

# Oneida Business Committee



**Executive Session**  
**8:30 AM Tuesday, May 24, 2022**  
BC Conference Room, 2nd floor, Norbert Hill Center

**Regular Meeting**  
**1:00 PM Wednesday, May 25, 2022**  
BC Conference Room, 2nd floor, Norbert Hill Center

## Agenda

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Meeting agenda is available here: [oneida-nsn.gov/government/business-committee/agendas-packets/](https://oneida-nsn.gov/government/business-committee/agendas-packets/). Materials for the "General Tribal Council" section of the agenda, if any, are available to enrolled members of the Oneida Nation; to obtain a copy, visit the Government Administrative Office, 2nd floor, Norbert Hill Center and present a valid Tribal I.D. or go to <https://goo.gl/uLp2jE>. Scheduled times are subject to change.

### **I. CALL TO ORDER**

### **II. OPENING**

### **III. ADOPT THE AGENDA**

### **IV. MINUTES**

- A. Approve the May 11, 2022, regular Business Committee meeting minutes**  
Sponsor: Lisa Liggins, Secretary

### **V. STANDING COMMITTEES**

#### **A. FINANCE COMMITTEE**

- 1. Accept the May 2, 2022, regular Finance Committee meeting minutes**  
Sponsor: Tina Danforth, Treasurer
- 2. Accept the May 16, 2022, regular Finance Committee meeting minutes**  
Sponsor: Tina Danforth, Treasurer

#### **B. LEGISLATIVE OPERATING COMMITTEE**

- 1. Accept the May 4, 2022, regular Legislative Operating Committee meeting minutes**  
Sponsor: David P. Jordan, Councilman

**VI. STANDING ITEMS****A. ARPA FRF and Tribal Contribution Savings Submissions**

1. **Consider request regarding funding for the Food Card Distribution for 2022 and 2023 utilizing unexpended Tribal Contribution Savings (1:30 p.m.)**  
Sponsor: Nancy Barton, Tribal Member

**VII. TRAVEL REPORTS****A. Approve the travel report - Secretary Lisa Liggins - 2021 TribalNet Conference and Tradeshow - Grapevine, TX - November 7-11, 2021**

Sponsor: Lisa Liggins, Secretary

**B. Approve the travel report - Councilman Kirby Metoxen - 2022 AIANTA Board Retreat - Albuquerque, NM - May 2-5, 2022**

Sponsor: Kirby Metoxen, Councilman

**C. Approve the travel report - Councilwoman Jennifer Webster - 2022 Annual Department of Children and Families Tribal Consultation meeting - Baraboo, WI - May 9-10, 2022**

Sponsor: Jennifer Webster, Councilwoman

**VIII. TRAVEL REQUESTS****A. Enter the e-poll results into the record regarding the approved travel request for Vice-Chairman Brandon Stevens to attend the Board of Regents Meeting in Lawrence, KS - May 11-13, 2022**

Sponsor: Lisa Liggins, Secretary

**IX. NEW BUSINESS****A. Review the Accounting and Audit (Chapter 14) Oneida Gaming Minimum Internal Control Standards and determine next steps**

Sponsor: Mark A. Powless, Sr., Chair/Oneida Gaming Commission

**B. Post ten (10) vacancies for alternates for 2022 Special Election - Oneida Election Board**

Sponsor: Lisa Liggins, Secretary

**C. Rescind the Joint Marketing Team charter and dissolve the Joint Marketing Team**

Sponsor: Lisa Liggins, Secretary

**X. REPORTS****A. CORPORATE BOARDS**

1. **Accept the Bay Bancorporation Inc. FY-2022 2nd quarter report (2:30 p.m.)**  
Sponsor: Jeff Bowman, President/Bay Bank
2. **Accept the Oneida Airport Hotel Corporation FY-2022 2nd quarter report (2:40 p.m.)**  
Sponsor: Kathy Hughes, Chair/Oneida Airport Hotel Corporation
3. **Accept the Oneida ESC Group, LLC FY-2022 2nd quarter report (2:50 p.m.)**  
Sponsor: John Breuninger, Chair/Oneida ESC Group Board of Managers
4. **Accept the Oneida Golf Enterprise FY-2022 2nd quarter report (3:00 p.m.)**  
Sponsor: Justin Nishimoto, Agent/Oneida Golf Enterprise

**XI. GENERAL TRIBAL COUNCIL**

- A. **Approve the 2022 semi-annual report**  
Sponsor: Lisa Liggins, Secretary

**XII. EXECUTIVE SESSION****A. REPORTS**

1. **Accept the Chief Counsel report**  
Sponsor: Jo Anne House, Chief Counsel
2. **Accept the General Manager report (10:00 a.m.)**  
Sponsor: Mark W. Powless, General Manager
3. **Accept the Intergovernmental Affairs, Communications, and Self-Governance May 2022 report**  
Sponsor: Melinda J. Danforth, Director/Intergovernmental Affairs
4. **Accept the Treasurer's April 2022 report (11:00 a.m.)**  
Sponsor: Tina Danforth, Treasurer
5. **Accept the Bay Bancorporation Inc. FY-2022 2nd quarter executive report (1:30 p.m.)**  
Sponsor: Jeff Bowman, President/Bay Bank
6. **Accept the Oneida Airport Hotel Corporation FY-2022 2nd quarter executive report (2:00 p.m.)**  
Sponsor: Kathy Hughes, Chair/Oneida Airport Hotel Corporation
7. **Accept the Oneida ESC Group, LLC FY-2022 2nd quarter executive report (3:00 p.m.)**  
Sponsor: John Breuninger, Chair/Oneida ESC Group Board of Managers

8. **Accept the Oneida Golf Enterprise FY-2022 2nd quarter executive report (3:30 p.m.)**  
Sponsor: Justin Nishimoto, Agent/Oneida Golf Enterprise

**B. NEW BUSINESS**

1. **Review Oneida Airport Hotel Corporation funding request and determine next steps (2:30 p.m.)**  
Sponsor: Kathy Hughes, Chair/Oneida Airport Hotel Corporation
2. **Discuss DR07 contract amendments - file # 2018-1226 (11:30 a.m.)**  
Sponsor: Todd VanDen Heuvel, Executive HR Director
3. **Approve attorney contract - Legislative Reference Office - file # 2022-0375**  
Sponsor: David P. Jordan, Councilman
4. **Approve attorney contract - Legislative Reference Office - file # 2022-0376**  
Sponsor: David P. Jordan, Councilman

**XIII. ADJOURN**

Posted on the Oneida Nation's official website, [www.oneida-nsn.gov](http://www.oneida-nsn.gov) pursuant to the Open Records and Open Meetings law (§ 107.14.)

The meeting packet of the open session materials for this meeting is available by going to the Oneida Nation's official website at: [oneida-nsn.gov/government/business-committee/agendas-packets/](http://oneida-nsn.gov/government/business-committee/agendas-packets/)

For information about this meeting, please call the Government Administrative Office at (920) 869-4364 or (800) 236-2214



Approve the May 11, 2022, regular Business Committee meeting minutes

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### Business Committee Agenda Request

**1. Meeting Date Requested:** 05/25/22

**2. General Information:**

Session:      Open      Executive – must qualify under §107.4-1.  
 Justification: *Choose reason for Executive.*

**3. Supporting Documents:**

- |   |  |   |
|---|--|---|
| <input type="checkbox"/> Bylaws                 | <input type="checkbox"/> Fiscal Impact Statement | <input type="checkbox"/> Presentation           |
| <input type="checkbox"/> Contract Document(s)   | <input type="checkbox"/> Law                     | <input type="checkbox"/> Report                 |
| <input type="checkbox"/> Correspondence         | <input type="checkbox"/> Legal Review            | <input type="checkbox"/> Resolution             |
| <input type="checkbox"/> Draft GTC Notice       | <input checked="" type="checkbox"/> Minutes      | <input type="checkbox"/> Rule (adoption packet) |
| <input type="checkbox"/> Draft GTC Packet       | <input type="checkbox"/> MOU/MOA                 | <input type="checkbox"/> Statement of Effect    |
| <input type="checkbox"/> E-poll results/back-up | <input type="checkbox"/> Petition                | <input type="checkbox"/> Travel Documents       |
| <input type="checkbox"/> Other: <i>Describe</i> |  |   |

**4. Budget Information:**

- |  |  |                                     |
|--|--|-------------------------------------|
| <input type="checkbox"/> Budgeted                  | <input type="checkbox"/> Budgeted – Grant Funded | <input type="checkbox"/> Unbudgeted |
| <input checked="" type="checkbox"/> Not Applicable |  |                                     |
| <input type="checkbox"/> Other: <i>Describe</i>    |  |                                     |

**5. Submission:**

Authorized Sponsor: Lisa Liggins, Secretary

Primary Requestor: \_\_\_\_\_

Additional Requestor: (Name, Title/Entity)

Additional Requestor: (Name, Title/Entity)

Submitted By: CELLIS1

**DRAFT****Oneida Business Committee**

**Executive Session**  
**8:30 AM Tuesday, May 10, 2022**  
 BC Conference Room, 2nd floor, Norbert Hill Center

**Regular Meeting**  
**1:00 PM Wednesday, May 11, 2022**  
 BC Conference Room, 2nd floor, Norbert Hill Center

**Minutes****EXECUTIVE SESSION**

**Present:** Chairman Tehassi Hill, Treasurer Tina Danforth, Council members: Daniel Guzman King, David P. Jordan, Kirby Metoxen, Marie Summers;

**Arrived at:** Secretary Lisa Liggins at 8:38 a.m.;

**Not Present:** Vice-Chairman Brandon Stevens, Councilwoman Jennifer Webster;

**Others present:** Jo Anne House, Larry Barton, Louise Cornelius, Melinda J. Danforth, Mark W. Powless, Todd VanDen Heuvel, Debra Powless, Danelle Wilson, Chad Fuss, James Petitjean, Josh Cottrell;

**REGULAR MEETING**

**Present:** Chairman Tehassi Hill, Secretary Lisa Liggins, Council members: David P. Jordan, Kirby Metoxen, Jennifer Webster;

**Not Present:** Vice-Chairman Brandon Stevens, Council members: Daniel Guzman King, Marie Summers;

**Arrived at:** Treasurer Tina Danforth at 1:03 p.m.;

**Others present:** Jo Anne House, Larry Barton, Mark W. Powless (via Microsoft Teams<sup>1</sup>), Todd VanDen Heuvel (via Microsoft Teams), Katsitsiyo Danforth (via Microsoft Teams), Kaylynn Gresham (via Microsoft Teams), Rhiannon Metoxen (via Microsoft Teams), Kristal Hill (via Microsoft Teams), Amy Spears (via Microsoft Teams), Justin Nishimoto (via Microsoft Teams), Loucinda Conway (via Microsoft Teams), Clorissa Santiago, Candice Skenandore, Lisa Summers (via Microsoft Teams), Melanie Burkhart (via Microsoft Teams), Lori Hill (via Microsoft Teams), Jacqueline Smith (via Microsoft Teams), Victoria Flowers (via Microsoft Teams), Patricia King (via Microsoft Teams), Debbie Melchert (via Microsoft Teams), Brooke Doxtator (via Microsoft Teams), Shannon Davis (via Microsoft Teams), Carol Silva (via Microsoft Teams), Tonya Webster (via Microsoft Teams), Mark A. Powless Sr., Jonas Hill, Michelle Braaten (via Microsoft Teams), Reynold Danforth (via Microsoft Teams), Bill Cornelius, Chris Cornelius, Don McLester, Kerry Kennedy, Fredrick Muscavitch (via Microsoft Teams), Carole Liggins, Artley Skenandore, Sacheen Lawrence, Kristin Jorgenson-Dann (via Microsoft Teams), Cody Cottrell (via Microsoft Teams), Gerald Cornelius, John Breuninger, Rosa Laster (via Microsoft Teams), Diane Hill (via Microsoft Teams), Michael Coleman (via Microsoft Teams), Stacie Cutbank (via Microsoft Teams), Mike Debraska (via Microsoft Teams), Lori Elm (via Microsoft Teams), Aliskwet Ellis;

<sup>1</sup> Microsoft Teams is software which provides a communication and collaboration platform for workplace chat, file sharing, and video meetings.

# DRAFT

## I. CALL TO ORDER

Meeting called to order by Chairman Tehassi Hill at 1:02 p.m.

For the record: Vice-Chairman Brandon Stevens is out on approved travel attending the Haskell Board of Regents Meeting in Lawrence, KS. Councilman Daniel Guzman King is excused for the 2022 Department of Corrections Consultation Meeting. Councilwoman Marie Summers is out on approved travel attending the Inter-Tribal Task Force (ITTF) meeting in Lac Du Flambeau, WI.

## II. OPENING (00:03:38)

Opening provided by Councilman Kirby Metoxen.

## III. ADOPT THE AGENDA (00:04:03)

Treasurer Tina Danforth arrived at 1:03 p.m.

Motion by Lisa Liggins to adopt the agenda with one (1) addition [1] under the New Business section, add item entitled Approve exceptions to resolution # BC-01-12-22-A for two (2) actions related to the June 8, 2022, regular BC meeting], seconded by Jennifer Webster. Motion carried:

Ayes:	David P. Jordan, Lisa Liggins, Kirby Metoxen, Jennifer Webster
Abstained:	Tina Danforth
Not Present:	Daniel Guzman King, Brandon Stevens, Marie Summers

## IV. OATH OF OFFICE

### A. Oneida Nation Arts Board - Stacie Cutbank (00:05:22)

Sponsor: Lisa Liggins, Secretary

Oath of office administered by Secretary Lisa Liggins. Stacie Cutbank was present via Microsoft Teams.

## V. MINUTES

### A. Approve the April 27, 2022, regular Business Committee meeting minutes (00:08:27)

Sponsor: Lisa Liggins, Secretary

Motion by Kirby Metoxen to approve the April 27, 2022, regular Business Committee meeting minutes, seconded by Jennifer Webster. Motion carried:

Ayes:	Tina Danforth, David P. Jordan, Lisa Liggins, Kirby Metoxen, Jennifer Webster
Not Present:	Daniel Guzman King, Brandon Stevens, Marie Summers

**DRAFT****VI. RESOLUTIONS****A. Adopt the resolution entitled Additional Emergency Amendments to the Oneida Personnel Policies and Procedures - Selection Policy (00:08:52)**

Sponsor: David P. Jordan, Councilman

Motion by Jennifer Webster to adopt resolution entitled 05-11-22-A Additional Emergency Amendments to the Oneida Personnel Policies and Procedures - Selection Policy, seconded by Lisa Liggins. Motion carried:

Ayes: Tina Danforth, David P. Jordan, Lisa Liggins, Kirby Metoxen, Jennifer Webster

Not Present: Daniel Guzman King, Brandon Stevens, Marie Summers

**B. Adopt the resolution entitled Amendments to the Budget Management and Control Law (00:14:20)**

Sponsor: David P. Jordan, Councilman

Motion by Jennifer Webster to adopt resolution entitled 05-11-22-B Amendments to the Budget Management and Control Law, seconded by David P. Jordan. Motion carried:

Ayes: Tina Danforth, David P. Jordan, Lisa Liggins, Kirby Metoxen, Jennifer Webster

Not Present: Daniel Guzman King, Brandon Stevens, Marie Summers

*For the record: Treasurer Tina Danforth stated I'm in support of the resolution, but I think the some of the dates are very aggressive such as June first.*

*For the record: Secretary Lisa Liggins stated I would thank the LOC and Finance and the Treasurer for bringing forth these amendments. They were underway for a number of months.*

**C. Adopt the resolution entitled Amendments to the Oneida Nation Gaming Ordinance (00:28:00)**

Sponsor: David P. Jordan, Councilman

Motion by Jennifer Webster to adopt resolution entitled 05-11-22-C Amendments to the Oneida Nation Gaming Ordinance, seconded by Kirby Metoxen. Motion carried:

Ayes: Tina Danforth, David P. Jordan, Lisa Liggins, Kirby Metoxen, Jennifer Webster

Not Present: Daniel Guzman King, Brandon Stevens, Marie Summers

**D. Adopt the resolution entitled BIA Solid Waste Disposal FY22 (00:33:43)**

Sponsor: Mark W. Powless, General Manager

Motion by David P. Jordan to adopt resolution entitled 05-11-22-D BIA Solid Waste Disposal FY22, seconded by Kirby Metoxen. Motion carried:

Ayes: Tina Danforth, David P. Jordan, Lisa Liggins, Kirby Metoxen, Jennifer Webster

Not Present: Daniel Guzman King, Brandon Stevens, Marie Summers

**DRAFT**

- E. Adopt the resolution entitled Extension of Declaration of Public Health State of Emergency Until July 22, 2022 (00:35:26)**  
Sponsor: Tehassi Hill, Chairman

*Councilman Kirby Metoxen left at 1:51 p.m.*

Motion by Jennifer Webster to adopt resolution entitled 05-11-22-E Extension of Declaration of Public Health State of Emergency Until July 22, 2022, seconded by David P. Jordan. Motion carried:

Ayes: David P. Jordan, Lisa Liggins, Jennifer Webster  
Abstained: Tina Danforth  
Not Present: Daniel Guzman King, Kirby Metoxen, Brandon Stevens, Marie Summers

*Councilman Kirby Metoxen returned 1:53 p.m.*

Motion by Lisa Liggins to direct the Public Health Officer to be responsible for bringing back any extensions to the Public Health State of Emergency, seconded by Tina Danforth. Motion carried:

Ayes: Tina Danforth, David P. Jordan, Lisa Liggins, Kirby Metoxen, Jennifer Webster  
Not Present: Daniel Guzman King, Brandon Stevens, Marie Summers

- F. Adopt the resolution entitled Nomination of Tehassi Hill to the U.S. Government Accountability Office Tribal Advisory Council (00:55:36)**  
Sponsor: Melinda J. Danforth, Director/Intergovernmental Affairs

Motion by Jennifer Webster to adopt resolution entitled 05-11-22-F Nomination of Tehassi Hill to the U.S. Government Accountability Office Tribal Advisory Council, seconded by Lisa Liggins. Motion carried:

Ayes: Tina Danforth, David P. Jordan, Lisa Liggins, Kirby Metoxen, Jennifer Webster  
Not Present: Daniel Guzman King, Brandon Stevens, Marie Summers

**VII. STANDING COMMITTEES****A. LEGISLATIVE OPERATING COMMITTEE**

- 1. Accept the April 20, 2022, regular Legislative Operating Committee meeting minutes (00:58:42)**  
Sponsor: David P. Jordan, Councilman

Motion by Jennifer Webster to accept the April 20, 2022, regular Legislative Operating Committee meeting minutes, seconded by Lisa Liggins. Motion carried:

Ayes: Tina Danforth, David P. Jordan, Lisa Liggins, Kirby Metoxen, Jennifer Webster  
Not Present: Daniel Guzman King, Brandon Stevens, Marie Summers

**DRAFT****VIII. STANDING ITEMS****A. ARPA FRF and Tribal Contribution Savings Submissions****1. Accept the Oneida Nation Student Relief Fund (SRF) Program follow-up report (00:59:09)**

Sponsor: Mark W. Powless, General Manager

Motion by Jennifer Webster to accept the Oneida Nation Student Relief Fund (SRF) Program follow-up report, seconded by Lisa Liggins. Motion carried:

Ayes: Tina Danforth, David P. Jordan, Lisa Liggins, Kirby Metoxen, Jennifer Webster

Not Present: Daniel Guzman King, Brandon Stevens, Marie Summers

**IX. TRAVEL REPORTS****A. Approve the travel report - Councilwoman Marie Summers - Testimony before the Senate Committee on Economic Disparity - Washington, D.C. - April 6-7, 2022 (01:18:05)**

Sponsor: Marie Summers, Councilwoman

Motion by Jennifer Webster to approve the travel report from Councilwoman Marie Summers for the Testimony before the Senate Committee on Economic Disparity in Washington, D.C. - April 6-7, 2022, seconded by Lisa Liggins. Motion carried:

Ayes: Tina Danforth, David P. Jordan, Lisa Liggins, Kirby Metoxen, Jennifer Webster

Not Present: Daniel Guzman King, Brandon Stevens, Marie Summers

**X. TRAVEL REQUESTS****A. Approve the travel request - Chairman Tehassi Hill and Secretary Lisa Liggins - National Congress of American Indians (NCAI) Mid Year Conference & Marketplace - Anchorage, AL - June 12-16, 2022 (01:18:35)**

Sponsor: Tehassi Hill, Chairman

Motion by Jennifer Webster to approve the travel request for Chairman Tehassi Hill, Secretary Lisa Liggins, and one (1) additional council member to attend the National Congress of American Indians (NCAI) Mid Year Conference & Marketplace in Anchorage, AL - June 12-16, 2022, seconded by David P. Jordan. Motion carried:

Ayes: Tina Danforth, David P. Jordan, Lisa Liggins, Kirby Metoxen, Jennifer Webster

Not Present: Daniel Guzman King, Brandon Stevens, Marie Summers

**DRAFT**

- B. Approve the travel request - Councilman Daniel Guzman King - FY 2023 Bemidji Area Pre-Negotiation meeting – Bloomington, MN – June 8 – 10, 2022 (01:19:44)**  
Sponsor: Daniel Guzman King, Councilman

Motion by Jennifer Webster to approve the travel request for Councilman Daniel Guzman King to attend the FY 2023 Bemidji Area Pre-Negotiation meeting in Bloomington, MN - June 8-10, 2022, seconded by David P. Jordan. Motion carried:

Ayes: Tina Danforth, David P. Jordan, Lisa Liggins, Kirby Metoxen, Jennifer Webster  
Not Present: Daniel Guzman King, Brandon Stevens, Marie Summers

- C. Approve the travel request - Councilman Daniel Guzman King - Local Government Advisory Committee (LGAC) and Small Community Advisory Subcommittee (SCAS) public meeting – Washington, D.C. – June 22-24, 2022 (01:20:10)**  
Sponsor: Daniel Guzman King, Councilman

Motion by David P. Jordan to approve the travel request for Councilman Daniel Guzman King to attend the Local Government Advisory Committee (LGAC) and Small Community Advisory Subcommittee (SCAS) public meeting in Washington, D.C. - June 22-24, 2022, seconded by Kirby Metoxen. Motion carried:

Ayes: Tina Danforth, David P. Jordan, Lisa Liggins, Kirby Metoxen, Jennifer Webster  
Not Present: Daniel Guzman King, Brandon Stevens, Marie Summers

- D. Approve the travel request - Councilman Kirby Metoxen - Native American Tourism of Wisconsin (NATOW) 2022 Annual Conference - Wabeno, WI - June 20-22, 2022 (01:20:41)**  
Sponsor: Kirby Metoxen, Councilman

Motion by Jennifer Webster to approve the travel request for the Councilman Kirby Metoxen to attend the Native American Tourism of Wisconsin (NATOW) 2022 Annual Conference in Wabeno, WI - June 20-22, 2022, seconded by David P. Jordan. Motion carried:

Ayes: Tina Danforth, David P. Jordan, Lisa Liggins, Jennifer Webster  
Abstained: Kirby Metoxen  
Not Present: Daniel Guzman King, Brandon Stevens, Marie Summers

*For the record: Secretary Lisa Liggins stated this travel conflicts with the June twenty-first GTC meeting, so Councilman Kirby Metoxen will not be in attendance.*

**XI. NEW BUSINESS**

- A. Review the March Sportsbook Rules of Play and determine next steps (01:21:45)**  
Sponsor: Mark A. Powless, Sr., Chair/Oneida Gaming Commission

Motion by Lisa Liggins to delete item XI.A. Review the March Sportsbook Rules of Play and determine next steps from the agenda, seconded by Jennifer Webster. Motion carried:

Ayes: Tina Danforth, David P. Jordan, Lisa Liggins, Kirby Metoxen, Jennifer Webster  
Not Present: Daniel Guzman King, Brandon Stevens, Marie Summers



**DRAFT****B. Review the April Sportsbook Rules of Play and determine next steps (01:22:49)**

Sponsor: Mark A. Powless, Sr., Chair/Oneida Gaming Commission

Motion by Lisa Liggins to accept the notice of Sportsbook Rules of Play approved by the Oneida Gaming Commission on April 12, 2022, and direct notice to the Oneida Gaming Commission that there are no requested revisions under section § 501.6-14.(d) as amended by the Oneida Gaming Commission to replace "voided" with "refunded" under section XIII.B.1., seconded by Jennifer Webster. Motion carried:

Ayes: Tina Danforth, David P. Jordan, Lisa Liggins, Kirby Metoxen, Jennifer Webster

Not Present: Daniel Guzman King, Brandon Stevens, Marie Summers

**C. Approve exceptions to resolution # BC-01-12-22-A for two (2) actions related to the June 8, 2022, regular BC meeting (01:29:59)**

Sponsor: Lisa Liggins, Secretary

Motion by David P. Jordan to approve exceptions to resolution # BC-01-12-22-A and to schedule executive session on June 7, 2022, beginning at 10:30 a.m. and to start the regular Business Committee meeting on June 8, 2022, at 1:00 p.m., seconded by Kirby Metoxen. Motion carried:

Ayes: Tina Danforth, David P. Jordan, Lisa Liggins, Kirby Metoxen, Jennifer Webster

Not Present: Daniel Guzman King, Brandon Stevens, Marie Summers

**XII. REPORTS****A. OPERATIONAL****1. Accept the Emergency Management Department FY-2022 2nd quarter report (01:31:50)**

Sponsor: Kaylynn Gresham, Director/Emergency Management

*Councilwoman Jennifer Webster left at 2:31 p.m.*

Motion by Lisa Liggins to accept the Emergency Management Department FY-2022 2nd quarter report, seconded by Kirby Metoxen. Motion carried:

Ayes: Tina Danforth, David P. Jordan, Lisa Liggins, Kirby Metoxen

Not Present: Daniel Guzman King, Brandon Stevens, Marie Summers, Jennifer Webster

**B. APPOINTED BOARDS, COMMITTEES, COMMISSIONS****1. Accept the Anna John Resident Centered Care Community Board FY-2022 2nd quarter report (01:34:10)**

Sponsor: Kristin Jorgenson Dann, Chair/Anna John Resident Centered Care Community Board

Motion by David P. Jordan to accept the Anna John Resident Centered Care Community Board FY-2022 2nd quarter report, seconded by Kirby Metoxen. Motion carried:

Ayes: Tina Danforth, David P. Jordan, Lisa Liggins, Kirby Metoxen

Not Present: Daniel Guzman King, Brandon Stevens, Marie Summers, Jennifer Webster



**DRAFT****2. Accept the Oneida Community Library Board FY-2022 2nd quarter report memorandum (01:35:22)**

Sponsor: Brooke Doxtator, BCC Supervisor

Motion by Lisa Liggins to accept the Oneida Community Library Board FY-2022 2nd quarter report memorandum, seconded by David P. Jordan. Motion carried:

Ayes: Tina Danforth, David P. Jordan, Lisa Liggins, Kirby Metoxen  
 Not Present: Daniel Guzman King, Brandon Stevens, Marie Summers, Jennifer Webster

**3. Accept the Oneida Environmental Resources Board FY-2022 quarterly report memorandum (01:36:07)**

Sponsor: Brooke Doxtator, BCC Supervisor

Motion by Lisa Liggins to accept the Oneida Environmental Resources Board FY-2022 quarterly report memorandum, seconded by Kirby Metoxen. Motion carried:

Ayes: Tina Danforth, David P. Jordan, Lisa Liggins, Kirby Metoxen  
 Not Present: Daniel Guzman King, Brandon Stevens, Marie Summers, Jennifer Webster

**4. Accept the Oneida Nation Arts Board FY-2022 2nd quarter report (01:38:39)**

Sponsor: Kelli Strickland, Chair/Oneida Nation Arts Board

Motion by David P. Jordan to accept the Oneida Nation Arts Board FY-2022 2nd quarter report, seconded by Lisa Liggins. Motion carried:

Ayes: Tina Danforth, David P. Jordan, Lisa Liggins, Kirby Metoxen  
 Not Present: Daniel Guzman King, Brandon Stevens, Marie Summers, Jennifer Webster

**5. Accept the Oneida Nation Veteran Affairs Committee FY-2022 2nd quarter report (01:39:09)**

Sponsor: Gerald Cornelius, Chair/Oneida Nation Veteran Affairs Committee

*Councilwoman Jennifer Webster returned 2:38 p.m.*

Motion by Lisa Liggins to accept the Oneida Nation Veteran Affairs Committee FY-2022 2nd quarter report, seconded by Jennifer Webster. Motion carried:

