On Target:	Under		
Variance Explanation:			
Waiting on Federal Government to allocate grant dollars, projected amount \$61,501.00			
5225518 - Language Culture Broadcast			
Budgeted	\$10,000.00		
Spent	\$10,000.00		
Remaining Balance	\$0.00		
Over, Under, or On Target:	On Target		
Variance Explanation:			
Closed out grant.			
5225X20 - Capacity Grant			
Budgeted	\$4,500.00		
Spent	\$2,400.00		
Remaining Balance	\$2,100.00		
Over, Under, On Target:	Under		
Variance Explanation:			
Funds will be used for gravel at the Methodist cemetery. Waiting for contractor to get vendor's license			
ANNUAL GOALS			
*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.			
*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.			
*Maintain Para-Professional Certification			
* Administer Tribal Historic Preservation Grant			
*Add 1 historic structures listing on the Oneida and National Register of Historic Places.			
*Provide the Oneida Code 12 Law in Historic Preservation			
* Consult w/ individual parties as requested to provide site monitoring, cultural sensitive trainings, and public education on THPO.			

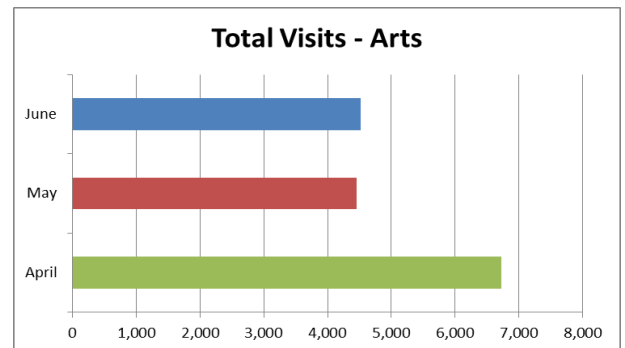
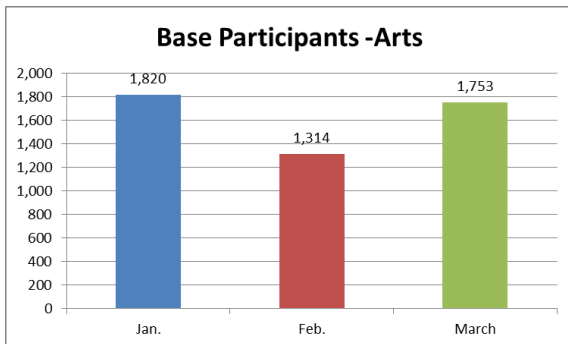


Education and Training Area Quarterly Report for April - June 2018

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

The Area consists of:

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



Top Activities

- Base Participants represents Tribal Members/Employees: For example, for the month of April: estimate 1000 listening to public radio show; 2292 school age children for the SEEDS program; 35 kids in band; 12 people for classes; 4 board members; 30 for basket guild; 10 artists; 5 piano lessons.
- April total visits were 6,731 clients/ month: This number reflects the multiple exposures for our clients. For example, this month we had 12 participants in the art classes; however the art classes met 3 times, for a total of 36 visits. Including the Kaliweyose Radio show, reaching an estimate of 1,000 people weekly, monthly total 4,000.
- **Art Classes:** Steel Drum Class, Sock Doll, Quillows, Strap Dress, Paint Night, Music Lessons with Jay
- **Arts Board:** The Arts Board is working on improving the Dollars for Arts Program.

- Band Program:** The children at ONES are able to learn instrumental music from an experienced, certified, and honorable band director, Roger Roznowski. As a retired band teacher, he brings a wealth of information and knowledge to the program. The result is that our children are competing at Solo and Ensemble, earning 1st and 2nd awards and the band competed and Large Group Ensemble, earning a 2nd place with the judging noting that the group was very well disciplined. We are seeing growth in this program with more and more middle school students staying in band. In previous years, we would lose almost all of the students by 8th grade. Next year, we had 5 students going into 9th grade that wanted to continue with band. This means, that our younger students (6th and 7th grade) will see the continuation of the program and hopefully continue building our elementary program into a strong middle school and eventually a high school band.
- Theatre:** We are working with the College of Menominee Nation to produce two original Native written plays. New this year, we hosted auditions with advanced marketing. This resulted in 2 new actors. Also new this year, we linked our Teen Leadership program, which provides more actors. This mix of college students, community members, and teens provides a cross section of support and opportunity. Participants are learning basic acting using material specific to Native's world.
- Teen Leader:** We have a group of 14 teens who are working on random acts of kindness around the community. The group meets twice a week, learning Oneida language and culture, making friends, and providing service around the community. The kids have helped out at the farm, helped survey people for the TAP program, and passed out information at the Farmers Market.
- Workforce Development:** Creating a pathway for developing talent, starting with participants, participants with incentives, interns, full-time 2 year positions, and full time positions.
- We have implemented Office 365 planner and other apps to help with work assignment management and communications.

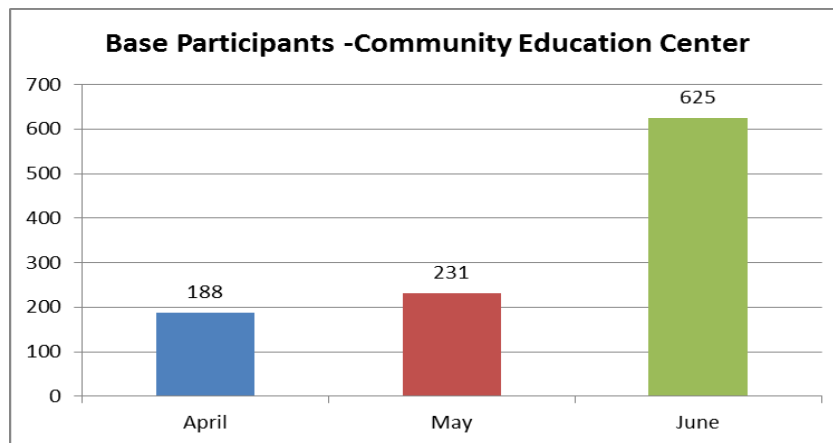
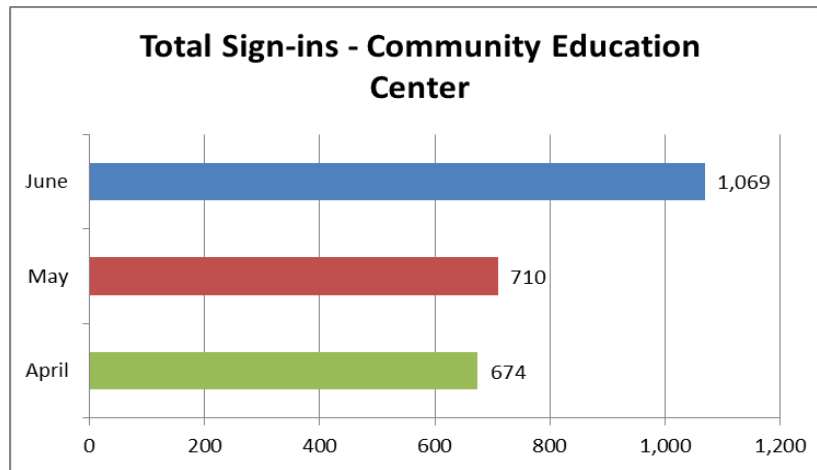
In review of our Summer Arts Camp, we used qualitative and quantitative data – we had 29 out 30 possible students sign up **BEFORE** the start of camp. This was a record. Most years, we have kids dropped off without signing up. Out of the 29 that signed up, 27 showed up the first day and all 5 days of camp. Attendance is an indicator but also is performance and behavior. Our three instructors, Coleen Bins, Sayokla Williams, and LeAnn Thompson, had no behavioral problems and students were able to finish their work and complete the final product. Again, this is a first time we have had the kids enjoy (at least enough to be disruptive) the art and stay on task. We attribute this to improved schedule and smoother registration process.



Art Camp: New this year, students were introduced to all 3 artists the first day, doing a 1-hour project with each teacher. At the end of the day, the students had to pick their top two art forms they wanted to work on the rest of class. This helped. First, students didn't have to work in areas they really didn't like. Teachers didn't have to plan for and teach all 28 students.



Community Education Center



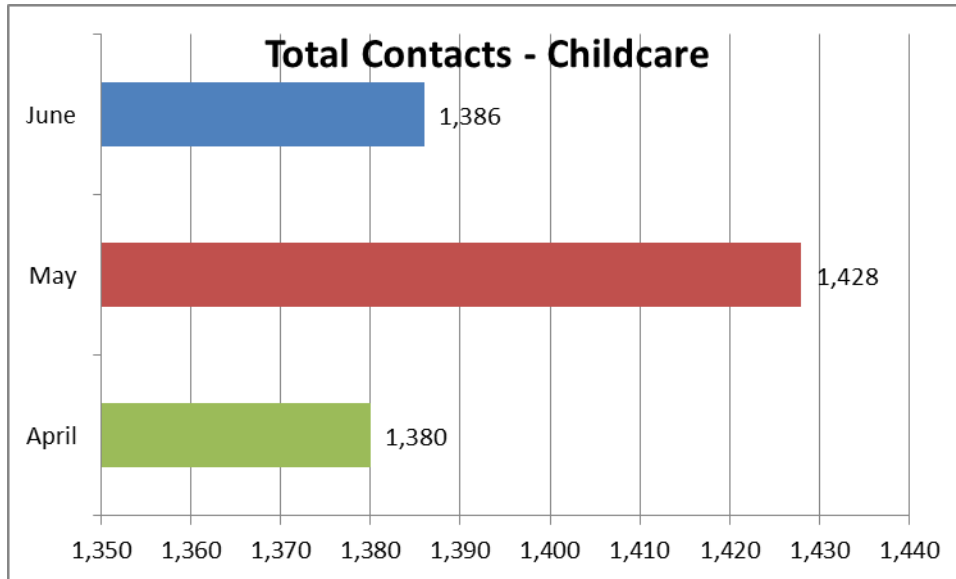
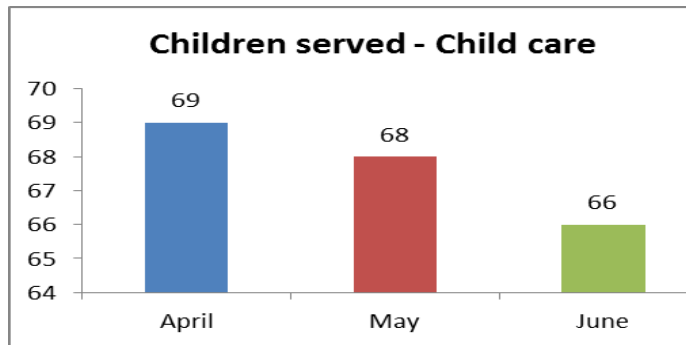
Top Activities

