



Government administration incorporates “Good Governance Principles” so that we may always look to the greater good of our Nation. We are comprised of approximately 32 fund units, 18 Boards, Committees, and Commissions, whose members are appointed, or elected, and one (1) Judiciary system whose members are also elected. Government administration strives to fulfill our constitutional responsibility to conserve and develop our common resources and promote the welfare of ourselves and our descendants by clearing the path for Tribal operations so that there will be a Nation of Strong Families built on **Tsi>Niyukwaliho T^** and a strong economy

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## Who We Are:

Self- Governance
EH&S Division Administration
Legislative Affairs / Communications
Human Resources
Oneida Business Committee
Finance
Purchasing
Licensing Coordinator
Indian Preference
Risk Management

Accounting
GTC Legal Resource Center
Internal Services Administration
Grants
Big Bear Media (Print Center / Mail Center / Kalihwisaks / Tourism
MIS
General Manager

<b>Appointed (See Page ??)</b>
Anna John Resident Centered Care Community Board
Oneida Community Library Board
Environmental Resource Board
Oneida Nation Arts Board
Oneida Nation Veterans Affairs Committee
Oneida Personnel Commission
Oneida Police Commission
Oneida Pow Wow Committee
Pardon and Forgiveness Screening Committee
Southeastern Oneida Tribal Services Advisory Board

<b>Elected (See Page ??)</b>
Oneida Election Board
Oneida Gaming Commission
Oneida Land Claims Commission
Oneida Land Commission
Oneida Nation Commission on Aging
Oneida Nation School Board
Oneida Trust Enrollment Committee
Oneida Youth Leadership Institute
Oneida Judiciary

### **Expected Outcomes – Fiscal Year 2018 – Fiscal Year 2021**

The Nation and its programs will be better prepared when Congressional allocations are diminished	Increase revenue generation, effective land use and increasing housing utilization	HRD will understand what each fund unit's human resources needs are; and work to put the right person in the right position for strategic alignment
Fully staff Self-Governance Office with one additional position with required competencies by 2021	Increased awareness of the Oneida Nation brand – who we are & what we do. Increased usage of our branding throughout the organization	Mandates, employment, and services can continue to be provided
Educate Community on programs and services offered, eligibility requirements and gain a better understanding of Community needs	Increased engagement with political leaders. More legislation that supports the Oneida Nation	Financial sustainability
Maintain good retention rate	Higher voting turnout rate. Improved communications of government. Successful inauguration	Optimize ROI
Oneida will have input and influences on grant and policy decisions that consider the needs of Oneida		Adherence to tribal policies and procedures
		Streamline the contracting process for all fund units
		Reduced prices and improvement in product availability

Increase services to customers thereby increasing revenues
Increase customer service
More revenue
Help get more children interested in engineering and construction related careers regarding renewable energies through life long careers
Helping provide for families and enhance economic stability for the community through proper training in the construction industry
Both the Nation and participating employees benefit with health care costs being managed at or below budgeted levels – results in flat or lower tribal contribution into the plan as well as maintaining the employee contribution piece at or below current affordable levels. Successfully managing health plan costs should reflect employees being engaged in managing their health, that they are utilizing the plan benefits as we want them to, and that the plan management strategies are successful

A formal cyber breach response plan should allow the Nation to prepare, prevent, mitigate and recover from a cyber breach. Done successfully, a plan can correct the breach path and restore the confidence necessary for all involved or who we need to trust in our organization
The current law is outdated, not complied with, in some aspect and essentially ineffective. The benefits of a rewritten law would include accountability on the part of the safety team established, accountability on the part of managers, enhance our ability to ensure the safety of employees, patrons and property from injuries or damages that are a direct expense to the Nation
Clean Audit Opinions allow the Oneida Nation to be in a better position to negotiate for Fiduciary agreements
Vendors paid on time
Financials are a true reflection of the activity posted for each month
By being adequately staffed our office will be able to efficiently provide legal representation