Ayes: Tina Danforth, David P. Jordan, Lisa Liggins, Kirby Metoxen, Jennifer Webster  
 Not Present: Daniel Guzman King, Brandon Stevens, Marie Summers

**6. Accept the Oneida Personnel Commission FY-2022 2nd quarter report memorandum (01:51:40)**

Sponsor: Twylite Moore, Chair/Oneida Personnel Commission

Motion by Jennifer Webster to accept the Oneida Personnel Commission FY-2022 2nd quarter report memorandum, seconded by Tina Danforth. Motion carried:

Ayes: Tina Danforth, David P. Jordan, Lisa Liggins, Kirby Metoxen, Jennifer Webster  
 Not Present: Daniel Guzman King, Brandon Stevens, Marie Summers

**DRAFT****7. Accept the Oneida Police Commission FY-2022 2nd quarter report (01:53:39)**

Sponsor: Richard Van Boxtel, Chair/Oneida Police Commission

Motion by David P. Jordan to accept the Oneida Police Commission FY-2022 2nd quarter report, seconded by Lisa Liggins. Motion carried:

Ayes: Tina Danforth, David P. Jordan, Lisa Liggins, Kirby Metoxen, Jennifer Webster

Not Present: Daniel Guzman King, Brandon Stevens, Marie Summers

**8. Accept the Pardon and Forgiveness Screening Committee FY-2022 2nd quarter report (01:54:16)**

Sponsor: Eric Boulanger, Chair/Pardon and Forgiveness Screening Committee

Motion by David P. Jordan to accept the Pardon and Forgiveness Screening Committee FY-2022 2nd quarter report, seconded by Kirby Metoxen. Motion carried:

Ayes: Tina Danforth, David P. Jordan, Lisa Liggins, Kirby Metoxen, Jennifer Webster

Not Present: Daniel Guzman King, Brandon Stevens, Marie Summers

**9. Accept the Southeastern Wisconsin Oneida Tribal Services Advisory Board FY-2022 2nd quarter report (01:54:40)**

Sponsor: Diane Hill, Chair/Southeastern Wisconsin Oneida Tribal Services Advisory Board

Motion by David P. Jordan to accept the Southeastern Wisconsin Oneida Tribal Services Advisory Board FY-2022 2nd quarter report, seconded by Kirby Metoxen. Motion carried:

Ayes: Tina Danforth, David P. Jordan, Lisa Liggins, Kirby Metoxen, Jennifer Webster

Not Present: Daniel Guzman King, Brandon Stevens, Marie Summers

**C. ELECTED BOARDS, COMMITTEES, COMMISSIONS****1. Accept the Oneida Election Board FY-2022 2nd quarter report (01:58:46)**

Sponsor: Pamela Nohr, Chair/Oneida Election Board

Motion by Jennifer Webster to accept the Oneida Election Board FY-2022 2nd quarter report, seconded by David P. Jordan. Motion carried:

Ayes: Tina Danforth, David P. Jordan, Lisa Liggins, Kirby Metoxen, Jennifer Webster

Not Present: Daniel Guzman King, Brandon Stevens, Marie Summers

**2. Accept the Oneida Gaming Commission FY-2022 2nd quarter report (01:59:32)**

Sponsor: Mark A. Powless, Chair/Oneida Gaming Commission

Motion by David P. Jordan to accept the Oneida Gaming Commission FY-2022 2nd quarter report, seconded by Kirby Metoxen. Motion carried:

Ayes: Tina Danforth, David P. Jordan, Lisa Liggins, Kirby Metoxen, Jennifer Webster

Not Present: Daniel Guzman King, Brandon Stevens, Marie Summers

**DRAFT****3. Accept the Oneida Land Claims Commission FY-2022 2nd quarter report (02:00:02)**

Sponsor: Chris Cornelius, Chair/Oneida Land Claims Commission

*Treasurer Tina Danforth left at 3:25 p.m.**Treasurer Tina Danforth returned at 3:31 p.m.*

Motion by David P. Jordan to accept the Oneida Land Claims Commission FY-2022 2nd quarter report, seconded by Jennifer Webster. Motion carried:

Ayes: Tina Danforth, David P. Jordan, Lisa Liggins, Kirby Metoxen, Jennifer Webster

Not Present: Daniel Guzman King, Brandon Stevens, Marie Summers

**4. Accept the Oneida Land Commission FY-2022 2nd quarter report (02:42:18)**

Sponsor: Rebecca Webster, Chair/Oneida Land Commission

Motion by David P. Jordan to accept the Oneida Land Commission FY-2022 2nd quarter report, seconded by Kirby Metoxen. Motion carried:

Ayes: Tina Danforth, David P. Jordan, Lisa Liggins, Kirby Metoxen, Jennifer Webster

Not Present: Daniel Guzman King, Brandon Stevens, Marie Summers

**5. Accept the Oneida Nation Commission on Aging FY-2022 2nd quarter report (02:43:00)**

Sponsor: Carole Liggins, Chair/Oneida Nation Commission on Aging

Motion by David P. Jordan to accept the Oneida Nation Commission on Aging FY-2022 2nd quarter report, seconded by Tina Danforth. Motion carried:

Ayes: Tina Danforth, David P. Jordan, Kirby Metoxen, Jennifer Webster

Abstained: Lisa Liggins

Not Present: Daniel Guzman King, Brandon Stevens, Marie Summers

**6. Accept the Oneida Nation School Board FY-2022 2nd quarter report (02:47:27)**

Sponsor: Sacheen Lawrence, Chair/Oneida Nation School Board

Motion by Lisa Liggins to accept the Oneida Nation School Board FY-2022 2nd quarter report, seconded by Jennifer Webster. Motion carried:

Ayes: Tina Danforth, David P. Jordan, Lisa Liggins, Kirby Metoxen, Jennifer Webster

Not Present: Daniel Guzman King, Brandon Stevens, Marie Summers

**7. Accept the Oneida Trust Enrollment Committee FY-2022 2nd quarter report (03:06:16)**

Sponsor: Jennifer Hill-Kelley, Chair/Oneida Trust Enrollment Committee

Motion by Jennifer Webster to accept the Oneida Trust Enrollment Committee FY-2022 2nd quarter report, seconded by Kirby Metoxen. Motion carried:

Ayes: Tina Danforth, David P. Jordan, Lisa Liggins, Kirby Metoxen, Jennifer Webster

Not Present: Daniel Guzman King, Brandon Stevens, Marie Summers

**DRAFT****D. STANDING COMMITTEES****1. Accept the Community Development Planning Committee FY-2022 2nd quarter report (03:06:47)**

Sponsor: Brandon Stevens, Vice-Chairman

Motion by Jennifer Webster to accept the Community Development Planning Committee FY-2022 2nd quarter report, seconded by Lisa Liggins. Motion carried:

Ayes: Tina Danforth, David P. Jordan, Lisa Liggins, Kirby Metoxen, Jennifer Webster

Not Present: Daniel Guzman King, Brandon Stevens, Marie Summers

**2. Accept the Finance Committee FY-2022 2nd quarter report (03:07:10)**

Sponsor: Tina Danforth, Treasurer

Motion by Kirby Metoxen to accept the Finance Committee FY-2022 2nd quarter report, seconded by Jennifer Webster. Motion carried:

Ayes: Tina Danforth, David P. Jordan, Lisa Liggins, Kirby Metoxen, Jennifer Webster

Not Present: Daniel Guzman King, Brandon Stevens, Marie Summers

**3. Accept the Legislative Operating Committee FY-2022 2nd quarter report (03:07:28)**

Sponsor: David P. Jordan, Councilman

Motion by Kirby Metoxen to accept the Legislative Operating Committee FY-2022 2nd quarter report, seconded by David P. Jordan. Motion carried:

Ayes: Tina Danforth, David P. Jordan, Lisa Liggins, Kirby Metoxen, Jennifer Webster

Not Present: Daniel Guzman King, Brandon Stevens, Marie Summers

**4. Accept the Quality of Life Committee FY-2022 2nd quarter report (03:07:45)**

Sponsor: Marie Summers, Councilwoman

Motion by Kirby Metoxen to accept the Quality of Life Committee FY-2022 2nd quarter report, seconded by David P. Jordan. Motion carried:

Ayes: Tina Danforth, David P. Jordan, Lisa Liggins, Kirby Metoxen, Jennifer Webster

Not Present: Daniel Guzman King, Brandon Stevens, Marie Summers

**E. OTHER****1. Accept the Oneida Youth Leadership Institute FY-2022 2nd quarter report (03:08:04)**

Sponsor: Mark W. Powless, General Manager

Motion by Jennifer Webster to accept the Oneida Youth Leadership Institute FY-2022 2nd quarter report, seconded by David P. Jordan. Motion carried:

Ayes: Tina Danforth, David P. Jordan, Lisa Liggins, Kirby Metoxen, Jennifer Webster

Not Present: Daniel Guzman King, Brandon Stevens, Marie Summers

**DRAFT**

**XIII. GENERAL TRIBAL COUNCIL**

**A. Approve the notice and packet for the June 21, 2022, tentatively scheduled special General Tribal Council meeting (03:09:11)**

Sponsor: Lisa Liggins, Secretary

Motion by Lisa Liggins to approve the notice and packet for the June 21, 2022, tentatively scheduled special General Tribal Council meeting with the noted change to the agenda to include a spot for the Comprehensive Housing Division presentation and to potentially remove the Mike Debraska petition to a future special General Tribal Council meeting date, contingent upon receiving agreement in writing from the petitioner by 12:00 p.m. on Thursday, May 12, 2022, seconded by Jennifer Webster. Motion carried:

Ayes: Tina Danforth, David P. Jordan, Lisa Liggins, Kirby Metoxen, Jennifer Webster

Not Present: Daniel Guzman King, Brandon Stevens, Marie Summers

*A handout was provided.*

DRAFT

**DRAFT****XIV. EXECUTIVE SESSION****A. REPORTS****1. Accept the Chief Counsel report (03:35:15)**

Sponsor: Jo Anne House, Chief Counsel

Motion by Jennifer Webster to accept the Chief Counsel report, seconded by David P. Jordan. Motion carried:

Ayes: Tina Danforth, David P. Jordan, Lisa Liggins, Kirby Metoxen, Jennifer Webster  
 Not Present: Daniel Guzman King, Brandon Stevens, Marie Summers

Motion by Jennifer Webster to approve the attorney contract with Husch Blackwell, LLP, contract # 2022-0352, seconded by David P. Jordan. Motion carried:

Ayes: David P. Jordan, Lisa Liggins, Kirby Metoxen, Jennifer Webster  
 Abstained: Tina Danforth  
 Not Present: Daniel Guzman King, Brandon Stevens, Marie Summers

Motion by David P. Jordan to approve the attorney contract with Attorney Thomas, contract # 2022-0349, seconded by Jennifer Webster. Motion carried:

Ayes: Tina Danforth, David P. Jordan, Lisa Liggins, Kirby Metoxen, Jennifer Webster  
 Not Present: Daniel Guzman King, Brandon Stevens, Marie Summers

Motion by Lisa Liggins to approve the publication by Professor Oberly regarding United States v. Cook, seconded by David P. Jordan. Motion carried:

Ayes: Tina Danforth, David P. Jordan, Lisa Liggins, Kirby Metoxen, Jennifer Webster  
 Not Present: Daniel Guzman King, Brandon Stevens, Marie Summers

Motion by Lisa Liggins to approve the Grant Agreement between the State of Wisconsin, Department of Administration, Division of Intergovernmental Relations and the Oneida Nation, contract # 2022-0284, and authorize a limited waiver of sovereign immunity, seconded by David P. Jordan. Motion carried:

Ayes: Tina Danforth, David P. Jordan, Lisa Liggins, Kirby Metoxen, Jennifer Webster  
 Not Present: Daniel Guzman King, Brandon Stevens, Marie Summers

**2. Accept the General Manager report (03:37:57)**

Sponsor: Mark W. Powless, General Manager

Motion by Jennifer Webster to accept the General Manager report, seconded by David P. Jordan. Motion carried:

Ayes: Tina Danforth, David P. Jordan, Lisa Liggins, Kirby Metoxen, Jennifer Webster  
 Not Present: Daniel Guzman King, Brandon Stevens, Marie Summers

**DRAFT****3. Accept the Gaming General Manager FY-2022 2nd quarter report (03:38:12)**

Sponsor: Louise Cornelius, Gaming General Manager

Motion by David P. Jordan to accept the Gaming General Manager FY-2022 2nd quarter report, seconded by Kirby Metoxen. Motion carried:

Ayes: Tina Danforth, David P. Jordan, Lisa Liggins, Kirby Metoxen, Jennifer Webster

Not Present: Daniel Guzman King, Brandon Stevens, Marie Summers

**4. Accept the Retail Enterprise FY-2022 2nd quarter report (03:38:28)**

Sponsor: Debra Powless, Retail General Manager

Motion by David P. Jordan to accept the Retail Enterprise FY-2022 2nd quarter report, seconded by Jennifer Webster. Motion carried:

Ayes: Tina Danforth, David P. Jordan, Lisa Liggins, Kirby Metoxen, Jennifer Webster

Not Present: Daniel Guzman King, Brandon Stevens, Marie Summers

**5. Accept the Human Resources FY-2022 2nd quarter report (03:38:43)**

Sponsor: Todd VanDen Heuvel, Executive HR Director

Motion by Kirby Metoxen to accept the Human Resources FY-2022 2nd quarter report, seconded by David P. Jordan. Motion carried:

Ayes: Tina Danforth, David P. Jordan, Lisa Liggins, Kirby Metoxen, Jennifer Webster

Not Present: Daniel Guzman King, Brandon Stevens, Marie Summers

**B. AUDIT COMMITTEE****1. Accept the March 17, 2022, regular Audit Committee meeting minutes (03:38:57)**

Sponsor: David P. Jordan, Councilman

Motion by Jennifer Webster to accept the March 17, 2022, regular Audit Committee meeting minutes, seconded by Kirby Metoxen. Motion carried:

Ayes: Tina Danforth, David P. Jordan, Lisa Liggins, Kirby Metoxen, Jennifer Webster

Not Present: Daniel Guzman King, Brandon Stevens, Marie Summers

**2. Accept the Audit Committee FY-2022 2nd quarter report (03:39:13)**

Sponsor: David P. Jordan, Councilman

Motion by Lisa Liggins to accept the Audit Committee FY-2022 2nd quarter report, seconded by Jennifer Webster. Motion carried:

Ayes: Tina Danforth, David P. Jordan, Lisa Liggins, Kirby Metoxen, Jennifer Webster

Not Present: Daniel Guzman King, Brandon Stevens, Marie Summers



**DRAFT****3. Accept the Four Card Poker Rules of Play compliance audit and lift the confidentiality requirement (03:39:26)**

Sponsor: David P. Jordan, Councilman

Motion by Jennifer Webster to accept the Four Card Poker Rules of Play compliance audit and lift the confidentiality requirement, seconded by Kirby Metoxen. Motion carried:

Ayes: Tina Danforth, David P. Jordan, Lisa Liggins, Kirby Metoxen, Jennifer Webster

Not Present: Daniel Guzman King, Brandon Stevens, Marie Summers

**C. NEW BUSINESS****1. Approve the BC DR05 contract amendments - file #2016-0862 (03:39:44)**

Sponsor: Todd VanDen Heuvel, Executive HR Director

Motion by David P. Jordan to approve the BC DR05 contract amendments - file #2016-0862, seconded by Tina Danforth. Motion carried:

Ayes: Tina Danforth, David P. Jordan, Lisa Liggins, Kirby Metoxen, Jennifer Webster

Not Present: Daniel Guzman King, Brandon Stevens, Marie Summers

*A handout was provided.*

**2. Approve the BC DR08 contract amendments - file # 2021-0256 (03:40:07)**

Sponsor: Todd VanDen Heuvel, Executive HR Director

Motion by David P. Jordan to accept the discussion as information, seconded by Kirby Metoxen.

Motion carried:

Ayes: Tina Danforth, David P. Jordan, Lisa Liggins, Kirby Metoxen, Jennifer Webster

Not Present: Daniel Guzman King, Brandon Stevens, Marie Summers

**3. Approve the BC DR09 contract amendments - file # 2021-0563 (03:40:22)**

Sponsor: Todd VanDen Heuvel, Executive HR Director

Motion by David P. Jordan to approve the BC DR09 contract amendments - file # 2021-0563, seconded by Lisa Liggins. Motion carried:

Ayes: Tina Danforth, David P. Jordan, Lisa Liggins, Kirby Metoxen, Jennifer Webster

Not Present: Daniel Guzman King, Brandon Stevens, Marie Summers

*For the record: Secretary Lisa Liggins stated an updated amendment was provided as a handout.*

**4. Accept the April 4, 2022, BC Officer meeting notes (03:40:54)**

Sponsor: Danelle Wilson, Executive Assistant

Motion by David P. Jordan to accept the April 4, 2022, BC Officer meeting notes, seconded by Jennifer Webster. Motion carried:

Ayes: Tina Danforth, David P. Jordan, Lisa Liggins, Kirby Metoxen, Jennifer Webster

Not Present: Daniel Guzman King, Brandon Stevens, Marie Summers



**DRAFT**

**5. Accept the May 2, 2022, BC Officer meeting notes (03:41:07)**

Sponsor: Danelle Wilson, Executive Assistant

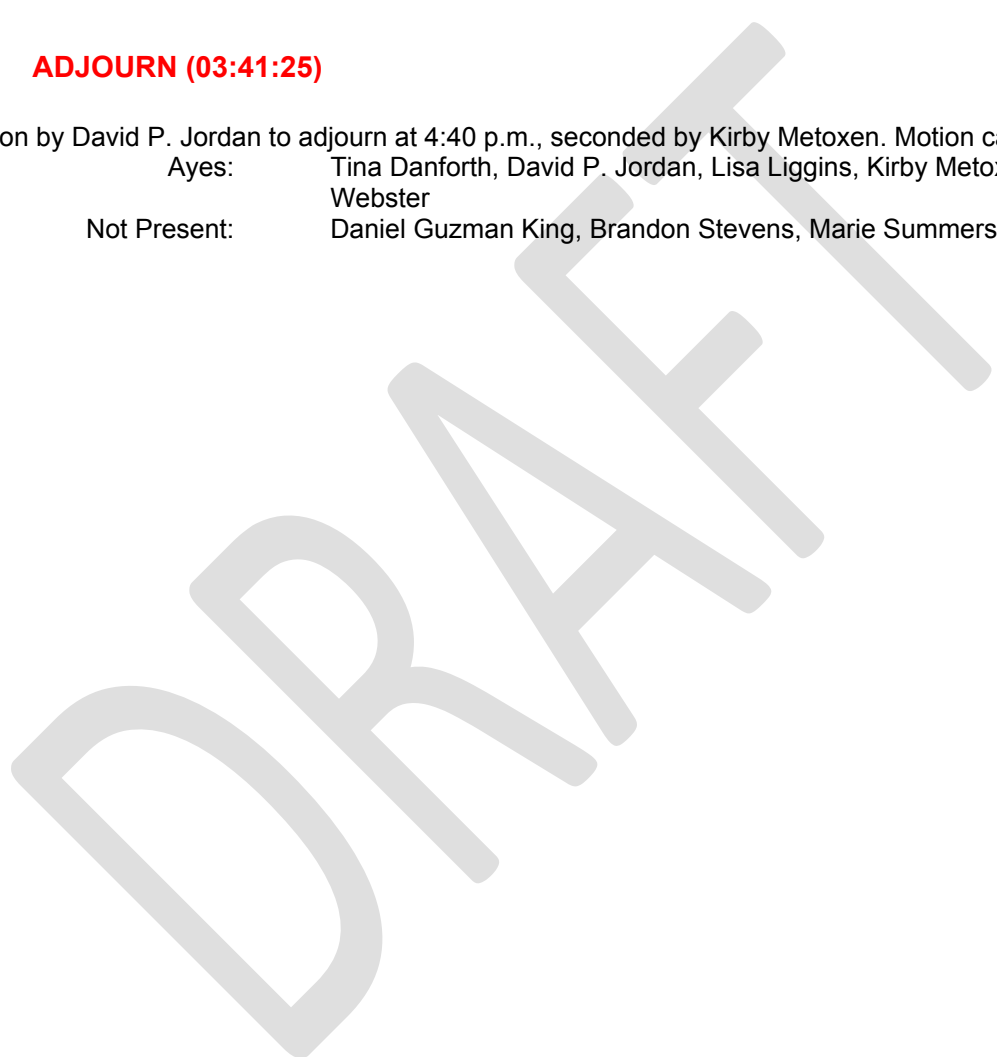
Motion by Jennifer Webster to accept the May 2, 2022, BC Officer meeting notes, seconded by Kirby Metoxen. Motion carried:

Ayes: Tina Danforth, Lisa Liggins, Kirby Metoxen, Jennifer Webster  
Abstained: David P. Jordan  
Not Present: Daniel Guzman King, Brandon Stevens, Marie Summers

**XV. ADJOURN (03:41:25)**

Motion by David P. Jordan to adjourn at 4:40 p.m., seconded by Kirby Metoxen. Motion carried:

Ayes: Tina Danforth, David P. Jordan, Lisa Liggins, Kirby Metoxen, Jennifer Webster  
Not Present: Daniel Guzman King, Brandon Stevens, Marie Summers



Minutes prepared by Aliskwet Ellis, Information Management Specialist.  
Minutes approved as presented on \_\_\_\_\_.

\_\_\_\_\_  
Lisa Liggins, Secretary  
ONEIDA BUSINESS COMMITTEE

Accept the May 2, 2022, regular Finance Committee meeting minutes

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### Business Committee Agenda Request

1. Meeting Date Requested: 05/25/22

2. Session:

Open     Executive – must qualify under §107.4-1.

Justification: *Choose or type justification.*

3. Requested Motion:

Accept as information; OR

Accept the FC Minutes of 5/02/22 & E-Poll

4. Areas potentially impacted or affected by this request:

Finance

Programs/Services

Law Office

MIS

Gaming/Retail

Boards, Committees, or Commissions

Other: All areas that require FC approval

5. Additional attendees needed for this request:

*Name, Title/Entity OR Choose from List*

*Name, Title/Entity OR Choose from List*

*Name, Title/Entity OR Choose from List*

*Name, Title/Entity OR Choose from List*

**6. Supporting Documents:**

- |  |  |   |
|--|--|---|
| <input type="checkbox"/> Bylaws                            | <input type="checkbox"/> Fiscal Impact Statement | <input type="checkbox"/> Presentation           |
| <input type="checkbox"/> Contract Document(s)              | <input type="checkbox"/> Law                     | <input type="checkbox"/> Report                 |
| <input type="checkbox"/> Correspondence                    | <input type="checkbox"/> Legal Review            | <input type="checkbox"/> Resolution             |
| <input type="checkbox"/> Draft GTC Notice                  | <input checked="" type="checkbox"/> Minutes      | <input type="checkbox"/> Rule (adoption packet) |
| <input type="checkbox"/> Draft GTC Packet                  | <input type="checkbox"/> MOU/MOA                 | <input type="checkbox"/> Statement of Effect    |
| <input checked="" type="checkbox"/> E-poll results/back-up | <input type="checkbox"/> Petition                | <input type="checkbox"/> Travel Documents       |
| <input type="checkbox"/> Other: <i>Describe</i>            |  |   |

**7. Budget Information:**

- |   |  |
|---|--|
| <input type="checkbox"/> Budgeted – Tribal Contribution | <input type="checkbox"/> Budgeted – Grant Funded |
| <input type="checkbox"/> Unbudgeted                     | <input type="checkbox"/> Not Applicable          |
| <input type="checkbox"/> Other: <i>Describe</i>         |  |

**8. Submission:**

Authorized Sponsor: Tina Danforth, Treasurer

Primary Requestor: Denise J. Vigue, Exec. Asst. to the CFO



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## INTERNAL MEMORANDUM

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**TO:** FINANCE COMMITTEE  
**FROM:** DENISE J. VIGUE, EXEC. ASST. TO THE CFO  
**SUBJECT:** E-POLL RESULTS – FC MINUTES OF MAY 2, 2022  
**DATE:** 5/3/22

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An E-Poll vote of the Finance Committee was conducted to approve the Finance Committee meeting minutes of May 2, 2022. The E-Poll and minutes were sent out yesterday and concluded today. The results of the completed E-Poll are as follows:

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**E-POLL RESULTS:**

**There was a Majority of 4 FC members voting to approve the May 2, 2022 Finance Committee Meeting Minutes. FC Members voting included: *Larry Barton, Jennifer Webster, Chad Fuss and Patrick Stensloff.***

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These Finance Committee Minutes of May 2, 2022 will be placed on the next Finance Committee agenda to acknowledge this E-Poll action. Per the FC By-Laws all Minutes of the FC will be submitted to the Secretary's Office once a month for BC acceptance.



## FINANCE COMMITTEE

### REGULAR MEETING

MAY 2, 2022 • Time: 9:00 A.M

Business Committee Executive Conference Room - NHC

## REGULAR MEETING MINUTES

### FC MEMBERS PRESENT:

Cristina Danforth, Treasurer/FC Chair

Jennifer Webster, BC Council Member

Patrick Stensloff, Purchasing Director

Larry Barton, CFO/FC Vice-Chair

Chad Fuss, Asst. Gaming CFO

**FC MEMBERS EXCUSED:** Kirby Metoxen, BC Council Member

**OTHERS PRESENT:** David Larson, Wanda Diemel, Debra Santiago, Andrea Kolitsch Zahringer, Clyde Skenandore, Jacqueline Schuman, Barbara Cornelius, Craig Clausen, Andrew Doxtater, Melissa Alvarado and Denise J. Vigue, taking notes

**I. CALL TO ORDER:** The FC Regular Meeting was called to order by the FC Vice Chair at 9:00 A.M. noting the Chair will be in shortly.

**II. APPROVAL OF AGENDA:** MAY 2, 2022

Motion by Jennifer Webster to approve the May 2, 2022 Finance Committee Meeting Agenda. Seconded by Chad Fuss. Motion carried unanimously.

**III. MINUTES:** APRIL 18, 2022 (Approved via E-Poll on 04/19/22):

Motion by Jennifer Webster to acknowledge the FC E-Poll action taken on Apr. 19, 2022 approving the April 18, 2022 Finance Committee Meeting Minutes. Seconded by Chad Fuss. Motion carried unanimously.

**IV. TABLED BUSINESS:** None

**V. CAPITAL EXPENDITURES:**

1. Tweet Garot Mechanical, Inc. - Amendment Amount: \$5,439.  
Timothy Skenandore, Gaming – Facilities

Wanda Diemel was present and explain this is for venting and CO2 tanks; they needed to add another tank and that took them over \$50,000. By amount being requested.

Motion by Patrick Stensloff to approve the Gaming Capital Expenditure contract amendment with Tweet Garot Mechanical, Inc. in the amount of \$5,439. Seconded by Jennifer Webster. Motion carried unanimously.

2. Northeast Asphalt – parking lot repair Amount: \$127,640.  
Jacque Boyle, DPW-Facilities

DPW staff were present to discuss this request; it was sent out for bids only 2 received; paving work across from seven generations location; there was extensive discussion on combining all asphalt project under one blanket with one vendor to save on costs, has been discussed for several years. DPW staff noted this would assist them in coordinating their activities and communication.

Motion by Jennifer Webster to approve the Capital Expenditure contract with Northeast Asphalt for parking lot repair work in the amount of \$127,640. Seconded by Chad Fuss. Motion carried unanimously.

Motion by Jennifer Webster to ask the General Manager to consolidate all asphalt projects to ensure lowest costs and to complete within six months. Seconded by Patrick Stensloff.

**Tina Danforth arrived at 9:07 A.M. and took over Chairing the meeting.**

3. Environmental Services Plus, Inc. Amount: \$71,875.  
Jacque Boyle, DPW-Facilities

This was for emergency tank replacement to mitigate any environmental damages to the groundwater; work his completed and there was minimal damage.

Motion by Jennifer Webster to approve the Capital Expenditure with Tweet Garot Environmental Services Plus, Inc. for emergency tank replacement in the amount of \$71,875. Seconded by Patrick Stensloff. Motion carried unanimously.

4. Wolf River Asphalt & Sealcoating, Inc. Amount: \$398,250.  
Jacque Boyle, DPW-Facilities

There was a discussion of this project and of the contract timelines; project was bid out and has been on the Capital Improvements list since 2020.

