
Governmental Services Division

FY2018 Fourth 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. Programs within GSD assist individuals to discover empowerment, culture, self-sufficiency and enjoy the Nation's amenities from birth until they journey on to the spirit world. The FY2018 fourth quarter report reflects the continual high-level usage of programs/services by community members of all ages. Program services 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 works to be strategic and collaborative within the division and with other divisional areas of the Nation to ensure that efficiencies and best practices are used in the 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 HERITAGE

Executive Summary

Cultural Heritage has experienced some major changes this past year. Not only has the area grown in the number of departments/employees it oversees, a new mission statement and department logo have been developed through the participation of all staff. The mission of Oneida Cultural Heritage is to provide Lotinuhshyu·ní knowledge & resources to strengthen Tsi' Niyukwalihó·tł. At this time, the area is comprised of 7 entities: Administration (Cultural Advisor, Language Archivist, Area Manager, & Admin. Assistant), Cultural Wellness, Oneida History Department, Indigenous Diet & Healing, Oneida Community Library (Green Earth Branch), Oneida Nation Museum, & the Tribal Historic Preservation Office; all of which continue their efforts in striving toward the mission statement.

ONEIDA CULTURAL ADVISOR

NARRATIVE	FREQUENCY/ UTILIZATION		HIGHLIGHTS
The Oneida Language is a vital part of our existence and is taught using different teaching methods to meet different learning styles.	# of Walk-ins:	12	*The work of revising the Kalihwi=y% with linguist Cliff Abbott is still in the works. -Update: working on the verses of the 4th day. -The purpose of revision is to someday work with an apprentice to be a possible speaker/reciter of the Kalihwi=y%. *Attended & Spoke at The Great Law Recital hosted by Tuscarora. -History of the Tuscaroras was presented by a Historical Society member who provided new insight to their role that made us the Six Nations. -Focused on the Wampum Belts regarding the laws of our people. -attendance increased daily. -Discussion about hosting next year is between Kanawake or Oneida, WI. -A meeting of the Faithkeepers would come together first then to the People. If a consensus is reached, a messenger would be sent to the Chiefs Council in Ontario to make a formal request. It would then be forwarded to the GLRC. -The need to travel for the planning meetings will soon begin again.
	# of Appointments Made:	7	
	# of Cancelations (including No Call/No Shows):	3	
	# of Presentations/ Workshops Provided:	6	
	# of Presentation/ Workshop Participants:	6	
	# of Home School Participants:	4	
	# of Elder Visits:	14	
	# of Hours worked on Re-writing Kalihwi·yó Instructions:	8.5	
	# of Repatriation Consults:	2	
ANNUAL GOALS	DEMOGRAPHICS		
*Continue sharing all aspects of our Oneida Culture, History, and Language through presentations as requested. *Continue to edit and add components that are later recalled to : -The Creation Story -Ceremonies -Great Law - Kalihwi·yó *Continue working with Cliff Abbott on rewriting Kalihwi·yó into the format that will be recited. *Recite as many of the Wampum Belts as possible and have them transcribed for future use.	Youth (0-17):	1,387	
	Adult (18-54):	946	
	Elder (55+):	794	
	Total:	3,127	

ONEIDA LANGUAGE ARCHIVIST / Tsi? Niyukwalihó·ta EDUCATOR

NARRATIVE	FREQUENCY/ UTILIZATION		HIGHLIGHTS	
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:	11	July 5 & 10: OCHD Tsi? Niyukwalihó·ta fundraiser	
	# of Tsi? Niyukwalihó·ta Participants Actively Attending Weekly:	7.33	July 6: Met with tribal elder regarding language project he's working on.	
	# of Days Classes were held:	44	July 10 17 31: Language class with first language speaker.	
	# of SEOTS Presentations:	1	July 16: New Moon Tobacco Burning; 9	
	# of SEOTS Presentation Participants:	24	July 20: CP @ GBCI about Strawberry Ceremony; 30	
ANNUAL GOALS	# of Off-Site Presentation Participants:	143	Aug 2: OCHD Tsi? Niyukwalihó·ta fundraiser	
1. Prepare the students to accomplish the two-year intensive Tsi? Niyukwalihó·ta initiative.	# of Hours worked on: Speak Oneida Part II, WPA Books, &/ or Archiving:	79	Aug 11-20: Attended the Great Law Recital with Tsi? Niyukwalihó·ta participants; 5	
	DEMOGRAPHICS		Aug 31: CP @GBCI about Condolence Ceremony; 29	
2. Offer a variety of experiential programs to preserve and increase the knowledge and understanding of the Oneida language, culture and history.	Youth (0-17):	9	Sept 5 11 18 25: Language class with first	
	Adult (18-54):	127	language speaker.	
	Elder (55+):	58	Sept 7: Attended OCHD staff get together; 18	
	Total:		194	Sept 10: New Moon Tobacco Burning for Tsi? Niyukwalihó·ta; 7
				Sept 11: OCHD Tsi? Niyukwalihó·ta fundraiser.
3. Groom participants to serve as Oneida ambassadors, leaders, mentors, teachers, experts and possible entrepreneurs.			Sept 12: Constructed Sweatlodge at GBCI; 6	
			Sept 19: Creation Story Presentation @ SEOTS; 24	
			Sept 21: Participated in Medicine Society Initiation Ceremony for Tribal member; 2	
			Sept 26: Did the one-year Death Feast Tobacco Burning for Community Family; 17	
			Note: For the language component for the Tsi? Niyukwalihó·ta class, new vocabulary was introduced starting on the new moon up until the full moon. Then from full moon till the next new moon we review old vocabulary.	



of Off-Site Presentation Participants



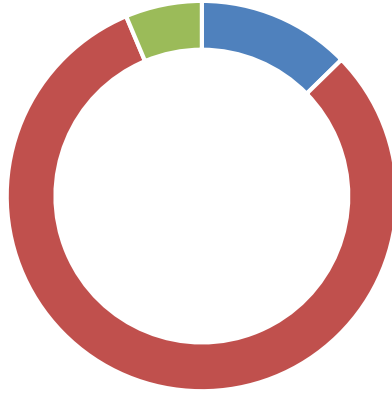
- GBCI-Strawberry Ceremony; 30
- GBCI-Condolence Ceremony; 29
- GBCI-Constructed Sweatlodge; 6
- Opening @ Solar Panel Initiative; 35
- SEOTS-Creation Story; 24
- Medicine Society; 2
- Tobacco Burning for Community Death Feast; 17



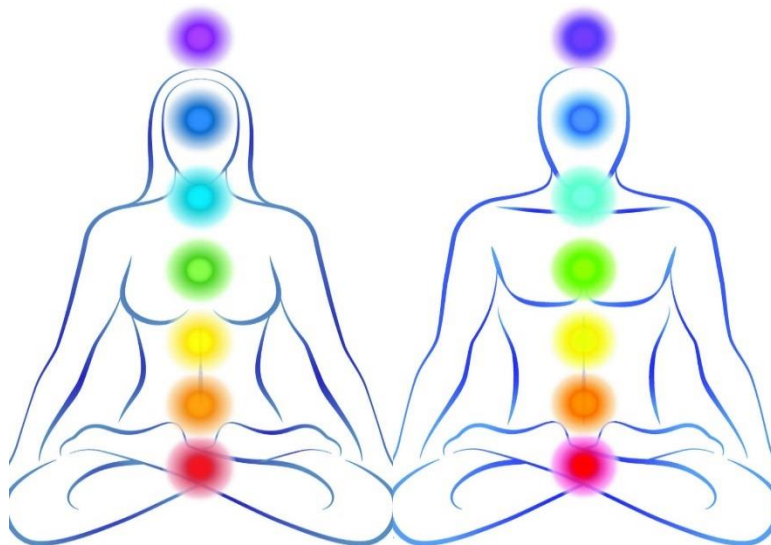
CULTURAL WELLNESS

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 Lotinuhshyu'ni Creation Story, Ceremonies, Medicine Societies, Great Law, Kalihwi-yó & spirituality</p>	# of Walk-ins:	3	<p>*Hired 2 Indigenous Healing Practitioners; Susan Reiter and Latsiklanunha Hill.</p> <p>*Medicinal plant walk- Feedback was excellent and strongly agree that it met their expectations. Most use comments were " having a presenter that knew a lot" and "identifying plant and there uses."</p> <p>* Assisted with DV women's group in Reiki training and attunements.</p> <p>*Finished O'cademy leadership training</p> <p>*Attended Redefining Healing Trauma in Native American Communities seminar, O'cademy Leaders at Change training, Conscious Discipline training, disciplinary training, Kronos training, sexual harassments for supervisors training, investigation training, wild edible mushrooms workshop.*2 Wellness O'cademy presentations. Received 10's (highest score) on the evaluation form.</p> <p>-Comments included: "Helps to take a step back and view big picture and think outside the box" and "good knowledge of the cultural background."</p> <p>*Assisted with Indigenous Diet & Healing CDC grant activities including medicinal plant presentation, health benefits of elderberry, blackberry, wild rice, and squash.</p> <p>*CEC presentations on creation story and clans.</p>
	# of Appointments Made:	200	
	# of Cancelations (including No Call/No Shows):	29	
	# of Presentations/ Workshops Provided:	31	
	# of Presentation/ Workshop Participants:	174	
	# of Tribal Action Plan Committee Meetings:	2	
	# of TAP Committee Meeting Participants:	12	
	# of Domestic Violence Program Events/Meetings:	5	
	DEMOGRAPHICS		
	Youth (0-17):	34	
	Adult (18-54):	217	
	Elder (55+):	17	
	Total:		
ANNUAL GOALS			
Goal 1: To facilitate Oneida Cultural Wellness Education and Healing through Individual and Group Participation.			
Goal 2: Update Program Structure			
I. Alignment review and development of outcomes			
II. Strategic workforce plan initiative			
a. Framework			
b. Training Curriculum			
c. Cultural Wellness Curriculum			

Cultural Wellness Age Demographics of 4th Quarter



■ Youth (0-17) ■ Adult (18-54) ■ Elder (55+)