- **April Classes:** Budgeting, How to Take a Screenshot, Writer Wednesdays, Great Parents' Workshop, Mushroom Workshop, Mason Jar Succulents, Corn Husk Dolls, Homebuyer Education, Sock Dolls, Strap Dress, Quillows, Paint Night; some cancellations due to weather
- **May Class:** Two Needle Basket Technique
- **June Classes:** Basket Making, Porcupine Quill, Arts Camp, Making My Credit Count, Oneida Minors Trust Fund, Oneida Scholars, Put your Money to work, Your Retirement, Budgeting, Camp NaNoWri Mo
- The CEC closed for all Arts Program and CEC staff could attend the Enterprising Nonprofits Conference held at the Radisson on May 16.
- Community Room was renovated.





Airport Road Child Care Center

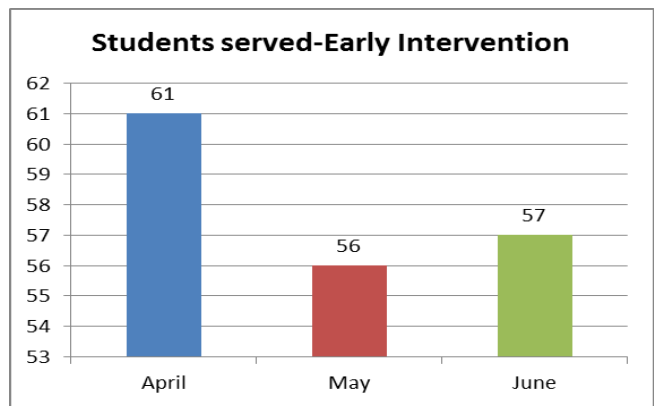


Highlights

- There is 2 vacant teacher and 3 vacant Teacher Trainee positions. The vacant teacher positions continue to contribute to low enrollment. We have requested for justification from HR why these positions cannot be posted and filled.
- Week of the Young Child went very well with almost all children represented at the Ice Cream Social.
- April: 3, May: 8 and June: 6 children transitioned to another room. Children are screened prior to transitioning up to the next classroom. If a child scores under 80% the parent April opt to have the child remain for 1 more month to work on skill areas as needed. If parent chooses to transition the child to the next classroom, the next classroom is made aware of skill levels and the next classroom develops a plan to work on the skills needed where appropriate.
- 103 children are on the Wait list in the five priority areas.
- New Toddler outdoor equipment was purchased with partnership with Economic Support.
- The mandatory “Employee Professional Development Day” was June 22nd.



Early Intervention – Birth to Three



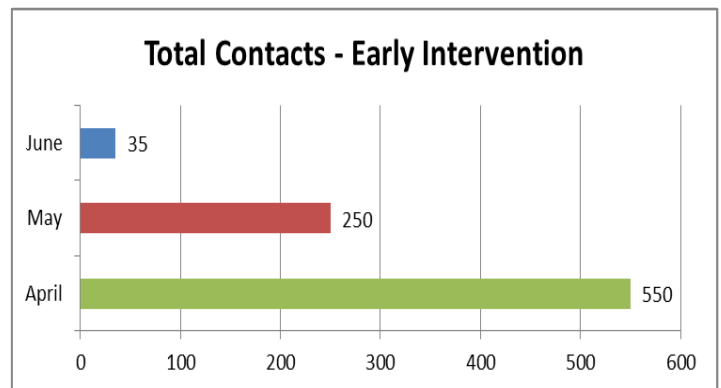
Base Number of customers

In April: 14, May: 11 and June: 12 children on Individual Family Service Plans (IFSP) received services from the Part C (Birth to 3) Program. Therapy services are provided through Brown or Outagamie counties and the Tribe supports the family through home visits, referrals to Oneida or outside agencies, gas cards for medical appointments in Milwaukee or Madison and therapy supplies not covered by the county. Five families dropped services in March because of children’s ages.

In April: 47, May 45, and June: 45 children are receiving direct therapy services through Part B (ages 3-5). Part B provides, screens, evaluations and therapy services to children who qualify for an educational disability. These children have an Individual Education Plan (IEP). These services include; Speech/language and Occupational therapies and special education services. Four children added to services in March 2018.

Total contacts with customers

In April: 550, in May 250 and in June: 35 contacts were made this month. Early Intervention has 3 therapists, 1 clinician, 1 home visitor and 1 special education teacher. Contacts were made through therapy sessions, contact with parents, program updates on children, IEP and IFSP meetings. The majority of services are at the following sites; Oneida ARCC, NHC Head Start, 3 Sisters Head Start, community day care centers, onsite services and home visits.



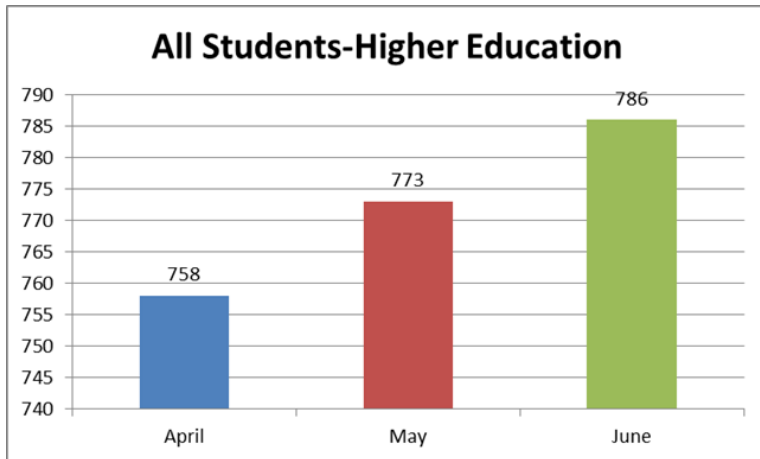
Referrals come from the following programs; Head Start, Early Head Start, FACE, Oneida Health Center, Airport Road Childcare, Parent self-referrals & Brown/Outagamie County B-3 programs. As the 2017-18 school year ends, there are less referrals until the new school year begins. **3** referrals were received in April: 2 from Health Center and one from Airport Road Child Care Center. **5** referrals were received in May: 3 from Health Center, one from Early Head Start and one from a parent. **5** referrals were received in June: 4 from Health Center, and one from a parent.



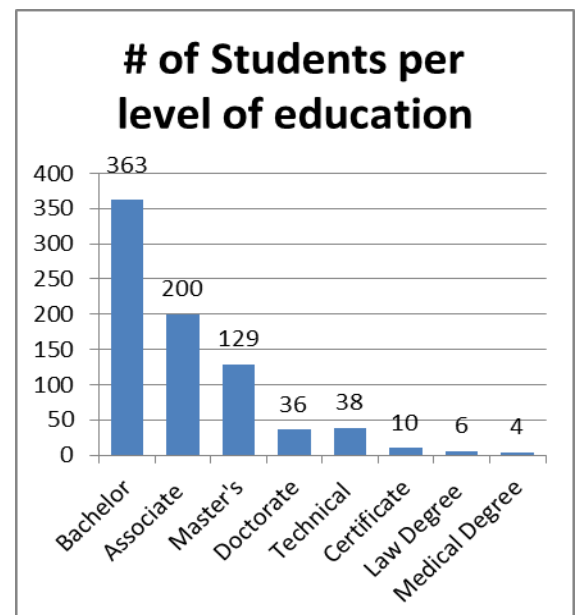
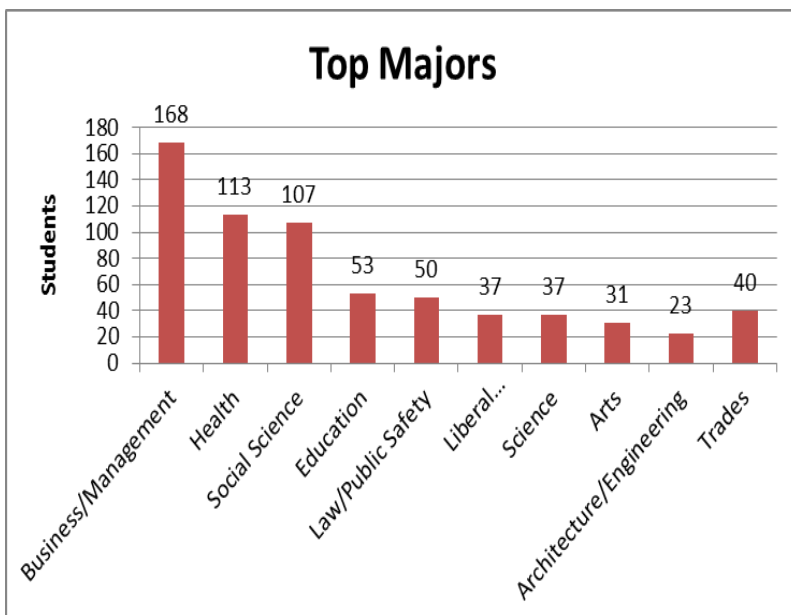
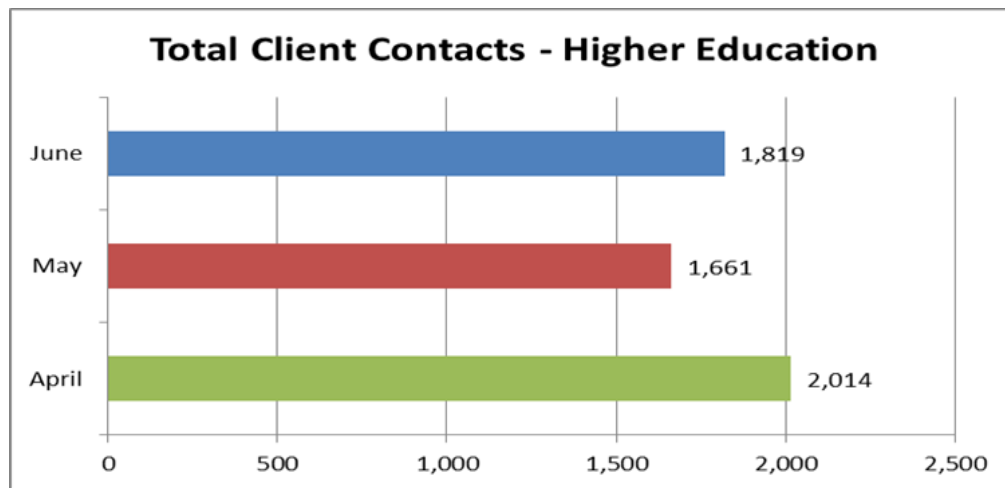
Carla Witkowski, Early Intervention Director was recognized by the Assistant State Superintendent for her service to the DPI Special Education Committee.