Motion by Jennifer Webster to approve the Capital Expenditure with Wolf River Asphalt & Sealcoating, Inc for parking lot repair work at DPW in the amount of \$398,250. Seconded by Chad Fuss. Motion carried unanimously.

## VI. NEW BUSINESS:

1. Data Financial – Maintenance Agmt. Amount: \$496,820.16  
Andrew Doxtater, Gam. Cage/Vault

Andrew was present and noted this is their annual maintenance agreement; it is a 2-year contract, but he knows each year it must be submitted for payment; he noted higher prices that could not be helped due to price adjustments in Europe.

Motion by Jennifer Webster to approve the Purchase Order for the maintenance agreement with Data Financial in the amount of \$496,820.16. Seconded by Patrick Stensloff. Motion carried unanimously.

2. PRN Health Services – PO increase Amount: \$1,200,000.  
David Larson, NHA long Term Care Anc. Dir.

David was present and explained this is a request to utilize current budgeted funding for this increase to this vendor; other PO's they will not be utilizing those vendors and remaining funds would come from unused personnel line; there was a discussion of the breakdown and the need to keep personnel line expenditure separate from contract funds; they have been working with HRD; Tina ask for more specific numbers as to the staff line not used and justification for this specific amount.

Motion by Jennifer Webster to approve the Purchase Order increase with PRN Health Services in the amount of \$1,200,000. Seconded by Chad Fuss. Motion carried unanimously.

3. Amazon Capital Services – (50) Antigen Rapid Test Kits Amount: \$80,910.  
Debra Santiago, Consolidated Health Services

Debra noted test kits will be used, if needed at the Oneida Pow Wow and Oneida Farmer's Market; they utilize I-Care Health who asked them to go through Amazon; Patrick noted that it would be better to work with this vendor directly and will assist them to set up a PO; this is grant funded.

Motion by Jennifer Webster to approve the Purchase Order with Amazon Capital Services for the purchase of fifty Antigen Rapid Test Kits in the amount of \$80,910. utilizing Wisconsin grant funds. Seconded by Patrick Stensloff. Motion carried unanimously

## VII. ONEIDA FINANCE FUND:

### Report:

1. Oneida Finance Fund Report – May 2, 2022  
Denise J. Vigue, Executive Assistant to the CFO

Motion by Jennifer Webster to approve the Oneida Finance Fund Report for May 2022. Seconded by Chad Fuss. Motion carried unanimously.

### Requests:

1. Total Self Defense Registration /Classes Amount: \$500.  
Requester: Katsi Danforth for Nova Rae

Motion by Jennifer Webster to approve from the Oneida Finance Fund the request for the Total Self Defense registration/classes for the daughter of the requester in the amount of \$500. Seconded by Patrick Stensloff. Motion carried unanimously.

2. Steve Baker Basketball Fees Amount: \$500.  
Requester: Emily Webster for David

Motion by Larry Barton to approve from the Oneida Finance Fund the request for Steve Baker Basketball fees for the son of the requester in the amount of \$500. Seconded by Jennifer Webster. Motion carried unanimously.

3. Y.M.C.A. Membership Fees Amount: \$197.40  
Requester: Kelly Metoxen

There is no required 10 percent requester match.

Motion by Jennifer Webster to approve from the Oneida Finance Fund the request for Y.M.C.A. Membership fees minus the 10% required match in the amount of \$177.66. Seconded by Chad Fuss. Motion carried unanimously.

4. STARZ Gymnastics Academy Class Fees Amount: \$500.  
Requester: Twila Pamanet for Téa

Motion by Jennifer Webster to approve from the Oneida Finance Fund the request for STARZ Gymnastics Academy class fees for the daughter of the requester in the amount of \$500. Seconded by Larry Barton. Motion carried unanimously.

5. Green Bay Metro Hoops Player Fees Amount: \$500.  
Requester: Matthew Ninham for Vivian

Motion by Jennifer Webster to approve from the Oneida Finance Fund the request for Green Bay Metro Hoops player fees for the daughter of the requester in the corrected amount of \$405. Seconded by Larry Barton. Motion carried unanimously.

6. Green Bay Youth Lacrosse League Registration Amount: \$500.  
Requester: Matthew Ninham for Maksim

Amount being requested includes equipment and clothing, which are excluded from the fund, costs for registration & membership totals \$238.50.

Motion by Larry Barton to approve from the Oneida Finance Fund the request for Green Bay Youth Lacrosse League registration & membership fees for the son of the requester in the amount of \$238.50. Seconded by Chad Fuss. Motion carried unanimously.



7. Blizzard Basketball Player Fees Amount: \$500.  
Requester: Debra Danforth for Mariah

Motion by Jennifer Webster to approve from the Oneida Finance Fund the request for Blizzard Basketball player fees for the daughter of the requester in the amount of \$500. Seconded by Patrick Stensloff. Motion carried unanimously.

8. Y.M.C.A. Camp U-Nah-Li-Ya Fees Amount: \$500.  
Requester: Tonia Skenandore for Alysa

Motion by Jennifer Webster to approve from the Oneida Finance Fund the request for Y.M.C.A. Camp U-Nah-Li-Yah fees for the daughter of the requester in the amount of \$500. Seconded by Chad Fuss. Motion carried unanimously.

9. Y.M.C.A. Camp U-Nah-Li-Ya Fees Amount: \$500.  
Requester: Tonia Skenandore for Ava

Motion by Jennifer Webster to approve from the Oneida Finance Fund the request for Y.M.C.A. Camp U-Nah-Li-Yah fees for the daughter of the requester in the amount of \$500. Seconded by Larry Barton. Motion carried unanimously.

10. Impact Sports Academy Class Fees Amount: \$500.  
Requester: Kelly Skenandore-Holtz for Kai

Motion by Chad Fuss to approve from the Oneida Finance Fund the request for Impact Sports Academy class fees for the son of the requester in the amount of \$500. Seconded by Patrick Stensloff. Motion carried unanimously.

11. Y.M.C.A. Camp U-Nah-Li-Ya Fees Amount: \$500.  
Requester: Chenoa Webster for Anani

Motion by Jennifer Webster to approve from the Oneida Finance Fund the request for Y.M.C.A. Camp U-Nah-Li-Yah fees for the two daughters of the requester in the amount of \$500. each. Seconded by Chad Fuss. Motion carried unanimously.

12. Y.M.C.A. Camp U-Nah-Li-Ya Fees Amount: \$500.  
Requester: Chenoa Webster for Asha  
- See Action in OFF Request #11.

13. Green Bay Soccer Club Fees Amount: \$178.  
Requester: Kana Zacarias-Skenandore for Yalanotati

Motion by Jennifer Webster to approve from the Oneida Finance Fund the request for Green Bay Soccer Club fees for the two daughters of the requester in the amount of \$178. and \$207. Seconded by Patrick Stensloff. Motion carried unanimously.

14. Green Bay Soccer Club Fees Amount: \$207.  
Requester: Kana Zacarias-Skenandore for Yakolahkweni

- See Action in OFF Request #13.

15. Team 920 Elite Tournament Fees Amount: \$750.  
Requester: Tanya Danforth

Motion by Jennifer Webster to approve from the Oneida Finance Fund the request for Team 920 Elite Tournament fees in the amount of \$750. Contingent upon receiving paid receipts for upcoming tournaments and team roster. Seconded by Patrick Stensloff. Motion carried unanimously.

16. Sconnie Lacrosse Player Fees Amount: \$500.  
Requester: Sarah Wunderlich for Haylen

Motion by Jennifer Webster to approve from the Oneida Finance Fund the request for Sconnie Lacrosse player fees for the son of the requester in the amount of \$500. Seconded by Chad Fuss. Motion carried unanimously.

17. Sconnie Lacrosse Player Fees Amount: \$500.  
Requester: Keta Quiver for Jamison

Motion by Jennifer Webster to approve from the Oneida Finance Fund the request for Sconnie Lacrosse player fees for the son of the requester in the amount of \$500. Seconded by Larry Barton. Motion carried unanimously.

18. F.I.R.E. Fitness Registration /Class Fees Amount: \$500.  
Requester: Jennifer L. Garcia

There was no backup in packet; Denise can send as it was not included as it was not a PDF document as required.

Motion by Jennifer Webster to approve from the Oneida Finance Fund the request for F.I.R.E. Fitness registration/class fees in the amount of \$500. Pending receipt of the backup. Seconded by Patrick Stensloff. Motion carried unanimously.

19. Sconnie Lacrosse Player Fees Amount: \$500.  
Requester: Samantha Boucher for Nakota

Motion by Larry Barton to approve from the Oneida Finance Fund the request for Sconnie Lacrosse player fees for the son of the requester in the amount of \$500. Seconded by Patrick Stensloff. Motion carried unanimously.

20. SOAR Fox Cities Camp Amount: \$500.  
Requester: Wesley Bridges, Jr.

Motion by Jennifer Webster to approve from the Oneida Finance Fund the request for SOAR Fox Cities Camp fees in the amount of \$500. Seconded by Patrick Stensloff. Motion carried unanimously.

21. Harvard MEDscience @HMS Program Fees Amount: \$500.  
Requester: Jacqueline Schuman for Secquoia

Jacqueline and her mom were present and explained the merits of this request and the positive activities for Secquoia; the FC Chair noted that they are limited to granting \$500, but urged requesters to contact In-Med, and the St. Ignace's Health Center as they offer student grants and to also check with Keith regarding the Susan White scholarship; The FC noted that youth 14-17 are in a vacuum where there are no funding sources for them and the GM need to attend a meeting with the FC for further discussion and solutions.

Motion by Jennifer Webster to approve from the Oneida Finance Fund the request for Harvard MEDscience @HMS Program fees for the daughter of the requester in the amount of \$500. Seconded by Chad Fuss. Motion carried unanimously.

22. Sconnie Lacrosse Player Fees Amount: \$500.  
Requester: Rita Madrid for Emerson

Motion by Jennifer Webster to approve from the Oneida Finance Fund the request for Sconnie Lacrosse player fees for the son of the requester in the amount of \$500. Seconded by Chad Fuss. Motion carried unanimously.

23. Y.M.C.A. Summer Camp Fees Amount: \$500.  
Requester: Debra Santiago for Ladell

Motion by Jennifer Webster to approve from the Oneida Finance Fund the request for Y.M.C.A. Summer Camp fees for the son of the requester in the amount of \$500. Seconded by Larry Barton. Motion carried unanimously.

24. Native America Midwest Tournament Fees Amount: \$500.  
Requester: Rebecca Skenandore for Madden

The FC noted that there is not a clear breakdown of costs paid for son vs. the team, need to see that in the form of receipts and registrations for the individual.

Motion by Larry Barton to defer this request for Native American Midwest Tournament fees in the amount of \$500. until specific cost information is obtained. Seconded by Jennifer Webster. Motion carried unanimously.

25. Yin Yoga Course Certificate Amount: \$329.  
Requester: Cherie Elm

There was a discussion of the reason for this request as it is for the personal benefit for the individual and her business which is excluded from OFF. Suggest to individual to contact Bay Bank (small business loans) and the Student Relief Fund.

Motion by Jennifer Webster to deny this request for Yin Yoga Course Certificate fees in the amount of \$329. as the OFF does not fund small business requests. Seconded by Larry Barton. Motion carried unanimously.

26. Gymnastics and Softball Fees Amount: \$379.88.  
Requester: Sara Powless for Gwen

Motion by Jennifer Webster to approve from the Oneida Finance Fund the request for Gymnastic and Softball fees for the daughter of the requester in the amount of \$379.88. Seconded by Larry Barton. Motion carried unanimously.

27. Air Force Gymnastics Class Fees Amount: \$252.  
Requester: Sara Powless for Josephine

Motion by Jennifer Webster to approve from the Oneida Finance Fund the request for Air Force Gymnastics class fees for the two children of the requester in the amount of \$252. each. Seconded by Larry Barton. Motion carried unanimously.

28. Air Force Gymnastics Class Fees Amount: \$252.  
Requester: Sara Powless for Harrison

- See Action taken in OFF #27.

29. Sconnie Lacrosse Player Fees Amount: \$500.  
Requester: Rosa Laster for Mason

Motion by Jennifer Webster to approve from the Oneida Finance Fund the request for Sconnie Lacrosse player fees for the son of the requester in the amount of \$500. Seconded by Larry Barton. Motion carried unanimously.

**VIII. EXECUTIVE SESSION: None**

**IX. ADMINISTRATIVE /INTERNAL:**

1. Finance Committee – FY22 Second Quarter Report to the BC  
Denise J. Vigue, Executive Assistant to the CFO

Motion by Jennifer Webster to approve the FY22 Second Quarter Report of the Finance Committee to the Business Committee. Seconded by Chad Fuss. Motion carried unanimously.

**X. FOLLOW UP:** None

**XI. FOR INFORMATION ONLY:**

NOTE: Although not on the agenda, Denise introduced Melissa Alvarado to the FC and Let them know she is the newly hired Office Manager in Finance and will be working in the future with the FC.

**XII. ADJOURN:** Motion by Jennifer Webster to adjourn. Seconded by Patrick Stensloff.  
Motion carried unanimously. Time: 10:50 A.M.

Minutes submitted by:  
Denise J. Vigue, Executive Assistant to the CFO  
& Finance Committee Contact/Recording Secretary

*Finance Committee Approval Date of Minutes via E-Poll:* May 03, 2022

Accept the May 16, 2022, regular Finance Committee meeting minutes

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### Business Committee Agenda Request

1. Meeting Date Requested: 05/25/22

2. Session:

Open     Executive – must qualify under §107.4-1.

Justification: *Choose or type justification.*

3. Requested Motion:

Accept as information; OR

Accept the FC Minutes of 5/16/22 & E-Poll

4. Areas potentially impacted or affected by this request:

Finance

Programs/Services

Law Office

MIS

Gaming/Retail

Boards, Committees, or Commissions

Other: All areas that require FC approval

5. Additional attendees needed for this request:

*Name, Title/Entity OR Choose from List*

*Name, Title/Entity OR Choose from List*

*Name, Title/Entity OR Choose from List*

*Name, Title/Entity OR Choose from List*

**6. Supporting Documents:**

- |  |  |   |
|--|--|---|
| <input type="checkbox"/> Bylaws                            | <input type="checkbox"/> Fiscal Impact Statement | <input type="checkbox"/> Presentation           |
| <input type="checkbox"/> Contract Document(s)              | <input type="checkbox"/> Law                     | <input type="checkbox"/> Report                 |
| <input type="checkbox"/> Correspondence                    | <input type="checkbox"/> Legal Review            | <input type="checkbox"/> Resolution             |
| <input type="checkbox"/> Draft GTC Notice                  | <input checked="" type="checkbox"/> Minutes      | <input type="checkbox"/> Rule (adoption packet) |
| <input type="checkbox"/> Draft GTC Packet                  | <input type="checkbox"/> MOU/MOA                 | <input type="checkbox"/> Statement of Effect    |
| <input checked="" type="checkbox"/> E-poll results/back-up | <input type="checkbox"/> Petition                | <input type="checkbox"/> Travel Documents       |
| <input type="checkbox"/> Other: <i>Describe</i>            |  |   |

**7. Budget Information:**

- |   |  |
|---|--|
| <input type="checkbox"/> Budgeted – Tribal Contribution | <input type="checkbox"/> Budgeted – Grant Funded |
| <input type="checkbox"/> Unbudgeted                     | <input type="checkbox"/> Not Applicable          |
| <input type="checkbox"/> Other: <i>Describe</i>         |  |

**8. Submission:**

Authorized Sponsor: Tina Danforth, Treasurer

Primary Requestor: Melissa Alvarado, Office Manager



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## INTERNAL MEMORANDUM

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**TO:** FINANCE COMMITTEE  
**FROM:** MELISSA ALVARADO, OFFICE MANAGER  
**SUBJECT:** E-POLL RESULTS – FC MINUTES OF MAY 16, 2022  
**DATE:** 5/17/22

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An E-Poll vote of the Finance Committee was conducted to approve the Finance Committee meeting minutes of May 16, 2022. The E-Poll and minutes were sent out yesterday and concluded today. The results of the completed E-Poll are as follows:

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**E-POLL RESULTS:**

**There was a Majority of 4 FC members voting to approve the May 16, 2022 Finance Committee Meeting Minutes. FC Members voting included: *Jennifer Webster, Kirby Metoxen, Chad Fuss and Patrick Stensloff.***

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These Finance Committee Minutes of May 16, 2022 will be placed on the next Finance Committee agenda to acknowledge this E-Poll action. Per the FC By-Laws all Minutes of the FC will be submitted to the Secretary's Office once a month for BC acceptance.



**FINANCE COMMITTEE****REGULAR MEETING****MAY 16, 2022 • Time: 9:00 A.M****Business Committee Executive Conference Room - NHC**

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**REGULAR MEETING MINUTES****FC MEMBERS PRESENT:**

Cristina Danforth, Treasurer/FC Chair

Jennifer Webster, BC Council Member

Kirby Metoxen, BC Council Member

Chad Fuss, Asst. Gaming CFO

Patrick Stensloff, Purchasing Director

**FC MEMBERS EXCUSED:** Larry Barton, CFO/FC Vice-Chair**OTHERS PRESENT:** Eric Boulanger, Nathan Maufort, Jason Doxtator, Melissa Webster, David Emerson, Connie Danforth, Denise J. Vigue, and Melissa Alvarado, taking notes**I. CALL TO ORDER:** The FC Regular Meeting was called to order by the FC Chair at 9:00 A.M.**II. APPROVAL OF AGENDA:** MAY 16, 2022

Motion by Jennifer Webster to approve the May 16, 2022 Finance Committee Meeting Agenda. Seconded by Chad Fuss. Motion carried unanimously.

**III. MINUTES:** MAY 2, 2022 (Approved via E-Poll on 05/3/22):

Motion by Jennifer Webster to acknowledge the FC E-Poll action taken on May 3, 2022 approving the May 2, 2022 Finance Committee Meeting Minutes. Seconded by Kirby Metoxen. Motion carried unanimously.

**IV. TABLED BUSINESS:** None**V. CAPITAL EXPENDITURES:**

- |  |                     |
|--|---------------------|
| 1. Fox Valley Truck - 2023 Isuzu NPR Box Truck | Amount: \$70,377.68 |
| Nathan Maufort, Gaming-Facilities              |                     |

Nathan Maufort was present and explained this will be replacing the 2002 box truck they currently have. It is a sole source, only vendor that would give a quote. Not many places sell these types of vehicles.

Motion by Jennifer Webster to approve the Gaming Capital Expenditure contract with Fox Valley Truck in the amount of \$70,377.68. Seconded by Patrick Stensloff. Motion carried unanimously.

2. Synercomm Inc – Information Security Assessments                      Amount: \$158,475.00  
Jason Doxtator, DTS

Jason Doxtator was present and explained what Synercomm Inc. assessments will be doing to secure the Nation's information. What happens at the Casino, OHC, or NHC effects all systems since they are all intertwined within the system. The timeframe will be about three months. Chad Fuss discussed that there is an urgent need due to what happened to Menominee last summer and they are still having problems with their information security.

Motion by Jennifer Webster to approve the Capital Expenditure contract with Synercomm Inc. in the amount of \$158,475.00. Seconded by Patrick Stensloff. Motion carried unanimously.

## VI. NEW BUSINESS:

1. All American Bingo – PO increase    Amount: \$52,000.00  
Melissa Webster, Gaming-Bingo

Melissa Webster was present and explained the increase for the All American Bingo PO. Prices for the paper will be increasing. Bingo wants to purchase as much paper as they can before this happens. Prices for Bingo paper hasn't changed in years.

Motion by Kirby Metoxen to approve the Purchase Order increase for All American Bingo in the amount of \$52,000.00. Seconded by Chad Fuss. Jennifer Webster abstained. Motion carried.

2. Applied Concepts – DSR 2 Antenna Radar                                      Amount: \$53,388.00  
Eric Boulanger, OPD

Eric Boulanger was present and explained the antenna radars they have are old and at their end of life in their squad cars. They are no longer be serviced. This is grant funded.

Motion by Jennifer Webster to approve the Purchase Order with Applied Concepts in the amount of \$53,388.00 utilizing the Coordinated Tribal Assistance Solicitation grant. Seconded by Kirby Metoxen. Motion carried unanimously.



**XII. ADJOURN:** Motion by Jennifer Webster to adjourn. Seconded by Kirby Metoxen.

Motion carried unanimously. Time: 9:18 A.M.

Minutes submitted by:

Melissa Alvarado, Office Manager

& Finance Committee Contact/Recording Secretary

*Finance Committee Approval Date of Minutes via E-Poll:* May 17, 2022

Accept the May 4, 2022, regular Legislative Operating Committee meeting minutes

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### Business Committee Agenda Request

1. Meeting Date Requested: 05/25/22

2. Session:

Open     Executive – must qualify under §107.4-1.

Justification: *Choose or type justification.*

3. Requested Motion:

Accept as information; OR

Accept the May 4, 2022 Legislative Operating Committee meeting minutes.

4. Areas potentially impacted or affected by this request:

Finance

Programs/Services

Law Office

MIS

Gaming/Retail

Boards, Committees, or Commissions

Other: Legislative Operating  
Committee

5. Additional attendees needed for this request:

*Name, Title/Entity OR Choose from List*

*Name, Title/Entity OR Choose from List*

*Name, Title/Entity OR Choose from List*

*Name, Title/Entity OR Choose from List*

**6. Supporting Documents:**

- |   |  |   |
|---|--|---|
| <input type="checkbox"/> Bylaws                 | <input type="checkbox"/> Fiscal Impact Statement | <input type="checkbox"/> Presentation           |
| <input type="checkbox"/> Contract Document(s)   | <input type="checkbox"/> Law                     | <input type="checkbox"/> Report                 |
| <input type="checkbox"/> Correspondence         | <input type="checkbox"/> Legal Review            | <input type="checkbox"/> Resolution             |
| <input type="checkbox"/> Draft GTC Notice       | <input checked="" type="checkbox"/> Minutes      | <input type="checkbox"/> Rule (adoption packet) |
| <input type="checkbox"/> Draft GTC Packet       | <input type="checkbox"/> MOU/MOA                 | <input type="checkbox"/> Statement of Effect    |
| <input type="checkbox"/> E-poll results/back-up | <input type="checkbox"/> Petition                | <input type="checkbox"/> Travel Documents       |
| <input type="checkbox"/> Other: <i>Describe</i> |  |   |

**7. Budget Information:**

- |   |  |
|---|--|
| <input type="checkbox"/> Budgeted – Tribal Contribution | <input type="checkbox"/> Budgeted – Grant Funded   |
| <input type="checkbox"/> Unbudgeted                     | <input checked="" type="checkbox"/> Not Applicable |
| <input type="checkbox"/> Other: <i>Describe</i>         |  |

**8. Submission:**

Authorized Sponsor: David P. Jordan, Councilman

Primary Requestor: Clorissa N. Santiago, LRO Senior Staff Attorney



**LEGISLATIVE OPERATING COMMITTEE MEETING MINUTES**  
 Oneida Business Committee Conference Room-2<sup>nd</sup> Floor Norbert Hill Center  
 May 4, 2022  
 9:00 a.m.

**Present:** David P. Jordan, Jennifer Webster, Marie Summers, Daniel Guzman King

**Excused:** Kirby Metoxen

**Others Present:** Clorissa N. Santiago, Brooke Doxtator, Lawrence Barton, Eric Boulanger (Microsoft Teams), Amy Spears (Microsoft Teams), Rhiannon Metoxen (Microsoft Teams), Kristal Hill (Microsoft Teams), Nic Reynolds (Microsoft Teams), Todd Vandeneuvel (Microsoft Teams), Matthew Denny (Microsoft Teams), Michelle Braaten (Microsoft Teams), Reynold Danforth (Microsoft Teams)

**I. Call to Order and Approval of the Agenda**

David P. Jordan called the May 4, 2022, Legislative Operating Committee meeting to order at 9:00 a.m.

Motion by Marie Summers to adopt the agenda; seconded by Daniel Guzman King. Motion carried unanimously.

**II. Minutes to be Approved**

**1. April 20, 2022 LOC Meeting Minutes**

Motion by Marie Summers to approve the April 20, 2022, LOC meeting minutes and forward to the Business Committee; seconded by Jennifer Webster. Motion carried unanimously.

**III. Current Business**

**1. Budget Management and Control Law Amendments**

Motion by Jennifer Webster to approve the Budget Management and Control law amendments adoption packet and forward to the Oneida Business Committee for consideration; seconded by Daniel Guzman King. Motion carried unanimously.

**2. Oneida Nation Gaming Ordinance Amendments**

Motion by Jennifer Webster to approve the Oneida Nation Gaming Ordinance amendments adoption packet and forward to the Oneida Business Committee for consideration; seconded by Daniel Guzman King. Motion carried unanimously.

**3. Oneida Personnel Policies and Procedures Emergency Amendments**

Motion by Marie Summers to approve the Oneida Personnel Policies and Procedures emergency amendments adoption packet and forward to the Oneida Business Committee

A good mind. A good heart. A strong fire.



for consideration; seconded by Daniel Guzman King. Motion carried unanimously.

#### **4. Children's Code Amendments**

Motion by Jennifer Webster to approve the updated draft and the legislative analysis for Children's Code amendments; seconded by Daniel Guzman King. Motion carried unanimously.

### **IV. New Submissions**

### **V. Additions**

### **VI. Administrative Items**

#### **1. E-Poll Results: Approval of the ONGO Amendments Updated Public Comment Review Memo, Draft, Legislative Analysis and FIS Request**

Motion by Marie Summers to enter into the record the results of the April 20, 2022, e-poll titled, Approval of the ONGO Amendments Updated Public Comment Review Memo, Draft, Legislative Analysis and FIS Request; seconded by Jennifer Webster. Motion carried unanimously.

#### **2. Legislative Operating Committee FY22 Second Quarter Report**

Motion by Marie Summers to approve the Legislative Operating Committee FY22 Second Quarter Report and forward to the Oneida Business Committee; seconded by Daniel Guzman King. Motion carried unanimously.

#### **3. Legislative Operating Committee 2022 Semi-Annual Report**

Motion by Marie Summers to approve the Legislative Operating Committee 2022 Semi-Annual Report and forward to the Secretary; seconded by Jennifer Webster. Motion carried unanimously.

#### **4. Legislative Reference Office 2022 Semi-Annual Report**

Motion by Jennifer Webster to approve the Legislative Reference Office 2022 Semi-Annual Report and forward to the Secretary; seconded by Marie Summers. Motion carried unanimously.

### **VII. Executive Session**

### **VIII. Adjourn**

Motion by Marie Summers to adjourn at 9:35 a.m.; seconded by Daniel Guzman King. Motion carried unanimously.



Consider request regarding funding for the Food Card Distribution for 2022 and 2023 utilizing unexpended

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## Business Committee Agenda Request

1. Meeting Date Requested: 05/25/22

2. Session:

Open     Executive – must qualify under §107.4-1.

Justification: *Choose or type justification.*

3. Requested Motion:

Accept as information; OR

Direct Project Owner, Mark W. Powless, to submit a reallocation of Tribal Contribution Savings to the next BC work session to submit to the FRF Portal for the next quarterly submission for the Food Card Distribution to address the issues of food insecurity

4. Areas potentially impacted or affected by this request:

- |   |   |
|---|---|
| <input type="checkbox"/> Finance                | <input type="checkbox"/> Programs/Services                  |
| <input type="checkbox"/> Law Office             | <input type="checkbox"/> MIS                                |
| <input type="checkbox"/> Gaming/Retail          | <input type="checkbox"/> Boards, Committees, or Commissions |
| <input type="checkbox"/> Other: <i>Describe</i> |   |

5. Additional attendees needed for this request:

Nancy Barton, Tribal Member

*Name, Title/Entity OR Choose from List*

*Name, Title/Entity OR Choose from List*

*Name, Title/Entity OR Choose from List*

**6. Supporting Documents:**

- |   |  |   |
|---|--|---|
| <input type="checkbox"/> Bylaws                 | <input type="checkbox"/> Fiscal Impact Statement | <input type="checkbox"/> Presentation           |
| <input type="checkbox"/> Contract Document(s)   | <input type="checkbox"/> Law                     | <input type="checkbox"/> Report                 |
| <input type="checkbox"/> Correspondence         | <input type="checkbox"/> Legal Review            | <input checked="" type="checkbox"/> Resolution  |
| <input type="checkbox"/> Draft GTC Notice       | <input type="checkbox"/> Minutes                 | <input type="checkbox"/> Rule (adoption packet) |
| <input type="checkbox"/> Draft GTC Packet       | <input type="checkbox"/> MOU/MOA                 | <input type="checkbox"/> Statement of Effect    |
| <input type="checkbox"/> E-poll results/back-up | <input type="checkbox"/> Petition                | <input type="checkbox"/> Travel Documents       |
| <input type="checkbox"/> Other: <i>Describe</i> |  |   |

**7. Budget Information:**

- |   |  |
|---|--|
| <input type="checkbox"/> Budgeted – Tribal Contribution | <input type="checkbox"/> Budgeted – Grant Funded |
| <input type="checkbox"/> Unbudgeted                     | <input type="checkbox"/> Not Applicable          |
| <input type="checkbox"/> Other: <i>Describe</i>         |  |

**8. Submission:**

Authorized Sponsor: Nancy Barton, Tribal Member

Primary Requestor: (Name, Title/Entity)



## Business Committee Agenda Request – Cover Memo

**From:** Nancy Barton, Tribal Member

**Date:** 5/19/2022

**RE:** Funding for the Food Card Distribution for 2022 and 2023 utilizing unexpended Tribal Contribution Savings

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### **PURPOSE**

To identify funding for the Food Card Distribution for 2022 and 2023 utilizing unexpended Tribal Contribution Savings for the issue for food insecurity.