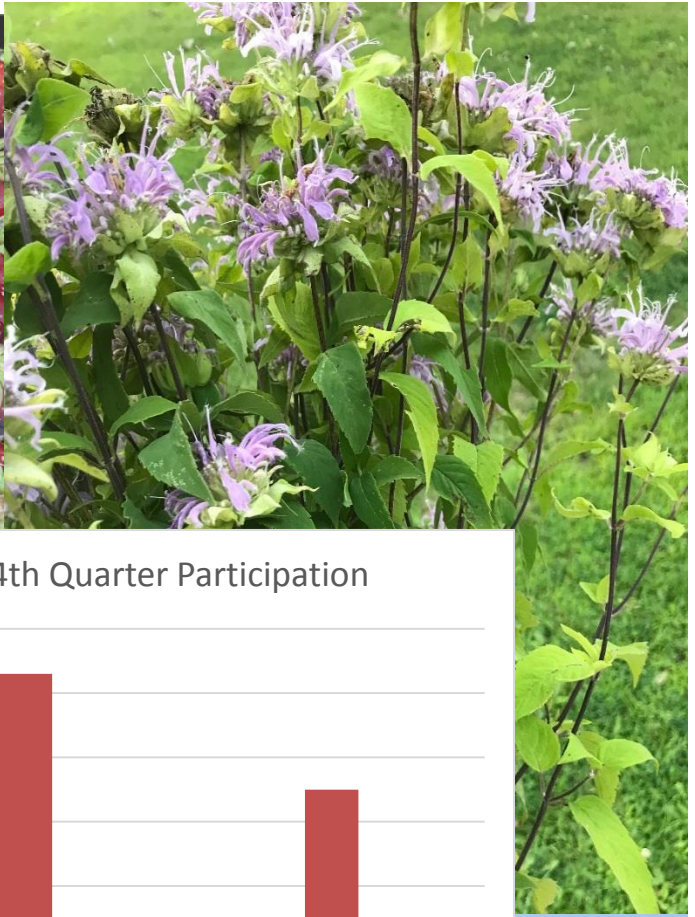


ONEIDA HISTORY DEPARTMART

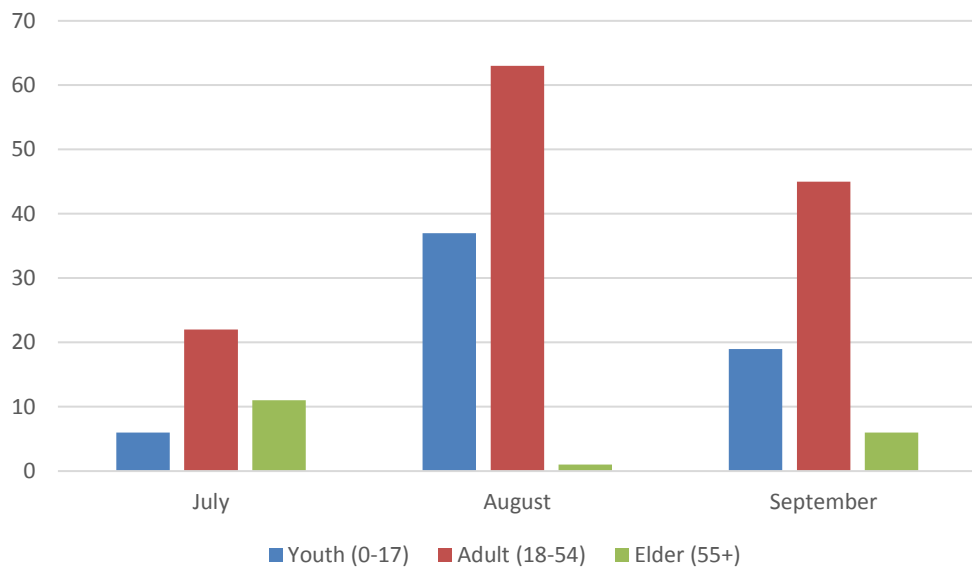
NARRATIVE	FREQUENCY/ UTILIZATION		HIGHLIGHTS
The Oneida History Department collects, organizes, preserves, and makes available materials that pertain to the history and	# of History Presentations:	4	Presentations; at Cottage II & Museum 1)Medicine Walk 2) Arrival in Wisconsin 3) Clans 4) Creation Story
	# of History Presentation Participants:	27	
	# of Genealogy Workshops/ Requests:	19	
	# of Genealogy Workshop/		
ANNUAL GOALS	# of NEO Presentations:	6	Kalihwisaks Articles: 1) U.S. Constitution and Haudenosaunee people linked by Josh G. 2) Oneida's Protected Funds by Loretta 3) John A Skenandore's story of the Oneida Boarding School 4)It's puffball season in Oneida. Move to Cottage 3: -Sept 19 Loretta moved to her new office. -Sept 27 Josh & Reggie moved to their new offices. (Continued to move the rest of the History Dept. throughout the week.) -Eliza is expected to be moved in a couple weeks. Videos Created: 1) Duck Creek 2) Core Values (GTC) 3) Puffball 4) Oneida Nature Walk History Chapter: 1)Went to the Regional National Archives to research on the Oneida Indian School. It is taking time to transfer documents from JPEG files to PDF
GOAL 1: Offer a variety of experiential programs to preserve and increase the knowledge of the Oneida Culture.	# of NEO Presentation Participants:	124	
	# of Log Home Tours:	8	
	# of Log Home Tour Participants:	324	
	# of Kalihwisaks Published:	2	
GOAL 2: Create history education documents (i.e. brochures, chapters, curriculum, etc.) for use of the public and community on Oneida History.	# of History Articles Published in Kalihwisaks:	4	
	# of Sagoli Books Sold:	5	
	# of General History Books Sold:	46	
	# of Archive Researchers:	5	
	DEMOGRAPHICS		
	Youth (0-17):	175	
GOAL 3: Utilizing the log homes /long house for events throughout the calendar year for tours, presentations, meetings, etc.	Adult (18-54):	250	
	Elder (55+):	70	
	Total:	495	
R&E's			
Sub Account: PRT 001- History Dept. (All Lines)			
Budgeted:	\$271,218		
Spent:	\$286,083		
Remaining Balance:	-\$14,865		
Over, Under, or On Target:	Over		
Variance Explanation:			
Figures based on R&E Report with period ending 8/31/2018.			
*Fringe Benefit accounts for the variance reported.			

INDIGENOUS DIET & HEALING

NARRATIVE	FREQUENCY/ UTILIZATION		HIGHLIGHTS (CONT.)
The Indigenous Diet & Healing Project utilizes a holistic approach to increase the overall health and wellness of community members by reconnecting tribal members and their families with their traditional Haudenosaunee food systems to have a positive impact on their health and wellbeing.	# of Presentations/ Workshops Provided:	12	August (cont.) -Blackberry workshop completed. -Green Born workshop completed. Travel -Aug. 30- Sept. 2 to Pelkie, MI for Manoomin (Wild Rice) Camp. Staff and Steve Webster (from Families) attended; learning how to make a wild rice pushing pole and knocking sticks used for harvesting wild rice. Planted wild rice as a part of the wild rice restoration project, participated in a canoe safety course, and roasted wild rice. Contacts obtained to host a wild rice harvesting event in Oneida, WI next year. September -Tomatoes for the tomato veggie juice were picked from the community garden. -First Cooking Class with the families utilized five (5) kitchens at the Oneida Nation Elementary School yielding four (4) different wild rice & squash meals. Presentations -Slide show from wild rice camp. -Cultural foods from our Creation Story, Great Law, Kalihwi·yó, and 7 Dancers Story. -Families participated in Hazel nut/raspberry planting workshop and received plants to take home and plant. - Project Support Specialist attended OCHD staff get together.
	# of Presentation/ Workshop Participants:	198	
	# of Home Visits (Inspecting Personal Gardens):	1	
	# of Collaborations w/Oneida Nation's Internal Resources:	29	
	# of Oneida Vocabulary Words Introduced:	17	
ANNUAL GOALS	DEMOGRAPHICS		
1. Engage up to 12 families to actively participate in learning traditional dietary practices in how to: - grow, -harvest, -preserve, and -prepare Indigenous/ wild foods by providing seasonal and cultural traditional teachings that support health and wellness. 2. Strengthen participants' connection to Tribal Cultural by teaching: -Oneida Vocabulary Words relevant to the Indigenous Food Systems, and about the -Nutritional & Healing Benefits of an Indigenous Diet	Youth (0-17):	62	
	Adult (18-54):	130	
	Elder (55+):	18	
	Total:	210	
	R&E		
	5263831 - Indigenous Diet & Healing		
	Budgeted Amount:	\$138,230.00	
	Transaction To Date:	\$14,052.50	
	Unobligated Amount:	\$124,177.50	
	Budget Explanation		
	Grant year runs from 04.30.18-04.29.19.		
	Funds utilized for initial purchases of larger equipment needed and weekly workshops.		
HIGHLIGHTS			
July - Indigenous Diet & Healing Project Manager hired. -Community meeting held to recruit 12 families. -24 families participated in introduction/ signed up for program. August -Pickle workshop completed. -Online survey completed. -Bergamot workshop completed. -Indigenous Diet & Healing Project Support Specialist hired. -Elderberry workshop completed.			

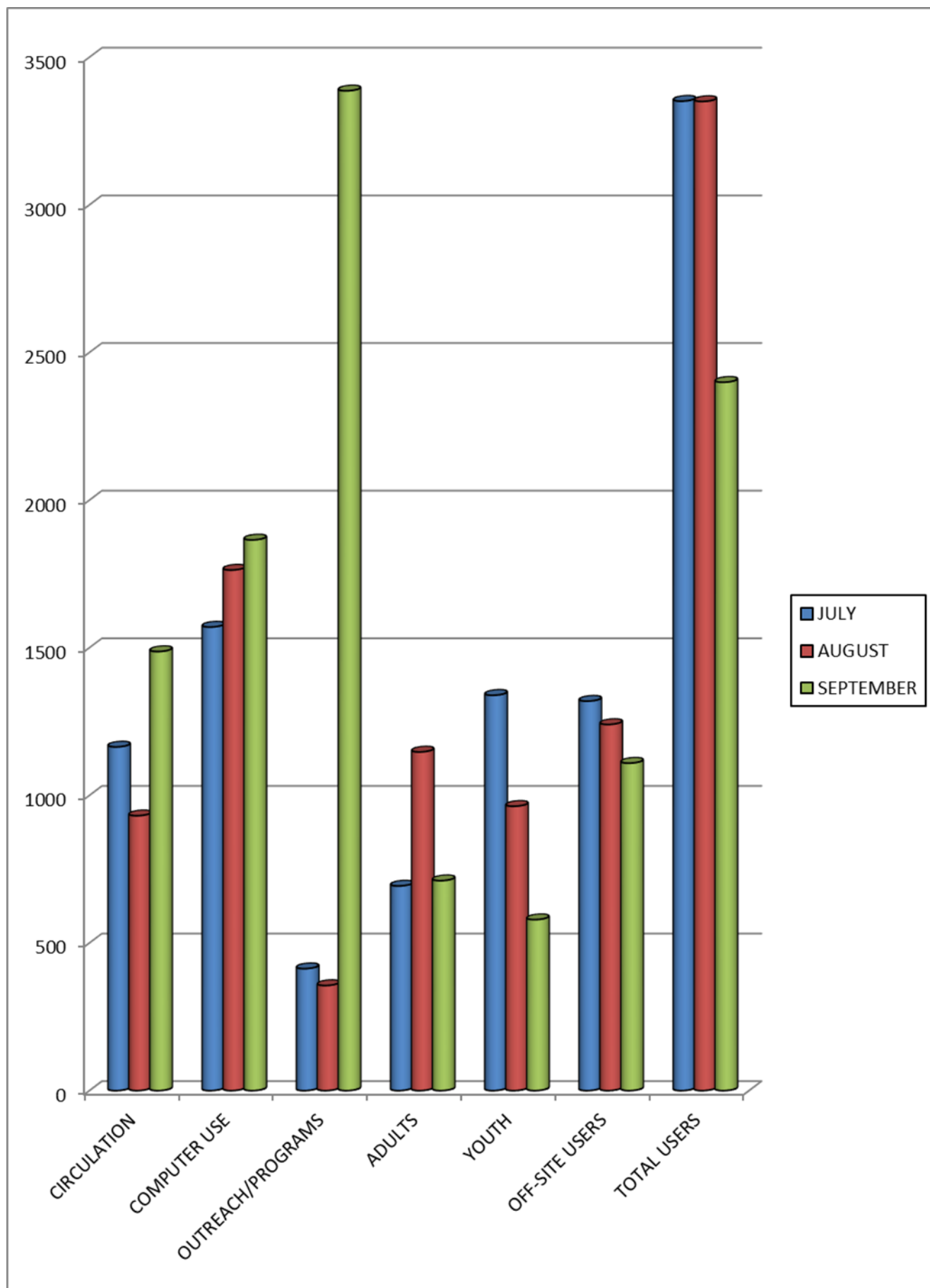


Age Demographics for 4th Quarter Participation



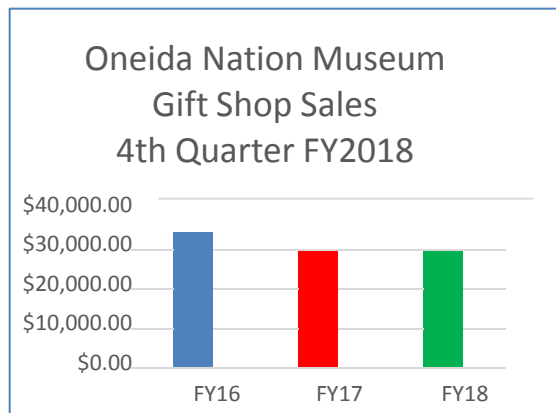
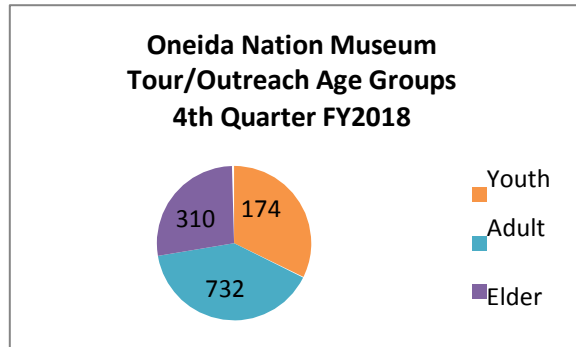
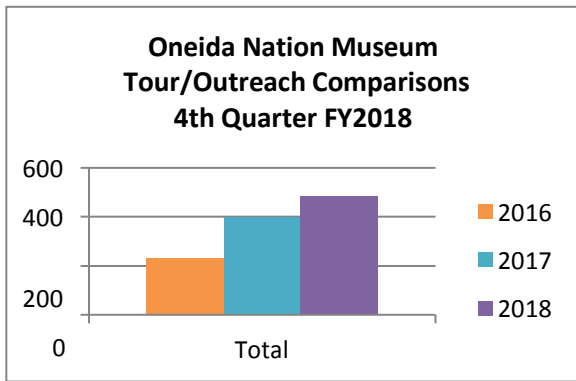
ONEIDA COMMUNITY LIBRARY / GREEN EARTH BRANCH

NARRATIVE	FREQUENCY/ UTILIZATION		HIGHLIGHTS
The Oneida Community Library/Green Earth Branch provides the informational needs of the community while building a collection that reflects our unique Oneida heritage, giving access to current, balanced materials and services to enrich their informational, cultural and recreational needs.	Circulation:	2,957	Summer Reading Program; Purpose: For youth to maintain active reading through summer months for preparation to next school year. - Expectation & Encouragement of Reading before Computer Time was set at both locations. -Resulted in a Total of 938 hours of reading completed by youth.
	Lending/ Borrowing:	3,633	
	SAM/ Wireless Computer Use:	3,954	
	DEMOGRAPHICS		
	Youth (0-17):	2,085	
	Adults (18-54):	2,010	
	Elder (55+):	184	
	Outreach:	252	
	# of External Costumers Served:	3,633	
	Total	8,496	
ANNUAL GOALS	R&E'		Grants; Received official award notification for IMLS competitive grant in the sum of \$145,000 over the next two (2) years. -Purpose to upgrade Instruction, Technology & Literacy Programming. Oneida Apple Fest -Outreach count approximately 3,000
*Increase circulation by 5% from our year end baseline: 14,321.	5225640 -Lib. Coll. Enhncmnt Grant		
*Increase patron count by 5% from our year end baseline: 33,445.	Budgeted	\$7,000	
	Spent	\$7,000	
	Remaining Balance	\$0	
*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) is on Saturdays. Address spaces issues in our library. This includes appropriate meeting place, study rooms, staff area and ADA accommodations as requested by the Library Board. Interest in moving into the current space used by Enrollments.	Over, Under, or On Target:	On Target	
	Variance Explanation:		
	Grant spent in full.		
	5225560 - Library Federated		
	Budgeted	\$28,924	
	Spent	\$26,396	
	Remaining Balance	\$2,528	
	Over, Under, or On Target:	Under	
	Variance Explanation:		
	As of 8/31/18 R & E's		
4225033 - Tribal Contribution			
Budgeted	\$352,579		
Spent	\$309,480		
Remaining Balance	\$43,098		
Over, Under, or On Target:	Under		
Variance Explanation:			
Variance due to staff member on sick leave for over 4 months without a replacement.			