On April 28th a collaborative event was held at NWTC. The collaboration was between The Einstein Project, DPI and Oneida Education & Training. Approximately 220 students and family members attended. The DPI supported the event with 225 boxed lunches. Oneida supported the event with a representative who helped coordinate and serve the lunches.

Starting in June, after the Therapy staff ends their school year contracts, Carla Witkowski, Early Intervention Director, will reduce her schedule to 30 hours/week for the period that school is not in session.



Staff Activity	QTR Count
Phone Calls/Emails	1,041
Walk-in Clients	211
Applications created	307
Missing Letters Disbursed	890
Grades Processed	366
Student Clients	QTR Count
3rd quarter students funded	785
Tribal employees	166
3rd quarter average amount	\$11,991

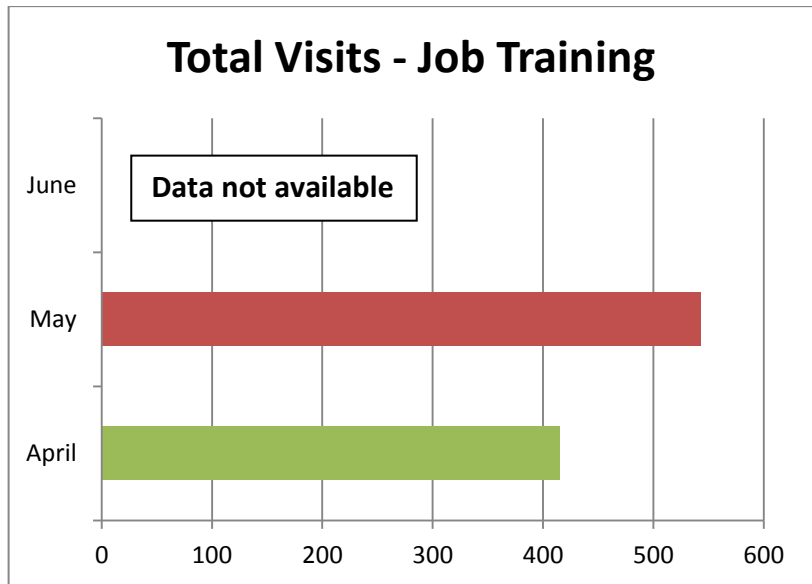


Top Activities - Higher Education

- Student Outreach events include GBPS Title VI Graduation Night, Spring Reminder Post Cards and Newsletter, Facebook posts
- Reached out to students on Probation contacts: 10 out of 15 (67%) reached
- Developed plan for Purcell Powless Scholarship to fund students who are suspended from HE grant.
- Prepared information for Oneida Economic Impact Study presentation (St. Norbert).
- Ongoing collaborations: NWTC, College of Menominee, OTIE, Schreiber Foods
- Working with Finance Office on a Higher Education Endowment
- Attending the meetings with the OBC on the Language and Culture Revitalization Project
- Planning: College Intern Lunch and Learns, ONHS Summer Session, 2019 High School Health Career Fair



Job Training – Vocational Rehabilitation and Workforce

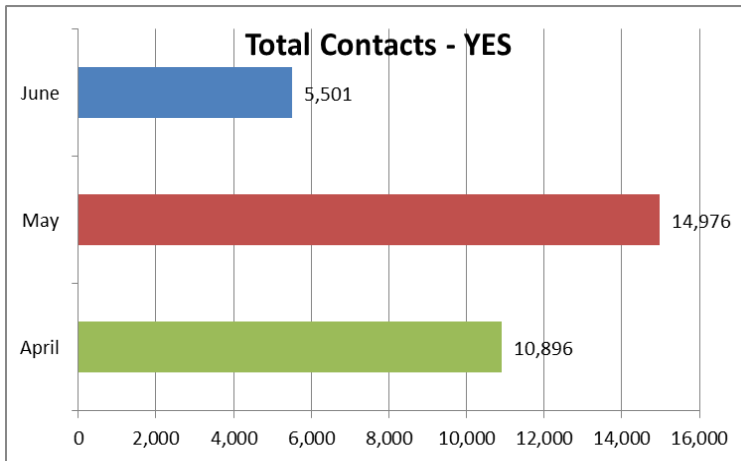


Employment Outcomes: April: VR= 25%, WIOA=71% May VR=20%, WIOA=78%

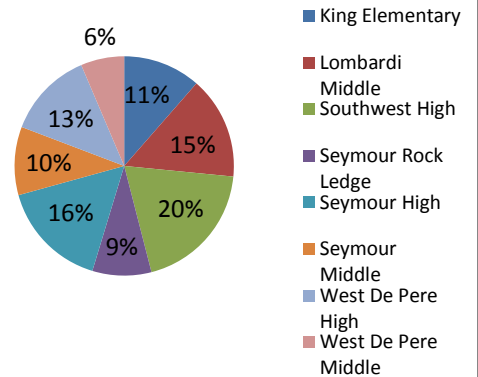
The outcomes of consumers who exited the WIOA Employment & Training Project and the Vocational Rehabilitation Services Project in the most recently completed operating period. For WIOA and VR the objective target is that at least 50% of consumers exiting the Projects will enter, and remain in, employment for at least 90 days. June outcomes not reported.



Youth Enrichment Services



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



Top Activities

- **Fifty (50) of the 54 Y.E.S. Seniors Graduated from High School (Two students transferred, one dropped out and one will return in the fall.)**
- 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.
- UW Stout campus visit, 14 Southwest and 11 Seymour students participated.
- Five Seymour students toured NWTC.
- Meeting with Amy Fish, Green Bay School District
- Lombardi Orientation to meet students and parents
- West De Pere Title VI Parent Meeting
- Wise Women Programming Information Meeting
- Achieve Brown County Mentoring team participation by Orleana Batiste and Jennifer Hill-Kelley
- University of Wisconsin Madison ITA - Seymour – 7 Students applied, 6 had interviews. Four students accepted into program. Nine Seymour students are currently ITA participants.

PROGRAMMING

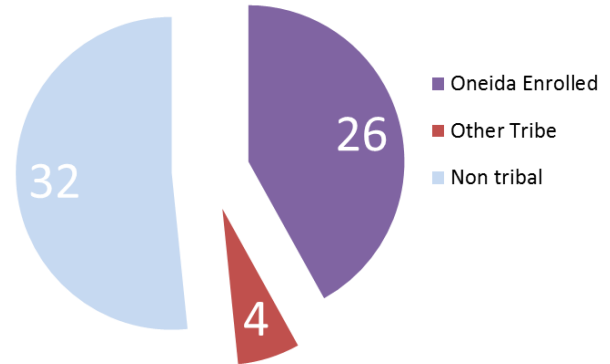
- After-school Oneida Language/Culture Classes at King, May 7, 14, 21, and 30
- Boy's Group at King, May 7, 14, 21 and 30
- Native Crossroads - 9 students from King, 9 students from Lombardi
- Planted 3 Sisters Garden with 4th Grade Students at King
- King Before School Program – 15 students attended consistently.
- Meetings with King 5th Graders addressing their concerns about middle school.
- Seymour High School – May 17, Seniors meeting with S. King of OHE.
- Southwest – Working with seniors to complete OHE applications
- West De Pere High School – Healthy Lifestyles Group, May 2 with 7 students.
- West De Pere High School – Wise Women Leadership Program Introduction on May 16 with 9 students.