### **BACKGROUND**

On September 8, 2021, the Oneida Business Committee made the following motion on the item entitled, “Consider request for an ARPA food card distribution in November and December 2021”:

Motion by Marie Summers to accept the request for an APRA food card distribution for November and December from 2021 through 2023 and direct the General Manager to bring back a report at the October 13, 2021, regular Business Committee meeting on program funded by FRF funds to be implemented by November 2021 through 2023, seconded by Lisa Liggins. Motion carried.

On October 13, 2021, the Oneida Business Committee adopted BC Resolution # 10-13-21-B Adoption of the 2021 Pandemic Relief Food Card Distribution Utilizing American Rescue Plan Act of 2021 Federal Relief Funds, only identifying funds for 2021.

This request is to direct the project manager to identify funds for food cards for 2022 and 2023.

### **REQUESTED ACTION**

Direct Project Owner, Mark W. Powless, to submit a reallocation of Tribal Contribution Savings to the next BC work session to submit to the FRF Portal for the next quarterly submission for the Food Card Distribution to address the issues of food insecurity

# Oneida Nation

Post Office Box 365

Phone: (920)869-2214



Oneida, WI 54155

## **BC Resolution # 10-13-21-B**

### **Adoption of the 2021 Pandemic Relief Food Card Distribution Utilizing American Rescue Plan Act of 2021 Federal Relief Funds**

- 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 Nation has received federal funds through the American Rescue Plan Act of 2021 Federal Relief Funds (“ARPA-FRF-LR”) to address matters arising out of the COVID-19 pandemic; and
- WHEREAS,** the Oneida Business Committee has determined a portion of the funds should be used to assist members through direct payment programs and other projects should result in tangible results to meet the needs of its members; and
- WHEREAS,** the Oneida Business Committee seeks to allocate funds from ARPA-FRF-LR toward a food card distribution for the purposes of providing financial relief to members negatively impacted by the COVID-19 pandemic through lost wages, health care expenses, inflationary increases on the cost of food, and other unexpected costs or loss of revenue; and
- WHEREAS,** the Oneida Business Committee would allocate funds from ARPA-FRF-LR for the acquisition and distribution of up to 9,000 food cards valued at \$500 each for the 2021 Pandemic Relief Food Card Distribution; and
- WHEREAS,** the 2021 Pandemic Relief Food Card Distribution would distribute 6,500 food cards through its facilities on or near the Oneida Reservation, 1,500 cards through its SEOTS facility in Milwaukee, WI, and budget for up to 1000 food cards that may be distributed those members receiving rain checks because the demand exceeded supplies on the initial distribution dates; and
- WHEREAS,** the 2021 Pandemic Relief Food Card Distribution would be open to all enrolled members of the Oneida Nation, ages 18 and above, who have attested to a need for such relief due to the economic impact created by the COVID-19 public health emergency; and
- WHEREAS,** the Nation would distribute only one food card to a qualifying member to be collected at either the designated location on or near the Oneida Reservation or the SEOTS facility in Milwaukee, WI; and

**BC Resolution # 10-13-21-B**  
**Adoption of the 2021 Pandemic Relief Food Card Distribution Utilizing American Rescue Plan Act**  
**of 2021 Federal Relief Funds**  
**Page 2 of 3**

**WHEREAS,** qualifying members may delegate a proxy to members of their immediate family (grandparents, parents, siblings, and children) to procure the food card for them if they supply the proxy with a copy of their Oneida Nation membership card and a signed statement of consent from the delegating member stating the name of the proxy, the relationship of the proxy to the delegating member, and a statement offering the delegating member's consent to allow the proxy to obtain the food card on the former's behalf; and

**WHEREAS,** this project fits within the Direct Membership Assistance allocation which is funded in the current fiscal year with funds available for allocation; and

**WHEREAS,** this project would be concluded by December 3, 2021, the date by which the initial distribution and the acquisition and distribution of food cards to the holders of rain checks would be completed; and

**WHEREAS,** the Oneida Business Committee has reviewed the proposed project; and

**NOW THEREFORE BE IT RESOLVED,** the 2021 Pandemic Relief Food Card Distribution will distribute 6,500 food cards through its facilities on or near the Oneida Reservation, 1,500 cards through its SEOTS facility in Milwaukee, WI, and budget for up to 1000 food cards that may be distributed later to those members receiving rain checks because the demand exceeded supplies on the distribution dates; rain checks will be issued only within the hours of operation at the designated distribution locations on the dates of distribution.

**BE IT FURTHER RESOLVED,** the food cards will have a value of \$500 and the number of food cards distributed shall not exceed the 6,500 food cards allocated for distribution at the facility on or near the Oneida Reservation, 1,500 food cards distributed at the SEOTS facility, and up to 1000 cards acquired after the initial distribution date(s) to meet the unfulfilled need represented by the allocated rain checks; rain checks shall be distributed on a first come/first serve basis and shall not exceed 1000 rain checks between all locations combined.

**BE IT FURTHER RESOLVED,** the 2021 Pandemic Relief Food Card Distribution is scheduled for November 17 – 19, 2021 at the aforementioned locations; Project Owner shall ensure the food cards acquired pursuant to rain checks are distributed no later than December 3, 2021.

**BE IT FURTHER RESOLVED,** the 2021 Pandemic Relief Food Card Distribution is open to all enrolled members of the Oneida Nation, ages 18 (by December 31, 2021) and above, who attest to a need for this category of relief due to the economic impact created by the COVID-19 public health emergency.

**BE IT FURTHER RESOLVED,** the Nation will distribute only one food card to a qualifying member to be collected at either the designated location on or near the Oneida Reservation or the SEOTS facility in Milwaukee, WI. Qualifying members may delegate a proxy only to adult members of their immediate family (grandparents, parents, siblings, and children) to procure the food card for them if the delegating member supplies the proxy with a copy of their Oneida Nation membership card and a signed consent from the delegating member stating the name of the proxy, the relationship of the proxy to the delegating member, and a statement offering the delegating member's consent to authorize the proxy to obtain the food card on the delegating member's behalf. Incarcerated qualifying members are excluded from delegating or authorizing a proxy to immediate family members.


**BE IT FURTHER RESOLVED,** the 2021 Pandemic Relief Food Card Distribution is provided under and in accordance with the Oneida General Welfare Law, 10 O.C. 1001 *et seq.*

**BC Resolution # 10-13-21-B**  
**Adoption of the 2021 Pandemic Relief Food Card Distribution Utilizing American Rescue Plan Act**  
**of 2021 Federal Relief Funds**  
**Page 3 of 3**

**BE IT FINALLY RESOLVED**, the Oneida Business Committee approves the 2021 Pandemic Relief Food Card Distribution, in the amount of \$4,500,000 from ARPA-FRF-LR Investments, Direct Membership Assistance, with General Manager Mark Powless assigned as the Project Owner.

**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; 9 members were present at a meeting duly called, noticed and held on the 13<sup>th</sup> day of October, 2021; that the forgoing resolution was duly adopted at such meeting by a vote of 7 members for, 0 members against, and 1 members not voting\*; and that said resolution has not been rescinded or amended in any way.

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

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

Approve the travel report - Secretary Lisa Liggins - 2021 TribalNet Conference and Tradeshow -...

## Business Committee Agenda Request

1. Meeting Date Requested: 05/25/22

2. General Information:

Session:  Open  Executive – must qualify under §107.4-1.

Justification: *Choose reason for Executive.*

3. Supporting Documents:

- |   |  |   |
|---|--|---|
| <input type="checkbox"/> Bylaws                 | <input type="checkbox"/> Fiscal Impact Statement | <input type="checkbox"/> Presentation           |
| <input type="checkbox"/> Contract Document(s)   | <input type="checkbox"/> Law                     | <input checked="" type="checkbox"/> Report      |
| <input type="checkbox"/> Correspondence         | <input type="checkbox"/> Legal Review            | <input type="checkbox"/> Resolution             |
| <input type="checkbox"/> Draft GTC Notice       | <input type="checkbox"/> Minutes                 | <input type="checkbox"/> Rule (adoption packet) |
| <input type="checkbox"/> Draft GTC Packet       | <input type="checkbox"/> MOU/MOA                 | <input type="checkbox"/> Statement of Effect    |
| <input type="checkbox"/> E-poll results/back-up | <input type="checkbox"/> Petition                | <input type="checkbox"/> Travel Documents       |
| <input type="checkbox"/> Other: <i>Describe</i> |  |   |

4. Budget Information:

- |   |  |                                     |
|---|--|-------------------------------------|
| <input type="checkbox"/> Budgeted       | <input type="checkbox"/> Budgeted – Grant Funded | <input type="checkbox"/> Unbudgeted |
| <input type="checkbox"/> Not Applicable | <input type="checkbox"/> Other: <i>Describe</i>  |                                     |

5. Submission:

Authorized Sponsor: Lisa Liggins, Secretary

Primary Requestor: \_\_\_\_\_

Additional Requestor: (Name, Title/Entity)

Additional Requestor: (Name, Title/Entity)

Submitted By: LLIGGINS

# BUSINESS COMMITTEE TRAVEL REPORT



**Travel Report for:** Lisa Liggins  
**Travel Event:** 22<sup>nd</sup> Annual TribalNet 2021 Conference and Tradeshow  
**Travel Location:** Grapevine, TX  
**Departure Date:** 11/07/2021      **Return Date:** 11/10/2021  
**Projected Cost:** \$2,889.50      **Actual Cost:** \$2,745.36  
**Date Travel was Approved by OBC:** 10/13/2021

## Narrative/Background:

I requested to attend this conference to participate in the educational sessions and networking opportunities with other tribal professionals from all across the country. This was a four-day conference which included keynote speakers, a two-day tradeshow, a meet and greet event designed for networking, and over thirty breakout sessions to choose from within these focused tracks:

- Workforce Strategy
- Leadership & Management
- Tribal Gaming & Hospitality Technology
- Tribal Government Technology
- Tribal Health Information Management
- Information Security

I focused my attendance on the Leadership & Management, Tribal Government Technology, and Information Security tracks which relate to the Secretarial duties for record keeping and administrative tasks. I've highlighted a few of the sessions that I found informative below.

- *Session: Leadership in a Ransomware World - what EVERY leader needs to know about security and their tribe or tribal enterprise*  
The speaker was Dave Bailey, President and General Manager of Arctic IT. Mr. Bailey covered and discussed the impacts of Ransomware As A Service, Movement to a Telecommuting Environment, AI as the only reasonable way to digitize large amounts of data, the importance of frequent and realistic simulation/exercises, and the necessity of having an Incident Response Plan as



it relates to Security Attacks. The majority of the topics reviewed by Mr. Bailey were things our DTS area is already doing and in the process of upgrading (i.e. Multi-Factor Authentication, KnowBe4 Security Tips, easy Phishing reporting).

- *Session: Supporting and Securing the Remote Workforce*  
The speaker was John Poling, Privacy Officer for the Choctaw Nation of Oklahoma. Mr. Poling spoke about how tribes are responding and moving toward a virtual environment and the issues/pitfalls that need to be addressed and/or avoided. For example, organizations need to consider that each piece of physical equipment linked to the network as an endpoint and the more endpoints you have the more risk there is. Generally, networks are only as secure as the people using them and it's important to train, education, test, and train again. Using collaborative tools such as Teams is great, but if you aren't using it properly you could leave sensitive files open to all employees. Most importantly was the need to have IT support adequately funded so they can do their best to prepare for the inevitable - it's not a question of if an organization is attacked, but when, how badly, and how quick is the response.
- *Session: Change Management - the tools of organized and effective change*  
The presenter for this session was Christine Pouliot, CEO/Owner of Evocent Leadership Development. <https://evokethepossible.com/> Some key points that I took away from this session were 1) Change is messy, personal, and emotional; 2) Change leadership requires authenticity, transparency, engagement and heart; and 3) Successful change is incremental, adequately resourced, frequently communicated, and built on trust, empathy, and respect.
- *Keynote Presentation: Cybersecurity for your Business*  
I really enjoyed this presentation from John Iannarelli, FBI Special Agent (Ret). <https://fbijohn.com/> Mr. Iannarelli covered street prices of stolen internet items, deep web, dark web, vulnerability at work and at home [ex. A new, unprotected device connected to the internet can be compromised in five (5) minutes], cost/quantity of data breaches, identity theft, phishing, ransomware, IOT (Internet of Things - car, tv, tablets, thermostats), BEC (business email compromise), and corporate espionage as well as a review of tactics that can be implemented to combat and defend against attacks. Generally, his speech was to raise awareness and advocate for preparedness.

Unfortunately, on the last full day of the convention I was ill and couldn't attend the sessions I had planned; thankfully the BC Area Manager was also in attendance, and we were able to debrief on the sessions she participated that day.

At one of the planned networking events, I had the opportunity to meet Edward Rangel, Director of IT Operation/Pearl River. Mr. Rangel worked directly with our Gaming Operations while we implement our sportsbook. He expressed he had a great

experience teaming up with Gaming staff and looks forward to any future joint efforts. I relayed this message to the Gaming General Manager.

The BC Area Manager and I also met with Naviant, the vendor we work with for our OnBase systems including agenda management. We were able to convey the changes our Records Management team has experienced since the onset of the pandemic and the challenges we have identified and continue to address [i.e. roll out of tribal-wide tools for agenda management has stalled]. Since the time of this meeting, the BC Area Manager has begun the appropriate follow ups with the Chief Information Officer, Dr. Archiquette.

**Item(s) Requiring Attention:**

Change management is an area that has been an ongoing concern; this has only been exacerbated by the impacts of the COVID-19 pandemic on our operations.

Understanding we need to make measured decisions about our resources, I think the Nation should consider contracting a change management expert or Chief Innovation Officer. As noted by Ms. Pouliot in the session I attended, “the focus is shifting from top-down initiatives, centralized change management functions, and departmentalized efforts to a more holistic approach, with shared responsibility and change capability at all levels” of an organization. The Nation’s overall lack of effective change management is concerning. I know and recognize there are areas that have and do management change effectively, but I think we need a full organization-wide change in culture.

**Requested Action:**

1. Approve the travel report from Secretary Lisa Liggins for the 2021 TribalNet Conference and Tradeshow in Grapevine, TX - November 7-11, 2021
2. Forward the topic of Change Management/Chief Innovation Officer to the July 19, 2022, BC work session for further discussion



**6. Supporting Documents:**

- |   |  |  |
|---|--|--|
| <input type="checkbox"/> Bylaws                 | <input type="checkbox"/> Fiscal Impact Statement | <input type="checkbox"/> Presentation                |
| <input type="checkbox"/> Contract Document(s)   | <input type="checkbox"/> Law                     | <input type="checkbox"/> Report                      |
| <input type="checkbox"/> Correspondence         | <input type="checkbox"/> Legal Review            | <input type="checkbox"/> Resolution                  |
| <input type="checkbox"/> Draft GTC Notice       | <input type="checkbox"/> Minutes                 | <input type="checkbox"/> Rule (adoption packet)      |
| <input type="checkbox"/> Draft GTC Packet       | <input type="checkbox"/> MOU/MOA                 | <input type="checkbox"/> Statement of Effect         |
| <input type="checkbox"/> E-poll results/back-up | <input type="checkbox"/> Petition                | <input checked="" type="checkbox"/> Travel Documents |
| <input type="checkbox"/> Other: <i>Describe</i> |  |  |

**7. Budget Information:**

- |  |  |
|--|--|
| <input checked="" type="checkbox"/> Budgeted – Tribal Contribution | <input type="checkbox"/> Budgeted – Grant Funded |
| <input type="checkbox"/> Unbudgeted                                | <input type="checkbox"/> Not Applicable          |
| <input type="checkbox"/> Other: <i>Describe</i>                    |  |

**8. Submission:**

Authorized Sponsor: Kirby Metoxen, Councilman

Primary Requestor: (Name, Title/Entity)

# BUSINESS COMMITTEE TRAVEL REPORT



**Travel Report for:** Kirby Metoxen  
**Travel Event:** 2022 AIANTA Board Retreat  
**Travel Location:** Albuquerque, NM  
**Departure Date:** 05/02/2022 **Return Date:** 05/05/2022  
**Projected Cost:** 1875.91 **Actual Cost:** 1841.95  
**Date Travel was Approved by OBC:** 04/18/2022

### Narrative/Background:

This Retreat is an in-person gathering May 3-4, 2022 to discuss important and complex strategic ideas that can best be shared face-to-face in order to build strong relationships and long-term business success. AIANTA is a non-profit and looks to the Board to invest their time to help reach their mission to define, introduce, grow and sustain American Indian, Alaska Native and Native Hawaiian tourism that honors traditions and values.

Travel was Approved via e-poll 4/18/2022

### Item(s) Requiring Attention:

[Click here to enter text.](#)

### Requested Action:

Approve the travel report - Councilman Kirby Metoxen - 2022 AIANTA Board Retreat- Albuquerque, NM- May 02-05, 2022.

## Summary of Board Retreat – May 3-4, 2022, Indian Pueblo Cultural Center, Albuquerque, NM

### DAY 1 – Understanding AIANTA and Tools to be an Empowered Board Member

#### Retreat Goals

- A. Inform
- B. Empower
- C. Have a Good Understanding of Where AIANTA is Now
- D. Layout the Plan for AIANTA's Sustainable Future

#### I. Review of Mission and Vision Statements – Sherry

- **Know the mission statement**
  - o “AIANTA’s mission is to define, introduce, grow and sustain American Indian, Alaska Native and Native Hawaiian tourism the honors traditions and values.”
- Vision statement to be revised
  - o “AIANTA, working with tribes and federal government partners, and by leveraging and efficiently using limited resources, will help to create a seamless system of access to resources, grants, technical support and training for all tribal entities it serves. AIANTA strives to improve the economic status within the communities it serves, particularly for those tribes who are economically or otherwise disadvantaged.”
- Research examples of vision statements – Below are some food for thought
  - o **A vision statement provides direction, it sets a course toward a future**
  - o *Your nonprofit vision statement is **a short phrase describing the future you are ultimately working towards** (i.e. your final destination or desired end state). It draws a picture of what the world will look like once your organization’s mission fulfilled.*
  - o **A vision statement is a concise, clear, well-articulated set of words** that describe your organization’s vision to internal and external stakeholders.
  - o A good **vision statement should be short, simple, specific to your nonprofit**, and should also have some ambition.

#### II. History of AIANTA and Timeline, 1999-current - Sherry

- Good picture of how AIANTA has evolved
- MOUs with Federal agencies and other agencies
- How do we continue to build capacity?

#### III. Board Skills - Sherry

- Build upon your own skill sets
  - o Take a course if possible
  - o Be well rounded

#### IV. Board Roles and Responsibilities – Hannah

- Understand the roles and responsibilities
- Governing Body of a non-profit, not a staff member

- Responsible for the big picture strategy and policies of an organization, delegating managerial tasks to paid staff
- Responsible for implementation of strategies and policies
- Working as a body not as individuals
- Giving time to the organization
  - o Keep track of all travel, expenses incurred to attend meetings, etc
  - o Claim on taxes
- As an ambassador, provide information on AIANTA
  - o Ask for packets to give to interested parties
    - Staff can send to you
- Legal duties of Non-Profit Board Members
  - o Duty of Care
    - Ensure prudent use of all assets, including facility, people and good will
  - o Duty of Loyalty
    - Make decisions in the best interest of the non-profit corporation; not in his or her self-interest
  - o Duty of Obedience
    - Ensure non-profit obeys applicable laws and ethical practices; adheres to its stated purposes, and activities, advance the mission
  - o Supervise and Support AIANTA's CEO
    - Hiring
    - Reviewing Performance
    - Approving Compensation
    - Support
  - o Lead Strategically
  - o Ensure Healthy or Good Governance
  - o Ensure Financial Stability
  - o Participate in Fundraising

#### V. Board Governance Policy Manual

- Read through and provide inputs **STRONGLY encouraged**
- **Post inputs to BOARDABLE**, send an email to Board members advising of posting
- There will be several iterations before going final
- Need to get this done as soon as possible

#### VI. Boardable Tutorial - Ariel

- Important to login at least once or twice a week to check for any updates
- Good way to keep up with what is going on
- You can also upload, download, start a discussion etc.
- **Board will start using Boardable**

**VII. NATIVE Act, Public Law 114-221 – Sherry**

- **Know the purpose of the Act**
  - o “To enhance and integrate Native American tourism, empower Native American communities, increase coordination and collaboration between Federal tourism assets, and expand heritage and cultural tourism opportunities in the United States.”
  - o If we are to grow the Tribal Tourism Industry, we will need widespread implementation of the NATIVE Act. This is critical as we collectively work to ensure equity and inclusion in the tourism industry for Native Nations and Communities.

**VIII. Implementation of the NATIVE Act and Appropriations**

- Money coming from the DOI, DOC,
  - o Competition is high for the \$\$
  - o Funding is inconsistent we need to push to get the funding
  - o We need to find the support to advocate for AIANTA to get the funds allocated
  - o AIANTA needs to be more aggressive and be heard, need the Board to support CEO and assist in advocating for the \$\$

**IX. EDA and the Distribution of American Rescue Plan Act Funds – Hannah**

- Tribes received a set amount that was pre-determined by an agency
- No consultation with tribes
- AIANTA has been “forced” to apply in a competitive pool,
- More story points to make a point on how AIANTA has been making a difference
- There is not a nationwide, consistent system of support for tribes to access culturally specific tourism marketing and advocacy support to develop, grow and expand cultural tourism
- AIANTA fills the role as the DMO for American Indians, Alaska Natives and Native Hawaiian cultural tourism but isn’t backed with consistent, sustainable funding
- Our voice is muted without consistent funding commensurate to the opportunities and need
- Next Steps
  - o New program contact at EDA
  - o Pilot Approach
  - o Engagement with the Department of Commerce
  - o Support for funding in FY 2023

**X. Our Crossroads and the Need to Gather Support for AIANTA’s Works – Sherry**

- Support letters
- Online Petition
- Important to garner support from your tribal administration
  - o If there are stories from the tribe as to how AIANTA made a difference in the tourism efforts, share the stories
  - o Inform people about AIANTA’s website for additional information and to access the online petition for them to sign

**XI. How we diversify AIANTA for the future**

- o Become a true Destination Management Organization (DMO)



- Need to do more research on becoming a true DMO
- Forming a partnership with Brand USA
- Acquiring 5 buildings at Stewart Indian School, Nevada
  - National tribal tourism training center

## Day 2 - Visioning AIANTA's Future

### I. Partnership Updates – Hannah

- Agreements with NPS
- MOU renewal and signing at AITC 2022, starting discussions with partners to make this happen
- Kudos to Gail – reaching out to partners during pandemic
- Hold a position, if possible, on some outside agencies that are involved in tourism
- Some agencies not informed of AIANTA, educate
- Brand USA – fam tours CA, 2022, Alaska 2023
- Partnership Effort – NATIVE Act Implementation
  - Department of Interior
  - Department of Commerce
  - National Park Service and National Trails
  - US Forest Service
  - Bureau of Land Management
  - Smithsonian
  - Office of Indian Economic Development
  - NOAA
- Partnership Effort – Tourism Industry and Tribal Partners
  - Leave No Trace
  - Brand USA
  - NAAF
  - *Western Conservation Foundation – what type of projects(s)?*
  - Native Americans in Philanthropy
  - America 250 - *this one questionable?*
  - Patagonia
  - Travel Nevada
  - Route 66 Initiative

### II. FY23 OIED Budget Review - Sherry

- DMO Organizational Chart (Proposed)
  - CEO – VP Operations – Chief Strategy Officer – Director of Partnerships – Director of Finance (501 CPA)
- Need the Board to discuss in detail what all will be involved in going as a DMO
  - more research on DMO operations, structure, etc
- OIED asked for two budgets – *indicating?? Possible cut in funding?*
  - \$2 million Budget
  - \$1 million Budget – (this covers staff pay)
    - Include in the budget the “navigators” (new position)

- Suggest to put this back on OIED's lap to tell AIANTA what needs to be cut

### III. Board and CEO Self Assessment

- Be honest in your assessment
- Information will help us improve
- What is it the CEO needs from the Board, what do we expect from the CEO
- 

### IV. AIANTA's Progress – Sherry

- Growth in AIANTA Staff (58% increase)
  - 8 employees in 2019
  - 19 employees in 2022
- Growth in all Programs
  - New Tribal Relations and Outreach Department
    - Membership up by 70% from 2019 (178 to 253 members)
  - New webinar Program
    - 159% increase in registrants
  - Tribal listing increased 58% from 2019 to 2022 (177 to 305 listing)
  - AITC sponsorships exceeded sponsorship goal of \$80K in 2021 to bring in \$108K
- New publications
  - Case Studies in Tribal Agritourism
  - Travel Trade Manual
  - Cultural Heritage Tourism Planner
  - AIANTA's Impact – One pager
- New research data
  - Released of First of its Kind Research Data, the impact of American Indian, Alaska Native and Native Hawaiian Hospitality Businesses
  - NATIVE Act Study – SMS Research
- New Partnerships
  - Leave No Trace
  - BLM
  - Patagonia
  - NAAF
  - NEA
- Industry Awareness
  - CEO appointed to US Travel Association Board of Directors
  - A250 Co-Chair Hospitality and Tourism Advisory Committee
  - Appointment to the US Department of Commerce, National Marine Sanctuaries Business Advisory Council
- Speaking Requests
  - Fee established for High Level Speaking requests
    - Keynote at Montana Governor's Conference on Tourism
    - Teaching Through Tourism – Hargrove International and Educational Travel Consortium

- Research data, great information to share
- Partnerships
  - o Forming partnerships should be in line with our Mission/Vision Statements
    - “AIANTA’s mission to define, introduce, grow and sustain American Indian, Alaska Native and Native Hawaiian tourism that honors traditions and values.”
- Cultural Heritage Tourism
  - o March 24, 2022,



**6. Supporting Documents:**

- |   |  |  |
|---|--|--|
| <input type="checkbox"/> Bylaws                 | <input type="checkbox"/> Fiscal Impact Statement | <input type="checkbox"/> Presentation                |
| <input type="checkbox"/> Contract Document(s)   | <input type="checkbox"/> Law                     | <input type="checkbox"/> Report                      |
| <input type="checkbox"/> Correspondence         | <input type="checkbox"/> Legal Review            | <input type="checkbox"/> Resolution                  |
| <input type="checkbox"/> Draft GTC Notice       | <input type="checkbox"/> Minutes                 | <input type="checkbox"/> Rule (adoption packet)      |
| <input type="checkbox"/> Draft GTC Packet       | <input type="checkbox"/> MOU/MOA                 | <input type="checkbox"/> Statement of Effect         |
| <input type="checkbox"/> E-poll results/back-up | <input type="checkbox"/> Petition                | <input checked="" type="checkbox"/> Travel Documents |
| <input type="checkbox"/> Other: <i>Describe</i> |  |  |

**7. Budget Information:**

- |  |  |
|--|--|
| <input checked="" type="checkbox"/> Budgeted – Tribal Contribution | <input type="checkbox"/> Budgeted – Grant Funded |
| <input type="checkbox"/> Unbudgeted                                | <input type="checkbox"/> Not Applicable          |
| <input type="checkbox"/> Other: <i>Describe</i>                    |  |

**8. Submission:**

Authorized Sponsor: Jennifer Webster, Councilwoman

Primary Requestor: (Name, Title/Entity)

# BUSINESS COMMITTEE TRAVEL REPORT



**Travel Report for:** Jennifer Webster  
**Travel Event:** 2022 Annual DCF & DHS Tribal Consultation Meeting  
**Travel Location:** Baraboo, WI  
**Departure Date:** 05/09/2022      **Return Date:** 05/10/2022  
**Projected Cost:** 303.12      **Actual Cost:** 313.25  
**Date Travel was Approved by OBC:** 04/13/2022

### Narrative/Background:

The Wisconsin Department of Children and Families (DCF) and Wisconsin Department of Health Services (DHS) met with all 11 tribes on May 10 for annual consultations and to provide departmental updates that affect Wisconsin Tribes, this is also an opportunity for tribes to express concern with the state on programs within our communities. Priorities are reviewed and updated and the consultation meetings give opportunity to discuss ideas and shared services, strengthen relationships and collaborative efforts to enhance and maintain healthy environments for our tribal communities.