ONEIDA NATION MUSEUM

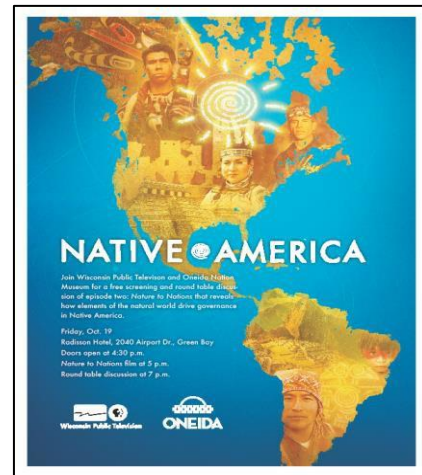
NARRATIVE	FREQUENCY/ UTILIZATION		HIGHLIGHTS Cont.
The Oneida Nation Museum provides education about the Oneida and Iroquois culture, history, and nationhood by developing, preserving, and expanding resources and collections, and by providing exhibits and other educational programming. The museum also promotes Oneida/ Iroquois artists.	Self-Tour Walk-Ins:	440	Grants
	Gift Shop Customers (No Tour Given):	314	*Institute of Museum Library Services for mannequins and training
	# of Tours:	18	Professional Development
	# of Tour Participants:	331	*Museum Specialists attended American
	# of Events:	4	Midwestern Museum Conf.
	# of Event Participants:	10	Tours
	# of Off-Site Presentations:	2	*Collaboration for #Experience Oneida is on-going with Tourism
<p>* Research, develop and implement a new exhibit at the Oneida Nation Museum & the Main Casino in the Cultural Corridor on an annual basis. This year's museum exhibit is Lacrosse; opening date is February 26, 2018. Casino exhibit is Corn Husk Doll; implementation date is March 16, 2018. Completed.</p> <p>* Offer a min. of 15 cultural and historically relevant hands-on activities throughout the year to the community and museum visitors. Completed 31 events.</p> <p>* Promote Tribal Artists of all ages through possible exhibit displays & the Annual Young Artist Auction. Completed.</p> <p>* Complete & implement necessary SOP's for the Care of our objects, archives and photograph collections by the end of the 2nd quarter FY 2018. In "draft" form.</p> <p>* Improve the utilization of social media to reach a larger audience to introduce & encourage people to learn the Oneida Language by viewing our weekly Oneida Words MP4 Videos. Completed.</p>	# of Off-Site Presentation Participants:	121	
	ANNUAL GOALS		DEMOGRAPHICS
	Youth (0-17):	174	Collections
	Adult (18-54):	732	-Objects
	Elder (55+):	310	*51 Objects added to Museum's
	Total:	1216	Collection
	R		-Photos
	4225032-Oneida Nation Museum		*Updating identification of Veterans
	Budgeted:	\$524,013	Photos
	Spent:	\$447,597	* 5,453 photos archived from the
	Remaining Balance:	\$76,416	Kalihwisaks
	Over, Under, or On Target:	Under	*Completed inventorying over 6,000
	Variance Explanation:		photos of permanent archives collection.
	Personnel line is under budget; Figures based on R&E Report with period ending 08.31.18.		181 processed.
	HIGHLIGHTS		*37 items submitted for acquisition consideration & approval
	Marketing *Appdroplet LLC is a marketing tool. The program will be installed within the exhibit at the Cultural Corridor at the Casino in October.		Community Outreach
	Awards *Association of Tribal Archives, Libraries and Museums (2018 International Guardians of Cultural and Lifeways Outstanding Project Award) for Lacrosse Exhibit		* Word of the Week videos; 4
			*Call for Baskets for Casino Exhibit
			*3 Raised Beadwork Workshop-Cancelled due to schedule conflict
			*Oneida Elder Expo; Museum participated with this event
			*"Native America" film series; Oneida Museum is partnering with PBS and WPT to host prescreening in October
			Exhibit Development
			*Basket Exhibit- Museum
			*Veterans Exhibit- Museum
			*6 Nations Exhibit Update -Museum
			*Moved to WI-Museum



New Basket Exhibit



Planned Premier of PBS special




UW Oshkosh Taps Program



DPW Tour and Hands-On Activity



TRIBAL HISTORIC PRESERVATION OFFICE (THPO)

NARRATIVE	FREQUENCY/ UTILIZATION		HIGHLIGHTS
To preserve, protect, maintain, and interpret the Oneida Traditions, artifacts, language, custom, and history in a manner that shall promote the dignity and respect of the Oneida people and cultural, program; Tribal Historic Preservation Officer fulfills the grant with the National Park Service to protect preserve Oneida Cultural resources in compliance with the National Historic Preservation Act and the Oneida Tribal Laws.	# of Notification Reviews:	32	Events -Elder Expo. Professional Development Fall Courses at College of Menominee -Project Management 1 -Macroeconomics -American Politics and Government -Public Relations and Marketing.
	# of Construction Consults:	2	
	# of Permit Reviews:	46	
	# of Research Projects:	46	
	# of Meetings Attended Related to THPO:	8	
	Meeting Updates:		United States Army Core of Engineers sent a Thank you letter to the Chairman for THPO's services provided during consultation meetings. Arrowhead found during 3rd quarter returned to the homeowner.
	Met with Zoning Bill Vandenheuvel to go over the Historic Preservation Process.		
	Met w/ WPS on upcoming utility projects to go over activities. Met w/ Golder Assoc. to review Archaeological Survey completed for cell tower. Met w/ Land office to get burial site buffered & demolition of an asbestos barn.		
	Phone meeting with the U.S. Army Core of Engineers to discuss the 404 Clean water Permit. Reviewed the Emergency Plan & incorporated comments.		
	DEMOCRAPHICS		
Local Agencies:	8		
WI State Agencies:	0		
Out of the State Agencies:	43		
Federal Agencies:	43		
Total:	94		
R&E'			
5225X03 - Historic Preservation Office			
Budgeted	\$83,380.00		
Spent	\$59,053.00		
Remaining Balance	\$24,327.00		
Over, Under, or On Target:	Under		
Variance Explanation:			
Figures based on R&E Report period ending: 8/31/2018. - Personnel and Supplies & Materials account for variance.			
5225X20 - Capacity Grant			
Budgeted	\$4,500.00		
Spent	\$1,844.00		
Remaining Balance	\$2,656.00		
Over, Under, or On Target:	Under		
Variance Explanation:			
Funds will be used for gravel at the Methodist cemetery waiting for contractor to get vendors			
* 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			



EDUCATION AND TRAINING

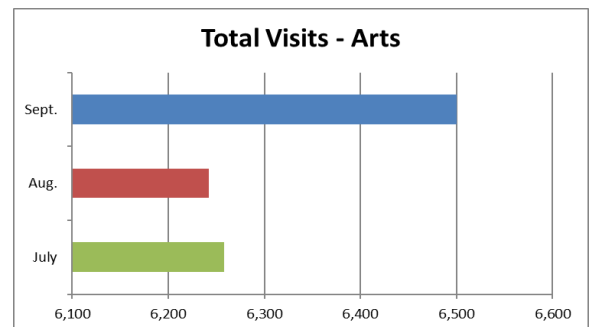
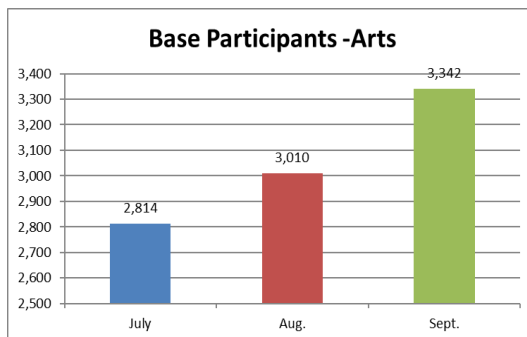
The Education and Training Area of the Oneida Governmental Services Division provides educational and training opportunities for the Oneida people to reach their desired life outcomes. The Area consists of:

- 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

- Higher Ed and E & T Admin are moving to Ridgeview, YES is moving to CEC. Assisting with remodel and coordinating the logistics of moving 3 departments.
- FY2019 budget preparation, including GTC and OBC meeting presentations
- Completed performance review prep meetings and review conversations
- Completed employee incentives
- Held E & T Area Open House for community
- Planned and hosted the Act 31 Celebration in Oneida
- Planning for Community Education Visioning and Community Asset Mapping



TOP ACTIVITIES

Theatre: Our Teen leaders were in this program, doing a fantastic job.

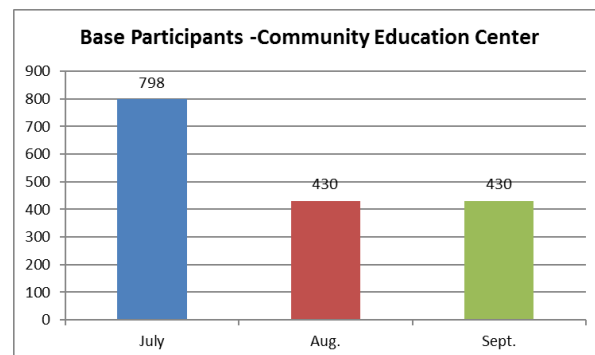
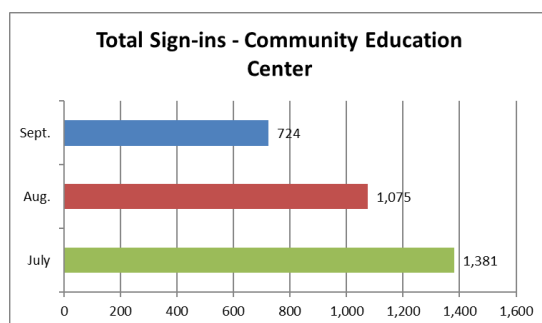
Quill Class: This is our second class for students interested in doing quill work. The students learned how to dye quills, store dye, and then create medallions.



Music from Culture Camp: Outcomes for the Camp included learning and performing 12 songs. The children were taught Oneida language through the Thanksgiving Song; learned about Smoke and Old Moccasin Dances; learned 3 Oneida hymns, and 3 contemporary songs. The children were also taught basic performance etiquette. Other outcomes were the teens showing their leadership to the group. In general, the Teens did a good job at demonstrating their



Community Education Center



TOP ACTIVITIES

- **July Classes:** Music from Our Culture Camp, Porcupine Quill Workshop, He Said/She Said & Blood Quantum Physics
- **August Class:** Destination Discovery, Camp NaNoWriMo, Under the Stars: Rumble
- **September 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 has streamlined the following processes to increase staff productivity and decrease staff input time for the following tasks: CEC & Arts Bank Deposit, PRT 150 & PRT 200 Seasonal Costs Reporting, Data Reporting Features, Database Training



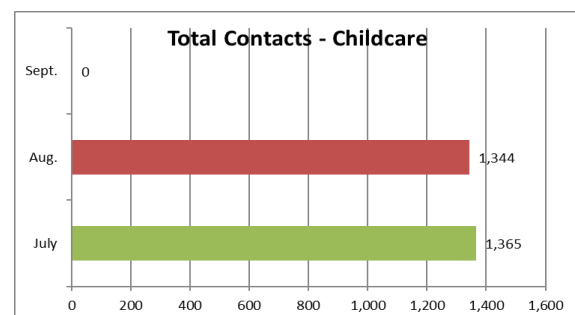
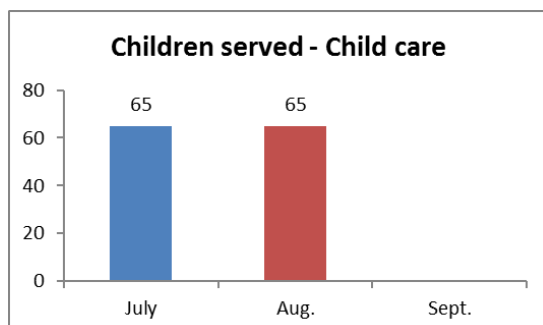
FY18 Changes to Facebook Marketing – From 567 likes to 1085 likes

Increasing presence on Facebook will ultimately increase the organic reach we have for programs and events at the Community Education Center.

- Added “Events” for CEC and Arts classes and programs
- Increase of regular posts, pictures, and videos
- Increase of sharing and boosting events for other departments for cross-communication
- Like and following other community education centers
- Boost special news and events
- Request instructors share classes on their page to increase audience reach and awareness

Child
Care

Airport Road Child Care Center

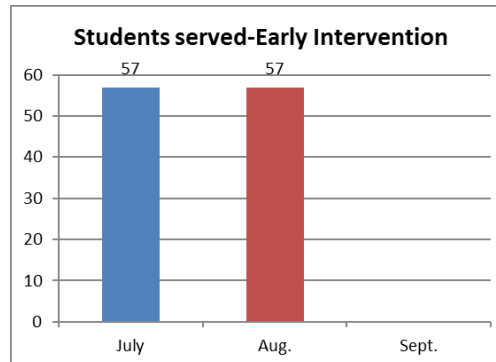


HIGHLIGHTS

- There is 1 vacant teacher and 3 vacant Teacher Trainee positions. The vacant teacher positions continue to contribute to low enrollment.
- 3 children transitioned to another room. Children are screened prior to transitioning up to the next classroom. If a child scores under 80% the parent can 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.
- 104 children are on the Wait list in the five priority areas.