Education and Training Area

EDUCATION & TRAINING FTE STAFF	
Administration	3
Arts*	2
Child Care*	26
Community Education Center	2
Early Intervention	2
Higher Education*	5
Job Training*	7
Youth Enrichment Services (YES)*	15
Total Staff	
*vacancies	62

FT Employee's Ethnicity



3rd Quarter Variance Report (April 1, 2018 thru June 30, 2018)

Business Unit	BU#	Budgeted	Actual	Variance	Cause
Adult Vocational Training	5213x01	20,162	33,232	(13,070)	To be reimbursed
Oneida VR Services Project	5213x06	122,259	134,298	(12,039)	Trending
American Indian Rehab Service	5213x10	6,672	16,904	(10,232)	Trending
Supplemental Youth Services	5212x05	0	5,317	(5,317)	To be reimbursed
Higher Education	5213x31	0	1,094	(1,094)	Trending
Tribes Birth to Three	5211x27	2,499	3,424	(925)	
Self-Gov Education & Training Administration	5210x02	2,052	2,329	(277)	
Playwright Festival	5225x81	0	0	0	
DayCare/Head Start Food ARCC	5211x01-500	15,759	11,977	3,782	
Arts Re-Grant	5225x54	9,111	3,223	5,888	
Workforce Investment Act	5213x03	44,382	32,877	11,505	Trending
BIA Early Intervention	5211x24	108,408	91,967	16,441	Medical leave
Education & Training Administration	4210001	63,246	45,353	17,893	EE no health insurance
Self-Gov Youth Enrichment Services	5212x07	21,690	1,743	19,947	Vacant positions
Arts Program	4225051	107,001	82,963	24,038	Vacant positions
Community Education Center	4213061	125,544	96,689	28,855	Vacant positions
Airport Road Child Care	4211052	401,526	344,716	56,810	Vacant positions
Youth Enrichment Services	4212001	305,002	220,568	84,434	Medical leave/ Vacant positions
Education Fund	4213034	1,170,452	864,537	305,915	Less students
		2,525,765	1,993,211	532,554	

PARKS AND RECREATION AREA

Executive Summary

Susan M. House, Area Manager

The third quarter started out with very difficult times for the Nation and specifically for our Parks crew. The late blizzard made it difficult to start with spring cleanup and mowing as the snow was thick making the grounds too difficult to tend to. We have quickly moved into high gear with Cora House Park reservations, equipment requests, and fitness classes outdoors. We would like to thank our park users for cleaning up after themselves. This is very helpful as we move into daily use with sometimes two (2) different reservations in a day.

Good news for our parks this year, the Parks crew have seen minimal graffiti this summer. When graffiti is found or reported, the crew will clean or paint over as soon as possible. Please continue to call in if you see graffiti or vandalism.

The summer programs are in full swing, this year nearly every camp offered by the Nation was filled to capacity. Recreation was filled, and with the thanks of our interns and support from neighboring departments, has successfully completed two (2) camps.

Fitness has seen a slight drop in membership which is most likely attributed to the summer weather, and summer vacations; however, the Fitness Camps are also filled. During the third quarter, Fitness held several classes outside, including a Saturday Yoga class to help keep our members active. The members requested the "pop-up" class, and it was well attended. Watch for more offerings in the future.

Experiential and Adventures also had filled summer sessions while continuing to offer employee-based excursions and adult or family outings. The Adventures Department is always looking for new areas to bike, paddle and keep our membership healthy, active and on a wellness trend for hobbies and habits. Lastly, we have been fortunate to have very few of our RAS mindful walks, or excursions canceled due to weather.

RECREATION

The purpose of the Oneida Recreation Department is to enhance the Oneida Community's quality of life through multi-generational recreation and leisure programs.

Program	Annual Budget	Qtr 1 Expense	Qtr 2 Expense	Qtr 3 Expense	Qtr 4 Expense	On Track Yes/No	Amount (%) Tribal Funds	Amount (%) Other Funds
Recreation	\$1,014,543	\$230,812.54	\$234,619.61	\$227,629.34		Yes	100	0

Program	Staff Total	Oneida	Other Tribe	Non-Tribal	Current Vacancies
Recreation	12	10	0	2	1


Program	Measurable Outcome(s)/Status	
Recreation	Arts: 81% of youth at the Civic Center and 63% of youth at the Clifford E. Webster building were introduced to a new art medium each month.	
	Learning Center: 53% of learning center participants at the Civic Center and 76% of learning center participants at the Clifford E. Webster building complete their homework assignments. Average GPA = 2.46 at the Clifford E. Webster building for the third grading period. Average GPA = 3.30 at the Civic.	
	Social Recreation: 51% of youth at the Civic Center and 64% 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: 45% of youth at the Civic Center and 33% 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	581	9970

Program	Prime/Main Activities/Services Offered this Quarter
Recreation	After-School Program – Arts, Education, Social Recreation & Sports & Fitness. Elder Program – Bingo & Bowling.
	Summer Programming: 5-6-Year-Old & 7-8 Year Old Session & T-ball, Pee Wee & Little League.
Program	This Quarter's Highlights / Challenges / Next Steps
Recreation	Youth at the Civic Center have been enjoying the weather outside through innovative programming: Mondays: Golf Group at Hidden Valley Driving Range; Tuesdays: Kite Club at the Ball Fields; Wednesdays: Fishing Club at Oneida Lake; Thursdays: Bowling League at Ashwaubenon Bowling and Fridays: Running Club. Continual efforts done to try to keep the youth active and engaged in recreational activities. Total attendance for all clubs = 172.
	The Oneida Recreation Summer Program started June 11. Session 1 was completed which included youth ages 5-6 and 7-8. Both sessions were filled to capacity – averaging 40 youth ages 7-8 per day and 19 youth ages 5-6 per day. 84% average daily attendance rate.
	This year Little League teams were combined with Seymour to form

	one league – 2 teams from Oneida and 2 teams from Seymour. Games were held each Tuesday & Thursday (one game in Oneida, one game in Seymour) from May 17 – June 28. In the end, the Oneida Gray team won the league championship! Hope is to continue the partnership with Seymour and hopefully expand the league to include other surrounding communities.
	This quarter 1,136 Recreation participants were fed during the after-school program.
	This quarter 1,080 Transit rides were paid for to ensure the youth return home safely from the facilities.



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: 4,488 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 20,487 times in the 3rd quarter of FY18</p> <p>15 members; 71 visits 140 members; 1,213 visits 138 members; 1,354 visits 311 members; 4,762 visits 311 members; 5,304 visits 152 members; 2,889 visits 153 members; 3,785 visits</p>	<ul style="list-style-type: none"> • Held Youth Wellness Camp; 4 participants • Provided Swim Lessons; 20 participants • Collaborated with Insurance providers to become a Silver Sneakers and Optum Advantage fitness facility • Provided 402 fitness classes (4,130 attendees) • Aquatic attendance (4,645 attendees) • Provided 159 Martial Art classes (1,553 attendees) • 96% customer satisfaction rating achieved • Held Saturday Pop-Up Yoga classes in June outside
<p>Collaborate with Oneida Programs to provide wellness opportunities.</p>		<ul style="list-style-type: none"> • Provide programming and met with Diabetic clients 189 times; continue to work with Health Center to improve program • Provide exercise class for elders at Elder Services 1x week (99 participants) • Participated in the Community March of Dimes Walk; 10 participants joined Team Oneida • Collaborate with Diabetic area to provide Bellin Run trainings and prepare Team Oneida registrants; 141 Team Oneida participants 	

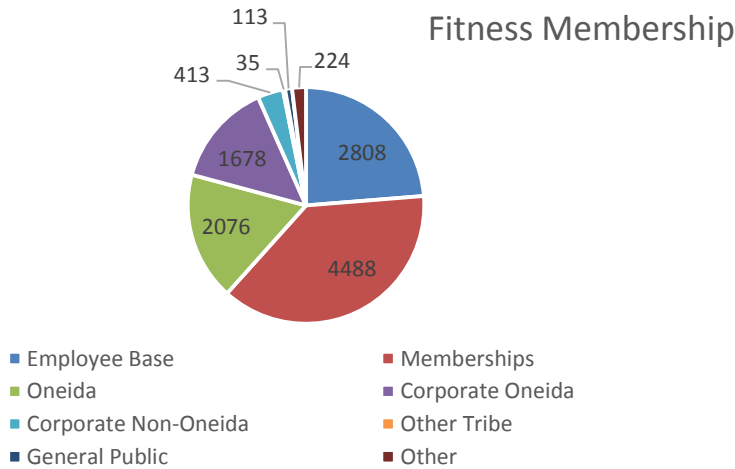
Increase participant's KSAs of physical fitness and healthy lifestyles to reduce health care costs.



- Hosted National Employee Health and Fitness Day; provided on-site and off-site activities; 150+ employees participated
- Support RAS points for health plan participants by utilization.
- Provide off-site Low Impact fitness class to employees at Skenandoah (18 classes/avg 5 participants per class)
- Reward members who engage in the recommended physical activity (3-5 days/week); 8% of membership
- Held Tai Chi Training; 64 participants attended

Employee Base (at time of data analyzed) 2,808

Memberships: 4,488



* Corporate definition means employee of the Nation

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. The staff removed branches, garbage and prepped the fields for games for the Oneida School System. The Parks Department also monitored snow mobile use on the fields. The staff were also 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>-Graffiti has been minimal so far -we've been having an increase in people throwing used Diapers in the Parks instead of using the trash cans -Members have been doing a great job so far of cleaning up their Fireworks</p>	<ul style="list-style-type: none"> • Collaboration with Education and Training Area making "Little Library's" • Clean and prep Cora House Park for reservations daily/ weekend use • Working with Comprehensive Housing for park equipment replacement • Park equipment breakdown



EXPERIENTIAL & ADVENTURES

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: 861</p>	<p>Customers used Oneida Adventures services 2,718 times in the 3rd quarter of FY2018</p>	<p>Adventures Serves: *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>
<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>637</p>	<p>Provided classes for: *Diabetic Grant *Elder Services *Provided Elder Nature Connection programs focused on behavioral changes- in the form of kayaking, walks, and birding *Depression prevention/ reduction *Programs for JMIO *Biking for RAS and Diabetic *Programing for the Veterans group *Rites of Passage Group *Turtle School *Conducted activities for Reasonable Alternative Standard (RAS) Points for employees. Provided mindful walks kayaking and canoeing for employees in conjunction with Diabetic and Stress reduction Education, hikes. The RAS Participants increased stress reduction awareness by 88%.</p>
	<p>18yo -70yo</p>		
<p>Family Enrichment Programs Domestic Violence Support AODA Parenting program</p>	<p>18yo -81yo</p>	<p>1,227</p>	<p>Elders self- reported significant increase in morale 81% with 93% reporting a desire to try new (more physical) programs.</p>

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

7yo-18yo

854

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 net for the membership
- Reflect the Oneida Nation's successes, through the services we provide which we align with the Nations' Vision: A Nation of strong families built on Tsi?Niyukwaliho T^ and a strong economy.