### Item(s) Requiring Attention:

[Click here to enter text.](#)

### Requested Action:

Approve the travel report - Councilwoman Jennifer Webster - 2022 Annual DCF & DHS Tribal Consultation Meeting - Baraboo, WI - May 09-10, 2022

**Department of Health Services & Tribal Nations  
Consultation Action Plan Template  
Nov 2021 – Apr 2022**

The Wisconsin Department of Health Services (DHS) and the federally recognized Tribal nations who share geography in Wisconsin will host their first semi-annual consultation meeting in over two years on May 10, 2022. This Action Plan Template will serve to inform and document issue assignments and initiatives the department has been engaged in with tribal partners. Initial issue assignments are the product of joint tribal and DHS workgroup meetings, individual meetings with tribal nations and tribal consultation with tribal health directors for Medicaid state plan amendments and waivers. The consultation plan is a set of mutually agreeable short and long term strategies to address health and human services issues and initiatives. The Department and Wisconsin Tribal Nations agree to collaborate and provide staff as required to successfully achieve these outcomes.

**OFFICE OF THE SECRETARY DELIVERABLES:**

<b>Issue 2: Office of Health Equity:</b>			
The Office of Health Equity at the Department of Health Services serves to put into action Wisconsin's commitment to reducing health disparities. Our main focus is to integrate a health equity lens throughout all of DHS, both for our internal workforce, and for our external initiatives, partnerships, and policies. The Office of Health Equity and its dedicated team will be a centralized hub that will align and amplify the diversity, equity, and inclusion efforts occurring across all DHS divisions and offices.			
Deliverable	Due Date	Party/ies Responsible	Status of Deliverable
1. OHE staff will coordinate with TAO on programs and contracts issued to Tribal Nations.	April-June, 2022	OHE/TAO	In Process
<b>Issue 3: Tribal Affairs Office:</b>			
The Office of the Secretary's Tribal Affairs Office (TAO) assists the Department in maintaining an effective government-to-government relationship with the 11 federally recognized Wisconsin tribal governments, and tribal organizations. The TAO roles and			

responsibilities include:			
Exercising multiple roles in the protection and promotion of the health and safety of the people of Wisconsin; Helping in the development of Wisconsin's tribal policies as they relate to DHS; Organizing mid-year and year-end DHS consultation meetings; Participating in the Governor's quarterly tribal consultation policy meetings; Consulting with DHS staff and tribes on funding/program opportunities and requirements; Communicating with tribal governments, Great Lakes Inter-Tribal Council, Inc. (GLITC), and Gerald L. Ignace Indian Health Center, Inc. (GLIHC) on issues of concern; Developing, negotiating and administering the consolidated State and Tribe contract; Facilitating the development, implementation and coordination of Tribal human services programs; Providing training and materials to DHS staff on tribal culture, structure, and funding; and Serving as a resource for DHS staff, other Wisconsin state agencies, other states, federal agencies, and the general public.			
Deliverable	Due Date	Party/ies Responsible	Status of Deliverable
1. Tribal Affairs Office will collaborate with department staff to complete the annual contract and any contract modifications as necessary through the contract year.	FFY Oct-Sept Annually and as necessary for contract modifications	Tribal Affairs Office/Division-Fiscal Services/BFS/BPC	In Process
<b>Issue 4: Tribal Affairs Office:</b>			
TAO have started participating on the enterprise tribal training initiative with DOA, DCF and DPI. The goal is to create an on-line foundational tribal training for all state staff. Currently DHS provides an online training for new state employees of the department.			
Deliverable	Due Date	Party/ies Responsible	Status of Deliverable
1.Continue to participate with other state agency's tribal liaisons to develop the enterprise on-line tribal training	Ongoing	DOA/DCF/	In Progress

modules for all state staff.	through 2022	DPI/DHS	
<b>Issue 5: Opioid Initiatives/ Settlements:</b>			
The Wisconsin Department of Health Services comprehensive approach to addressing the opioid epidemic invests across the continuum of care in the areas of prevention, harm reduction, treatment and recovery. In addition to block grant funding tribes can use to support local efforts, DHS currently awards grants and/or contracts with tribes on several different strategies to address the opioid epidemic. Below is a list of current projects:			
Deliverable	Due Date	Party/ies Responsible	Status of Deliverable
1. Opioid and Stimulant Treatment Unmet Needs: This initiative is comprised of counties and tribal nations that are working to increase access to the three forms of Medication Assisted Treatment (MAT) for Opioid Use Disorder, increase the use of evidence-based treatment for Stimulant Use Disorder, decrease treatment waitlists, and serve individuals with an Opioid Use Disorder and/or a Stimulant Use Disorder who have unmet treatment needs.	9/30/2021-9/29/2022	DCTS/TAO	3 Tribal Nations receive these funds and are providing services by this contract.
2. Implementation and Expansion of Opioid Treatment: The purpose of this project is to continue to implement and expand access to at least two forms FDA approved Medication Assisted treatment (MAT) for individuals with an Opioid Use Disorder, to include screening, assessment, treatment, and supportive wraparound recovery			

services.			
3. Hub and Spoke: DHS is collaborating with three sites, including one tribal nation, to pilot a new model to treat eligible BadgerCare Plus and Medicaid members who have substance use disorders and at least one other health condition. The new benefit these sites are providing is called the Integrated Recovery Support Services benefit. It will not only support services to treat members' substance use disorders but also care for the other physical and behavioral health issues that challenge their efforts in recovery. The benefit coordinates access to mental health treatment, primary care, and a range of other supports that may be needed. The pilot uses a hub and spoke health home approach to help provide eligible members the new Integrated Recovery Support Services benefit.	Aug/2021	DMS-Pam Lano,	Contract is in place, staffing is a challenge at the tribal site and enrollment has started slowly.
4. Narcan Direct: The NARCAN® Direct Program provides the lifesaving, overdose reversal medication NARCAN® at no cost to community agencies. These organizations distribute the NARCAN® they receive to people at risk for an opioid overdose and people who may witness an opioid overdose.			
5. Residential RSUD room and board costs: DHS awarded four tribes funding from opioid settlement dollars to cover room and board costs for the residential RSUD benefit. Federal law prohibits			



<p>Medicaid from reimbursing residential substance use disorder treatment providers for a client's room and board expenses. Lack of funds to cover room and board costs is the primary reason Medicaid members do not enroll in this level of treatment. Residential RSUD may include assessment and treatment planning, case management, individual and group counseling, medication-assisted treatment, nursing services, peer support, and recovery coaching. The services provided are tailored to the client's needs.</p>			
<p>6. Alliance for Wisconsin Youth Regional Prevention Centers: The Regional Prevention Centers provide funding to community coalitions to recruit and host educational events, implement public awareness campaigns, and engage in prevention strategies to reduce the availability of and access to medications for non-medical use, and other opioids and stimulants.</p>			

**DIVISION OF MEDICAID SERVICES:**

**Issue 1: Shared Savings:**

Federal policy allows Medicaid programs to draw down enhanced federal funding for eligible members of federally recognized tribes. In the approved 2021-23 State Budget the Tribal Shared Savings budget item allows for a mechanism to receive enhanced federal funding for when a tribal member receives care outside Tribal Health Centers and allow DHS to pass the savings of federal funds to Tribal Nations/Tribal Health Systems. Through the Tribal Shared Savings project, the State and the tribal nations have an opportunity to receive additional federal funding through the implementation of Coordinated Care Agreements between individual tribal clinics and non-Tribal providers. The goal of Coordinated Care Agreements is to help states and Tribal Nations to improve delivery systems for

AI/ANs by increasing access to care, strengthening continuity of care, and improving population health.

Deliverable	Due Date	Party/ies Responsible	Status of Deliverable
<p>1. Meet with each Tribal Nation individually to better understand their current Medicaid claims processes</p>	<p>APR-JUN 2022</p>	<p>Shared Savings Workgroup/BFA M/TAO</p>	<p>DMS has held meetings with 3 tribal nations, has scheduled meetings with 2 other tribal nations and is working to schedule meetings with the remaining 5. The goal is to have the initial meetings completed in June. Though, there will be continuing and ongoing conversions.</p>
<p>2. Develop Care Coordination Agreements in collaboration with Tribal Nations.</p>	<p>JUN-DEC 2022</p>	<p>Shared Savings Workgroup/BFA M/TAO</p>	<p>After the initial meetings with each tribe, DHS will work with the tribes to create a tribal workgroup to analyze readiness and next steps in development of the care coordination agreements.</p>
<p>3. Establish a process for shared savings payments to each tribe from the state.</p>	<p>JUL-DEC 2022</p>	<p>Shared Savings Workgroup/BFA M/TAO</p>	
<p>4. Provide technical assistance needed for any tribal nation to receive shared savings payment</p>	<p>JUL-Dec 2022</p>	<p>BFAM</p>	

**Issue 2: Tribal Long Term Care Strategy:**

The long-term care Tribal project was initiated to gain knowledge of tribal needs and priorities relative to providing long-term care services to tribal citizens who are eligible and enrolled in Medicaid. Ideally this project can assist to improve the financial stability of tribally operated long term care programs, impact positive changes in department practice an policy that help to advance equity and help improve health outcomes for American Indian Medicaid beneficiaries.

Deliverable	Due Date	Party/ies Responsible	Status of Deliverable
1. Nine of eleven Tribal Nations completed long term care questionnaires, with 8 of the 9 meeting in follow-up to help clarify the responses.	Feb. 2021-Sept 2021	DMS AO Policy Analyst/BFAM/	Completed
2. ARPA HCBS funding to support increase for the Tribal Aging and Disability Resource program. \$120,000.00 in 2022; \$120,000.00 in 2023; \$30,000.00 in 2024.	May 2022 for 1 <sup>st</sup> year funds	ORCD/TAO/BFA M/DMS AO	In progress – Contracts are being processed and individual meetings with Tribal Nations are occurring to discuss how each Tribe intends to use the ARPA HCBS funding.
3. Tribal Nations desire to administer the long-term care functional screens through their TADRS and identify the four-year educational degree requirement as a barrier to ensuring cultural competence and tribal hiring preference.	FY23 Contract Year (Oct 1, 2022-Sept 30, 2023)	DMS AO/ORCD	The Department will now consider <u>lived experience and formal on-the-job training to develop</u> the required expertise in accordance with qualifications under DHS 10.23 (5) (b) 2. c.  ORCD is in the process of revising the required form.

4. The Department is exploring options to provide ARPA HCBS funding for Tribal infrastructure and member home improvements.	August 2022	DMS AO Policy Analyst/BPP/TAO	In progress – An inquiry was sent to CMS on the allowable use of capital expenditures under the ARPA proposal.
5. The Department is exploring use of the SHO Letter #16-002 as an avenue to reimburse Tribal Nations for long-term care services.		DMS AO Policy Analyst/BFAM	In progress - The Department has met with CMS to discuss the authority necessary to reimburse for long-term care services under the SHO Letter #16-002.
6. The long-term care study workgroup meetings will be restarted to provide a forum for education and training.	July 2022	BPP/ORCD/DMS AO Policy Analyst/TAO	Tribal Nations have requested education on the available Medicaid programs and specific trainings related to the TADRS program, HCBS billing and other.  Scheduled meeting dates TBD

**Issue 3: Tribal Prescribing Psychologist:**

Tribal nations appealed to DHS to support the recognition of prescribing psychologists serving Medicaid eligible members within tribal health systems. Prescribing psychologists are not currently a recognized provider type within the Wisconsin Medicaid Program. DHS submitted a request to the Center for Medicare and Medicaid Services (CMS) to help identify the authority state Medicaid programs can use to expand access to behavioral health services for MA tribal members receiving health care services through a tribal health system. Wisconsin would like to recognize tribal authority to employ prescribing psychologists, who have that licensure from another state, by reimbursing for these services with MA funds.

	Party/ies Responsible	

KS  
my/idea

Do our documents justify... of... for... also... is

Deliverable	Due Date		Status of Deliverable
1.Letter to CMS articulating DHS position and request for meeting.	11/22/2021	DMS/AO/BCPP	Letter to CMS attached
2.Meeting with CMS, Tribal Affairs Office to discuss DHS letter.	5/25/2022	DMS/TAO/CMS-TAO	Meeting scheduled

**Issue 3: 340 B Thru Tribal FQHC:**

Oneida Nation identified an issue that most federally qualified health centers experience with forced contracts with pharmacy benefits manager programs that can impact the reimbursement for pharmacy benefits.

Deliverable	Due Date	Party/ies Responsible	Status of Deliverable
1.Tribal nation requests DHS support a meeting with HRSA and or DHHS to talk about this challenge further and work toward a solution.			

**DIVISION OF PUBLIC HEALTH DELIVERABLES:**

**Issue 1: COVID Response**

- WI State Government has played a leading role in all of these lines of effort
  - As the COVID response moves into maintenance mode, our role and level of effort will adjust accordingly
  - The state's role will change at different rates/in different ways across the different domains of the response (testing, contact tracing, vax, therapeutics)
- Key responsibilities have been:
- Respond to emergent needs
  - Issue policy/guidance

*Needs Exchange*

<ul style="list-style-type: none"> <li>• Source/distribute supplies/materials (tests, masks, vaccine, therapeutics)</li> <li>• Provide/source direct services to members of the public (tests, vaccine)</li> <li>• Gather and report data</li> <li>• Ensure equitable access/fill gaps in existing infrastructure</li> <li>• Communicate with key partners, general</li> </ul>			
Deliverable	Due Date	Party/ies Responsible	Status of Deliverable
1.Determine ongoing opportunities to align on going COVID 19 Response and future management planning efforts	November 2022	DPH AO/TAO	
2.Determine high priority COVID 19 recovery needs	November 2022	DPH AO/TAO	

**Issue 2: State Health Assessment-State Health Improvement Plan:**

The purpose of this State Health Assessment (SHA), which is now live: <https://www.dhs.wisconsin.gov/publications/p03169.pdf> is to paint a picture of Wisconsin's health by compiling and interpreting available data. Multiple methods were used to obtain these data between January and September 2019, including compiling national and state-level surveys and data sets; performing focused community conversations with multiple, diverse populations of interest (see Methods; representative quotes throughout); holding discussions with stakeholder organizations; and surveying partners engaged in public health efforts. The totality of these data sets and the levels of community engagement support a more complete picture of Wisconsin's health than relying on any single data set alone. For that reason, this is one of the most complete reports on the state of Wisconsin's health.

The collaborative prioritization for the 2023-2027 State Health Improvement Plan has begun. This process builds on the SHA and will also include emerging issues.

		Party/ies Responsible	



Deliverable	Due Date		Status of Deliverable
1. Conduct listening sessions with Tribal Nations to inform State health improvement planning process.	November 2022	Maggie Northrup- DPH	
<b>Issue 3: Data Sharing Agreement with Great Lakes Inter-Tribal Epidemiology Center:</b>			
The DPH Office of Health Informatics and Data Mangers have been working with Great Lakes Inter-Tribal Epidemiology Center to establish a data sharing agreement that would streamline data sharing with Tribes.			
Deliverable	Due Date	Party/ies Responsible	Status of Deliverable
1. Conduct a feedback session to assess and identify possible areas of improvement regarding Data Sharing agreement implementation	November 2022	Office of Health Information	
<b>Issue 4: Program Expansion-Program Fund Increases:</b>			
Investments have been made in Tribal Aging and Disability Resource Specialist programs as well as with Tribal Dementia Care Specialists roles.			
Deliverable	Due Date	Party/ies Responsible	Status of Deliverable
1. Collaborate with Tribal Nations to support decision-making around Tribal Dementia Care Specialist Program: <ul style="list-style-type: none"> <li>Where will position be located with the tribal nation's organizational structure?</li> <li>Who will supervise the position?</li> </ul>			

<ul style="list-style-type: none"> <li>When should the hiring process start?</li> <li>What internal processes do tribal nations need to consider for creating a new position?</li> </ul>			
<b>Issue 5: Public Health Infrastructure:</b>			
<ul style="list-style-type: none"> <li>The Division is working to transform Wisconsin's public health system by rebuilding the public health infrastructure centering equity to ensure better health outcomes for all.</li> <li>The Division has conducted a national literature review and is committed to improving 5 areas that align with the <a href="#">Bipartisan Policy Center's Public Health Forward: Modernizing the U.S. Public Health System</a> report and recommendations. These five areas include: public health workforce, data systems, funding, laws/statutes/policies, and cross-sector collaborations.</li> </ul>			
Deliverable	Due Date	Party/ies Responsible	Status of Deliverable
1. Ensure Tribal partners are aware of the DPH CDC application for investments in public health infrastructure			

**TRIBAL INITIATIVES:**

<b>Issue 1: Adolescent Treatment Facility:</b>			
Tribal leadership committed to securing a residential treatment facility to serve dual diagnosed Native American youth. Initial data and materials was made available in individual tribal proposals and from the inter-tribal treatment facility workgroup. Tribal leadership effectively secured funding in the 2019-2020 state budget for a current feasibility study and further development of a business plan for the facility.			
		<b>Party/ies</b>	

Deliverable	Due Date	Responsible	Status of Deliverable
1. Determine if DHS can offer technical assistance for the licensure or certification of the facility for Medicaid reimbursement.			

**DIVISION OF CARE AND TREATMENT SERVICES:**

**Issue 1: Ch. 34 Crisis Services:**

- DCTS continues to move forward with crisis system development and movement towards SAMHSA best practices and the Crisis Now model. This includes someone to talk to, someone to respond and a place to go.
- To support this DCTS has put forward budget requests to assist with crisis development in the past and funded those that did not receive approval with the ARPA treasury funding
- Current initiatives being supported, or that will be supported include: Regional Crisis Stabilization Facilities, Community based withdrawal management beds and integrated crisis stabilization, Peer run statewide warmline, expansion of harm reduction strategies such as Narcan Direct distribution.

Deliverable	Due Date	Party/ies Responsible	Status of Deliverable
1.			

**DIVISION OF QUALITY ASSURANCE:**

**Issue 1: DHS 88 Adult Family Home:**

Administrative Code is currently under revision by the department. There are approximately 2,100 Licensed 3-4 bed AFHs in Wisconsin. The rule created in 1995 and has not been substantially revised. Traditionally AFHs have cared for elders with minor health problems or individuals with mild intellectual disabilities. In recent years, AFHs started to provide care to residents with significant medical needs, intellectual disabilities, mental illness, or who are a part of the correctional system.

Deliverable	Due Date	Party/ies Responsible	Status of Deliverable
1. AFHs provide care, treatment, or services to three to four adults that are above the level of room and board, including up to seven hours per week of nursing care per resident.	December 2022	DQA	DQA is in process of scheduling the first advisory committee meeting.
2. DHS proposes to update Wis. Admin. Code Ch. DHS 88 to strengthen provisions related to health, safety, and rights of residents and to: <ul style="list-style-type: none"> <li>• Support reasonable and flexible regulatory processes</li> <li>• Address increasing acuity care levels of residents</li> <li>• Update training standards</li> <li>• Clarify medication administration requirements</li> <li>• Clarify nurse delegation responsibilities</li> <li>• Promote the use of nationally recognized standards of practice</li> <li>• Establish an infection control program, and</li> </ul>			

<ul style="list-style-type: none"> <li>Establish a quality assurance and quality improvement program</li> </ul> <p>DHS is interested in your comments on the proposed rule. To submit a comment, please go to: <a href="https://www.dhs.wisconsin.gov/rules/active-rulemaking-projects.htm">https://www.dhs.wisconsin.gov/rules/active-rulemaking-projects.htm</a> or contact Pat Benesh at <a href="mailto:Patricia.Benesh@dhs.wisconsin.gov">Patricia.Benesh@dhs.wisconsin.gov</a></p>			
<p><b>Issue 2: Opening a DQA Regulated Setting (Assisted Living, Skilled Nursing Facility, Personal Care Agency):</b>                  The Bureau of Assisted Living licenses and regulates 4200 plus assisted living facilities in Wisconsin.</p>			
Deliverable	Due Date	Party/ies Responsible	Status of Deliverable
<p>1. Facility Types:</p> <ul style="list-style-type: none"> <li>Adult Family Homes (AFHs)                      Adult Family Homes: A place where 3 or 4 adults who are not related to the operator reside and receive care, treatment or services that are above the level of room and board and that may include up to 7 hours per week of nursing care per resident.</li> <li>Community Based Residential Facility (CBRFs)                             <ul style="list-style-type: none"> <li>A place where 5 or more unrelated people live together in a community setting. Services provided include room and board, supervision, support services, and may include up to 3 hours of nursing care per week.</li> </ul> </li> </ul>	Ongoing	DQA	DQA conducts routine web-based trainings on the licensing/certification process.

<ul style="list-style-type: none"> <li>Resident Care Apartment Complexes (RCACs)                             <ul style="list-style-type: none"> <li>Independent apartment units in which the following services are provided: room and board, up to 28 hours per week of supportive care, personal care, and nursing services. (Certified and Registered options)</li> </ul> </li> <li>Licensing process                             <ul style="list-style-type: none"> <li>CBRF and AFH applications are received electronically                                     <ul style="list-style-type: none"> <li>Ability to complete, sign, and submit application online</li> <li>Ability to save your progress and return at a later time to complete and submit the application</li> <li>Ability to upload supporting documents</li> <li>Convenience in submitting license fee payment online using a credit card or e-Cheque via the US Bank secure site and receive an email confirmation</li> <li>Print your application after submission</li> </ul> </li> <li>Fees:                                     <ul style="list-style-type: none"> <li>AFH - \$171 paid every 2 years</li> <li>CBRF- \$389.00 + \$50.25 per resident based on capacity of facility is charged every two years. (Probationary license fee is for one year.)</li> <li>RCAC-Certified \$445 plus \$7.60 per apartment unit/Registered-no fee</li> </ul> </li> <li>Components of a complete application (varies depending on facility type):                                     <ul style="list-style-type: none"> <li>A program statement describing services (CBRF/AFH only)</li> </ul> </li> </ul> </li> </ul>			
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<ul style="list-style-type: none"> <li>▪ Admission agreement</li> <li>▪ Floor plan with the dimensions of the facility, exits and planned room usage</li> <li>▪ A fire inspection form.</li> <li>▪ A balance sheet (CBRF/AFH only)</li> <li>▪ Financial information (CBRF/AFH only)</li> <li>▪ Other information requested by the department</li> <li>▪ Plan Review approval documentation</li> </ul> <p>Home and Community Based Services designation is for settings that plan to serve Medicaid waiver participant.</p> <ul style="list-style-type: none"> <li>○ When DHS determines that the application is complete, an initial licensing/certification visit will be scheduled. DHS has 70 days to approve or deny a license. This 70 days for processing begins after a complete license application packet is received and DHS completes the initial licensing survey. It should be noted we consider initial licensing/certification a priority and when an application is complete, an onsite is scheduled.</li> <li>○ Applications not completed within six months of submission will be closed due to inactivity</li> </ul>			
<p><b>The Bureau of Assisted Living certifies mental health and substance abuse providers.</b></p> <p>Applicable Statutes – Wis. Statute Chapter 51, State</p>			