Early Intervention – Birth to Three



12 (July), 9 (August) 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. Many children have aged out of Birth to 3 since January and as the school year starts to end they will wait for services in the fall.

45 (July), 45 (August), 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. Two children were added to services in May.

Total contacts with customers

30 (July), 130 (August), 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.

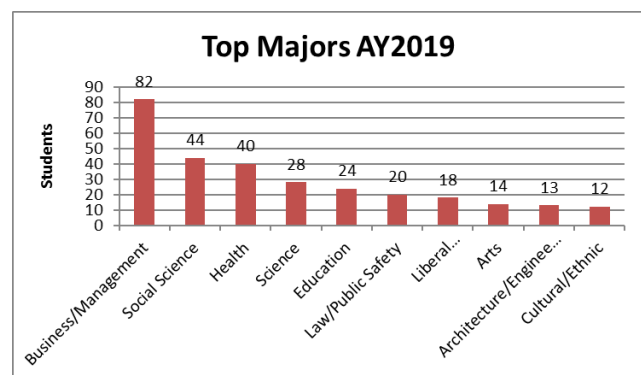
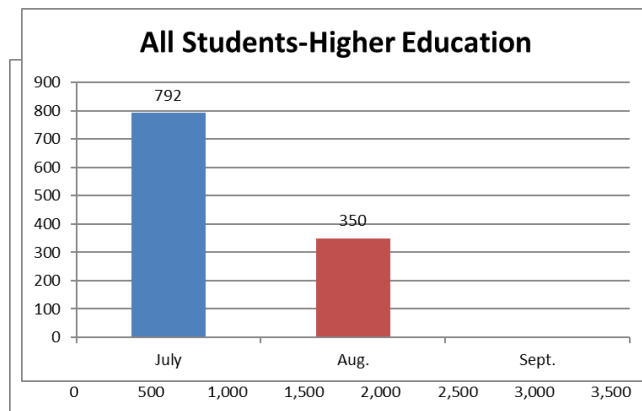
Early Intervention follows the Head Start calendar; therapy services ended May 17, 2018 and will resume Sept. 4, 2018.

September Referrals come from the following programs; Head Start (14), Oneida Health Center (4), Parent self-referrals (2) & ICW (2).

Traveled to Madison for the HHS Birth to 3 ICC meeting.

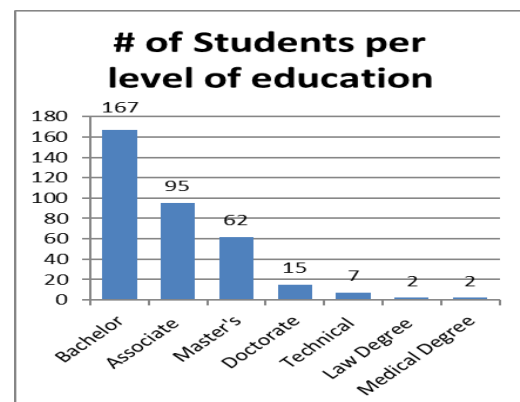


Higher Education Department



Activities - Higher Education

- Reached out to students on Probation contacts: 5 out of 11 (46%) reached
- Working on College Comeback program from Purcell Powless Scholarship to fund students who are suspended from HE grant at NWTTC.
- Working with Finance Office on a Higher Education Endowment
- Went Live with Online HE Applications



- Held Ed. & Trng/Higher Ed./YES Dept. Open House at NHC.
- Received \$4,400 grant from San Manuel Band of Mission Indians to fund 2019 High School College Fair
- Planning: College Intern Lunch and Learns, 2019 High School Health Career Fair
- Met with Site II coordinator, Newly assigned Anthony Cornelius. Set up Higher Ed. info. booth at Site II Housing Development Open House.
- Continued working with Oneida Health Center to get a 2019 Teen Health Fair planned for Spring
- NWTC New Facilities Tour



JOB TRAINING – VOCATIONAL REHABILITATION AND WORKFORCE

The WIOA grant was a competitive submission this year. The grant was submitted in May and the previous grant ended on June 30, 2018. There was tribal contribution budgeted that kept the employees working until July 8, 2018. The employees were laid off due to not receiving the following year grant. Notice of the award was received on July 27, 2018 but was \$24,000 less than proposed. The tribal contribution was not budgeted for FY2019 so there was a shortfall of about \$49,000 for the WIOA program. The WIOA counselor was brought back from layoff. The Job Training Director was not brought back from layoff because of the funding shortfall.

The grant was rewritten to match the funding amount. Because the Director's absence, the Vocational Rehabilitation Administrator/ transition specialist assumed supervision of the WIOA employees. The outreach coordinator will be moved under the WIOA grant at 70% to assist with recruitment of consumers for WIOA, while continuing to assist with the VR recruitment. Because the Interim Administrator/Transition Specialist will be going on maternity leave and the interim transition specialist has resigned for another job, I have taken over supervision of the WIOA program. I plan to train the staff on grant and budget management as well as creating a work plan for them for the new grant.

Because this area is down 2 positions and we have been in a bit of transition, we don't have numbers to report yet. We will submit them next week as we will be putting the annual grant reports together.

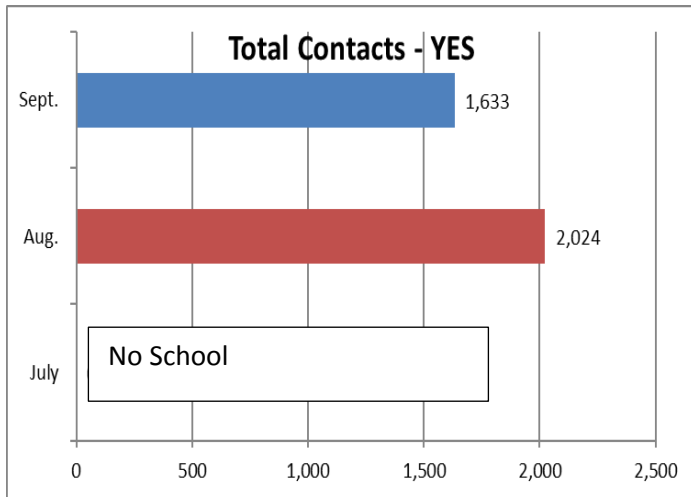
YES

YOUTH ENRICHMENT SERVICES

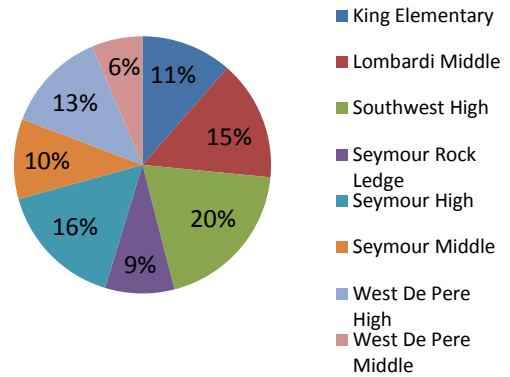
The Y.E.S. Program Staff provide academic enrichment, social support services, mentoring and promote college and career readiness to Y.E.S. Eligible and Title VI students in service area schools.

TOP ACTIVITIES

- Y.E.S. Staff on layoff in July, return from layoff was staggered during the month of August, with last staff member returning on August 27th. One vacant advocate position
- The student numbers are preliminary, all the paperwork has not been entered.

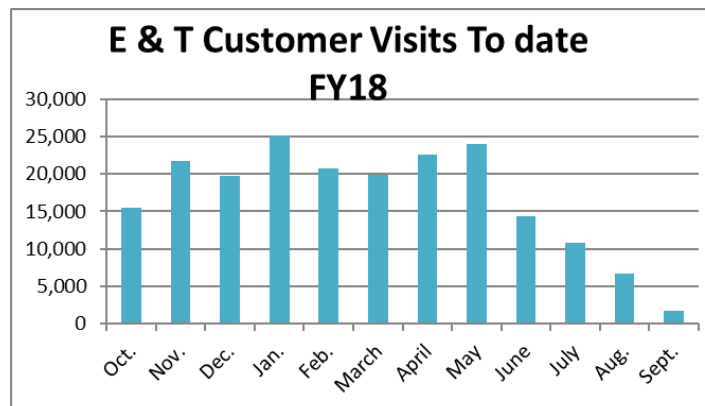
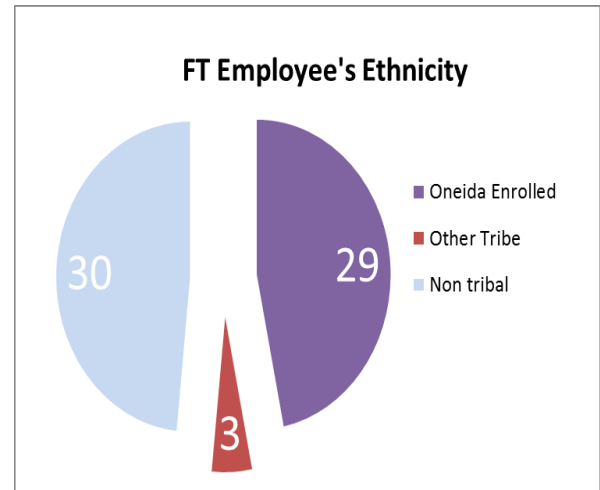


Total Number of Y.E.S. Students - 433



Education and Training Area

EDUCATION & TRAINING FTE STAFF As of 8/30/2018	
Administration	3
Arts*	2
Child Care*	26
Community Education Center	2
Early Intervention	2
Higher Education*	5
Job Training*	5
Youth Enrichment Services (YES)*	15
Total Staff	60
*vacancies	(2)



PARKS AND RECREATION AREA

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 updated the menu of items offered in the fourth quarter. The Center now offers sandwiches and has decreased the number of shakes on the menu. This will help with food waste with our food purchases as we do not have to purchase a wide range of fruits for the shakes. Sandwiches are made with the lettuce from the Oneida Aquaponics. OFF continues to utilize sub-relief to provide instruction for some of the classes. The Fitness Center had a weight loss challenge with a total loss of 184 pounds from 74 participants. The Fitness Center provided “pop-up” fitness classes during the annual shut down, with only one (1) cancellation due to inclement weather.

Parks has been busy getting the parks cleaned and maintained. There was less drug paraphernalia in the parks than in past years. When these items are found, OPD is immediately called.

Recreation has been extremely busy. The youth have been climbing the wall, literally, with the Experiential Department, summer camps, sports specific camps and more. Both gyms at the Civic and Cliff Webster (Cty H.) facilities continue to be utilized by Oneida members. The Cliff Webster facility is open for rentals on the weekends, however, this calendar is filled quickly. Like the other departments in the Area, Recreation provided youth summer camps, and then quickly developed and implemented curriculums for the youth as they return to school and for the elders as they return for weekday activities.

The Experiential and Adventures Department has had a full calendar with activities for all ages. The focus of the Department is to show how easy it is to be active, appreciate the outdoors, and give people the “tools” to know what they need to be outside safely. The staff continuously provide 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 case of an emergency. The Department had several full camps during the summer, overnight trips, and began work with the school systems. The staff works with native youth in local schools and with youth at Recreation. The Department continues to provide many mindful activities to help 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
Provides health and wellness opportunities for all ages and abilities, to include physical activities and preventative health education to encourage total well-being. Have a continued focus on maximizing fitness and wellness programs to increase engagement and participation.	<p>Base Number: 4,428 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 15,548 times:</p> <p>12 members; 69 visits 89 members; 670 visits 103 members; 920 visits 249 members; 3,700 visits 254 members; 4,068 visits 118 members; 2,141 visits 150 members; 3,179 visits</p> 	<ul style="list-style-type: none">• Weight Loss challenge (78 participants = 184 lbs)• Youth Fitness Camp; 6• Swim Lessons; 20• Collaborated with Insurance providers to be a Silver Sneakers & Optum Advantage fitness facility• Provided 344 fitness classes; 2,980• Aquatic; 3,685• 108 Martial Art classes; 925• 100% customer satisfaction rating achieved• Saturday Pop-Up Yoga classes outside• Off-site fitness classes during shutdown• Golf outing fundraiser for Oneida Youth Fitness Camps (132 golfers = over \$1,000)
Collaborate with Oneida Programs to provide wellness opportunities.		<ul style="list-style-type: none">• Met with diabetic clients 144 times; working with Health Center to improve program• Exercise class for elders at Elder Services 1x week; 99• Assisted Health Promotions with the Diabetic Walk; 150• Collaborate with Diabetic area to provide Bellin Run trainings and prepare Team Oneida; 141	
Increase participants' knowledge, skills and abilities (KSAs) of physical fitness and healthy lifestyles to reduce health care costs.		<ul style="list-style-type: none">• Support RAS points for health plan participants by utilization.• Stretching and healthy back demonstrations to Gaming and non-Gaming Custodial staff• Reward members who engage in the recommended physical activity (3-5 days/week); 7% of membership	

PARKS DEPARTMENT

NARRATIVE DEMOGRAPHICS	FREQUENCY/ UTILIZATION	BULLET POINTS
Provides maintenance and landscaping to 18 parks and two (2) multipurpose fields and community Lacrosse Field in Flying Leaf. The staff repaired and/or replaced parks equipment and provided maintenance on the lawnmowers and weed-eater equipment. In addition to regular maintenance of equipment, the staff assisted with elders craft class.	Base number: 18 Parks and 2 multipurpose fields and the community lacrosse field. Customers utilizing the parks has tapered off due to end of summer and youth returning to school.	<ul style="list-style-type: none"> Parks are monitored for use, drug paraphernalia, and equipment damage. Staff repairs parks equipment.