ECONOMIC SUPPORT SERVICES

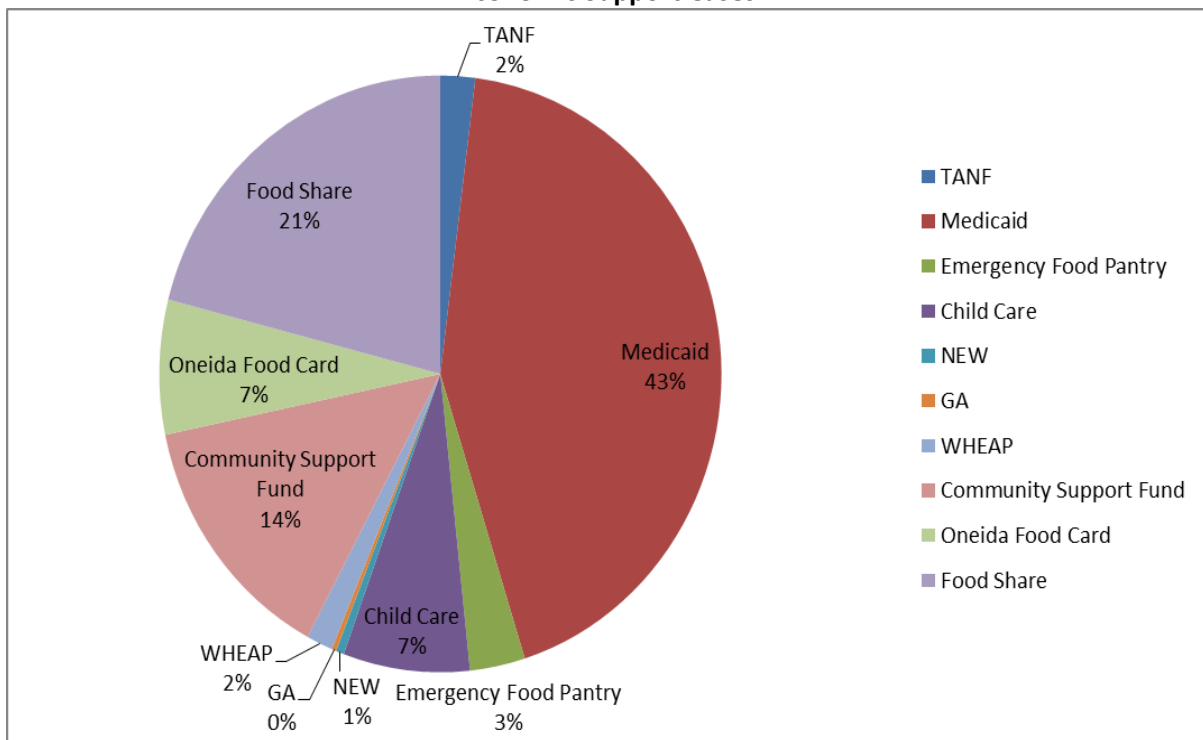
Narrative	Demographics	Frequency/Utilization	Bullet Points
<p>Economic Support administers several public assistance programs. One is TANF (Temporary Assistance for Needy Families) program. TANF promotes employment and personal responsibility to financially strengthen families. This is done by providing 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: April-6 May-10 June- 9 Total cases: 18 Crisis Assistance: April-3 May-4 June- 9 Total cases: 15 Diversion Assistance: April-24 May-68 June- 9 Total cases: 108</p>	<p>April appts: 47 May appts: 44 June. appts: 51 April calls: 521 May calls: 526 June calls: 731 April NS/NC: 12 May NS/NC: 10 June NS/NC: 10 Total Appts: 168 Total Calls: 2,098 Total NC/NC: 55 Agency Appointments of IM and TANF</p>	<p>TANF started the Summer Youth employment programming. All 40 student positions were filled. As compared to only 29 youth last year. Youth are placed within the Nation and in the greater Green Bay area. TANF staff is also preparing for the school clothes applications, which are due in July. Due to the large amount of applications, the SS interns will assist in processing applications. Both interns have received system training. ES management has requested special permission from ACF for the large purchase of over \$150,000 for the school clothes cards. TANF is looking forward to working with Parenting and TANF in their upcoming events in August.</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: April - 1,034 May - 1,025 June: - 1,015 All IM programs: 3,074 Agency Food Share: April - 508 May - 497 June - 490 Total Food share: 1,495</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.</p>	<p>Child Care Case Averages: WI Shares cases: April - 51 May - 48 June - 47 Total: 146 CCDF Cases: April - 22 May - 21 June - 21 Total- 68 FSP(Respite) Cases: April - 5 May - 5 June - 2 Total- 12</p>	<p>On-site Child Care center utilized: April - 128 May - 114 June - 104 Total - 346</p>	<p>The Child Care program has anticipated the change in children using child care services in the summer now that school has ended. This has been a smooth process. The child care area of Income Maintenance continues to be a region of learning for all staff.</p>

<p>Family Services Program grant assists with Respite care services.</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>APPLICATIONS April - 12 May - 13 June - 8 Total: 33</p>		<p>NEW support services consists 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>CASES April - 6 May - 7 June - 6 Total: 19</p>	<p>PHONE CALLS April - 6 May - 5 June - 5</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>APPLICATIONS April - 46 May - 30 June - 32 Total Apps: 108</p>	<p>Monthly Calls: April - 249 May - 225 June - 255 Received for Energy Assis/ Food Card/Com Support/ WHEAP Walk-ins April - 205 May - 197 June -142 Total: 544</p>	<p>Decrease in numbers as the energy season ended on April 15th. Oneida received an additional \$3850.00 from the Keep Wisconsin Warm fund to assist with client requests. All other applicants needing help with utilities are referred to Tribal TANF or Community Support.</p>

Oneida Food Card- Applicants can come to the office from 9-11 Monday through Friday.	NEW USERS: April - 154 May - 174 June - 191 Total: 519		Food card usage continues to stay steady. Request for additional TC funds for FY 19.
Oneida Food Pantry was established to address an emergency food assistance need in the community.	NEW USERS April - 56 May - 46 June - 33 Total: 135	The pantry refers their walk-in customers to our agency; however, they will assist clients in need.	Continue to have a good response from the community on the move to Oneida on Tuesdays and Thursdays. Use of the Pantry remains consistent.
Community Support- Assists tribal members with support services during times of catastrophic illness, injury or emergency event when no other resources exist.	NEW USERS April - 308 May - 374 June - 308 Total: 990	WALK INS April - 136 May - 127 June - 192 Total: 455 April - 814 May - 819 June - 840 Total: 2,473	

Economic Support Cases



SOUTHEASTERN ONEIDA TRIBAL SERVICES (SEOTS)

Narrative	Demographics	Frequency/Utilization	Bullet Points
Mission is to strengthen our cultural connection and provide services/ programs to enhance the well-being of Onáyoṭeʔa-ka living in southeastern WI. SEOTS continually works on community engagement activities, in addition to regular programming.	Base number:1,844 Unduplicated: 728 Total Oneida Population of Southeast Wisconsin: 2,134	Total visits (1,844) plus total incoming calls (2,619) = 4,463 client interactions during the third quarter of FY2018.	Highlights include weekly Elder activities (281 visits), Craft Classes (114 visits) and the Family Picnic (97 visits). Total participation increased by 26% over the same period in FY2017.
	Age Groups		
	0-3: 4	Social Media Counts: 1,584 total page likes on Facebook	Total Facebook page likes increased by 149 likes during the second quarter.
	4-9: 38		
	10-17: 90	Emails relating to services: NA	
	18-30: 80		
	31-54: 228	Phone calls relating to services: 2,619 Incoming calls	SEOTS Averaged 40 incoming phone calls per day.
	55-70: 558		
	70+: 172		