The amendments to the law will remove some legal conflicts and fix any deficiencies within the law
A training program will provide the skills necessary to provide legal representation. The transition plan will address how training and active cases are processed. This will make sure no client slips through the cracks
Grant dollars bring in new programs/projects/initiatives to the Oneida Nation. Additional benefits to the community will vary depending on the grant funding
Program staff will become more knowledgeable and confident in applying for external funding for their programs
To bring additional insights, board support, and funding opportunities from the non-profit aspect of fundraising
A more connected and aware Oneida community
Increase quality and dependability of services, dynamic team workforce, and stronger industry network

Innovation, new customers & services, market and client-driven
A more connected and aware Oneida community
Increase quality and dependability of services, dynamic team workforce, and stronger industry network
Innovation, new customers & services, market and client-driven
Our reliable, secure, and efficient information technology systems and infrastructure is leveraged, and we have maximized staff potential that fosters innovation and excellence

Leveraged web, social media, and mobile technologies to provide effective and consistent content delivery. Support for effective means of internal and external communication/collaboration for all departments and teams
System accessibility and availability measured against five 9's
Our schools will have a system with curriculum that balances culture & academics
We will increase the access to grow the number of language teachers, speakers, and learners
We will have a constitution that benefits the long-term needs for the Nation
We will have sustained long-term sovereignty protection

The organization will be more responsive and able to adapt to change
Change will be supported and there will be improved efficiencies
This will display a culture of positive communication entirely
Establish a strong sense of community
All Oneidas have access to health care options
Improve social, economic, physical, mental, and spiritual wellbeing of Tribal Membership
Community and organizational buy-in will be formed and Economic sustainability will be promoted
Sustainable economic initiatives are met (Oneida/Non-Oneida)

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## Outcome # 1

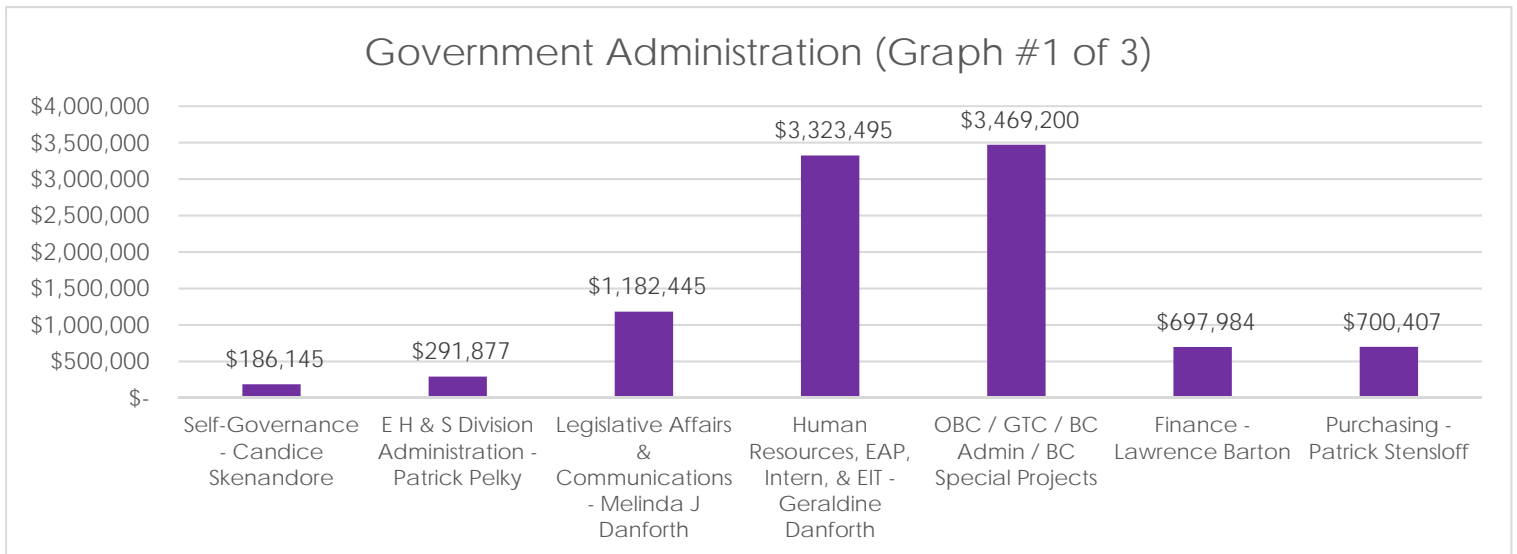
**Incorporate Good Governance Principles to: 1) Clear the path for Tribal operations; 2) Fulfill our constitutional responsibility to conserve and develop our common resources; 3) Promote the welfare of ourselves and our descendants**