EXPERIENTIAL & ADVENTURE

NARRATIVE	DEMOGRAPHICS	FREQUENCY/ UTILIZATION	BULLET POINTS
Oneida Experiential & Adventures uses hands on interactive activities to help individuals and groups develop themselves to help them be their best selves.	Base number: 824	Customers used Oneida Adventures services 2,479	Clients: <ul style="list-style-type: none"> Community Members Individual Employees Specific Therapy Groups Department Team Building/Conflict Resolution Students: ONSS, YES Environmental Education Diabetic Summer/Fall Multi-Day Excursions
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 preventing them from making the changes previously. Participants	AGE GROUPS	528	Provided classes for: <ul style="list-style-type: none"> Diabetic Grant Elder Services Elder Nature Connection for behavioral changes (kayaking, walks, and birding, rice gathering) Depression prevention/reduction Just Move It Oneida (kayaking, biking) RAS- hiking, biking, mindfulness Veterans group Rites of Passage group

increased understanding of physical and emotional health. Instructed interactive Diabetic education- Grant funded programs.	18yo -70yo		<ul style="list-style-type: none"> • Turtle School (canoeing) • High School (canoeing, climbing, kayaking) <p>Conducted activities for Reasonable Alternative Standard (RAS) Points for employees in conjunction with Diabetic & Stress Reduction Education: Mindful walks kayaking, canoeing, hikes. Participants increased stress reduction awareness by 88%.</p>
Family Enrichment Programs Domestic Violence Support AODA Parenting program	18yo -81yo	1317	Elders self- reported significant Increase in morale 84 % With 90% reporting a desire to try new (more physical) programs with us. We had great participation with the Elder Kayaking.
Youth program: Behavior Intervention, Character Development, Environmental, After school, Survival, Outdoor skills, High School Adventure, Youth Healthy Relationships, JMIO,	7yo-18yo	634	Provided Adventure curriculum for youth to connect to the natural world, each other and themselves.



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
Recreation	\$1,014,543.00	\$230,812.54	\$234,619.61	\$252,953.79	\$263,190.28	Yes	100

Total Staff	# of Oneida Staff	# of Non Tribal Staff	Current Vacancies
14	12	2	0

<i>Measurable Outcome(s)/Status</i>	
Arts: 48% of art room participants at the Civic Center and 51% of art room participants at the Clifford E. Webster building were introduced to a new art medium each month.	
Education: 69% of learning center participants at the Civic Center and 71% of learning center participants at the Clifford E. Webster building completed their homework assignments.	
Social Recreation: 40% of youth at the Civic Center and 53% 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: 64% of youth at the Civic Center and 20% of youth at the Clifford E. Webster building received their 60 minutes of recommended daily physical activity. Flag Football started in Sept. – total attendance = 54.	
Elder Program: 4 sessions of bingo were held this month – 60 different participants – total attendance = 171.	
Summer Program – Session II – 5&6 year olds – 20 participants – total attendance = 255; 9 – 11 year olds – 62 participants – total attendance = 622. Session III – 12-14 year olds – 52 participants – total attendance = 491.	
The Flying Leaf Lacrosse Field was busy in Sept. 2018 – 2 community games and 6 team practices – 272 attendance.	
<i>Base # of Customers (unduplicated)</i>	<i># of Customer Visits/Contacts (duplicated)</i>
609	7595

<i>Prime/Main Activities/Services Offered this Quarter</i>
Summer Program – July, August – Session II – 5&6, 9-11 & 12-14 & Tball & Pee Wee Baseball
After School Program- September – Arts, Education, Social Recreation & Sports & Fitness; Elder Program - Bingo

<i>Highlights / Challenges / Next Steps</i>
FY18 After-School Program: Arts: 81% of art room participants at the Civic Center and 63% of art room participants at the Clifford E. Webster building were taught new art mediums. Homework Help

Attendance at the Civic = 806 and 1205 at the Clifford E. Webster building. 51% of youth at the Civic and 64% of youth at the Clifford E. Webster building learned about Character Development and put these traits into action. 45% of gym participants at the Civic received their 60 minutes of daily physical exercise and 33% of gym participants at the Clifford E. Webster building did as well.

We fed 4,857 youth during our FY18 after-school program – each meal cost averaged \$1.99.

We paid for 3,054 Transit rides during our FY18 after-school program to ensure the safety of our participants.

2018 Summer Baseball Leagues were a great success this year – T-ball (ages 5&6) – 33 participants – total attendance = 457. Pee Wee (ages 7&8) – 35 participants – total attendance = 552. Little League (ages 9-12) – 32 participants – total attendance = 1268. We had 8 youth register for Babe Ruth this year – not enough to field a team. Adult Coed League – total attendance 801. We also had 2 tournaments at our Ball Fields this year – Little League and Girls Softball – total attendance = 1594.

207 youth registered for our Summer Programs. This is the highest registration total in the past five years.

FY18 Community Rentals – Clifford E. Webster Building = 154 – total attendance = 3,227 community members.



SOCIAL SERVICES

Executive Summary

Social Services is one of the largest areas in the organization which requires the sharing of large amounts of information. Social Services continues to offer a variety of services to meet the Nation's diverse population. Support and emergency assistance is provided to individuals and families who meet service criteria the related eligibility requirements.

The fourth quarter was filled with grant proposal writing, narratives, budgets and additional financial planning. Areas within Social Services have multiple funding sources from Tribal contribution, Bureau of Indian Affairs (BIA), state and federal agencies. The Oneida Nation's successes are reflected through the services provided which are aligned with the Nation's vision of "A Nation of strong families built on Tsi?Niyukwaliho T^ and a strong economy".

- Positions were filled this quarter and we continue to work with the Human Resources Department (HRD) to fill additional vacancies. New ideas, community access reviews and application friendliness are all part of the hiring process. Continuous improvement is a priority.
- A variety of events are coordinated each month by the Social Services Areas. Below is a short list of activities held in the fourth quarter:
 - Elder Expo 2018 (expanded to two (2) days with a presentation about Alzheimer's)
 - Child Support Awareness Month
 - Community Support event
 - South Eastern Oneida Tribal Services (SEOTS) coordinated transportation for elders and community members to attend events
 - Three (3) listening sessions at the Elder meal site were hosted to gather input that would be included in the Tribal Aging Unit three-year plan that is coming due
 - Elder Services coordinated, collaborated and hosted an Elder Abuse Awareness event
 - Conscious Discipline training and information event held in the evening for community at the Radisson and for staff within Social Services area during the day
 - Social Services areas hosted presentations on a variety of topics throughout the community
- Energy Assistance is in full swing once again and outreach has started for this program. Please contact Economic Support with any questions.
- Temporary Assistance for Needy Families (TANF) managed the Summer Youth Employment program and school clothes projects. 37 TANF youth completed eight (8) weeks of employment.
- Child Care and Development Fund (CCDF) staff are working together to ensure the 2019 quality dollars goes back into the community and are being obligated to various areas.
- Food Distribution completed upgrades on the interior and exterior of the building.
- Food Distribution plans to convert into a store concept where customers would check out their own food. No additional staff will be needed and better service will be provided.
- The Oneida Nation Child Support Agency (ONCSA) continues to work with the Law Office on the child support law amendments.
- August was National Child Support Awareness Month as well as the 10th Anniversary of the Oneida Nation Child Support Agency and celebrated with a Child Support Family Picnic at Pamperin Park.
- Indian Child Welfare (ICW) continues working through the Children's Code implementation plan since the budget was adopted in October 2017. Please see the Family Services report below for more detail on accomplishments.
- Head Start/Early Head Start moved into the newly remodeled building and had a soft opening for parents and teachers.

- Head Start collaborated with the Oneida Language Program to implement an Immersion grant this year where Oneida is only language spoken in the classroom.
- Head Start Before and After programming is now being held at both the Green Bay and Norbert Hill Center sites.
- Head Start (HS)/Early Head Start (EHS) worked with Oneida Behavioral Health to develop a process for Mental Health Consultation and Reflective Supervision with a related Memorandum of Understanding (MOU). Reflective supervision is characterized by active listening and thoughtful questioning by both parties.

ECONOMIC SUPPORT

Handing out 2018 School Clothes



Child Support Agency Event



Community Support Event 2018



TANF Summer Youth



Economic Support has been busy with some internal staff changes, community outreach and education, staff training and travel. Staff attended the Elder Expo, Child Support Awareness, and Diabetic Dinner Event as outreach efforts for all programs. We will continue to do additional outreach in the future, specifically for Energy Assistance and Temporary Assistance for Needy Families (TANF) programs. We have an internal goal to serve at least 100 more households for Energy Assistance. Many staff have been traveling for training specifically for; TANF, Child Care, and Communication.

The most noteworthy programs for the 4th quarter are Temporary Assistance for Needy Families (TANF) and the Child Care and Development Fund (CCDF). TANF received notice in the fourth quarter, that the work participation rates for 2017 were successfully met. The CCDF program has done a great job of following through with initiatives and requirements from the grant to improve the quality of care of children served. The funded projects at Three sisters and Head start are completed.

All state contracts and agreements have been submitted. The Federal Program narratives and reports have been submitted

The previous way to count walk-ins was not accurate so the system for counting walk-in clients has changed to counting the customer log entries rather than customers who sign in via sign-in slips. The difference in visitors was very significant.

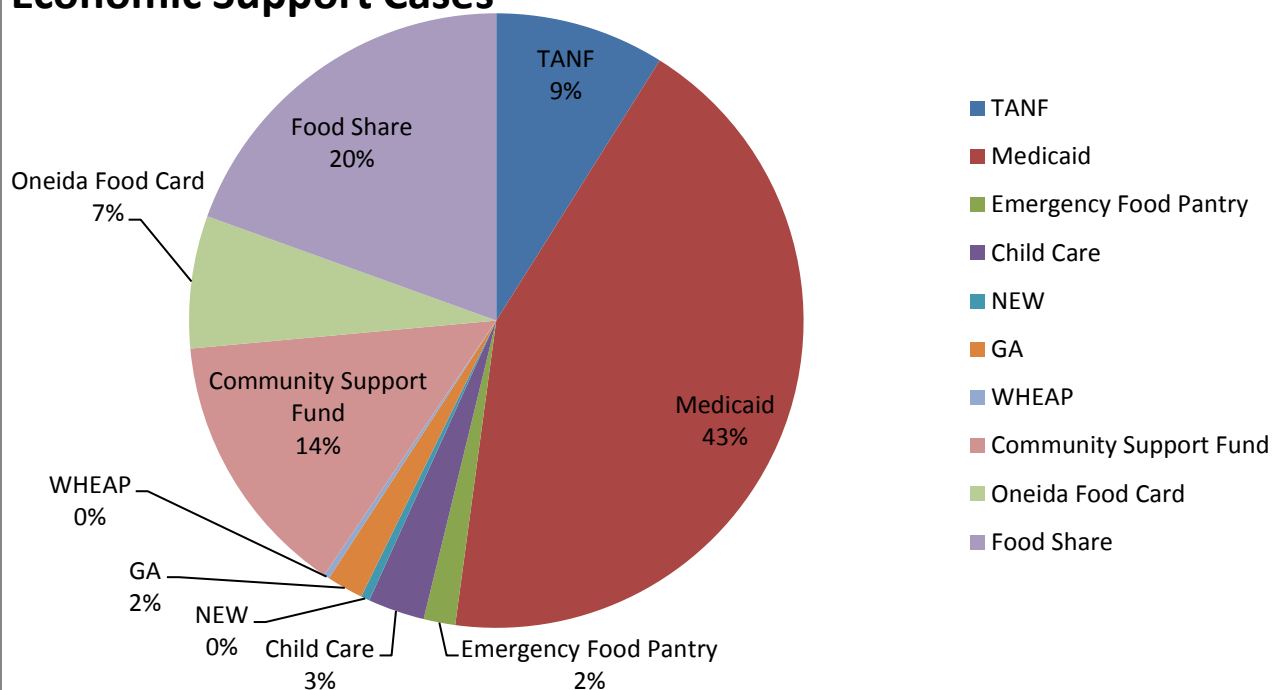
July walk ins: 107	August walk ins: 1446	September walk-ins: 812
July phone calls: 696	August phone calls: 1006	September phone calls: 689
Total Calls: 2391	Total Walk ins: 2365	

NARRATIVE	DEMOGRAPHICS	FREQUENCY/ UTILIZATION	BULLET POINTS
Economic Support Department administers several public assistance programs. One of those is the TANF (Temporary Assistance for Needy Families) program. The TANF program promotes employment and personal responsibility to financially strengthen families. This is done by providing parents or caretakers with employment preparation and/or supportive services that promote family self-sufficiency and financial responsibility.	Agency TANF Cases: Cash Assistance: July - 10 August - 9 September - 9 Total cases: 28 Crisis Assistance: July - 7 August - 5 September - 3 Total cases: 15 Diversion Assistance: July - 179 August - 415 September - 22 Total cases: 616	Appointments: July - 103 August - 71 Sept - 72 Total Appts: 246 Calls: July - 853 August - 526 Sept - 707 Total Calls: 2086 No Show/No Calls July - 18 August - 22 Sept - 25 Total No Show No Calls: 65	37 TANF youth completed 8 weeks of employment experience in August. They finished with pizza party with family and supervisors supporting their efforts. The TANF program also completed over 400 applications for school clothes. This project served over 730 children in our service area. TANF continues to serve families to maintain the household with support services.
Medicaid Assistance and Food Share are programs that assist low-income families by providing support in the form of food and medical assistance.	Agency Medicaid: July - 1106 August - 1002 September - 1080 All Medicaid: 3188 Agency FoodShare: July - 484 August - 481 September - 473 Total: 1438 FoodShare: 1438		The Income Maintenance program numbers continue to stay steady with no significant increase or decrease in client usage.