FAMILY SUPPORT SERVICES

Narrative	Demographics	Frequency/Utilization	Bullet Points
<p>Indian Child Welfare: Provides child protection, parenting, and foster care services to Oneida children/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.</p>	<p>369 (Oneida children and families involved in county/state Child Welfare systems, On-going and Intake totals for the quarter)</p>	<p>2165 (Client contacts; home visits and all correspondences during the quarter.)</p>	<p>* 123 (children) served monthly- On-Going/ Intake case management</p>
<p>Foster Care/Kinship Care: License foster homes and kinship providers for placement for youth in out-of-home care (voluntary and involuntary) that follow placement preferences set forth by the Nation.</p>	<p>243 (Oneida youth in out-of-home care; with a relative-Kinship Care, foster care, residential, group home, detention center. Total served during the quarter.)</p>	<p>2627 (Client contacts; home visits and all correspondences during the quarter.)</p>	<p>* 58 Kinship-monthly average *17 youth in foster care-monthly average *3 respite</p>
<p>Parenting: Provide parenting education & support to families who are mandated to meet conditions or voluntarily participating.</p>	<p>102 (voluntary, mandated parents, foster parents, community members-total served during the quarter)</p>	<p>885 (Client/participant contacts; group session, individual sessions, home visits and all correspondences during the quarter.)</p>	<p>*11 participants in Parent Education Class (PEC) & 13 Trauma Informed Parenting (TIP) each session</p>
<p>Prevention: Services for youth K-8th grade and families. Designed to support them in healthy and safe lifestyles.</p>	<p>425 (Youth and family attendee totals for the quarter)</p>	<p>574 (total attendees for all youth group sessions offered during the quarter)</p>	<p>*youth groups offered in school *community education events *youth summer program</p>
<p>Domestic Violence: Education on healthy relationships, crisis and</p>	<p>833</p>	<p>1092</p>	<p>*Women's Group *Men's Group</p>

on-going support to families who are experiencing or experienced domestic violence.	(Women & Men groups and individual services, youth positions vacant during this quarter.)	(Group & individual session, all other related correspondences total during the quarter.)	*Individual and crisis support offered
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FOOD DISTRIBUTION

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. Fresh, frozen and canned goods.	Total base numbers: Clients: 2,055 Families: 1,052	Customers April - 356 May - 349 June - 347 Total – 1,052	A total of 253 Food deliveries to the Elderly/Disabled.
	AGE GROUPS 0-3: 33 4-9: 36 10-17: 34 18-30: 73 31-55: 87 56-70: 57 70+: 16	Phone calls relating to our service for the quarter: Outgoing: 1,292 Received: 564 Total calls: 1,764 Walk Ins: 1,856	

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 grant funding source. Grant is 75% funded by USDA and 25% funded by tribal contribution. Also service Brown, Outagamie, Door, Manitowoc, and Kewaunee Counties to households with a member of a federally recognized Tribe who must also qualify according to the USDA income guidelines. Staff completed a long-term goal by placing a bulletin board directly across from the ordering window, displaying several items along with the Oneida word for each and how it is pronounced. The theme was to promote our language for some of the USDA foods we offer in the food package.



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 Nation 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 an average of 105 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 Nation Reservation and a ten (10) mile radius around the reservation. This service area includes both Brown and Outagamie Counties in Wisconsin.

•Socializations: **Facilitator(s) for the month: Barb**

- June 13** (5-7 pm) Parent Education: Kaila/Brittney-Nutritionists: Nutrition in Dairy products
 - Ted Fritsch Park: Create a custom smoothie; Most People Don't Need Sports & Energy Drinks
 - Supper: Mac & Cheese, Hot dogs, Fresh veggies, Cuties, water, 2% milk
 - Activity: Lacrosse-demonstration and play on the field
- June 27** (5-7 pm) Parent Education: Kaila-UW Ext. –Eating Healthy-Using Other forms of spices
 - Ted Fritsch Park other than salt; Tasted sample of basil pesto

HS/EHS Health and Disabilities

- Early Head Start: IFSP-birth to Three-10; Brown County-8; Outagamie County-2 (All supported by BIA Early Intervention)
- Head Start: There were 34 children this past quarter on an IEP with Oneida Early Intervention (OEI); 1-with Green Bay; 1-with Freedom
- Referrals: No referrals made in the various school districts or to BIA Early Intervention.

Mental Health Services –

- Mental Health Consultation services 6/26 for the EHS Home Visiting staff only.

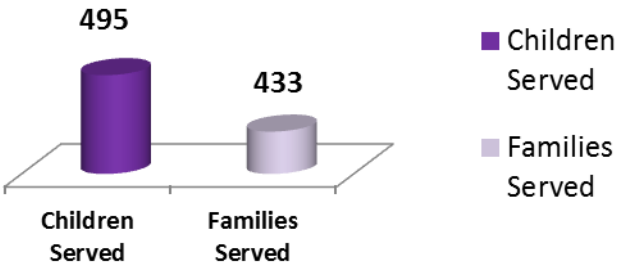
New Changes:

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 Norbert Hill Center 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 not on schedule and is to be completed in July 2018. EHS staff has been involved in the move into the new building.

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

Narrative	Demographics	Frequency/Utilization				
<p>There is currently no wait list. The Extended Duration classrooms operating 6 hrs./day at Three Sisters and NHC sites was fully enrolled with 40 children</p>	<p>HS Children Served: 314 HS Families Served: 273 EHS Children Served: 181 EHS Families served: 160</p> <p style="text-align: center;">Total HS/EHS Children & Families Served</p>  <table border="1" style="margin-left: auto; margin-right: auto;"> <tr> <td style="background-color: #663399; width: 15px; height: 15px;"></td> <td>Children Served</td> </tr> <tr> <td style="background-color: #CCCCFF; width: 15px; height: 15px;"></td> <td>Families Served</td> </tr> </table>		Children Served		Families Served	<p>HS enrolled and served children</p> <p>In June the enrollment for HS was 40 children in the 2 Duration Classrooms. The school year ended in May 2018 for the other 6 classrooms</p> <p>EHS served 181 children</p>
	Children Served					
	Families Served					

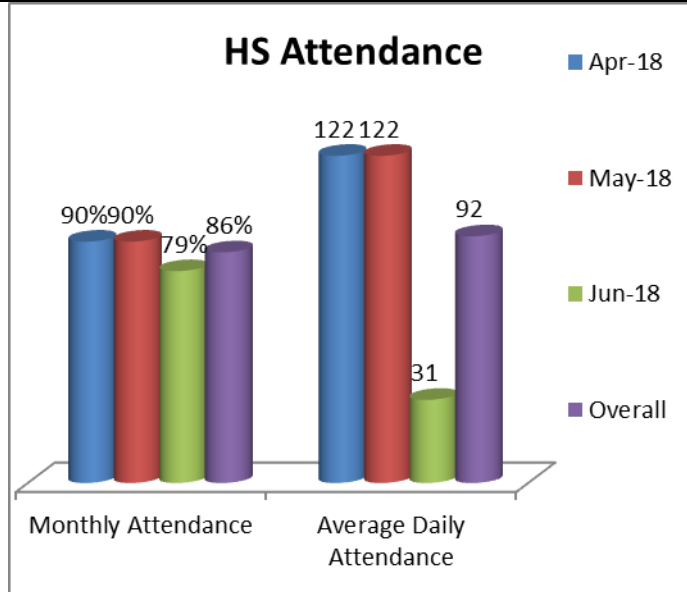
Head Start
 Monthly Attendance: Children monthly attendance required to be at least 85%

Average Daily Attendance: Varies due to the school year ending and the Duration only classroom that participated in June

Early Head Start

Home Visiting: there were 366 home visits provided to children and their families during the quarter.

Socialization Experiences: Attendance for group experiences was 51 children and their families on average per month.

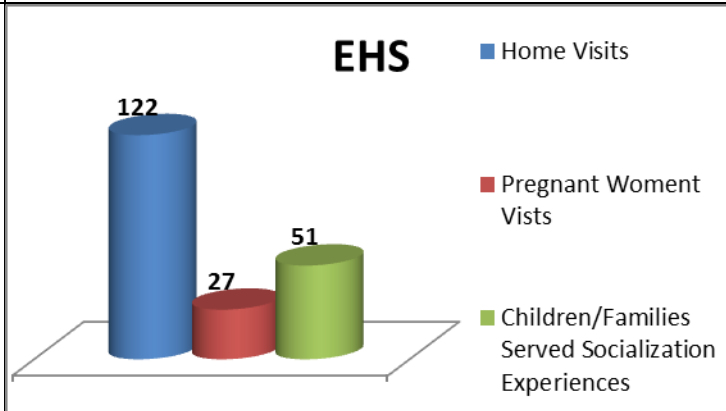


Head Start: Monthly & Average Daily Attendance (ADA).