Government Administration is prioritized #3 of 13 service groups. Due to the diverse fund units within Government Administration, (Program fund units / Boards, Committees, and Commissions / Judiciary), the OBC has determined to incorporate Good Governance Principles as a foundation of eight (8) values to provide a clear path for Tribal operations. On September 25, 2019, the OBC adopted Resolution #09-25-19-D, "Guidance to Implement Good Governance Principles for Conducting Public Affairs and Managing Public Resources." (See Attached)

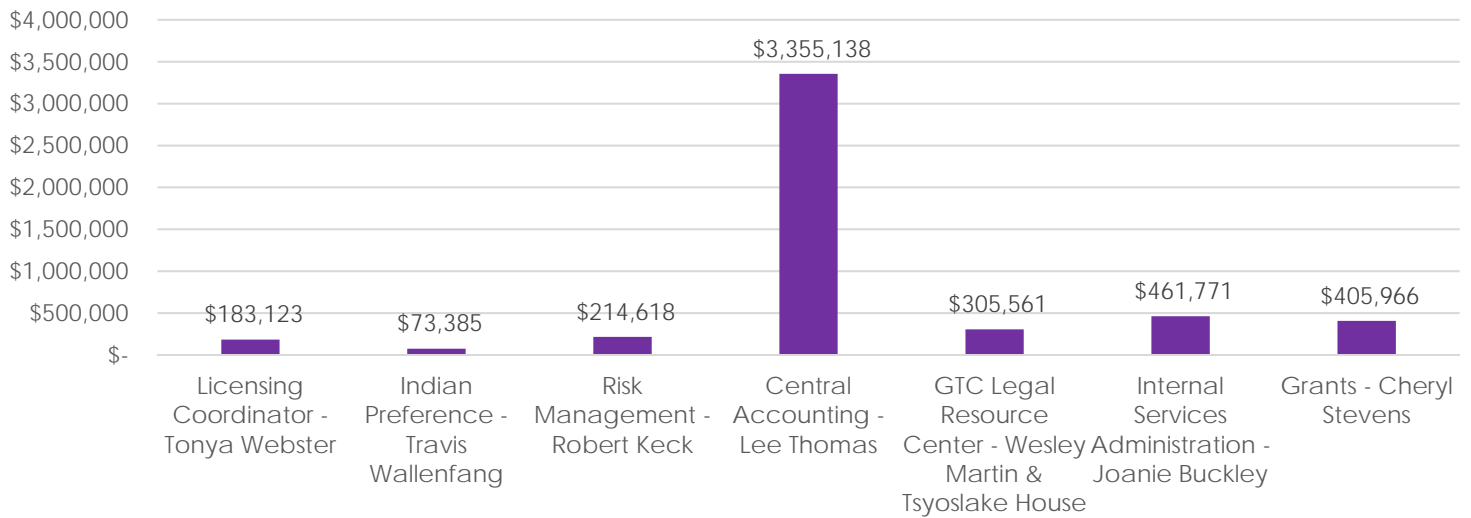
Fund units, Boards, Committees, Commissions, and Judiciary shall be required to begin focusing their benchmarks, and measurements, based on incorporating Good Governance principles as part of Government Administration's daily activities.