<p><u>Alcohol, Drug Abuse, Developmental Disabilities and Mental Health Act</u></p> <p>Current Mental Health and Substance Use Treatment Certifications:</p> <ul style="list-style-type: none"> <li>• County and Tribal Community Programs             <ul style="list-style-type: none"> <li>○ DHS 34 Mental Health, Emergency Mental Health Service Programs (CRISIS)</li> <li>○ DHS 35 Mental Health, Outpatient Mental Health Clinics – Note: Stand-alone certification</li> <li>○ DHS 36 Mental Health, Comprehensive Community Services (CCS) – Note: Stand-alone certification</li> </ul> </li> <li>• Mental Health Treatment Programs             <ul style="list-style-type: none"> <li>○ DHS 40 Mental Health Day Treatment Services for Youth                 <ul style="list-style-type: none"> <li>▪ Community-Based - DHS 40.03(10)</li> <li>▪ Intensive Hospital-Based – DHS 40.03(20)</li> </ul> </li> <li>○ DHS 50 Mental Health, Youth Crisis Stabilization Facilities</li> <li>○ DHS 61.71 Mental Health, Inpatient Program</li> <li>○ DHS 61.75 Mental Health, Day Treatment Program</li> <li>○ DHS 61.79 Mental Health, Children and Adolescent Inpatient Program</li> <li>○ DHS 63 Mental Health, Community Support Programs for Chronically Mental Ill Persons (CSP)</li> </ul> </li> </ul>			
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<ul style="list-style-type: none"> <li>o DHS 75 Community Substance Abuse Service Standards (Current)             <ul style="list-style-type: none"> <li>▪ DHS 75.04 Prevention service. (Obsolete 10/01/2022)</li> <li>▪ DHS 75.05 Emergency outpatient service. (Obsolete 10/01/2022)</li> <li>▪ DHS 75.06 Medically managed inpatient detoxification service.</li> <li>▪ DHS 75.07 Medically monitored residential detoxification service.</li> <li>▪ DHS 75.08 Ambulatory detoxification service. (Obsolete 10/01/2022)</li> <li>▪ DHS 75.09 Residential intoxication monitoring service.</li> <li>▪ DHS 75.10 Medically managed inpatient treatment service.</li> <li>▪ DHS 75.11 Medically monitored treatment service.</li> <li>▪ DHS 75.12 Day treatment service.</li> <li>▪ DHS 75.13 Outpatient treatment</li> <li>75.14 Transitional residential treatment service.</li> <li>▪ DHS 75.15 Narcotic treatment service for opiate addiction.</li> <li>▪ DHS 75.16 Intervention service</li> </ul> </li> <li>o DHS 75 Community Substance Abuse Service Standards (Effective 10-01-2022)             <ul style="list-style-type: none"> <li>▪ DHS 75.14 Prevention service</li> <li>▪ DHS 75.15 Intervention service and intoxicated driver services (NEW - BHCS enforces sections of DHS 62 as specified)</li> </ul> </li> </ul>			
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<ul style="list-style-type: none"> <li>▪ DHS 75.49 Outpatient substance use treatment service.</li> <li>▪ DHS 75.50 Outpatient integrated behavioral health treatment service (New – Replaces having a separate DHS 35 &amp; DHS 75.13 services)</li> <li>▪ DHS 75.51 Intensive outpatient treatment service (New)</li> <li>▪ DHS 75.52 Day treatment or partial hospitalization treatment service</li> <li>▪ DHS 75.53 Transitional Residential Treatment Service</li> <li>▪ DHS 75.55 Medically managed inpatient treatment service</li> <li>▪ DHS 75.54 Medically monitored residential treatment service</li> <li>▪ DHS 75.56 Adult residential integrated behavioral health stabilization service (New) service.</li> <li>▪ DHS 75.57 Residential withdrawal management service</li> <li>▪ DHS 75.58 Residential intoxication monitoring service</li> <li>▪ DHS 75.59 Opioid treatment program</li> <li>▪ DHS 75.60 Office-based opioid treatment service (New)</li> </ul> <p>Certification process:</p> <ul style="list-style-type: none"> <li>▪ Complete applications as designated for the specific service(s) and branch office locations             <ul style="list-style-type: none"> <li>o Mental Health Certification Applications -</li> </ul> </li> </ul>			
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<p>Certification decision within 60 days of completed application which includes the entity owner background check</p> <ul style="list-style-type: none"> <li>o <u>Substance Use Disorder Prevention, Intervention, and Treatment Applications</u> - Certification decision within 45 days of completed application which includes the entity owner background check</li> </ul> <ul style="list-style-type: none"> <li>▪ Applications must be printed, signed, and mailed with supporting documentation and initial fees as specified for each service and branch office as applicable.</li> <li>▪ Certifications are currently issued for two years, but renewal fees and applications are due annually.</li> <li>▪ Renewal fees are discounted based on the number of services and branch locations approved on the individual certificate.</li> </ul> <p>DHS 75 Rewrite Project effective October 1, 2022:</p> <ul style="list-style-type: none"> <li>▪ See <u>Revised DHS 75 Implementation</u> for information, training sessions, and submit questions</li> <li>▪ Changes requirements for substance use prevention, intervention, and treatment</li> <li>▪ All certificates except for opioid treatment programs will be converted to non-expiring licenses and biennial fees</li> <li>▪ Developing conversion details – all current providers will need to submit revised policy/procedures</li> <li>▪ Developing applications for new treatment services</li> <li>▪ Developing and conducting informational sessions – See the website for past sessions and schedule for upcoming sessions</li> </ul>			
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<p>Other regulatory projects in progress and expected to pass in 2022:</p> <ul style="list-style-type: none"> <li>▪ DHS 34, 35, 36, 40, 50, 61, 63, &amp; 75, <u>Telehealth Revised Statement of Scope 010-21</u> - Revise administrative codes to include telehealth options as applicable for each service</li> <li>▪ DHS 34, 35, 36, 61, &amp; 63, <u>Allowing Non-Expiring Certificates and Biennial Reporting and Submission of Fees Statement of Scope 113-20</u></li> </ul> <p>Grant funding for mental health and substance abuse services:</p> <ul style="list-style-type: none"> <li>▪ Opportunities for Wisconsin grant funds             <ul style="list-style-type: none"> <li>o See <u>Division of Care and Treatment Services 2022 Grant Information</u></li> <li>o See <u>Current state grant funding opportunities</u></li> </ul> </li> <li>▪ Opportunities for federal grant funds from SAMHSA (Substance Abuse and Mental Health Services Administrative)</li> </ul> <p>Sign-up to receive <u>DHS email updates</u> on specific topics of interest:</p> <ul style="list-style-type: none"> <li>▪ Division of Quality Assurance</li> <li>▪ Division of Care and Treatment Services</li> <li>▪ Forward Health</li> </ul> <p><b>The Bureau of Nursing Home Resident Care licenses and regulates 350 Nursing Homes in Wisconsin.</b></p> <p>1. Licensing-</p>			
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<ul style="list-style-type: none"> <li>a. New building             <ul style="list-style-type: none"> <li>i. Plans are reviewed through the Office of Plan Review and Inspection</li> <li>ii. Periodic site visits conducted during the building process</li> <li>iii. Final walk through by DQA to confirm physical plant can be occupied</li> </ul> </li> <li>b. Contact Fiscal Intermediary             <ul style="list-style-type: none"> <li>i. Complete CMS-855A</li> <li>ii. Fiscal intermediary forwards to DQA</li> </ul> </li> <li>c. Completes the following forms and submits to DQA             <ul style="list-style-type: none"> <li>i. CMS-671 LTC Facility Application for Medicare and Medicaid</li> <li>ii. CMS-672 Resident Census</li> <li>iii. CMS-1531 Health Insurance Benefits Agreement</li> <li>iv. Transfer Agreement between nursing home and hospital</li> <li>v. HHS-690 Assurance of Compliance                 <ul style="list-style-type: none"> <li>1. Attestation of compliance with civil rights requirements</li> <li>2. Submitted electronically to Office of Civil Rights</li> <li>3. Forward Verification from OCR to SA</li> </ul> </li> </ul> </li> <li>d. Initial Certification Survey             <ul style="list-style-type: none"> <li>i. If currently Medicaid certified, can use the last survey for Medicare certification if completed in the last 6 months.</li> <li>ii. If not currently Medicaid certified, will</li> </ul> </li> </ul>			
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<ul style="list-style-type: none"> <li>conduct full survey after the application is completed             <ul style="list-style-type: none"> <li>1. Facility must be providing care to a minimum of 5 residents at the time of the survey.</li> <li>2. Admit private pay residents</li> <li>3. Notify DQA when fully operational</li> </ul> </li> <li>iii. Once found in substantial compliance, a recommendation will be made to CMS</li> <li>iv. DHS can then continue the process by             <ul style="list-style-type: none"> <li>1. C&amp;T noting the recommended effective date</li> <li>2. Copy of initial request from the facility</li> <li>3. Copy of letter from DQA</li> <li>4. CMS-67, CMS-672, CMS-1516</li> <li>5. Hospital transfer agreements</li> <li>6. Civil Rights Packet</li> <li>7. Approved copy of CMS 885A</li> </ul> </li> <li>e. Securing Beds - Contact David Albino in the DHS Division of Medicaid Services at: <a href="mailto:davida.albino@dhs.wisconsin.gov">davida.albino@dhs.wisconsin.gov</a></li> </ul> <p>For additional information see:  <a href="http://docs.legis.wisconsin.gov/statutes/statutes/50/01/3">http://docs.legis.wisconsin.gov/statutes/statutes/50/01/3</a></p> <p>Contact Elizabeth Laubenstein at <a href="mailto:Elizabeth.Laubenstein@dhs.wisconsin.gov">Elizabeth.Laubenstein@dhs.wisconsin.gov</a> with questions regarding starting a nursing home in Wisconsin.</p>			
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Issue 3: Wisconsin Background Check/Misconduct Investigations:			
The Office of Caregiver Quality Administers the Wisconsin Caregiver Background Check Program and Conducts Caregiver Misconduct Investigations			
Deliverable	Due Date	Party/ies Responsible	Status of Deliverable
<p>The Office of Caregiver Quality administers the Caregiver Background Check Program.</p> <p>Anyone—including members of tribes—may run a background check from the Department of Justice to find out if an individual abused or neglected a person receiving care or misappropriated their property.</p> <p>Individuals with these findings, and/or with certain serious convictions, may not work as caregivers for covered treatment providers. There is, however, a rehabilitation review process.</p> <p>For more information see: <a href="https://www.dhs.wisconsin.gov/misconduct/index.htm">https://www.dhs.wisconsin.gov/misconduct/index.htm</a>The</p>	Ongoing	DQA	The Background Check and Misconduct Investigation Program promotes public confidence in Department-approved treatment providers by implementing a system of statutory protections for individuals receiving care in Wisconsin.
<p>2. The Caregiver Misconduct Investigation Program protects individuals receiving care and treatment in Wisconsin. This includes individuals receiving care and treatment in long-term care facilities, assisted living settings, the home, and the community.</p>			

<p>Anyone—including members of tribes—may report client abuse, neglect, or misappropriation of client property by an employee or contractor of a covered treatment provider.</p> <p>The Office of Caregiver Quality screens and in some cases investigates these reports. When we find that an individual has been mistreated, we take action to stop the conduct and prevent it from reoccurring</p>			
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Enter the e-poll results into the record regarding the approved travel request for Vice-Chairman Brandon.

## Business Committee Agenda Request

**1. Meeting Date Requested:** 05/25/22

**2. General Information:**

Session:  Open  Executive – must qualify under §107.4-1.

Justification: *Choose reason for Executive.*

**3. Supporting Documents:**

- |  |  |   |
|--|--|---|
| <input type="checkbox"/> Bylaws                            | <input type="checkbox"/> Fiscal Impact Statement | <input type="checkbox"/> Presentation           |
| <input type="checkbox"/> Contract Document(s)              | <input type="checkbox"/> Law                     | <input type="checkbox"/> Report                 |
| <input type="checkbox"/> Correspondence                    | <input type="checkbox"/> Legal Review            | <input type="checkbox"/> Resolution             |
| <input type="checkbox"/> Draft GTC Notice                  | <input type="checkbox"/> Minutes                 | <input type="checkbox"/> Rule (adoption packet) |
| <input type="checkbox"/> Draft GTC Packet                  | <input type="checkbox"/> MOU/MOA                 | <input type="checkbox"/> Statement of Effect    |
| <input checked="" type="checkbox"/> E-poll results/back-up | <input type="checkbox"/> Petition                | <input type="checkbox"/> Travel Documents       |
| <input type="checkbox"/> Other: <i>Describe</i>            |  |   |

**4. Budget Information:**

- |  |  |                                     |
|--|--|-------------------------------------|
| <input type="checkbox"/> Budgeted                  | <input type="checkbox"/> Budgeted – Grant Funded | <input type="checkbox"/> Unbudgeted |
| <input checked="" type="checkbox"/> Not Applicable | <input type="checkbox"/> Other: <i>Describe</i>  |                                     |

**5. Submission:**

Authorized Sponsor: Lisa Liggins, Secretary

Primary Requestor: \_\_\_\_\_

Additional Requestor: (Name, Title/Entity)

Additional Requestor: (Name, Title/Entity)

Submitted By: CELLIS1

**From:** [Secretary](#)  
**To:** [Secretary](#); [Tehassi Tasi Hill](#); [Brandon L. Yellowbird-Stevens](#); [Cristina S. Danforth](#); [Lisa A. Liggins](#); [Daniel P. Guzman](#); [David P. Jordan](#); [Kirby W. Metoxen](#); [Ethel M. Summers](#); [Jennifer A. Webster](#)  
**Cc:** [Danelle A. Wilson](#); [Rhiannon R. Metoxen](#); [Kristal E. Hill](#); [BC Agenda Requests](#)  
**Subject:** E-POLL RESULTS: Approve the Travel Request – Vice-Chairman Brandon Stevens – Board of Regents Meeting – Lawrence, KS – May 11-13, 2022  
**Date:** Monday, May 9, 2022 1:12:42 PM  
**Attachments:** [BCAR Approve the Travel Request – Vice-Chairman Stevens – Board of Regents Meeting – Lawrence KS – May 11-13 2022.pdf](#)

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## E-POLL RESULTS

The e-poll to approve the travel request for Vice-Chairman Brandon Stevens to attend the Board of Regents Meeting in Lawrence, KS – May 11-13, 2022, **has carried**. Below are the results:

Support: Tina Danforth, Daniel Guzman King, David P. Jordan, Kirby Metoxen, Marie Summers, Jennifer Webster

Aliskwet Ellis  
Information Management Specialist  
Government Administrative Office  
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A good mind. A good heart. A strong fire.

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**From:** Secretary <TribalSecretary@oneidanation.org>  
**Sent:** Thursday, May 5, 2022 2:15 PM  
**To:** Secretary <TribalSecretary@oneidanation.org>; Tehassi Tasi Hill <thill7@oneidanation.org>; Brandon L. Yellowbird-Stevens <bstevens@oneidanation.org>; Cristina S. Danforth <cdanfor4@oneidanation.org>; Lisa A. Liggins <lliggins@oneidanation.org>; Daniel P. Guzman <dguzman@oneidanation.org>; David P. Jordan <djordan1@oneidanation.org>; Kirby W. Metoxen <KMETOX@oneidanation.org>; Ethel M. Summers <esummer1@oneidanation.org>; Jennifer A. Webster <JWEBSTE1@oneidanation.org>  
**Cc:** Danelle A. Wilson <dwilson1@oneidanation.org>; Rhiannon R. Metoxen <rmetoxe2@oneidanation.org>; Kristal E. Hill <khill@oneidanation.org>  
**Subject:** E-POLL REQUEST: Approve the Travel Request – Vice-Chairman Brandon Stevens – Board of Regents Meeting – Lawrence, KS – May 11-13, 2022

## E-POLL REQUEST

-  
**Summary:**

As the Midwest Regional Board President of the Haskell Indian Nations University National Board of Regents, Vice-Chairman Stevens is requesting to attend the upcoming BOR meeting, where he will also be meeting with Assistant Secretary of Indian Affairs, Bryan Newland and the BIE Director, Tony Dearman. Travel will be covered by BIE.

**Justification for E-Poll:**

**The next Business Committee meeting will not take place until May 11, 2022 and the travel dates are May 11-13th. In order to begin immediately processing the travel, an e-poll has been requested.**

- **Requested Action:**

Approve the Travel Request – Vice-Chairman Brandon Stevens – Board of Regents Meeting – Lawrence, KS – May 11-13, 2022

- **Deadline for response:**

**Responses are due no later than 4:30 p.m., Friday, May 6, 2022.**

- **Voting:**

1. Use the voting button above, if available; OR
2. Reply with “Support” or “Oppose”.

Aliskwet Ellis

Information Management Specialist

Government Administrative Office

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A good mind. A good heart. A strong fire.

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## Business Committee Agenda Request

**1. Meeting Date Requested:** 05/11/22

**2. Session:**

Open     Executive – must qualify under §107.4-1.

Justification: Personnel Related

**3. Requested Motion:**

Accept as information; OR

Approve the Travel Request – Vice Chairman Stevens to Board of Regents Meeting, Lawrence, KS, May 11-13, 2022

**4. Areas potentially impacted or affected by this request:**

Finance

Programs/Services

Law Office

MIS

Gaming/Retail

Boards, Committees, or Commissions

Other: *Describe*

**5. Additional attendees needed for this request:**

*Name, Title/Entity OR Choose from List*

*Name, Title/Entity OR Choose from List*

*Name, Title/Entity OR Choose from List*

*Name, Title/Entity OR Choose from List*

**6. Supporting Documents:**

- |   |  |  |
|---|--|--|
| <input type="checkbox"/> Bylaws                 | <input type="checkbox"/> Fiscal Impact Statement | <input type="checkbox"/> Presentation                |
| <input type="checkbox"/> Contract Document(s)   | <input type="checkbox"/> Law                     | <input type="checkbox"/> Report                      |
| <input type="checkbox"/> Correspondence         | <input type="checkbox"/> Legal Review            | <input type="checkbox"/> Resolution                  |
| <input type="checkbox"/> Draft GTC Notice       | <input type="checkbox"/> Minutes                 | <input type="checkbox"/> Rule (adoption packet)      |
| <input type="checkbox"/> Draft GTC Packet       | <input type="checkbox"/> MOU/MOA                 | <input type="checkbox"/> Statement of Effect         |
| <input type="checkbox"/> E-poll results/back-up | <input type="checkbox"/> Petition                | <input checked="" type="checkbox"/> Travel Documents |
| <input type="checkbox"/> Other: <i>Describe</i> |  |  |

**7. Budget Information:**

- |  |  |
|--|--|
| <input checked="" type="checkbox"/> Budgeted – Tribal Contribution   | <input type="checkbox"/> Budgeted – Grant Funded |
| <input type="checkbox"/> Unbudgeted                                  | <input type="checkbox"/> Not Applicable          |
| <input type="checkbox"/> Other: <i>Travel will be covered by BIE</i> |  |

**8. Submission:**

Authorized Sponsor: Brandon Stevens, Vice-Chairman

Primary Requestor: Danelle Wilson, Executive Assistant



## Oneida Business Committee Travel Request

**1. OBC Meeting Date Requested:** 05 / 11 / 22       e-poll requested

### 2. General Information:

Event Name: \_\_\_\_\_ Board of Regents Meeting \_\_\_\_\_

Event Location: \_\_\_\_\_ Lawrence, KS \_\_\_\_\_ Attendee(s):

Departure Date:  Attendee(s):

Return Date:  Attendee(s):

### 3. Budget Information:

- Funds available in individual travel budget(s)  
 Unbudgeted  
 Grant Funded or Reimbursed

Cost Estimate: \_\_\_\_\_

### 4. Justification:

Describe the justification of this Travel Request:

As the Midwest Regional Board President of the Haskell Indian Nations University National Board of Regents, I am requesting to attend the upcoming BOR meeting, where I will also be meeting with Assistant Secretary of Indian Affairs, Bryan Newland and the BIE Director, Tony Dearman.

Requested Action: Approve the Travel Request – Vice Chairman Stevens to Board of Regents Meeting, Lawrence, KS, May 11-13, 2022.

### 5. Submission

Sponsor:

- 1) Save a copy of this form for your records.
- 2) Print this form as a \*.pdf OR print and scan this form in as \*.pdf.
- 3) E-mail this form and all supporting materials in a **SINGLE** \*.pdf file to: BC\_Agenda\_Requests@oneidanation.org

# AGENDA

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**HASKELL BOARD OF REGENTS  
Spring 2022 Meeting  
General Session Schedule  
May 11-12, 2022**

**Regents and Navarre Conference Room 114  
Wednesday, May 11<sup>th</sup>, 2022**

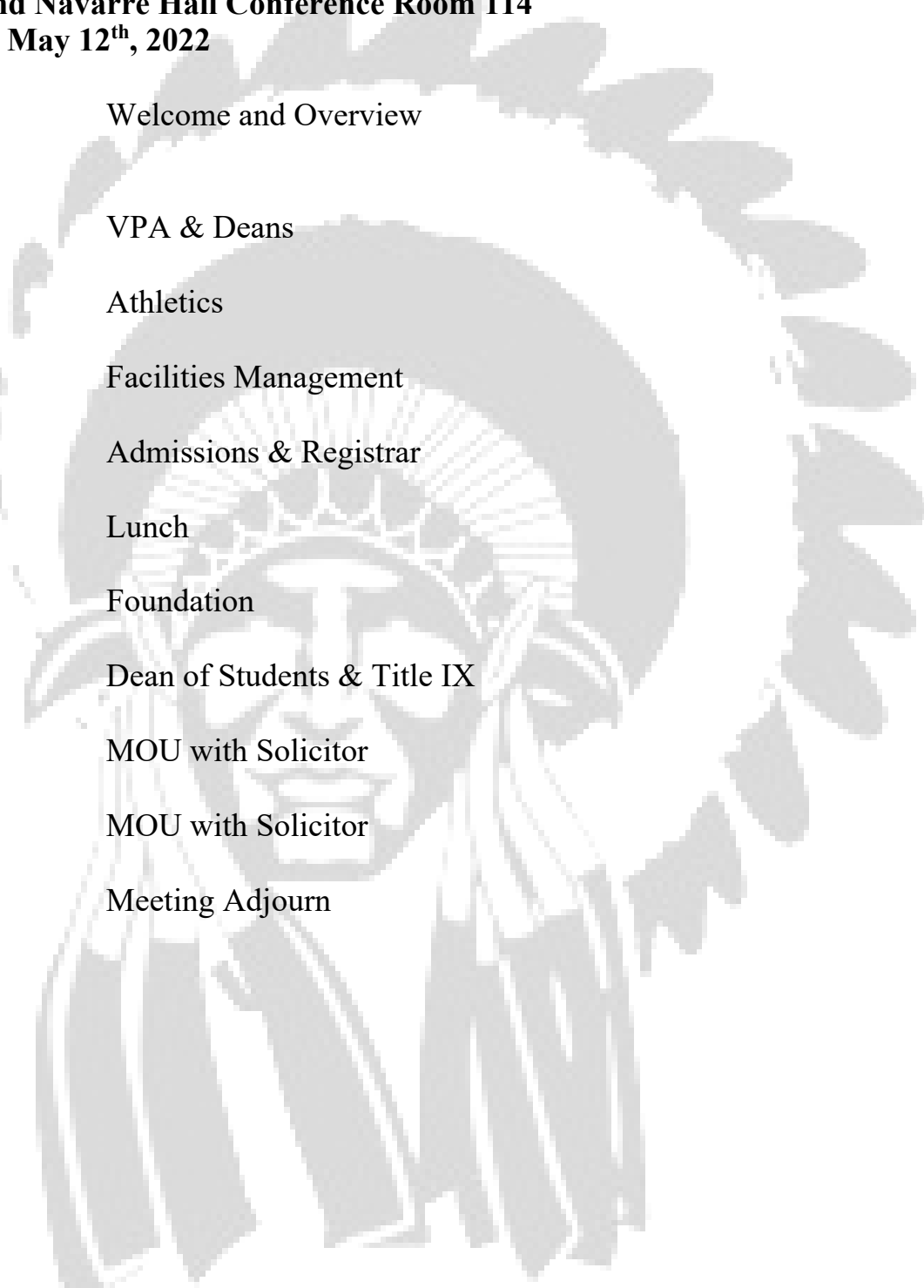
- 
- 8:30 a.m. Welcome and Overview
  - 9:30 a.m. Vice President University Services – Tonia Salvini
  - 11:00 a.m. Student Senate
  - 12:00 p.m. Lunch - BOR members eat-in at Curtis Hall with Students
  - 1:30 p.m. Regents Meet (closed session)
  - 2:30 p.m. Haskell Finance Presentation – Marie Thorne & Steve Byington
  - 3:00 p.m. MOU with Solicitor
  - 4:00 p.m. MOU with Solicitor
  - 5:00 p.m. Meeting Adjourn

# AGENDA

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**HASKELL BOARD OF REGENTS  
Spring 2022 Meeting  
General Session Schedule  
May 11-12, 2022**

**Regents and Navarre Hall Conference Room 114  
Thursday, May 12<sup>th</sup>, 2022**

- 
- 8:30 a.m. Welcome and Overview
  - 9:00 a.m. VPA & Deans
  - 10:00 a.m. Athletics
  - 10:30 a.m. Facilities Management
  - 11:00 a.m. Admissions & Registrar
  - 12:00 p.m. Lunch
  - 1:30 p.m. Foundation
  - 2:30 p.m. Dean of Students & Title IX
  - 3:00 p.m. MOU with Solicitor
  - 4:00 p.m. MOU with Solicitor
  - 5:00 p.m. Meeting Adjourn

Review the Accounting and Audit (Chapter 14) Oneida Gaming Minimum Internal Control Standards and...

### Business Committee Agenda Request

1. Meeting Date Requested: 05/25/22

2. Session:

Open     Executive – must qualify under §107.4-1.

Justification: *Choose or type justification.*

3. Requested Motion:

Accept as information; OR

*Enter the requested motion related to this item.*

4. Areas potentially impacted or affected by this request:

Finance

Programs/Services

Law Office

MIS

Gaming/Retail

Boards, Committees, or Commissions

Other: *Describe*

5. Additional attendees needed for this request:

*Name, Title/Entity OR Choose from List*

*Name, Title/Entity OR Choose from List*

*Name, Title/Entity OR Choose from List*

*Name, Title/Entity OR Choose from List*

**6. Supporting Documents:**

- |  |  |   |
|--|--|---|
| <input type="checkbox"/> Bylaws  | <input type="checkbox"/> Fiscal Impact Statement | <input type="checkbox"/> Presentation           |
| <input type="checkbox"/> Contract Document(s)                                  | <input type="checkbox"/> Law                     | <input type="checkbox"/> Report                 |
| <input type="checkbox"/> Correspondence  | <input type="checkbox"/> Legal Review            | <input type="checkbox"/> Resolution             |
| <input type="checkbox"/> Draft GTC Notice                                      | <input type="checkbox"/> Minutes                 | <input type="checkbox"/> Rule (adoption packet) |
| <input type="checkbox"/> Draft GTC Packet                                      | <input type="checkbox"/> MOU/MOA                 | <input type="checkbox"/> Statement of Effect    |
| <input type="checkbox"/> E-poll results/back-up                                | <input type="checkbox"/> Petition                | <input type="checkbox"/> Travel Documents       |
| <input checked="" type="checkbox"/> Other: OGMICS Ch 14 - Accounting and Audit |  |   |

**7. Budget Information:**

- |   |  |
|---|--|
| <input type="checkbox"/> Budgeted – Tribal Contribution | <input type="checkbox"/> Budgeted – Grant Funded   |
| <input type="checkbox"/> Unbudgeted                     | <input checked="" type="checkbox"/> Not Applicable |
| <input type="checkbox"/> Other: <i>Describe</i>         |  |

**8. Submission:**

Authorized Sponsor: Mark Powless, OGC - Chairman

Primary Requestor: Ivory Kelly, OGC - Regulatory Compliance Manager

## Oneida Business Committee Agenda Request

### Cover Memo:

Describe the purpose, background/history, and action requested:

The OGMICS is being revised one section chapter at a time to minimally include:

1. National Indian Gaming Commission (NIGC) Class II Minimum Internal Control Standards (MICS)
2. NIGC Class III MICS Guidance
3. Oneida Tribe and State of Wisconsin Compact and its amendments
4. Industry control standards and best regulatory practices

OGMICS section chapters are (re)formatted, (re)finalized and (re)reviewed before they are submitted to Gaming Management for comments. Management comments are reviewed and considered before the section chapter is officially approved by the OGC.

The OGC has prepared this document to set forth the Nation's tribal minimum internal controls that will guide gaming operations and assist internal audit to ensure and maintain the integrity and security of gaming operations.

Action Requested: Accept the OGMICS Chapter 14 - Accounting and Audit with no requested revisions.

Please note (OBC Action Options) Per the Chief Counsel memo dated February 27, 2018, regarding appropriate OBC action for OGMICS revisions, the motion for this request would be as follows: "Accept the notice of the OGMICS Chapter 14 - Accounting and Audit approved by the Oneida Gaming Commission on May 4, 2022 and

- (a) Directs notice to the Gaming Commission there are no requested revisions under Section 501.6-14(d);
  - (b) Directs notice to the Gaming Commission that the Oneida Business Committee will be recommending amendments to the OGMICS Chapter 14 - Accounting and Audit in accordance with sections 510.6-14(d)(3)(C);
- or
- (c) Directs notice to the Gaming Commission that the Oneida Business Committee repeals the OGMICS Chapter 14 - Accounting and Audit in accordance with section 501.6-14(d)(3)(A) and subsections (i).

**From:** [Ashley M. Blaker](#)  
**To:** [Ivory S. Kelly](#); [Shoshana P. King](#); [Tracy J. Metoxen](#)  
**Cc:** [Michelle M. Braaten](#); [Jodi M. Skenandore](#); [Ashley M. Blaker](#)  
**Subject:** Notification: OGMICS Ch 14 Accounting and Audit  
**Date:** Wednesday, May 4, 2022 8:27:42 AM  
**Attachments:** [Ch 14 Accounting and Audit- Final.msg](#)  
[image001.png](#)

---

**DATE:** 05/04/22  
**FROM:** Mark A. Powless Sr.  
**SUBJECT:** OGMICS Ch 14 Accounting and Audit

Good Morning,

The Gaming Commission has reviewed the following item(s) and is approved. This will be placed on the next Regular OGC Meeting agenda for retro approval.

1. OGMICS Ch 14 Accounting and Audit

If you have any further questions please feel free to contact the OGC Chair Mark Powless Sr. via email [mpowles5@oneidanation.org](mailto:mpowles5@oneidanation.org) or at 497-5658.

Yaw^ko,

*Ashley Blaker*

Administrative Assistant  
Oneida Gaming Commission  
PO Box 79  
Oneida WI 54155-0079  
Phone: (920) 497-5850  
OGC Fax: (920) 496-2009  
Backgrounds Fax: (920) 490-8048



*A good mind. A good heart. A strong Fire.*

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**Oneida Gaming Minimum Internal Control Standards/Rules of Play**  
**OGMICS Chapter 14-Accounting and Audit Gaming Management Review**

**Record regulatory reference, concern and suggestion to the OGMICS/ROP document:**

Concern/Question	Management Suggestion
<p>(6) Audit reports are maintained and made available to the Commission upon request and must include the following information</p> <ul style="list-style-type: none"> <li>(i) Audit objectives;</li> <li>(ii) Audit procedures and scope;</li> <li>(iii) Findings and conclusions;</li> <li>(iv) Recommendations, <b>if applicable; and</b></li> <li>(v) Manager’s response.</li> </ul>	<p>Requesting to replace this verbiage with “If requested,” rather than “if applicable.”</p>
<p><b><u>OGC Response</u></b>  <i>(OGC to document response to Management’s concern and suggestion)</i></p>	
<p>(9) Follow-up observations and examinations is performed to verify that corrective action has been taken regarding all instances of non-compliance. The verification is performed within six (6) months following the date of notification of non-compliance.</p>	<p>Can Gaming Management impose a timeline of corrective action to an audit finding? For example: Verification is performed within (6) months but no earlier than 30 days following the date of final notification (Final Audit) of non-compliance. Gaming Compliance researched and found 30 days to be the average timeframe for corrective action before it is verified by auditors.</p>
<p><b><u>OGC Response</u></b></p>	

*(Insert additional rows, as necessary)*






**Oneida Gaming Minimum Internal Control Standards/Rules of Play**

**<DOCUMENT DESCRIPTION> Gaming Management Review**

*Per ONGO 21.6-14. (d), the OGC is to draft and approve the OGMICS, subject to review and adoption by the OBC, provided that Gaming Operations has the opportunity to review and comment prior to OGC approval. Gaming Operations comments are to be included in submissions to the OBC.*

**GAMING OPERATIONS MANAGEMENT**

**Reviewed and Input Provided By:**

Name and Title	Signature	Date
Assistant Gaming Chief Financial Officer		
Director/Manager	 Digitally signed by Misty Jordan Date: 2022.04.20 15:34:41 -05'00'	4-20-2022
Gaming Compliance		

**From:** [Ivory S. Kelly](#)  
**To:** [Marina S. Martirosyan](#); [GamingCommission Compliance](#)  
**Cc:** [Derrick R. King](#); [Kateri N. Baker](#)  
**Subject:** RE: OGMICS Chapter 14 Management Review  
**Date:** Tuesday, May 3, 2022 1:50:00 PM  
**Attachments:** [Review Response Signature Packet Ch 14 Accounting and Audit.pdf](#)  
[image001.png](#)  
[image002.png](#)

---

Please allow this communication to serve as OGC response to the documented concern/question presented by Gaming Management in their review of OGMICS Ch 14 Accounting and Audit. As this document has already been signed by Gaming Management and therefore can not be edited for OGC's response.