<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 Cases: <u>WI Shares cases:</u> July - 47 August - 45 September - 45 Total- 137 <u>CCDF Cases:</u> July - 26 August - 26 September - 27 Total- 79 <u>Family Service Worker (FSP) (Respite) Cases:</u> July - 1 August - 2 September - 1 Total- 4</p>	<p>On-site Child Care center utilized: July - 116 August - 98 September - 101 Total - 315</p>	<p>The child care programs continue to maintain a steady rate of use. The largest fluctuation is between the end and beginning of the school year. The child care staff have made outreach to different child care facilities to tour and introduce themselves. The CCDF that assisted with recent renovations the Three Sister and Head Start are now complete.</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: July – 21 August - 9 September - 4 Total Applications: 34</p>		<p>NEW support services consist of auto insurance, car repair, work clothing, and tools for employment.</p>
<p>General Assistance (GA) 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 Social Security Disability (SSD) determination.</p>	<p>Cases: July - 5 August - 4 September - 3 Total Cases: 12</p>	<p>Phone calls: July - 5 August - 2 September – 2 Total: 9</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: July - 4 August - 0 September - 18 Total: 22</p>	<p>Monthly Calls: July - 280 August - 291 September - 172 Total: 743 Walk-ins July - 291 August - 338 September – 218 Total: 847</p>	<p>There was a significant decrease in client numbers as the energy season ended on May 1st. Only application that were reviewed and significant crisis. The program has been planning improved outreach efforts throughout the community. The new heating season started on 10/1/2018</p>

Oneida Food Card- Applicants can come to the office from 9-11 Monday through Friday.	New Users: July New - 174 August - 181 September - 159 Total: 514		Food card usage continues to stay steady.
Oneida Food Pantry was established to address an emergency food assistance need in the community.	New Users: July - 33 August - 41 September - 49 Total: 123	The pantry refers their walk-in customers to Economic Support; however, they will assist clients who are in need.	The pantry use remains consistent and steady with no significant decline or increase in users.
Community Support- Assists tribal members with support services during times of catastrophic illness, injury or emergency event when no other resources exist.	New Users: July - 358 August - 377 September - 304 Total: 1039		Staff met with South Eastern Oneida Tribal Services (SEOTS) staff to review the program on 9/27/18. The effort was to better educate the staff to have increased and appropriate applications being sent. We have worked with OnBase to share our mutual files.

Economic Support Cases





Above pictures are of renovations and equipment that came from Child Care Development Funds (CCDF) Economic Support

FOOD DISTRIBUTION

The Food Distribution Program is a federally funded food assistance program to low income families that provides service to anyone within the reservation boundaries and who are within the income limits set by United States Department of Agriculture (USDA). USDA is the funding source of our grant. Our grant is 75% funded by USDA and 25% funded by tribal contribution.

Improvements have been completed to the interior and exterior of the building. Carpeting was replaced with laminated wood flooring and the staff has worked hard on the appearance of the front of the building.

A main goal is to convert to the store concept. When completed, clients will choose their own foods and check out like a grocery store. Many of the First Nations have converted to this concept and clients are very satisfied with the change overall. When implemented, this concept will be more efficient in the distribution of food and no additional staff will be needed if client number increases. There will be more time for deliveries and will result in better service to clients with eliminating wait time. Presently we deliver on Fridays and if truck is full, clients need to wait till the following week to have food delivered. The store concept has been approved and project has been added to the Capital Improvement Project (CIP) listing.

Some new additional items offered include: wild rice, Campbells cream of mushroom soup, applesauce in individual containers, blue cornmeal, whole grain pasta, and frozen ground buffalo.

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 for the quarter: Clients: 2,055 Families: 1,012	Customers that used our program was a total of 2,012 families July: 651 August: 649 Sept: 712	A total of 248 Food Deliveries to the Elderly and Disabled for the quarter.

	AGE GROUPS 0-3: 32 4-9: 42 10-17: 34 18-30: 70 31-55: 92 56-70: 55 70+: 18	Phone calls relating to our service for the quarter: Outgoing: 1,199 Received: 468 Total calls: 1667 Walk Ins: 1,713	
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ELDER SERVICES

Elder Services remained steadily busy to close out FY2018. The Triennial strategic plan was completed in July. Three (3) listening sessions held at the elder meal site to gather input to be included in the Tribal Aging Unit three-year plan that is coming due. In August the 6th Annual Elder Expo was held. This event has been steadily growing every year since its conception. This year it was a 2-day event with one day focused on bringing awareness to the issue of Alzheimer's. Two (2) doctors presented on the topic who specialize in this disease. In September, an Elder Abuse Awareness event was held with many elders attending. Event was to raise awareness on the different types of abuse that occur. It was good to present this at this time with per capita payments being distributed. A Project Manager and Elder Abuse Prevention Supervisor were hired which is a huge relief and in the process of fill current vacancies. Again, thank you for your continued support allowing Elder Services to provide services, attention, and assistance to the elders.

NARRATIVE	DEMOGRAPHICS	FREQUENCY/ UTILIZATION	BULLET POINTS
Mission: To assist our elders to maintain an independent, healthy, productive & quality lifestyle through love, caring & respect through provided services. Vision: To provide quality home & community-based programs for elders & be a model for other aging entities.	Brown & Outagamie Counties within reservation boundaries. Priority is given to elders age 65+ and age 55 to 64 with proof of disability. Base number: 1106	434 unduplicated customers = 12,743 utilization	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+	231 Clients 3,805 Services	Meals provides 1/3 of daily nutritional value
Home Delivered Meals	Native American 55+ & Non-Native 60+	93 Clients 5,706 Services	Meals provides 1/3 of daily nutritional value
Native American Family Care Giver (NAFCG)	Native American 55+	48 Clients 588 Services	Support groups, Respite Care & Voucher program
Outreach Services	Priority 65+ and disabled, Native American 55+ Non- Native 60+	82 Clients 236 Services	Assessments & Monitor ERS
Elder Abuse	Native American 55+	5 Clients 26 Services	Filled Case Management Position
Benefit Specialist	Priority 65+ & 55 - 64 disabled, Native American	33 Clients 78 Services	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 65+ & 55 - 64 disabled, Native American	242 Clients 375 Services	Snow plowing & lawn services. Minor handy man repairs
Transportation	Native American 55+ & Non-Native 60 +	76 Clients 924 Services	Transportation to meal-site & bus passes for working elders
Information & Referral (I&R) & DRUMS across Oneida Newsletter	55+	1155 elders – DRUMS	DRUMS articles posted monthly in Kalihwisaks, Elder Services Facebook page and A-Z email communication; Information & referrals varies.
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 the Community Option Program Family Care, IRIS and Partnership programs	22-59: 0 calls 60-99: 34 calls 9 referrals made	Long Term (LT) Function Screens: 0 Brief/Short Term Service Coordination: 0 Follow-up: Information & Assistance (I&A): Options Counseling: 0	ADRS position is currently vacant since August 24 th . Position is posted and hopefully filled soon. Topic categories discussed 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, nursing home, public benefits, financial-related needs, taxes, transportation.

through Brown and Outagamie Counties.			
Major Home repair 20 clients finished in FY18 \$137,366.45 spent in FY18	Priority 65+ & 55 - 64 disabled, Native American	8 Clients 8 Service requests completed	Repairs regarding health & safety for elders. Project Manager position has been filled. Once trained will take over Major Home Repair program to include providing scope of works for projects. This program was on hold for due to vacancy. However, Kevin House from engineering has been providing scopes of work on his down time for us which was extremely helpful in spending down this money.

Elder Expo 2018



Robert Kinzhuma Scholarship Award Winners



Elder Expo 2018 Vendors



Elder Expp Raffle Prize Helpers



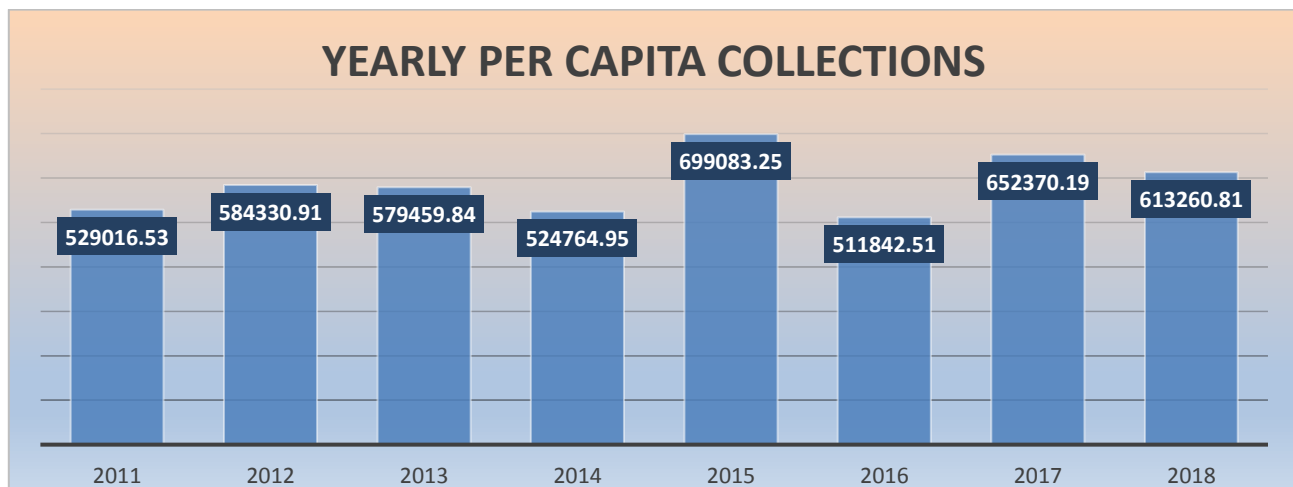
CHILD SUPPORT AGENCY (ONCSA)

Shakoti?nukú·lale? Latiksashúha? (they watch over the children)

The Oneida Nation Child Support Agency (ONCSA) 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 the final two case manager positions within the agency. At this quarter's end we had 3,051 open cases which will result in 305 cases per case manager once new staff are fully trained. This is still a higher case load for an ONCSA case manager. The ONCSA continues to work with the law office on our child support law amendments until completion. August was National Child Support Awareness Month as well as the 10th Anniversary of the Oneida Nation Child Support Agency. We celebrated with a Child Support Family Picnic at Pamperin Park on August 9th. Pictures shown below are from the event that day. We had 125 participants and collaboration with Oneida Family Support, Temporary Assistance for Needy Families (TANF), and Head start to make this event a huge success.

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, necessities, and health insurance for children. These needs being met provide financial and emotional well-being for children.	Current cases as of 9/30/18: 3,051 305 cases/case manager	10,215 customer contacts this quarter. This includes customer appointments, phone calls, and walk-ins.	Stipulation - 35 Hearings - 27 Advisory Reports - 11 This quarter the director attended the National Child Support Enforcement Association Leadership Symposium. All positions are filled in the Child Support Agency and training continues for newly hired staff this quarter. In, September per capita was intercepted for child support arrears for 787 cases from 519 Oneida tribal members.

The chart below shows a steady collection of Oneida per capita for child support outstanding arrears:



Child Support Family Picnic Pictures



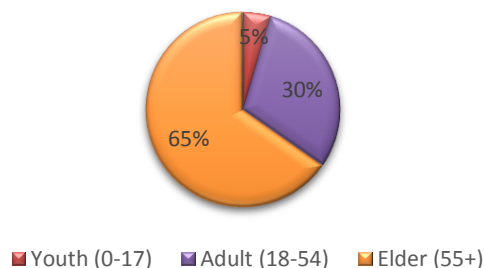
SOUTHEASTERN ONEIDA TRIBAL SERVICES (SEOTS)

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

Overall visits to SEOTS increased by 7% over participation rates in FY2017. For the fiscal year, there were 6,727 visits to SEOTS programs and services. During FY2017 there were 6,285 visits. For the fourth quarter (4Q) of FY2018 there were 1,587 unique visitors, compared to 1,689 during FY2017 (4Q). SEOTS continues to have a significant relationship with the Oneida Elder population of southeast Wisconsin. During the fourth quarter, there were 298 visits to our weekly Elder Activities. Elders also accounted for roughly 65% of the total number of visits to the SEOTS office, programs, and services. Elders make up 28% of the Oneida population of southeast Wisconsin. Overall, the most utilized service remains medication distribution, which accounted for 573 (36%) visits in the fourth quarter.