## Fiscal Year 2019 Preliminary Expended Budget (3 total bar graphs)

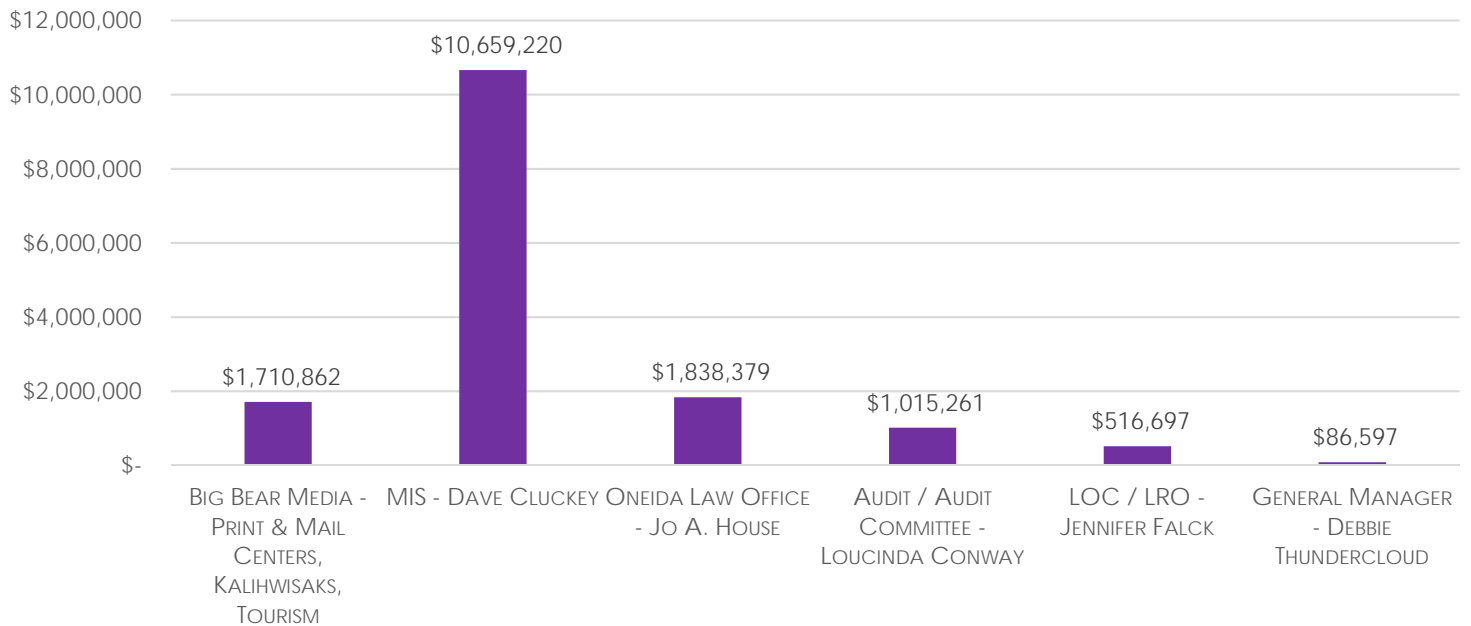
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### Government Administration (Graph #2 of 3)