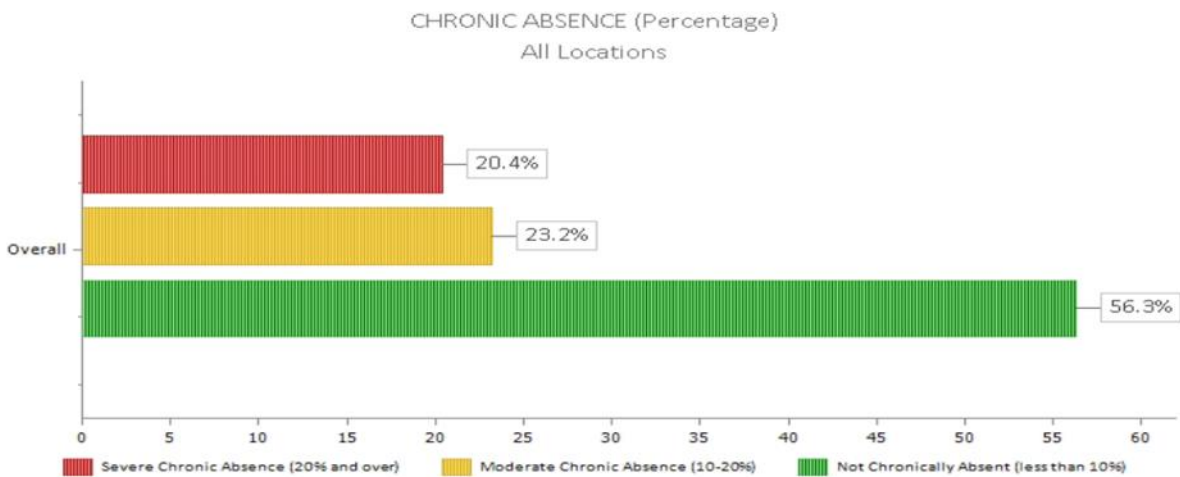
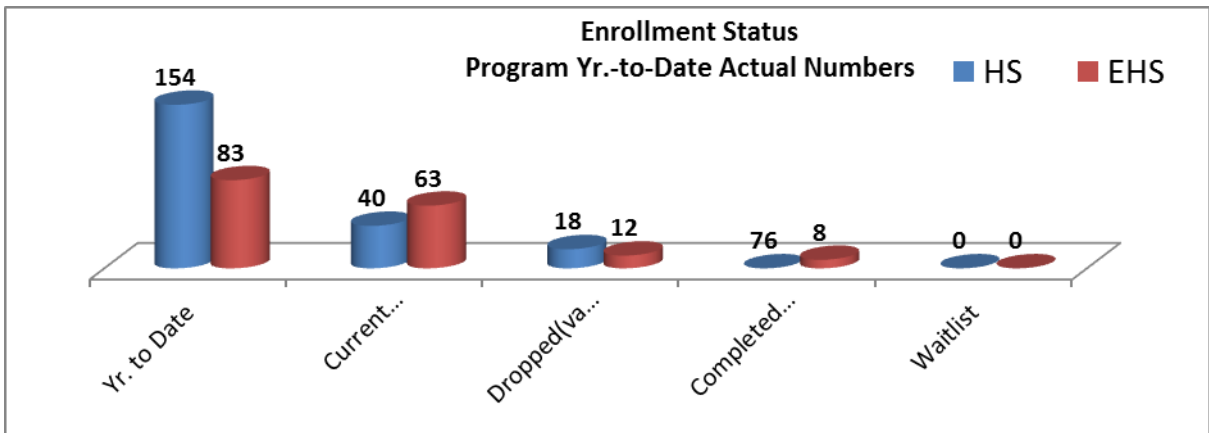
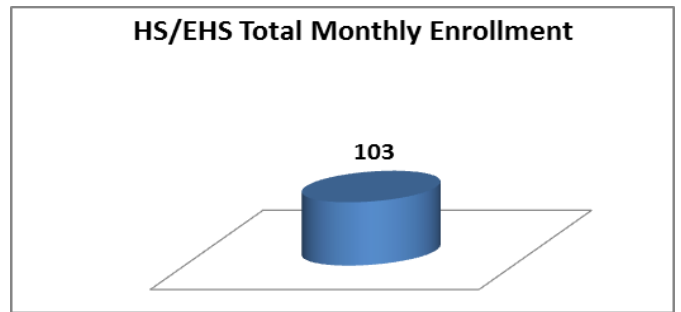
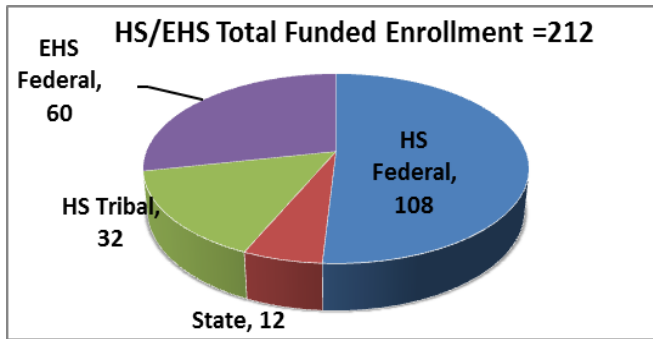
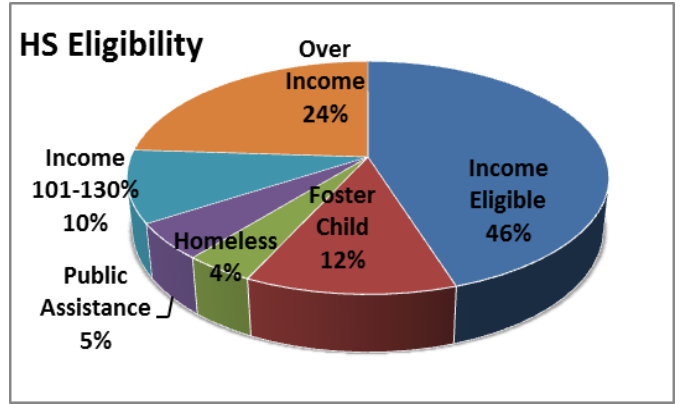
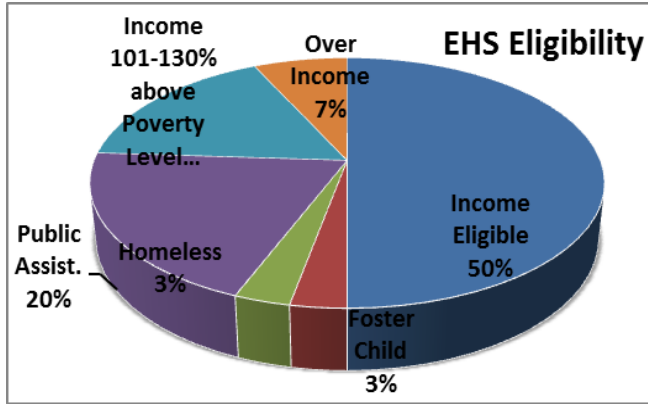
Early HS: 122 EHS Home Visits provided on avg./month for the quarter

27 Prenatal Visits over the quarter

51 Children served on avg./month for the quarter through Socialization Experiences (Group) held 2 times per month



EHS/HS ERSEA: Enrollment-Eligibility-Attendance



Education & Child Development
 Progress of children and the program towards achieving school readiness in each of the six domains has greatly improved for the final spring report.

HS children served=137
EHS children served = 52 Children entering or exiting during that quarter were not eligible for reporting.

National Indian DHSA - Oneida HS/EHS
Spring 2017/2018- Combined EHS & HS – N=189 Children

Domain Area	# Children	% Below Expectations	# Children	%Meeting Expectations	# Children	% Exceeding
Social-Emotional	9	4.76	123	65.08	57	30.16
Physical	4	2.12	119	62.96	66	34.92
Language	13	6.88	122	64.55	54	32.80
Cognitive	2	1.06	125	66.14	62	32.80
Literacy	9	4.76	132	69.84	48	25.4
Mathematics	15	7.96	134	70.9	40	21.16

The data for the spring 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. This spring data is used during the summer to make adjustments to the needs of the program and planning for fall.

Parenting Education: None

Training: National Indian Head Start Training-Nashville, Tennessee (June 2018)

Other: Head Start Graduation May 2018 (pictures below)



ELDER SERVICES

Narrative	Demographics	Frequency/Utilization	Bullet Points
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	1007 unduplicated customers used our services 11,624.75 times in the 3rd 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+	451 Clients & 3662 Services	Meals provides 1/3 of daily nutritional value
Home Delivered Meals	Native American 55+ & Non-Native 60+	216 Clients & 4859 Services	Meals provides 1/3 of daily nutritional value
Native American Family Care Giver	Native American 55+	42 Clients & 211 Services	Support groups, Respite Care & Voucher program
Outreach Services	Priority 70+ and disabled, Native American 55+ Non-Native 60+	83 Clients & 398.5 Services	Assessments & Monitor ERS
Elder Abuse	Native American 55+	3 Clients & 0 Services	Case Management *position vacant- waiting to be filled. All calls go to ASST. Program MGR
Benefit Specialist	Priority 70+ & 55 - 69 disabled, Native American	15 Clients	Provides information, assistance and advocates for and coordinates with other community, county, Tribal and governmental agencies, under the direction of the Regional Legal Assistance office. On medical leave from April-May
Home-chore	Priority 70+ & 55 - 69 disabled, Native American	278 Clients & 389.75 Services	Snow plowing , lawn services, and minor home repairs
Transportation	Native American 55+ & Non-Native 60 +	76 Clients & 807 Services	Transportation to meal-site, bus passes for working elders
Information & Referral (I&R) &	55+	1,155 elders - DRUMS	DRUMS articles posted monthly in Kalihwisaks,

DRUMS			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/ 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.	22-59: 14 calls 60-99: 39 calls	Long Term (LT) Function Screens: 0 Brief/Short Term Service Coordination: 0 Follow-up: 11 Information & Assistance (I&A): 18 Options Counseling: 24	ADRS has been trained in SAMS but is going to now be trained in how to report in WAMS also. Since the family care plan has been going through changes, has been very busy giving options counseling to clients. Topics discussed during calls: *adaptive equipment *Alzheimer's/other Dementia *ancillary services *end of life/food/health/home/transportation services *housing, income maintenance, legal services, *medical home care, nursing home, *public benefits, *financial needs, taxes
Major Home repair 13 clients finished 2 jobs pending \$89,752 has been spent to date \$109,248 remaining for FY2017	Priority 70+ & 55 - 69 disabled, Native American	13	Repairs regarding health & safety position vacant-screening taking place next week. This program was on hold for a moment due to staffing. However, 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.

Elder Luncheon & Dance May 2018



CHILD SUPPORT

Oneida Nation Child Support Agency

Shakoti?nukú·lale? Latiksashúha?

(they watch over the children)

Executive Summary

The Oneida Nation 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 so children receive support from both parents even when they live in separate households.