A goal of SEOTS was to increase awareness of existing programs and services. This was accomplished through direct mail and social media. Visits to complete paperwork related to programs and services increased from 40 in FY2017 (4Q) to 90 in FY2018 (4Q). Notary services increased from 1 in FY2017 (4Q) to 26 in FY2018 (4Q). Also, requests for Enrollments specific paperwork, such as Oneida Life Insurance Plan Plus (OLIPP), increased from zero in FY2017 (4Q) to 20 in FY2018 (4Q). We will continue the awareness building campaign into FY2019.

SEOTS Client Age Breakdown (4Q)



The age breakdown reflects minimal youth participation due to youth programs at SEOTS concluding during the first week of August. Students return to school resulting in a drop of youth participation at SEOTS. Elder activities take place weekly throughout the year. Note: not all clients provide their age when signing in. The graph represents 1,381 (87%) clients out of the 1,587 who signed in.

NARRATIVE	DEMOGRAPHICS	FREQUENCY/ UTILIZATION	BULLET POINTS
The SEOTS Mission is strengthening our cultural connection and providing services and programs to enhance the well-being of Onáyoṭe'a-ka living in southeastern Wisconsin. During the third quarter of FY2018, SEOTS continued to work on community engagement activities, in addition to regular programming.	Base number: 1,578 Unduplicated: 587 Total Oneida Population of Southeast Wisconsin: 2,134	Total visits: 1,578	Highlights include weekly Elder activities (298 visits), Office Equipment Use (98 visits) and the Paperwork for Tribal services (90 visits).
AGE GROUPS			
	0-3: 0	Social Media Counts: 1,628 total page likes on Facebook	Total Facebook page likes increased by 44
	4-9: 16		
	10-17: 47	Emails relating to services: NA	
	18-30: 88		
	31-54: 328		
	55-70: 680		
	70+: 222		



Apple Festival.

SEOTS coordinated transportation for 42 Tribal members to attend Apple Fest on Saturday, September 22.

Tribal member Esai is experiencing pounding an Ash log into splints.

FAMILY SERVICES

Indian Child Welfare (ICW): 326 children received services by the department through on-going/intake case management. The department continues working through the Children's Code implementation plan since the budget was adopted October 2017. The ICW department filled the Children's Code related position (Paralegal) in July 2018. The department continued to meet with Outagamie Co. leadership throughout the quarter to continue efforts on the Memorandum of Understanding (MOU) & 161 agreements. Continued efforts toward implementation continue as we have also begun to meet with Judge Collins and the judiciary and began reviewing and editing court related forms and reports.

Foster Care: Program continues to recruit and license new foster homes, some child specific and others open to foster placements. Six homes were in the licensing process during the 4th quarter, four child-specific and two generals. 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. Program was present at the Child Support event, Boo Bash and Farmers Market for community outreach and recruitment purposes.

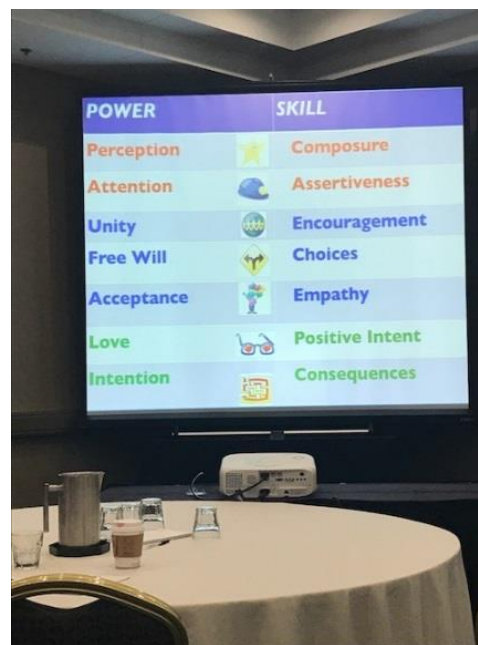
Parenting: Parenting Education Class (PEC) began in September and, with 16 participants. Trauma Informed Parenting (TIP) evening sessions also began in September with a total of 11 participants. Due to the interest in Conscious Discipline Curriculum Family Services was able to bring in Annette Chastain who is a certified trainer to offer a two-day training to professionals throughout the Nation, 200 attendees. The program has a vacancy as of August and is looking to fill so curriculums can be learned to assist the one Program Coordinator who is currently facilitating and meeting individually with families.

Prevention: Summer program was offered during this quarter to 3rd and 4th graders. Staff from both the Prevention and Domestic Abuse programs transported and provided many activities to the youth throughout July and August. Services for school age youth transitioned back in the schools in September with program staff meeting with school staff for planning purposes. Program offered support and education during the Back to School event in August for Foster and Kinship providers. Staff trained in Reiki and Question Persuade Refer (QPR). Program continues to work toward providing youth education on substance abuse, self-esteem and overall wellness.

Domestic Abuse: Program continues to offer group and individual services to individuals and families who are experiencing domestic abuse or are survivors of sexual assault. Services are offered in the office, in the home and school/community setting. Both Prevention and Domestic Abuse staff assisted with the youth summer program which was offered during the months of July and August. Planning has begun for the annual Domestic Abuse community event scheduled for October 20th. The Program is looking to fill the Office of Violence Against Women Lay Advocate position as it has been vacant since 9/28/18. Family Services department (along with Economic Support and Child Support) had an in-service day on 9/14 for staff enrichment with motivational speaker Chance Rush.

Conscious Discipline Training 8/21 & 8/22

200 attendees from a multitude of departments



Summer Program 2018-Prevention

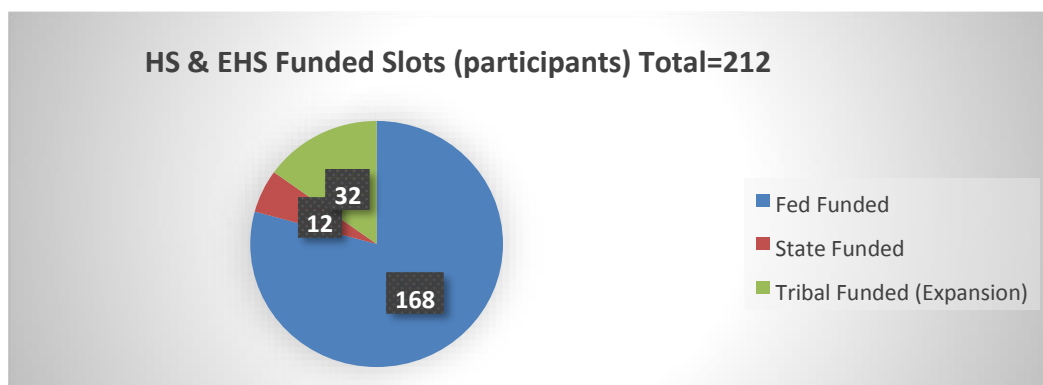
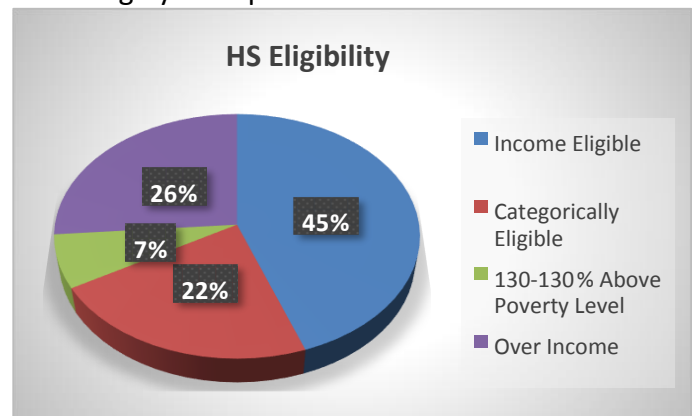
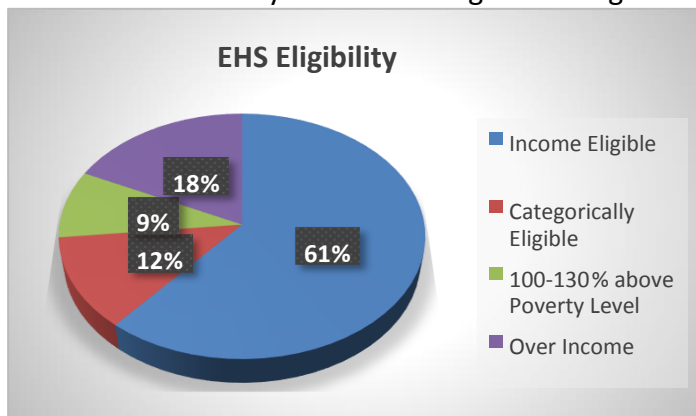


NARRATIVE	DEMOGRAPHICS	FREQUENCY/ UTILIZATION	BULLET POINTS
Indian Child Welfare: Program area provides child protection services, parenting services and foster care services to Oneida children and families in accordance with the Indian Child Welfare Act and the Children and Family Services Department Mission. Program goal is to assist/support families in their effort and ability to provide a safe, nurturing and stable home environment for their children.	326 (Oneida children and families involved in county/state Child Welfare systems, On-going and Intake totals)	2432 (Client contacts; home visits and all correspondence)	* 109 (children) served monthly-On-Going/Intake case management
Foster Care/Kinship Care: License foster homes and kinship providers to offer placements for youth in out of home care (voluntary and involuntary) that follow the placement preferences set forth by the Tribe.	232 (Oneida youth in out-of-home care; with a relative-Kinship Care, foster care, residential, group home, detention center.)	2731 (Client contacts; home visits and all correspondence)	* 58 Kinship-monthly average *14 youth in foster care-monthly average *6 respite
Parenting: Provide parenting education & support to families in the community who are either mandated to meet conditions or voluntarily participating.	91 (voluntary, mandated) parents, foster parents, community members-total served)	1100 (Client/participant contacts; group session, individual sessions, home visits and all correspondence)	*16 participants in Parent Education Class (PEC) & 11 Trauma Informed Parenting (TIP) each session
Prevention: Services provided to youth K-8th grade as well as families designed to support them in healthy and safe lifestyles.	484 (Youth and family attendee totals)	809 (total attendees for all youth group sessions offered)	*youth groups beginning in the schools *youth summer program
Domestic Violence: Education on healthy relationships, crisis and on-going support to families who are experiencing or who have experienced domestic violence.	440 (Women & Men groups and individual services, youth positions vacant)	706 (Group & individual session, all other related correspondences total)	*Women's Group *Men's Group *Individual and crisis support offered

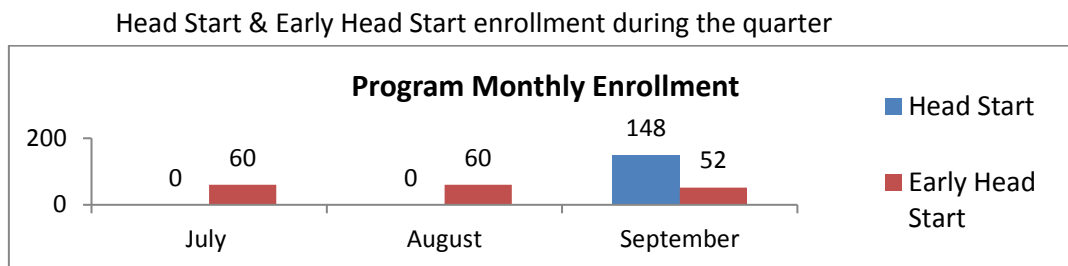
HEAD START (HS)/EARLY HEAD START (EHS)

Summary and highlights:

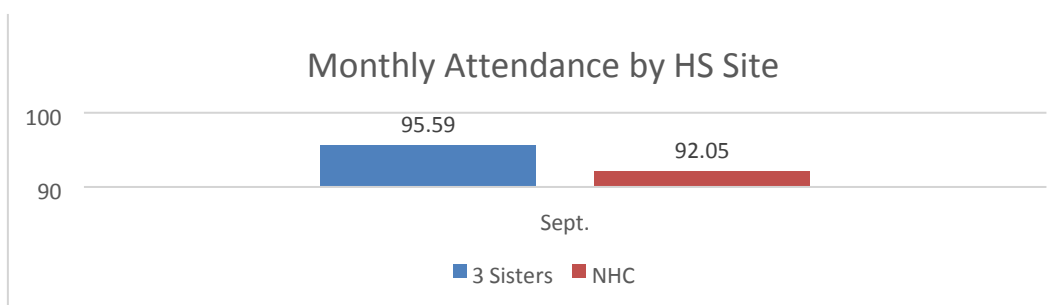
- Completed five-year grant application which included a variety of sections. Thank you to Marsha Danforth from Grants for her assistance. All the HS/EHS managers worked as a team to complete this in addition to the day-to-day program responsibilities.
- Home Visitor is on the Native American Breastfeeding Coalition for EHS program. She is working on an initiative along with Health Start for breastfeeding group for pregnant women.
- School Readiness Planning Team developed. Teacher, home visitors and managers on team. We need parents from both the HS/EHS to be on the team.
- Granted occupancy to the new Early Head Start addition July 20, 2018. Soft Opening for the Early Head Start new addition. Grand opening is scheduled for October and flyers will be coming out soon. All of Head Start and Early Head Start worked together to help pack, unpack, setting up shared spaces and organizing offices along with their regular day-to-day responsibilities.
- Tribal budget completion. Worked with Accounting and management to complete the needed budget items.
- Early Head Start School Readiness-Summer Checkpoint completed.
- Head Start Family Fun Night Kick-off on Sept 27.
- Immersion grant collaboration with Cultural Heritage started this year. Everyone speaks only Oneida in this classroom.
- Before and After programming is now being held at both the Three Sisters Head Start site and now also the Norbert Hill Center site.
- Working with Oneida Behavioral Health to put things in place for Mental Health Consultation and Reflective Supervision with staff Memorandum of Understanding (MOU). Reflective supervision is characterized by active listening and thoughtful questioning by both parties.