### Government Administration (Graph #3 of 3)



## Oneida Nation Vision

A Nation of strong families built on Tsi>Niyukwaliho T^ and a strong economy

# Oneida Nation

Post Office Box 365

Phone: (920)869-2214



Oneida, WI 54155

## BC Resolution # 09-25-19-D

### Guidance to Implement Good Governance Principles for Conducting Public Affairs and Managing Public Resources

- WHEREAS,** the Oneida Nation is a federally recognized Indian government and a treaty tribe recognized by the laws of the United States of America; and
- WHEREAS,** the Oneida General Tribal Council is the governing body of the Oneida Nation; and
- WHEREAS,** the Oneida Business Committee has been delegated the authority of Article IV, Section 1, of the Oneida Tribal Constitution by the Oneida General Tribal Council; and
- WHEREAS,** the Oneida Business Committee has the fiscal responsibility of preparing a comprehensive spending plan for review and approval by the General Tribal Council, and
- WHEREAS,** the Oneida Business Committee adopted resolution # BC-09-27-17-B, *Setting the Strategic Plan for the 2017-2020 Term of the Oneida Business Committee*, which identified that the foundation for building a strategic plan is built on Trust, Value-Based Budgeting, Sovereignty Protection, Change Management, and Communication; and
- WHEREAS,** On February 8, 2018, the Oneida Business Committee adopted the *Budget Management and Control - Twahwistatye?nitha?*, Chapter 121, which implements a budgeting process focused on value-based budgeting wherein budget increases and budget cuts are allocated based on a priority list approved by the Oneida Business Committee; and
- WHEREAS,** Chapter 121, "Budget Management and Control - Twahwistatye?nitha?" requires a three (3) year (Triennial) strategic planning cycle, and
- WHEREAS,** Section 121.4-1(a through c) directs that the triennial strategic plan shall at minimum include:
- (a) Major policy and budgetary goals for the Nation, both long and short term;
  - (b) Specific strategies and planned actions for achieving each goal; and
  - (c) Performance targets and indicators to track progress which, to the extent available, includes, but is not limited to:
    - (1) Statistics and trending data for, at a minimum, the last three (3) complete fiscal years; and
    - (2) Performance targets for, at a minimum, the next three (3) complete fiscal years moving forward; and
- WHEREAS,** Chapter 121, "Budget Management and Control - Twahwistatye?nitha?" lists 13 service groups which encompasses all units within the Nation to complete Triennial Strategic Plans in section 121.5-3(a):
- (1) Protection and Preservation of Natural Resources
  - (2) Protection and Preservation of Oneida Culture and Language

- (3) Education and Literacy
- (4) Health Care
- (5) Economic Enterprises
- (6) Building and Property Maintenance
- (7) Human Services
- (8) Public Safety
- (9) Housing
- (10) Utilities, Wells, Wastewater and Septic
- (11) Planning, Zoning and Development
- (12) Membership Administration
- (13) Government Administration; and

**WHEREAS,** each service group identified a “lead” person to organize, communicate, and report on behalf of each service group; and

**WHEREAS,** each service group should look to the greater good to incorporate “Good Governance Principles” to collectively:

1. Clear the path for Tribal operations,
2. Fulfill our constitutional responsibility to conserve and develop our common resources,
3. Promote the welfare of ourselves and our descendants; and

**NOW THEREFORE BE IT RESOLVED,** the Oneida Business Committee affirms the Good Governance principles as tools to support the value of each service groups outcomes, and

**NOW THEREFORE BE IT FINALLY RESOLVED,** the Oneida Business Committee adopts the following Good Governance principles and definitions:

**Rule of Law:** Ensuring the rules are known and applied equally to all with clear appeal (if needed) and are enforced by an impartial regulatory body, for the full protection of Oneida Nation stakeholders.

**Transparency:** Open communication about actions taken and decisions made ensuring access to information is clear.

**Responsiveness:** Availability to the public and timeous reaction to the needs and opinions of the public.

**Consensus Oriented:** Consultation is required to understand diverse interests (Membership, Employee, Community) in order to reach a broad consensus of what is in the best interest of the Nation and how this can be achieved in a sustainable and prudent manner.

**Equity and Inclusiveness:** Providing the opportunity for the Nation’s stakeholders to maintain, enhance, or generally improve their well-being which provides the most compelling message regarding its reason for existence and value to the Nation.

**Effectiveness and Efficiency:** Processes implemented by the Nation producing favorable results which meets the needs of Membership, Employees, Community, while making the best use of resources – human, technological, financial, natural and environmental.

**Accountability:** The acknowledgement and assumption of responsibility for decisions and actions as well as the applicable rules of law.

**Participation:** Fostering a system in which the public feels that they are part of decision-making processes, including freedom of expression and assiduous concern for the best interests of the Tribe and community in general.

#### **CERTIFICATION**

I, the undersigned, as Secretary of the Oneida Business Committee, hereby certify that the Oneida Business Committee is composed of 9 members of whom 5 members constitute a quorum; 7 members were present at a meeting duly called, noticed and held on the 25<sup>th</sup> day of September, 2019; that the



forgoing resolution was duly adopted at such meeting by a vote of 6 members for, 0 members against, and 0 members not voting\*; and that said resolution has not been rescinded or amended in any way.

  
\_\_\_\_\_  
Lisa Summers, Secretary  
Oneida Business Committee

\*According to the By-Laws, Article I, Section 1, the Chair votes "only in the case of a tie."