Concern/Question

(h)(6) Audit reports are maintained and made available to the Commission upon request and must include the following information

- (i) Audit objectives;
- (ii) Audit procedures and scope;
- (iii) Findings and conclusions;
- (iv) Recommendations, **if applicable**; and
- (v) Manager's response.

Requesting to replace this verbiage with "if requested" rather than if applicable.

**OGC Response:** The OGC does not believe a change to this language is needed. All audits that are currently completed may come with any recommendations that may ensure a solution for compliance such as recommending to update an SOP.

Concern/Question

(h)(9) Follow-up observations and examinations is performed to verify that corrective action has been taken regarding all instances of non-compliance. The verification is performed within six (6) months following the date of notification of non-compliance.

Can Gaming Management impose a timeline of corrective action to an audit finding? For example: Verification is performed within (6) months but no earlier than 30 days following the date of final notification (Final Audit) of non-compliance. Gaming Compliance researched and found 30 days to be the average timeframe for corrective action before it is verified by the auditors.

**OGC Response:** After further discussion with Gaming Compliance and clarification of the ask, this verbiage will remain the same.

---

**From:** Marina S. Martirosyan <mmartiro@oneidanation.org>

**Sent:** Wednesday, April 20, 2022 4:32 PM

**To:** GamingCommission\_Compliance <GamingCommission\_Compliance@oneidanation.org>

**Cc:** Derrick R. King <DKING3@oneidanation.org>; Kateri N. Baker <ksmith1@oneidanation.org>

**Subject:** OGMICS Chapter 14 Management Review

Hello OGC Compliance Team,

Please see attached management review of OGMICS Chapter 14 with comments and sign off packet.

If you have any questions, please let me know.

Thank you very much!

*Marina S Martirosyan*

*Compliance Specialist*

*Phone # 920-429-3010*

*[mmartiro@oneidanation.org](mailto:mmartiro@oneidanation.org)*

*P.O. Box 365 • Oneida, WI • 54155 •*



*Official Casino of the Green Bay Packers*

# Chapter: 14

## Accounting and Audit

### Table of Contents

- (a) General Standards
- (b) Conflict of Standards
- (c) Accounting Standards
- (d) Gross Gaming Revenue Computations
- (e) Maintenance and Preservation of Books, Records and Documents
- (f) State Licensed Accountant
- (g) Data Reporting
- (h) Internal Audit
- (i) Annual Requirement

**All employees and associates are required to adhere to the controls in this section, all other sections, and regulatory documents.**

**Regulatory Credentials Legend:**

NIGC MICS  
NIGC 542  
NIGC 543  
COMPACT

**(a) General Standards.**

- (1) All licensed gaming facilities shall be required to keep an approved gaming accounting system that shall comply with, but not be limited to the standards in this section and the regulations of the OGC. Said accounting system shall reflect all business and financial transactions involved or concerned in any manner with the gaming operation and conducting of gaming activities authorized by the Gaming Compact and the Oneida Nation.

**(b) Conflicts of Standards.**

- (1) When establishing SICS, the gaming operation should review, and consider incorporating, other external standards such as GAAP, GAAS, and standards promulgated by GASB and FASB. In the event of a conflict between the MICS and the incorporated external standards, the external standards prevail.

**(c) Accounting Standards.**

- (1) Controls must be established, and accounting procedures implemented to safeguard assets and ensure each gaming operation:
  - (i) Prepares accurate, complete, legible, and permanent records of all transactions pertaining to gaming revenue and activities for operational accountability.
  - (ii) Prepares general accounting on a double-entry system of accounting, maintaining detailed, supporting, subsidiary records, and performs the following activities:
    - (A) Record gaming activity transactions in an accounting system to identify and track all revenues, expenses, assets, liabilities, and equity;
    - (B) Record all markers, IOU's, returned checks, held checks, or other similar credit instruments;
    - (C) Record journal entries prepared by the gaming operation and by any independent accountants used;
    - (D) Prepare income statements and balance sheets;
    - (E) Prepare appropriate subsidiary ledgers to support the balance sheet;
    - (F) Prepare, review, and maintain accurate financial statements;
    - (G) Prepare transactions in accordance with the appropriate authorization, as provided by management;
    - (H) Record transactions to facilitate proper recording of gaming revenue and fees, and to maintain accountability of assets;
    - (I) Compare recorded accountability for assets to actual assets at periodic intervals, and take appropriate action with respect to any variances;
    - (J) Segregate functions, duties, and responsibilities;
    - (K) Prepare minimum bankroll calculations; and
    - (L) Maintain and preserve all financial records and relevant supporting documentation.
- (2) Monthly financial statements are prepared by accounting and distributed to Oneida Nation's Gaming Management within thirty (30) days of month end.

**(d) Gross Gaming Revenue Computations.**

- (1) For table games, gross revenue equals the closing table bankroll, plus credit slips for cash, chips, tokens or personal/payroll checks returned to the cage, plus drop, less opening table bankroll and fills to the table, and money transfers issued from the game through the use of cashless wagering system.
- (2) For gaming machines, gross revenue equals drop, less fills, jackpot payouts and personal property awarded to patrons as gambling winnings.
- (3) For each counter game gross revenue equals:
  - (i) The money accepted by the gaming operation on events or games that occur during the month or will occur in subsequent months, less money paid out during the month to patrons on winning wagers (“cash basis”); or
  - (ii) The money accepted by the gaming operation on events or games that occur during the month, plus money, not previously included in gross revenue, that was accepted by the gaming operations in previous months on events or games occurring in the month, less money paid out during the month to patrons as winning wagers (“modified accrual basis”).
- (4) For each card game and any other game in which the gaming operation is not a party to a wager, gross revenue equals all money received by the operation as compensation for conducting the game.
  - (i) A gaming operation shall not include either shill win or loss in gross revenue computations.
  - (ii) In computing gross revenue for gaming machines, keno, and bingo, the actual cost to the gaming operation of any personal property distributed as losses to patrons may be deducted from winnings (other than costs of travel, lodging, services, food, and beverages), if the gaming operation maintains detailed documents supporting the deduction.
- (5) For payouts by wide-area progressive gaming machines systems, a gaming operation may deduct from winnings only its pro rata share of a wide-area gaming machine system payout.
- (6) Vouchers issued at a gaming machine or game device shall be deducted from gross revenue as jackpot payouts in the month the vouchers are issued by the gaming machine or gaming device. Vouchers deducted from gross revenue that are not redeemed within a period, not to exceed 180 days of issuance, shall be included in gross revenue. An unredeemed voucher previously included in gross revenue may be deducted from gross revenue in the month redeemed.

**(e) Maintenance and Preservation of Books, Records and Documents.**

- (1) All original books, records and documents pertaining to the conduct of wagering activities shall be retained by the gaming operation in accordance with the following schedule. A record that summarizes gaming transactions is sufficient, provided that all documents containing an original signature(s) attesting to the accuracy of a gaming related transaction are independently preserved. Original books, records or documents

- shall not include copies of originals, except for copies that contain original comments or notations on parts of multi-part forms. The following original books, records and documents shall be retained by a gaming operation for a minimum of seven (7) years:
- (i) Casino Cage/Vault documents;
  - (ii) Documentation supporting the calculation of table game win;
  - (iii) Documentation supporting the calculation of gaming machine win;
  - (iv) Documentation supporting the calculation of revenue received from the games of sports betting (wagering), bingo, card games, and all other gaming activities offered by the gaming operation;
  - (v) Table games statistical analysis reports;
  - (vi) Gaming machine statistical analysis reports;
  - (vii) Bingo wagering statistical reports;
  - (viii) Internal audit documentation and reports;
  - (ix) Documentation supporting the write-off approved credit instruments;
  - (x) All other books, records and documents pertaining to the conduct of wagering activities and contain original signature(s) attesting to the accuracy of the gaming related transaction.
- (2) Unless otherwise specified in this part, all other books, records, and documents shall be retained until such time as the accounting records have been audited by the Oneida Nations gaming operation's independent certified public accountants.
  - (3) The above requirements shall apply without regards to the medium by which the book, record or document is generated or maintained (paper, computer-generated, magnetic media, etc.).

**(f) State Licensed Accountant.**

- (1) Oneida Nation of Wisconsin shall engage an independent accountant licensed within the state of Wisconsin. The independent accountant shall examine the statements in accordance with the generally accepted auditing standards.

**(g) Data Reporting**

- (1) The Nation shall submit information from its slots accounting systems to the Data Collection System ("DCS") maintained by the State, utilizing the hardware, software, reporting requirements and formats for the specified information in use on the date of the Second Amendment. That Nation and the State acknowledge that DCS is intended to be a uniform state-wide system applicable to all Wisconsin Indian Tribes.
- (2) The Nation shall submit to the Department on a monthly basis, in an electronic format determined in the reasonable discretion of the Nation, not later than fourteen (14) days after the conclusion of each calendar month.
  - (i) Daily revenue information for table games: type of table game, table number, shift, opening inventory, fills, credits, adjustment, closing inventory, drop, and win/loss; and
  - (ii) Daily revenue information for event wagering: the total amount of all wagers received less voided or canceled wagers and amounts paid out for winning wagers

and the total amount of the write on events or games that occur during the month or will occur in subsequent months, less gaming payouts.

- (3) All information submitted by the Nation pursuant to Section (A) and (B) above shall be confidential and shall not be disclosed by the State. In order to protect and preserve the confidentiality of this information, the State shall, with respect to all information submitted by the Nation, maintain and enforce the minimum internal control standards of the Department in effect on the date of the Second Amendment.

**(h) Internal Audit.**

- (1) Controls must be established, and procedures implemented to ensure that:
- (2) Internal auditor(s) perform audits of each department of a gaming operation, at least annually, to review compliance with TICS, SICS, and these OGMICS, which include at least the following areas:
  - (i) Bingo, including supervision, bingo cards, bingo card sales, draw, prize payout; cash and equivalent controls, technologic aids to the play of bingo, operations, vouchers, and revenue audit procedures;
  - (ii) Card games, including supervision, exchange or transfers, playing cards, skill funds, reconciliation of card room bank, posted rules, and promotional progressive pots and pools;
  - (iii) Table games, including supervision, fill and credit procedures, table inventory forms, standards for playing cards and dice, plastic cards, analysis of table game performance, marker credit play, name credit instruments, call bets, rim credit, and foreign currency;
  - (iv) Gaming machines, including supervision, access listing, prize payout and fills, cash and cash equivalent controls, gaming machine components, operations, vouchers, standards for evaluating theoretical and actual hold percentages, gaming machine drop and hopper percentages, gaming machine drop, in-house progressive gaming machine standards, wide area progressive gaming machine standards, and account access cards;
  - (v) Gaming promotions and player tracking procedures, including supervision, gaming promotion rules and player tracking systems;
  - (iv) Complimentary services or items, including procedures for issuing, authorizing, redeeming, and reporting complimentary service items;
  - (vi) Patron deposit accounts and cashless systems procedures, including supervision, patron deposit accounts and cashless systems, as well as patron deposits, withdrawals.
  - (vii) Drop and count standards, including supervision, count room access, count team, table game drop standards, gaming machine and financial instrument drop standards, table game count standards, gaming machine financial instrument count standards, collecting currency cassettes and financial instrument storage components from kiosks, kiosk count standards, and controlled keys;
  - (viii) Cage, vault, cash and cash equivalent procedures, including supervision, cash and cash equivalents, personal checks, cashier's checks, traveler's checks, payroll



- checks, and counter checks, cage and vault accountability, kiosks, patron deposited funds, promotional payouts, drawings and giveaway programs, chip and token standards, and cage and vault access;
- (ix) Information technology, including supervision, systems' logical and physical controls, independence, physical security and/or modifications, remote access, incident monitoring and reporting data back-ups, software downloads, and verifying downloads; and
  - (x) Accounting standards, including accounting records, maintenance and preservation of financial records and relevant supporting documentation.
  - (xi) Any other internal audits as required by the Nation, OGC, audit committee or other entity designated by the Nation.
- (3) Internal auditor(s) are independent of gaming operations with respect to the departments subject to audit (auditors internal to the operation, officers of the OGC, or outside CPA firm may perform this function).
  - (4) Internal auditor(s) report directly to the Oneida Business Committee, OGC, audit committee, or other entity designated by the Nation.
  - (5) Documentation such as checklists, programs, reports, etc. is prepared to evidence all internal audit work and follow-up performed as it relates to compliance with TICS, SICS, and these MICS, including all instances of noncompliance.
  - (6) Audit reports are maintained and made available to the Commission upon request and must include the following information
    - (i) Audit objectives;
    - (ii) Audit procedures and scope;
    - (iii) Findings and conclusions;
    - (iv) Recommendations, if applicable; and
    - (v) Manager's response.
  - (7) All material expectations identified by internal audit work are investigated and resolved and the results are documented.
  - (8) Internal audit findings are reported to management, responded to by management stating corrective measures to be taken, and included in the report delivered to management, the Nation, OGC, audit committee, or other entity designated by the Nation for corrective action.
  - (9) Follow-up observations and examinations is performed to verify that corrective action has been taken regarding all instances of non-compliance. The verification is performed within six (6) months following the date of notification of non-compliance.

**(i) Annual Requirements.**

- (1) Agreed upon procedures. A CPA independent of the gaming operation must be engaged to perform an assessment to verify whether the gaming operation is in compliance with these MICS, and/or the TICS or SICS if they provide at least the same level of controls as the MICS. The assessment must be performed in accordance with agreed upon procedures and the most recent versions of the Statements on Standards for Attestation

- Engagements and Agreed-Upon Procedures Engagements (collectively “SSAEs”), issued by the American Institute of Certified Public Accountants.
- (2) The Nation must submit a copy of the agreed-upon procedures report to the OGC within 120 days of the gaming operation’s fiscal year end in conjunction with the submission of the annual financial audit report required pursuant to 25 CFR 25 part 571.
  - (3) Review of the internal audit:
    - (i) The CPA must determine compliance by the gaming operation with the internal audit requirements in this paragraph (d) by:
      - (A) Completing the internal audit checklist;
      - (B) Ensuring that the internal auditor completed checklists for each gaming department of the operation;
      - (C) Verifying that any areas of non-compliance have been identified;
      - (D) Ensuring that audit reports are completed and include responses from management; and
      - (E) Verifying that appropriate follow-up on audit findings has been conducted and necessary corrective measures have been taken to effectively mitigate the noted risks.
    - (ii) If the CPA determines that the internal audit procedures performed during the fiscal year have been properly completed, the CPA may rely on the work of the internal audit for the completion of the MICS checklists as they relate to the standards covered by this part.
  - (4) Report format. The SSAEs are applicable to agreed-upon procedures engagements required in this part. All noted instances of noncompliance with the MICS and/or the TICS or SICS, if they provide the same level of controls as the MICS, must be documented in the report with a narrative description, the number of exceptions and sample size tested.

Post ten (10) vacancies for alternates for 2022 Special Election - Oneida Election Board

---

## Business Committee Agenda Request

**1. Meeting Date Requested:** 05/25/22

**2. General Information:**

Session:  Open  Executive – must qualify under §107.4-1.

Justification: *Choose reason for Executive.*

**3. Supporting Documents:**

- |  |  |   |
|--|--|---|
| <input type="checkbox"/> Bylaws                    | <input type="checkbox"/> Fiscal Impact Statement | <input type="checkbox"/> Presentation           |
| <input type="checkbox"/> Contract Document(s)      | <input type="checkbox"/> Law                     | <input type="checkbox"/> Report                 |
| <input checked="" type="checkbox"/> Correspondence | <input type="checkbox"/> Legal Review            | <input type="checkbox"/> Resolution             |
| <input type="checkbox"/> Draft GTC Notice          | <input type="checkbox"/> Minutes                 | <input type="checkbox"/> Rule (adoption packet) |
| <input type="checkbox"/> Draft GTC Packet          | <input type="checkbox"/> MOU/MOA                 | <input type="checkbox"/> Statement of Effect    |
| <input type="checkbox"/> E-poll results/back-up    | <input type="checkbox"/> Petition                | <input type="checkbox"/> Travel Documents       |
| <input type="checkbox"/> Other: <i>Describe</i>    |  |   |

**4. Budget Information:**

- |  |  |                                     |
|--|--|-------------------------------------|
| <input type="checkbox"/> Budgeted                  | <input type="checkbox"/> Budgeted – Grant Funded | <input type="checkbox"/> Unbudgeted |
| <input checked="" type="checkbox"/> Not Applicable | <input type="checkbox"/> Other: <i>Describe</i>  |                                     |

**5. Submission:**

Authorized Sponsor: Lisa Liggins, Secretary

Primary Requestor: Tonya Webster, Election Board Vice Chair

Additional Requestor: (Name, Title/Entity)

Additional Requestor: (Name, Title/Entity)

Submitted By: SDAVIS



## Memorandum

TO: Oneida Business Committee

FROM: Tonya Webster, Oneida Election Board Vice Chair

DATE: May 17, 2022

RE: Request to post for ten (10) alternates for 2022 Special Election

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### Purpose

Requires BC action per Boards, Committees and Commissions Law.

### Background

Due to recusal and the increase of staff needed for the polls, the Election Board is requesting to post for ten (10) alternates to help with the 2022 Special Election

### Action requested:

Approve request to post ten (10) vacancies for alternates on the Oneida Election Board for the 2022 Special Election.

Rescind the Joint Marketing Team charter and dissolve the Joint Marketing Team

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### Business Committee Agenda Request

**1. Meeting Date Requested:** 05/25/22

**2. General Information:**

Session:      Open      Executive – must qualify under §107.4-1.  
 Justification: *Choose reason for Executive.*

**3. Supporting Documents:**

- |  |  |   |
|--|--|---|
| <input type="checkbox"/> Bylaws                    | <input type="checkbox"/> Fiscal Impact Statement | <input type="checkbox"/> Presentation           |
| <input type="checkbox"/> Contract Document(s)      | <input type="checkbox"/> Law                     | <input checked="" type="checkbox"/> Report      |
| <input checked="" type="checkbox"/> Correspondence | <input type="checkbox"/> Legal Review            | <input type="checkbox"/> Resolution             |
| <input type="checkbox"/> Draft GTC Notice          | <input type="checkbox"/> Minutes                 | <input type="checkbox"/> Rule (adoption packet) |
| <input type="checkbox"/> Draft GTC Packet          | <input type="checkbox"/> MOU/MOA                 | <input type="checkbox"/> Statement of Effect    |
| <input type="checkbox"/> E-poll results/back-up    | <input type="checkbox"/> Petition                | <input type="checkbox"/> Travel Documents       |
| <input type="checkbox"/> Other: <i>Describe</i>    |  |   |

**4. Budget Information:**

- |   |  |                                     |
|---|--|-------------------------------------|
| <input type="checkbox"/> Budgeted       | <input type="checkbox"/> Budgeted – Grant Funded | <input type="checkbox"/> Unbudgeted |
| <input type="checkbox"/> Not Applicable | <input type="checkbox"/> Other: <i>Describe</i>  |                                     |

**5. Submission:**

Authorized Sponsor: Lisa Liggins, Secretary

Primary Requestor: \_\_\_\_\_

Additional Requestor: (Name, Title/Entity)

Additional Requestor: (Name, Title/Entity)

Submitted By: LLIGGINS

## Memorandum

To: Oneida Business Committee  
From: Lisa Liggins, Secretary  
Date: May 20, 2022  
Re: Dissolution of Joint Marketing Team

---

This memorandum is intended to provide information on Joint Marketing Team, a recap of the recommendation from the sub-team, and proposed next steps.

### Background

Over the last year, the Business Committee (BC) has had various discussions regarding the Joint Marketing Team (JMT) and various questions/concerns have been raised such as:

- How and when JMT reports?
- Who is the main point of contact?
- Have they been meeting?

Most recently, during the JMT FY-2021 quarterly report in November 2021, there was a suggestion that JMT should or could be dissolved. An informal sub-team of Secretary Lisa Liggins, Councilman Kirby Metoxen, and Retail General Manager Debra Powless was identified to investigate this suggestion.

The sub-team met on December 3<sup>rd</sup> and reviewed a preliminary report prepared by Rae Skenandore, Budget Analyst, which provided a review of their charter, purpose, and budget trending. The final report was updated with additional feedback from the sub-team and is attached for your reference.

At the January 18, 2022, BC work session, the BC reviewed the report and the draft Performance Assurance Audit for JMT which indicated conditions of either Medium or High in all conditions<sup>1</sup>. Additionally, the group reviewed the sub-team's recommendation and spoke with Michelle Danforth-Anderson who indicated at most,

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<sup>1</sup> This audit was draft and confidential as it had not been finalized by Internal Audit nor presented to the Audit Committee for action.

the budget need to carry out any upcoming events would be \$50,000, not the full \$95,000 in the JMT budget. The BC supported the sub-team's recommendation to dissolve the JMT.

Ralinda Ninham-Lamberies, Assistant CFO, has indicated that in the event of any spend from the JMT budget by Tourism, the correct business unit will be paid from due to a re-org.

### Sub-team's recommendation

When reviewing the JMT Charter, the Summary section indicates:

- 1) "The JMT is a self-directed, cross-functional team who has been meeting regularly since 1998 to collectively:
  - a) Create, select, and implement marketing initiatives to increase revenue to the Oneida Nation entities,
  - b) Promote a positive image for Oneida, and
  - c) Establish Oneida as a tourism destination."

The sub-team's determination was:

- a) Each of the enterprises involved should have custom, targeting marketing to reach their customers (i.e. Retail and a hotel might not have the same client base) and have individual budgets to implement their respective marketing plans
- b) Intergovernmental Affairs and Communications has historically taken in "image" for Oneida (i.e. Branding initiative)
- c) Tourism is important but separate function from marketing and image.

Based on the information available, the sub-team recommended the dissolution of the Joint Marketing Team.

### Proposed Next Steps

- Motion to rescind the Joint Marketing Team charter<sup>2</sup> and dissolve the Joint Marketing Team.

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<sup>2</sup> Joint Marketing Team Charter was approved at the January 27, 2016, regular Business Committee meeting.



# MEMORANDUM

DATE: December 17, 2021  
 FROM: Rae Skenandore, Budget Analyst  
 TO: Lisa Liggins, Secretary  
 CC: Cristina Danforth, Treasurer  
 RE: Joint Marketing Update

The purpose of this correspondence is to provide requested budget and background information on the Joint Marketing team. The initial report was submitted to the sub-team. This reply combines the original response and addresses the additional questions posed by the sub-team.

## I. Background

According to the Joint Marketing Charter approved in 2016, the team has been meeting since 1998. Among their deliverables listed in the charter were the development of an annual marketing plan, an annual budget, annual goals & objectives, and key results from previous year/performance measurers (See attached charter). Overall, the listed goals and objectives all stress a positive ROI on all activities.

The Joint Marketing team was made up of the following members:

Bobbi Webster .....	Communications	Mary Shaw.....	Radisson
Janice Hirth* .....	OAHC/OGEC	Michele Doxtator* .....	Retail
Joanie Buckley* .....	Internal Services	Michelle Danforth-Anderson ....	Tourism
Josh Doxtator* .....	Thornberry	Steven Ninham .....	Radisson
Kelly Losey* .....	Wingate Hotel	Terry Hetzel* .....	Facilitator/Recorder
Louise Cornelius .....	Gaming		

*\* Individual is no longer in this role.*

The executive team with sign off authority included Janice Hirth, Bobbi Webster, and Michele Doxtator.

I was unable to locate any public reports specific to Joint Marketing and nothing containing the specified deliverables or measurable returns. The only reports I was able to locate referring to Joint Marketing (JM) were in conjunction with the Ticket and Merchandise reports to General Tribal Council on the Packer Contract.



## II. Budget Information

Joint Marketing	FY2018 Actual	FY 2019 Actual	FY 2020 Actual	8-20-21 YTD Actual	Proposed 2022
Revenue - External					
Other charges for services					
Donations	\$ 74,097	\$ (9,428)	\$ 8,012	\$ 5,013	
<b>Sub-total</b>	<b>\$ 74,097</b>	<b>\$ (9,428)</b>	<b>\$ 8,012</b>	<b>\$ 5,013</b>	
Revenue /Contribution - Internal					
Tribal Contribution	\$ 1,471,546	\$ 1,612,292	\$ 215,569	\$ 8,617	\$ 95,000
Loss Revenue				\$ (1,876)	
<b>Subtotal</b>	<b>\$ 1,471,546</b>	<b>\$ 1,612,292</b>	<b>\$ 215,569</b>	<b>\$ 6,741</b>	<b>\$ 95,000</b>
External Expenses					
Advertising	\$ 1,545,643	\$ 1,602,863	\$ 223,581	\$ 11,755	\$ 95,000
<b>Sub-total</b>	<b>\$ 1,545,643</b>	<b>\$ 1,602,863</b>	<b>\$ 223,581</b>	<b>\$ 11,755</b>	<b>\$ 95,000</b>
Net profit (loss)	\$ -	\$ 1	\$ -	\$ (1)	0
Contract	\$ 1,422,118	\$ 1,450,560	\$ 1,479,571	\$ 1,509,163	
Total expenses - contract cost	\$ 123,525	\$ 152,303	\$ (1,255,990)	\$ (1,497,408)	
<b>Notes</b>					
The Packer Contract ended in 2021 and was renegotiated by Gaming in 2021.					
The FY 2022 Proposed budget includes a request from Michelle Danforth Anderson. It includes an advertising initiative, sponsorships/donations, and expanding a tourism event.					
It is my understanding that the difference between the contract cost and expenses in the FY 2020 Actual Budget was reconciled through an MOA to the Packer Contract.					

The JM revenue reflects donations from the Coca-Cola funds and Tribal Contribution. The sole expense listed is advertising. The advertising expense listed appear to be the cost of the Packers contract. In the years where the expenses were greater than the contract costs listed there were additional expenses such as play-off expenses and the Locker Room Live show. According to the Ticket and Merchandise Report on July 10, 2018, JM reviews all the requests for tickets and merchandise for consideration and Gaming accounting is the asset manager. Those entities authorized for tickets include the following:

- Tribal Government
- Oneida Casino
- Oneida Airport Hotel Corporation
- Oneida Retail
- Thornberry Creek at Oneida
- Bay Bank

Except for approximately 14 community events, it is assumed that the remainder of the merchandise also went to the 6 entities listed above.

The sub-team had the following comments and questions:

- a. JM provided checks and balances.

In addition to the Packers Contract, the JM team approved a variety of marketing initiatives, donations, and sponsorships. In speaking to members of the JM team, it appeared that JM was an additional layer of approval for already budgeted and approved items within each area's budget. If each manager has a specific sign off authority and an initiative was developed and budgeted for, it is unclear how additional approvals were beneficial.

- b. JM approved sponsorships and donations to outside entities. Where would these go if JM is dissolved?

JM did approve donations/sponsorships to outside entities. However, the specific line item for donations/sponsorships was housed within an areas budget, such as Tourism. Again, it served as an additional layer of approval. If they are not already budgeted within a specific area, such as tourism, outside entities would have access to the Oneida Finance Fund (formerly the Community Fund) to request donations/sponsorships up to \$3,000 for FY '22. This is an established program with existing checks and balances (see attached OFF request form).

- c. What is the best way to deal with the JM budget if dissolved?

Ralinda Ninham-Lamberies, Assistant Chief Financial Officer, stated that Accounting can close out JM sign off completely. All the 2022 planned events can run through Tourism. Tourism will be \$95,000 over budget and JM will be \$95,000 under budget. Therefore, the net effect is zero.

### III. Summary

The previous Packers Contract expired in August of 2021 and is no longer a part of the JM budget. It is my understanding that a new Packer contract was negotiated by Gaming and they bear the sole cost and presumably the sole authority over tickets and merchandise.