Head Start (HS) and Early Head Start (EHS) receives funding to enroll 212 children. The program serves mostly income and categorically eligible children and their families. When a vacancy occurs in either HS or EHS the program has 30 days to fill the vacancy. Head Start was not in session during July and August.



Head Start ATTENDANCE: HS Operating Days during September: 17 Average Daily Attendance= 138
 Monthly Attendance Rate: 93.88% NOTE: HS requires reporting on attendance ADA (average daily attendance) and the average is how our Childplus Software quantifies the data for attendance.



Recruitment & Enrollment: Family Service staff accepts and interview new applicants for HS. HS has a waitlist of 10 children. The program was fully enrolled on the first day of school. EHS had no waitlist during the month.

FAMILY SERVICES focus for Early Head Start (EHS)/Head Start (HS)

Staff meet with families on their caseloads to develop partnerships, set goals with parents, and provide support, referrals and follow up. Staff also plan family events and assist with recruitment.

Family Events: HS held their first Family Event for the school year on September 26 at the NHC cafeteria with 20 families attending for a total of 80 participants at the event. The Kick-Off event highlighted parent education on nutrition, children's games, meal and raffle. We were thankful that a Three Sisters father solicited from his place of employment (Packer Stadium) a raffle item that included a gift card, cups, bucket and t-shirts from a restaurant at the stadium.

Parenting Education: HS & EHS staff are planning the first Parent Café to begin in November for three sessions. The purpose of the Parent Café is to build the Protective Factors and support the EHS/HS goal of creating stronger, more effective, and meaningful parent engagement and as a gateway to providing parent leadership opportunities. Strong Families Parent Café: Five Strengthening Families Protective Factors that act as buffers against the elements that place children and families at risk. There will be Four Café's held throughout the program year. Staff are excited to have the ability to offer this form of parenting/family program. Each Café will serve up to 20 parents. A meal and childcare will be provided.

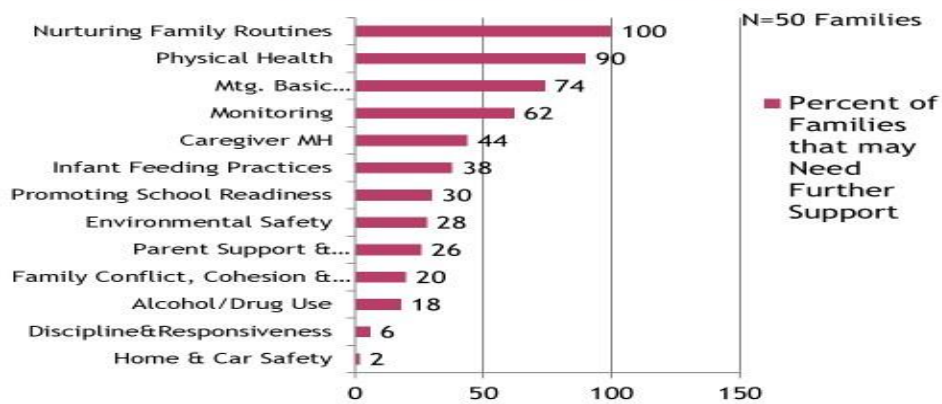
Other: EHS staff participated in a data analysis, discussion and program planning day in September. Some of the outcome data is included in this report.

PROGRAM YEAR 9-DATA (9/1/2017- 8/31/18)

During the program year EHS Provided:

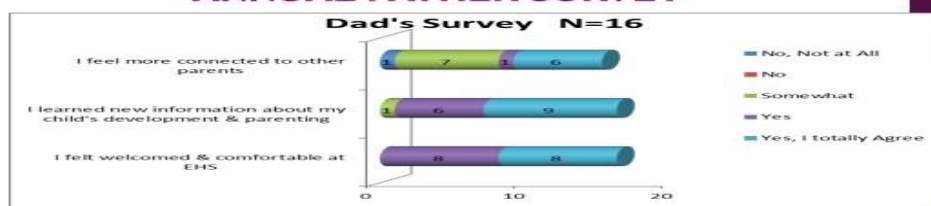
- ◉ 1,032 visits
- ◉ 77 prenatal visits
- ◉ 803 total group participants (Socialization & Family Events)
- ◉ 23 Newly Enrolled participants
- ◉ In 295 visits male caregivers participated in visit
- ◉ 5 Teen Parents; 4 children w/disabilities; 13 parents w/mental illness; 8 parents with substance abuse; 5 homeless or unstable housing; 11 Domestic Violence; 9 child abuse/neglect;

FAMILY MAP-OUTCOMES



EHS annual father survey results:

ANNUAL FATHER SURVEY



Q.1: What did you find to be most helpful to you in EHS?

"The whole family gets to be involved in the activities"; "All the fun projects"; "The activities that helps out my son"; "We were able to get immediate care for our child's speech/hearing needs. Would not have been able to do that on our own so THANK YOU!!" " Teachers, communication, and inclusion"; "Making sure dad's are included"; "That there is a lot of family events"; "The HV being flexible with times"; " I liked the Farmer's Market stuff and a few of the toys; "Support from worker"; "The interaction with different activities";

NARRATIVE	DEMOGRAPHICS	FREQUENCY/ UTILIZATION	BULLET POINTS
Early Head Start (EHS)	Birth to 3	Home Visits Jul: 97/8,700 in minutes CANCELS 63 Aug: 81/7530 in minutes CANCELS 45 Sep: 109/9,180 in minutes CANCELS 49 Fathers/Grandfathers: Jul: 22/3, Aug: 11/4, Sep: 15/7 Socialization: Jul: 73 Aug: 19, Sep 39 Parent Education: Jul: 18 (7 fathers) Aug: 4 (2 fathers) Sep: 10 (5 fathers)	Contacts = phone, email, in-person and transport
Disabilities Services	Birth to Three – 8; Brown County – 7, Outagamie County – 1 (All supported by BIA Early Intervention)	Children on an Individual Education Plan (IEP): School not in session. Referral to Green Bay School District – 0 Referred to E. De Pere School District - 0 Referral to Seymour School District – 0 Referral to W. De Pere School District - 0 Referral to BIA Early Intervention – Birth to 3 – 1 Referral to BIA Early Intervention – Three to Five – 0	
Before and After Program	Ages 3-5	-Children enrolled July 2018 = 15 (20 slots available) -Private pay accounts = 3 -Child Care and Development Funds (CCDF) accounts = 3 -Wisconsin Shares accounts = 9	
Immersion Classroom through collaboration with Cultural Heritage and grant. This is a pilot program speaking Oneida Language throughout the day.	Goal for 2018, 2019 and 2020. Progress to be updated in future reports.	16 children were enrolled in the Immersion Classroom. 1 child withdrew on 9/21.	The children are learning the Opening, commands, foods, greetings as well as every day conversation in the Oneida Language. The Immersion grant also provided language classes to all HS/EHS staff and parents in this classroom.
Strength based approach goal	Goal for 2018, 2019 and 2020. Progress to be updated in future reports.	*Increase family knowledge for accessing housing related resources in the community *Identify and develop partnerships with community agencies/programs related to housing, homelessness and substance abuse. *Provide staff training on effects and resources available for substance abuse and homelessness.	Will utilize to promote family well-being and nurture parent-child relationships by providing support, education and resources to all families

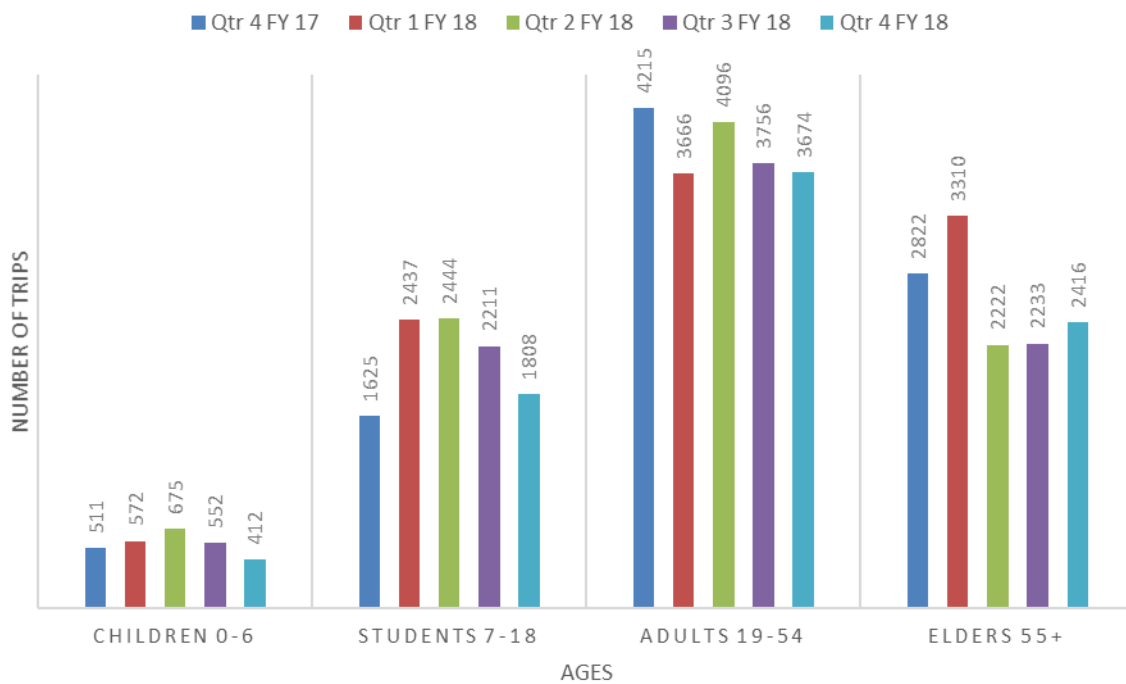
Vision and Hearing Screens		<p>AUGUST: Vision: 111 children screened/61 passed *49 failed screen and Health Services request sent to Parent/Guardian *8 children had glasses prescription at time of screen, 2 children were wearing glasses and 6 children were not Hearing: 111 children screened *94 passed initial screening *17 did not pass and will be rescreened in September SEPTEMBER: Vision Screen: 148 enrolled children. 20 children received their initial screen in September. 5 children have screens pending. 7 of the 20 children failed the vision screen and parents were notified to schedule a follow up eye exam. 96.62 % completion of vision screens. Hearing Screens: 148 enrolled children. 19 children received their initial screen. 4 children will need to be rescreened. 11 children were rescreened due to not passing the first time in August. 5 of those children were referred for follow up with a Health Care Provider due to failing 2 hearing screens. 4 children have screens pending. 97.29 % completion of vision screens.</p>	
Parents/guardians will be in the forefront of making decisions for their child's services under the Individuals with Disabilities Education Act (IDEA).		<p>Parents will be provided information through the monthly newsletter and training at the Parent Orientation throughout the year. This will help the parent to develop the skills to make an informed decision for their child's disability placement and/or services and how to advocate for their child's service under the provisions of IDEA. Survey's will be conducted quarterly to measure the efficacy of the training and information given.</p>	<p>Children with a suspected disability will receive testing/evaluation, diagnosis and an IFSP or IEP in a timely manner.</p> <p>All children will have access to and can fully participate in the full range of activities and services provided by the HS/EHS program.</p>
Foster a culture of health and wellness for children, families and staff	Starting in FY19.	<p>Dental Health: Healthy Lifestyle: Mental Wellness: Will partner with various areas within the Nation</p>	Education through newsletters, in the classroom, at in-services for staff and through experiences at socialization events



TRANSIT

NARRATIVE	DEMOGRAPHICS	FREQUENCY/ UTILIZATION	BULLET POINTS
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.	YTD Total Number of Individual Clients in our system: 2503	YTD Total Number of completed Trips: 8208	<p>Total Number of clients 16.9% increase from QTR 3 FY18. This is a 362 client increase or new clients added to the system. The total number of trips decreased by 6.22% from Quarter 3. There was a decrease in the number of students due to age limit changed. 11 years old and under must ride with someone at least 16 years of age. We also change the times transporting to schools affecting the number of student riders.</p> <p>To Date: On-Time Performance is currently at 87% compared to 86% of 3rd quarter. Factors to be considered: Increase may be due to becoming more efficient with tablets and training sessions. Target Goal: 95%</p>
	AGE GROUPS		
	Children Ages 0 — 6:	412	25.36% decrease compared to Qtr 3
	Students Ages 7 — 18:	1,808	18.23% decrease compared to Qtr 3
	Adults Ages: 19 — 54:	3,674	2.1% decrease compared to Qtr 3
	Elders Ages: 55 — +	2,416	8.2% increase as compared to Qtr 3
	Total Number of Completed Wheelchair Trips	461	3.13% increase compared to Qtr 3
	Total Miles	60,648	7.26% decrease compared to Qtr 3 F

ONEIDA PUBLIC TRANSIT NUMBER OF TRIPS BY AGE



4TH QTR FY 18 Total Number of Trips 8208 Breakdown