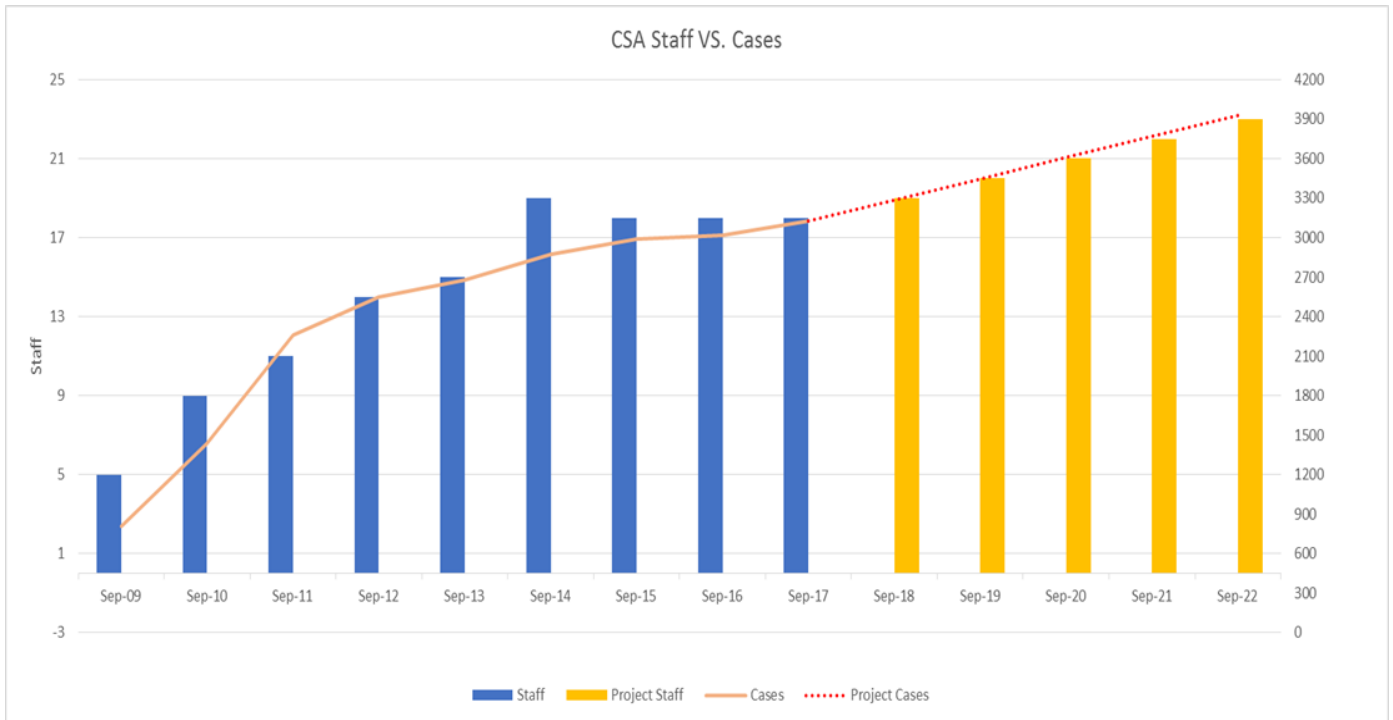
This quarter we filled two case manager positions within the agency and will start in July and have two left to fill.

At this quarter's end we had 2,887 open cases resulting in 360 cases per case manager. This is more than the normal case load for an ONCSA case manager. We have budgeted for an additional case manager position for FY19.

The Director and Supervisor attended the Tribal/State meeting in May that was held in Milwaukee. The Woodland Tribal Child Support Meeting also was attended at this time as well. We also continue to work with the law office on our child support law amendments until complete.

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 6/30/18: 2,887 360 cases/case manager	12,033 customer contacts this quarter.- This includes customer appointments, phone calls, and walk-ins.	Stipulation - 20 Hearings - 29 This quarter the director attended the Eastern Regional Interstate Child Support Association Conference as well as the National Tribal Child Support Directors Meeting. Five Child Support staff along with Judge Zielinski attended the National Tribal Child Support Association Conference in Minnesota. Two case managers' positions have been hired and will start in July.

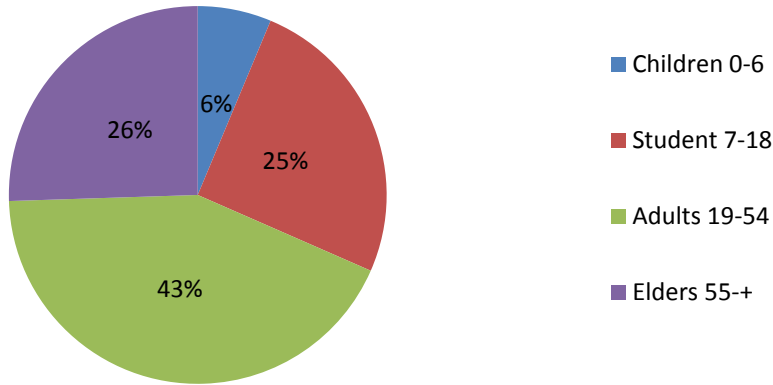
The Chart below shows the Child Support Cases that have increased over the years in respect to the staffing level needs.



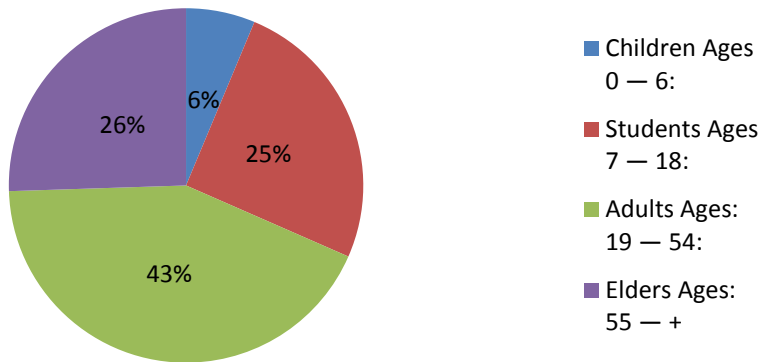
ONEIDA PUBLIC TRANSIT

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 Individual Clients in our system: 2141</p>	<p>YTD Total Number of completed Trips: 8752</p>	<ul style="list-style-type: none"> * <u>Total Number of clients increased 8.46% from Quarter 2. This is a 167 client increase.</u> *Total number of trips decreased 17.25% from Quarter 2. *Decrease in the number of students traveling to and from Recreation. Summer weather may have decreased our numbers as more people may be walking or biking. *Decrease in the amount of time a passenger is on a vehicle due to Transit working on efficiency with dispatchers and drivers. *To Date, on-time performance is currently at 86% compared to 81% 2nd Qtr. Factors may be due to re-organization and training on tablets. Target Goal: 95%

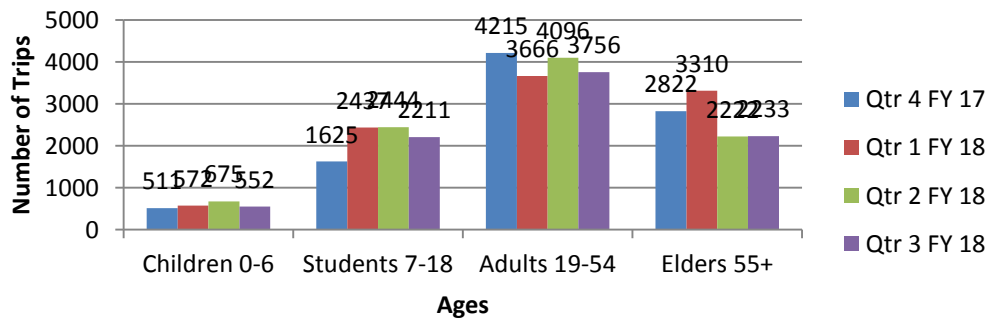
Oneida Public Transit QTR 3 FY 18 Total Trips 8752



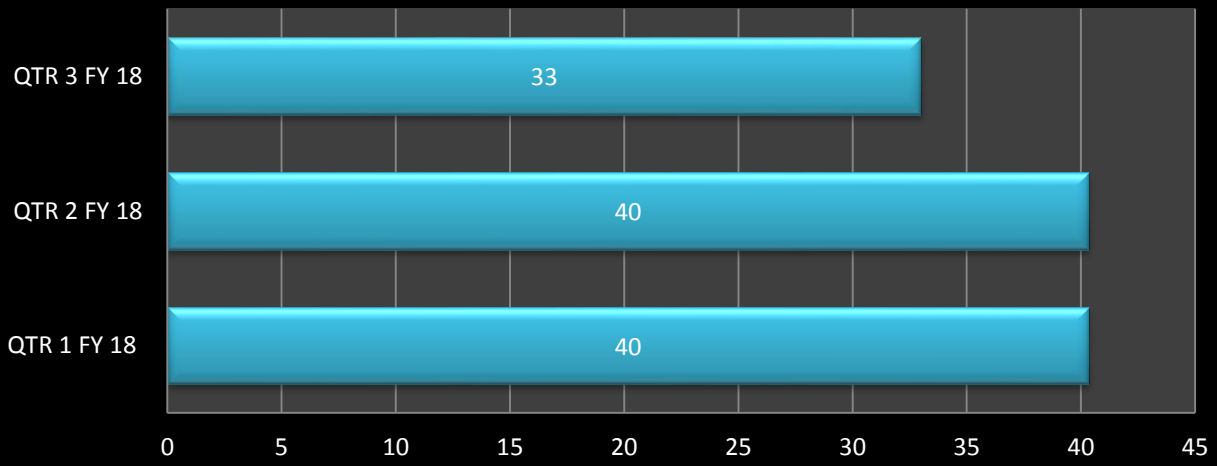
Oneida Public Transit QTR 2 FY 18 Total Trips 9,437



Oneida Public Transit Number of Trips by Age Qtr 4 FY 17- Qtr 3 FY 18



Oneida Public Transit 1st -3rd QTR Average Duration of Trips in Minutes



Oneida Public Transit 1st -3rd QTR Average Trip Distance in Miles