For FY 2022, the \$95,000 listed in the JM budget was a specific request from Tourism and included at least one sponsorship. The Finance Committee currently oversees the Oneida Finance Fund requests for donations for outside entities. Given those points and the information provided above, there does not appear to be any hindrance, from a budgetary point of view, if the Business Committee decided to dissolve the Joint Marketing team. The overall benefits of that decision appear to put the authority & responsibility back on the managers, streamlines the process, and funnels unbudgeted outside donation/sponsorship requests to the Finance Committee.

Accept the Bay Bancorporation Inc. FY-2022 2nd quarter report

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### Business Committee Agenda Request

**1. Meeting Date Requested:** 05/25/22

**2. Session:**

Open     Executive – must qualify under §107.4-1.

Justification: *Choose or type justification.*

**3. Requested Motion:**

Accept as information; OR

*Enter the requested motion related to this item.*

**4. Areas potentially impacted or affected by this request:**

Finance

Programs/Services

Law Office

MIS

Gaming/Retail

Boards, Committees, or Commissions

Other: *Describe*

**5. Additional attendees needed for this request:**

*Name, Title/Entity OR Choose from List*

*Name, Title/Entity OR Choose from List*

*Name, Title/Entity OR Choose from List*

*Name, Title/Entity OR Choose from List*

**6. Supporting Documents:**

- |   |  |   |
|---|--|---|
| <input type="checkbox"/> Bylaws                 | <input type="checkbox"/> Fiscal Impact Statement | <input type="checkbox"/> Presentation           |
| <input type="checkbox"/> Contract Document(s)   | <input type="checkbox"/> Law                     | <input checked="" type="checkbox"/> Report      |
| <input type="checkbox"/> Correspondence         | <input type="checkbox"/> Legal Review            | <input type="checkbox"/> Resolution             |
| <input type="checkbox"/> Draft GTC Notice       | <input type="checkbox"/> Minutes                 | <input type="checkbox"/> Rule (adoption packet) |
| <input type="checkbox"/> Draft GTC Packet       | <input type="checkbox"/> MOU/MOA                 | <input type="checkbox"/> Statement of Effect    |
| <input type="checkbox"/> E-poll results/back-up | <input type="checkbox"/> Petition                | <input type="checkbox"/> Travel Documents       |
| <input type="checkbox"/> Other: <i>Describe</i> |  |   |

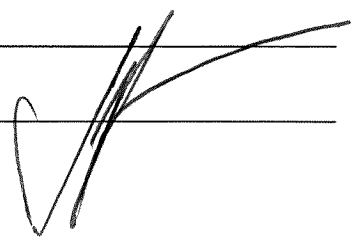
**7. Budget Information:**

- |   |  |
|---|--|
| <input type="checkbox"/> Budgeted – Tribal Contribution | <input type="checkbox"/> Budgeted – Grant Funded   |
| <input type="checkbox"/> Unbudgeted                     | <input checked="" type="checkbox"/> Not Applicable |
| <input type="checkbox"/> Other: <i>Describe</i>         |  |

**8. Submission:**

Authorized Sponsor: David P. Jordan, Councilman

Primary Requestor: Jeff Bowman, President, Bay Bank



**Bay Bank**  
**QUARTERLY REPORT**

Quarter ended March 31, 2022

A. **BAY BANK**

Submitted by: Jeff Bowman, Board Member  
Directors: Fern Orié, Bob Jossie, Jeff Bowman,  
Todd Van Den Heuvel, Elaine Skenandore-Cornelius

Oneida Business Committee Contact: David Jordan

B. **MINUTES**

None Submitted

**ACTION TAKEN**

No Tribal Policy changes.

D. **FINANCIAL**

Note that various financial reports

December 31, 2022 is Bay Bank's fiscal year end.

E. **SPECIAL EVENTS AND TRAVEL**

None

F. **PERSONAL COMMENTS**

Bay Bank account numbers as of March 31, 2022:

1,726	Checking Accounts
493	Business Checking Accounts
157	Money Market Accounts

1,697	Savings Accounts
290	Certificates of Deposit
98	Commercial Real Estate Loans
1,102	Residential Real Estate Loans
244	Business Loans
644	Consumer Loans
36	Oneida Small Business 2000 Loan Program Loans

The Oneida Small Business Loan Program 2000 that is administered by Bay Bank started on May 1, 2002. As of this date over \$ 15.5 million in new loans have been made to over 148 new or growing Oneida tribal member owned businesses.

The Section 184 mortgage loans serviced under FHLB MPF program totaled \$89.6 million on March 31, 2022. There are 718 loans in the program currently.

#### G. GOALS AND OBJECTIVES

##### 2022 GOALS:

**GOAL A:** Bay Bank will strive to attain a minimum 0.70% Return on Assets for the year ending December 31, 2022. Return on Assets (ROA) is a common measurement of a bank's profitability. This ratio informs you how well the bank is managing and investing the bank's assets.

2022 ROA Goal	2022 YTD ROA Actual	2021 Peer Group Average
0.70 %	0.41%	1.05%

**GOAL B:** Bay Bank will strive to attain a minimum 7.00 % Return on Equity for the year ending December 31, 2022. Return on Equity (ROE) is the measurement of how well the bank is performing for its stockholder.

2022 ROE Goal	2022 YTD ROE Actual	2021 Peer Group Average
7.00 %	4.59 %	10.22 %

Bay Bank had budgeted total loans for the quarter ended March 31, 2022, in the amount of \$ 73.3 million. Total loans on March 31, 2022, were \$ 72.8 million, a decrease of \$ 0.5 million from budget. Loans decreased \$ 7.1 million over the 12-month period ended March 31, 2022.

Bay Bank had budgeted total deposits for the quarter ended March 31, 2022, in the amount of \$ 189.3 million. Total deposits on March 31, 2022, were \$ 181.2 million, a decrease of \$ 8.1 million over budget. Deposits increased \$ 47.4 million for the past twelve months, the result of increase in transaction accounts, savings deposits, and time deposits.

H.

#### MEETINGS

Monthly meeting on the fourth Thursday of each month. Well attended.

Accept the Oneida Airport Hotel Corporation FY-2022 2nd quarter report

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### Business Committee Agenda Request

1. Meeting Date Requested: 05/25/22

2. Session:

Open     Executive – must qualify under §107.4-1.

Justification: *Choose or type justification.*

3. Requested Motion:

Accept as information; OR

Motion to accept the OAHC FY22 2nd Quarter Report

4. Areas potentially impacted or affected by this request:

Finance

Programs/Services

Law Office

MIS

Gaming/Retail

Boards, Committees, or Commissions

Other: *Describe*

5. Additional attendees needed for this request:

*Name, Title/Entity OR Choose from List*

*Name, Title/Entity OR Choose from List*

*Name, Title/Entity OR Choose from List*

*Name, Title/Entity OR Choose from List*



**6. Supporting Documents:**

- |   |  |   |
|---|--|---|
| <input type="checkbox"/> Bylaws                 | <input type="checkbox"/> Fiscal Impact Statement | <input type="checkbox"/> Presentation           |
| <input type="checkbox"/> Contract Document(s)   | <input type="checkbox"/> Law                     | <input checked="" type="checkbox"/> Report      |
| <input type="checkbox"/> Correspondence         | <input type="checkbox"/> Legal Review            | <input type="checkbox"/> Resolution             |
| <input type="checkbox"/> Draft GTC Notice       | <input type="checkbox"/> Minutes                 | <input type="checkbox"/> Rule (adoption packet) |
| <input type="checkbox"/> Draft GTC Packet       | <input type="checkbox"/> MOU/MOA                 | <input type="checkbox"/> Statement of Effect    |
| <input type="checkbox"/> E-poll results/back-up | <input type="checkbox"/> Petition                | <input type="checkbox"/> Travel Documents       |
| <input type="checkbox"/> Other: <i>Describe</i> |  |   |

**7. Budget Information:**

- |   |  |
|---|--|
| <input type="checkbox"/> Budgeted – Tribal Contribution | <input type="checkbox"/> Budgeted – Grant Funded |
| <input type="checkbox"/> Unbudgeted                     | <input type="checkbox"/> Not Applicable          |
| <input type="checkbox"/> Other: <i>Describe</i>         |  |

**8. Submission:**

Authorized Sponsor: Name, Title/Entity OR Choose from List

Primary Requestor: Kathy Hughes, OAHC Board Chairwoman

Oneida Airport Hotel Corporation  
Radisson Hotel & Conference Center  
Quarterly Report  
For the quarter ended: March 31, 2022

### **Narrative Section**

#### Business practice, market overview, place within market:

- Q2 STR Occupancy for the quarter is at 41.8%; ADR \$119.28; RevPar; \$49.89
- Q2 saw a few cancellations for social events due to the Delta variant. Playoff game assisted in numbers for Occupancy and ADR for January and return conferences assisted in higher numbers for February. March saw the comp set improve YOY due to vaccination status compared to prior year. Continued with the sports blocks and holiday parties pick up. Sports Booking started at Casino early December, ensure Casino packaging marketed, occupancy higher over March Madness.
- Sales team currently at Director Sales, 2 Sales Manager's, Corporate Revenue Manager, 2 Catering Manager's, Sales Admin and Catering Coordinator

#### Competitive analysis:

- Green Bay area hotels currently fighting for same pieces of transient business and putting offers and deals/packages out to gain occupancy.
- Corporate guests just starting to travel a little, not as much as prior due to state restrictions/travel restrictions etc. Also, government restrictions still in place for those who travel for government.

#### Strategies for improved value:

- Developed packaging & incentive bookings for Corporate/Association Meetings, Tour & Travel, Wedding, Travel Agents and Transient markets to gain short term bookings for need months.
- Working with Radisson Corporate in all Sales markets to gain leverage and recognition, as well as utilizing their Meeting Planner incentive programs and transient booking promotions.
- Working with Aimbridge Regional properties to gain leverage and recognition.
- Working closely with Discover Green Bay (formerly CVB) in all Sales markets to keep top of mind and participate in all sales initiatives.
- Attended American Bus Association Marketplace in January and Circle Wisconsin Event in March gain exposure and leads for Tour & Travel groups.
- Ensuring all Safety Protocols being enforced in meeting and catering groups booked.

#### Material changes or developments in market/business:

- Red Lion in Appleton announced soon to be a Hilton, due to change over in April 2022 – in our STR comp set.
- Holiday Inn Appleton now a DoubleTree by Marriott – in our STR comp set.

Market growth:

- Legacy Hotel due to break ground 2022 – 79 room property
- Cobblestone in DePere broke ground & due to open in 2022 – 60 room property
- Hampton Inn property to be built near SpringHill Suites in 2022– 89 room property

Pending legal action:

Nothing at the moment.

**Financial Report**Executive Summary:

- Cedar & Sage Grill House and Sky World Coffee & Custard continue to perform well. The goal is to get an average check in Cedar & Sage from \$31.00 to \$34.00 per person.
- We are close to opening Cedar & Sage for breakfast daily as well as Brunch every Sunday.
- Purcell's Beer Garden is now open for the summer Friday through Sunday.
- Gross Operating Profit is exceeding budget by \$878,334. This is in a large part due to our shortfall in our labor which accounts for \$556,997.
- Our J1 Visa students are from India and have been delayed due to Ukraine/Russia conflict. A few were able to get here before it started.
- We continue meeting monthly with the Casino to align with them towards merging.
- Did an RFP for our Employee Benefits Broker. We are moving from our current broker to M3.
- Met with representatives from Radisson to discuss Franchise Agreement. Informed them we are not interested in a long-term agreement. Discussed property name change to include Oneida. They will get back with us on some suggestions.
- Sent out an RFP for our 401k Plan.



Oneida Airport Hotel Corporation  
Three Clans Airport, LLC  
Quarterly Report  
For the quarter ended: March 31, 2022

**Narrative Section**

Business practice, market overview, place within market:

- Q2 STR Occupancy for the quarter is at 46.7%; ADR \$97.77; RevPar; \$45.67
- Green Bay hotels continue to be in competition for the same piece of business.

Competitive analysis:

- Corporate guest are traveling more than last quarter, but not as much as prior to Covid due to state/ travel restrictions
- Government restrictions are still in place for those who travel due to Covid cases on the rise.
- Green Bay area hotels are still fighting for the same pieces of transient business.
- Leisure and group have seen the biggest increase.

Strategies for improved value:

- The Wingate's strategy is to continually grow rate. Discounted rates will still be offered for slower dates but not as much as they have been in the past.
- The Wingate continues to use all 3<sup>rd</sup> party booking channels to increase bookings on low demand dates but is not using opaque rates as often.
- The Wingate is also focusing on growing its small meeting business.
- We continue to focus our attention on customer service to ensure the best possible service for all our guest.
- Ensuring all safety protocols are being enforced throughout the hotel.
- Wyndham now allows us to run our own mobile deals, flash sales and member deals to help increase occupancy.
- The Wingate continues to reach out to existing and new companies.
- The Wingate's new part-time remote sales associate through Wyndham has helped bring in 3 new company's and 12 groups.

Material changes or developments in market/business:

- Microtel Hotel closed in Ashwaubenon. This hotel was in our competitive set.
- Legacy Hotel due to break ground 2022 – 79 room property
- Cobblestone in DePere broke ground & due to open in 2022 – 60 room property
- Hampton Inn property to be built near SpringHill Suites in 2022– 89 room property

Market growth:

- Legacy hotel to tentatively open 2022. This is 5 story luxury hotel with 79 suite rooms. Will be located at 1004 Brett Favre Way GB.
- Cobblestone Hotel & Suites De Pere WI 60 rooms. This hotel will include a restaurant called Wissota Chophouse.
- Hampton Inn Ashwaubenon WI 89 rooms. This hotel will include a pool, fitness center, meeting room and lobby/breakfast area.

Pending legal action:

- Nothing at the moment

**Financial Report**

Executive Summary:

- Directed General Manager Lisa Tillman to do a list reflecting small items that can be done internally to update the hotel.

Accept the Oneida ESC Group, LLC FY-2022 2nd quarter report

---

### Business Committee Agenda Request

1. Meeting Date Requested: 05/25/22

2. Session:

Open     Executive – must qualify under §107.4-1.

Justification: *Choose or type justification.*

3. Requested Motion:

Accept as information; OR

*Enter the requested motion related to this item.*

4. Areas potentially impacted or affected by this request:

- |   |   |
|---|---|
| <input type="checkbox"/> Finance                | <input type="checkbox"/> Programs/Services                  |
| <input type="checkbox"/> Law Office             | <input type="checkbox"/> MIS                                |
| <input type="checkbox"/> Gaming/Retail          | <input type="checkbox"/> Boards, Committees, or Commissions |
| <input type="checkbox"/> Other: <i>Describe</i> |   |

5. Additional attendees needed for this request:

*Name, Title/Entity OR Choose from List*  
*Name, Title/Entity OR Choose from List*  
*Name, Title/Entity OR Choose from List*  
*Name, Title/Entity OR Choose from List*

**6. Supporting Documents:**

- |   |  |   |
|---|--|---|
| <input type="checkbox"/> Bylaws                 | <input type="checkbox"/> Fiscal Impact Statement | <input type="checkbox"/> Presentation           |
| <input type="checkbox"/> Contract Document(s)   | <input type="checkbox"/> Law                     | <input checked="" type="checkbox"/> Report      |
| <input type="checkbox"/> Correspondence         | <input type="checkbox"/> Legal Review            | <input type="checkbox"/> Resolution             |
| <input type="checkbox"/> Draft GTC Notice       | <input type="checkbox"/> Minutes                 | <input type="checkbox"/> Rule (adoption packet) |
| <input type="checkbox"/> Draft GTC Packet       | <input type="checkbox"/> MOU/MOA                 | <input type="checkbox"/> Statement of Effect    |
| <input type="checkbox"/> E-poll results/back-up | <input type="checkbox"/> Petition                | <input type="checkbox"/> Travel Documents       |
| <input type="checkbox"/> Other: <i>Describe</i> |  |   |

**7. Budget Information:**

- |   |  |
|---|--|
| <input type="checkbox"/> Budgeted – Tribal Contribution | <input type="checkbox"/> Budgeted – Grant Funded |
| <input type="checkbox"/> Unbudgeted                     | <input type="checkbox"/> Not Applicable          |
| <input type="checkbox"/> Other: <i>Describe</i>         |  |

**8. Submission:**

Authorized Sponsor: John Breuninger, Chair/Oneida ESC Group Board of Managers

Primary Requestor: Jeff House, President/OESC



# **Oneida ESC Group, LLC**

**2nd Quarter Report – FY22**

**May 17, 2022**

**OESC Board of Managers:**

**John L. Breuninger, Chairman**

**Jacquelyn Zalim**

**Leslie Wheelock**



Oneida ESC Group, LLC (OESC), was formed in 2012 as a holding company to house subsidiaries to do business with the federal government. OESC has six subsidiaries, Oneida Total Integrated Enterprises (OTIE), Mission Support Services (MS2) and General Mechanical Corp (GMC), Sustainment and Restoration Services (SRS), Oneida Engineering Solutions (OES) and 1822 Land and Development Company of Oneida (1822).

OESC's subsidiaries are supported by OESC with general management and administrative functions, including accounting and contracting management, human resource management, IT support, overall management, and marketing, bid and proposal. Below is a summary of OESC and its subsidiary's activities.

### **Narrative Report**

#### **a. Explanation of the core of the Corporation's business practices and market overview**

OESC's subsidiary limited liability companies focus on contracts issued by the government agencies for engineering, science and construction work. OESC's revenue is derived from the subsidiaries that operate in the full and open market as well as the Small Business Administration Business Development Markets primarily as 8(a) and Small Business designated companies.

OESC and its subsidiaries are a highly technical organization providing research /investigation, design, engineering and project management. Oneida ESC Group operates in five core services:

- Environmental services – Assessment, investigation, design, testing and monitoring
- Remediation – Action Planning, project management, extraction of contaminated materials.
- Construction and demolition – Repair, service, abatement, renovation and new.
- Engineering Services – Design and project managements for sites and site design, structural, mechanical, plumbing, civil, structural, water / wastewater systems and storm water management.
- Munitions response services – Investigation and remediation of munitions and ordinances.

**Oneida Total Integrated Enterprises (OTIE)** – Competes in the full and open marketplace as a small business (less than 750 employees). Core competencies include environmental services, environmental remediation, engineering services and project management.

**Mission Support Services (MS2)** – 8a Graduation date is 3/15/2023. MS2 is focused on construction management contracts. Core competencies include construction management services, New and renovated structures, HVAC systems and controls Utility systems - water, sewer, gas, electrical, Electrical power generators, transformers, and distribution, Communication and security systems, Interior remodeling, upgrades focused on the federal market with supplemental markets includes commercial and tribal construction projects.

**General Mechanical Corporation (GMC)** - operates mainly as an HVAC Contractor but has performed both General Contracting and Electrical Contracting in Eastern FL.

**Sustainment & Restoration Services (SRS)** – 8a Graduation date is 2/18/2024. SRS core competencies include facility investigations, corrective measures design/implementation, remedial designs/remedial actions, including characterization, assessment, and cleanup, Wetlands assessment and wetlands restoration design, Brownfields – Phase I & II ESAs, Technical Enforcement Support Facility and asset inventory, evaluation, and assessment Engineering design for site development, utility systems, facilities Engineering design for wastewater treatment and sewerage systems, and specialized professional services manpower solutions.

**LG2 Environmental Services (LG2)** - is a full-service environmental services company that provides a wide range of quality, responsive environmental services across the United States. currently has 35 employees. LG2ES' professional staff represents a wide range of experience and capabilities including Archaeological and Cultural Resource Assessments; Natural Resource Assessment and Management (Wetlands, Biological Assessments, aquatic and other biology) Site Contamination Assessment and Remediation, Environmental Compliance, NEPA Documentation, Federal, State, and Local government permitting projects.

**Oneida Professional Services (OPS)**- is a full spectrum professional services group providing a wide array of manpower solutions to government and commercial clients. Services include training and educational support services, a broad spectrum of specialized technical support for complex training environments and advanced learning for the Naval Postgraduate School, Masters and PhD-level engineers and research scientists. OPS also manpower for software engineering services, including areas across the expanding IT universe.

**Oneida Engineering Solutions (OES)** – OES focuses on performing transportation engineering services for governmental agencies (Federal, State and Local). Work is federally funded and abides by the Brooks Act; requiring selection based on competency, qualifications and experience. OES has been certified as a Disadvantage Business Enterprise in the State of Wisconsin.

**1822 Land and Development Company of Oneida (1822)** – 1822 is a real estate holding company that owns, leases and sub-lease various real estate holdings in and around the Oneida Nation Reservation. The overall goal is to grow the portfolio that meets the needs of the Oneida Nation and the Northeastern WI.

**b. Explanation of the Corporation's current place within the market**

OESC operates in a fiercely competitive and expanding market. An abundance of Architecture / Engineering / Construction (AEC) firms provide similar services offered by OESC. Competitive factors for our success include performance reputation, network, price, geographic location, and availability of technically skilled personnel (flexibility).

Three of the top five federal spending agencies awarding non-competitive contracts are

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OESC customers.

**c. Explanation of the outlines of strategies by the Corporation for improved value in the market**

OESC's subsidiaries are positioned to take advantage of existing relationships, contracts, and networks OTIE established since 2008.

We continuously evaluate solutions to broaden and capture a larger share of the Federal and State markets. Each subsidiary operates based on primary NAICS codes with secondary NAIC codes that overlap with the sister companies.

**d. Explanation of the Corporation's relative performance vs. competitors and identification of key competitors within the market**

Our competitors include Small Businesses, Alaskan Native Corporations (ANCs); Native American Owned, tribally owned small businesses; and Native Hawaiian Organizations (NHOs). Each of these businesses is in a category of small business that may be awarded prime contracts without competition. Oneida ESC subsidiaries also compete against other 8(a) firms for set-aside acquisitions, including small businesses that are categorized as Woman-Owned, HUB Zone, Service-Disabled Veteran Owned small business, and others. Finally, Oneida ESC competes in the full and open markets without restrictions.

Typical competitors include Small Business firms with fewer than 750 employees in NAICS 562910. Another area of significant competition is the regional Transportation Engineering firms in Wisconsin for WI DOT work (OES).

**e. Explanation of any material changes or developments in the market or nature of business the Corporation is primarily engaged in since the last reporting period.**

The labor market continues to be a challenge of OESC operations and all industries. Inflation is running at a 40-year high, and employees understand what that means in terms of opportunities outside of OESC. Basically, companies are raiding each other's staffs.

At the same time, particularly for construction projects, lead times for materials and components are at an all time high. Basic items like doors and insulation are weeks out for delivery. Unfortunately, the government is slow to respond, and a high number of construction bids are busting, forcing the government to go back to ask for more funding.

Interest rates are beginning to rise to curb inflation. An increase in interest rates will cause a the economy to slow down, the question will remain if this is going to be a gradual slow down or perhaps lead to inflation?

We are evaluating the opportunities of the Infrastructure Investment and Jobs Act (IIJA) will provide. There is significant opportunities in engineering and environmental projects.

**f. Identification of the primary goals and targets of the Corporation and progress made towards accomplishment of the same**

*Goals for Oneida ESC Group*

Growth at a sustainable rate is the primary business goal for OESC. Financial reward for OESC is when we align our investment strategies according to our client's mission priorities.

***Targets for OESC Subsidiaries:***

Opportunities continue to exist in geographies where all companies have successful past performance; and where personnel involved in such projects have established strong relationships with teaming partners and clients. Opportunities continue to emerge based on combined efforts of OESC's marketing and sales efforts. Target clients continue to include Department of Defense agencies (various bases – Navy, Air Force, and Army), Environmental Protection Agency, WI Department of Transportation, Milwaukee Metropolitan Sewer District and the Oneida Nation.

New target clients include extended services on existing bases, geographical growth on "new" bases where OESC has not performed work on in the past, municipalities geographically related to OESC offices and other Tribal Nations.

**g. Identification of key elements for success in strategies given, including risks, resources, and relations available and needed in order to successfully fulfill outlined strategies** *Key elements for success in the OESC model include:*

- Meeting performance indicators, including safety, staff turnover, profitability, staff utilization, backlog, and capacity.
- Adapting to a changing customer base, contract type, or key skill set. We recognize and reconfigure based on identified needs to delivery strategic growth.
- Identification of contract capacity and access is under regular review.
- Increasing our geographic footprint and capabilities.

***Risk in the marketplace***

- We operate in highly competitive industries
- Contracting is often erratic and unpredictable; cancellations or delays in pending awards by government agencies could adversely affect us
- International operations carry additional risk
- Loss of key personnel
- Adoption of new contract laws or regulations.

**h. Identification of medium (two to five year) and long (greater than five year) prospects and sustainability of the Corporation given the present status, strategies, and risks**

Our medium and long-range prospects for sustainability are balanced by business diversification and consistent project management delivery.

We have successfully groomed long-term business relationships with key US Agencies for services delivered around the world. Contracting with the US government remains a reliable strategy in terms of payment, stability, and growth opportunity.

***Medium-term prospects***

OESC's prospects in the two- to five-year term rely on our sturdy performance in engineering, science, and construction to existing clients; adjacent clients/services and geographic areas; and new service offerings to new clients. OESC continues to focus on business development and talent acquisition to meet our growth metrics.

***Long-term prospects***

OESC envisions steady growth with our key customers over the long term. OESC is nimble and agile, allowing us to focus on governments funding flows.

Continued reliance on low-price awards is a staple in our business model and we continue to adjust the pricing structure to ensure that we remain competitive. We continue to concentrate marketing efforts on maximizing our return on investment through expanding support for existing customers, developing tasks under existing contracts, and collaborating with firms that need either small business participation or our specialized expertise.

- i. **Explanation of market growth (if any) experienced by the Corporation, identifying sources of growth (i.e., organic growth through market share increase, volume of business increase, acquisition of competition or other assets, etc.)**

We have made a concerted effort on our fence-to-fence contracts which is environmental operations and compliance services. We also see growth in our traditional engineering services such as civil, mechanical, electrical, etc.

- j. **Summary of the assets of the Corporation, including but not limited to its financial, physical, employee, customer, brand or intellectual property, and supply assets.**

OESC ASSETS
<p><b><u>Financial (On Balance Sheet)</u></b>            Cash –Checking Account            Work In Process on Current Projects            Fixed Assets such as Vehicles, Furniture and Fixtures, and Miscellaneous Equipment            Other Assets such as Prepaid Expenses, Investment</p>
<p><b><u>Employees</u></b>            OESC - 47 employees            OTIE – 136 employees            1822 – 1 employee            MS2 – 65 employees            GMC – 13 employees            SRS - 120 employees            LG2 – 41 employees            OES – 37 employees            OPS – 1 employee</p>

- k. **Summary and status of any pending legal action to which the Corporation is a party and any relevant government regulation to which the Corporation may be subject.**

USACE Huntington District has directed OTIE to perform additional excavation work that OTIE considers to be out of scope on one of OTIE's remediation projects at the Plum Brook Ordnance Works site in Ohio. OTIE worked with counsel and submitted a claim on April 14 for a price of \$1,087,160.15. The government responded with an offer to pay \$73,962.03. OTIE is in the process of appealing the decision to the Armed Services Board of Contract Appeals.

I. **Financial Report**

**Disclosure Report**

(a)

Board Member	Title	Time in Position	Date renews or expires
John L. Breuninger	Chairman of the Board	12/18/16 to present	6/2024
Jacquelyn Zalim	Board Member	3/14/12 to present	6/2022
Leslie Wheelock	Board Member	12/13/16 to present	6/2023

(b)

OESC Key Management Personnel	Title	Time in Position	Date Renews or Expires
Jeff House	President/CEO	1/1/2017	1/1/2024

(c) Summary of any financial or familial relationship between any board or Company key management personnel

None

a. Summary of any financial or familial relationship with any current member of OBC or any member of any regulatory body within Oneida such as a board committee or commission charged with regulating the Corporation’s industry or activities.

None

b. Names of any other person, whether it be a business in any legal form or an individual, doing business with the Company for purposes of mutual enterprise – JV; membership in an LLC together; partnership; acquisition as a subsidiary.

OTIE has a majority interest in OTIE-RS&H JV, OCH JV, OTIE-Ahtna JV, OTIE-ERRG JV, and OTIE-Merrick JV. The Company has an equal interest in OTIE-PWT JV. The Company has a minority interest in Tetra Tech – OTIE JV and NDN-OTIE JV.

MS2 has a majority interest in MS2-MEC JV.

SRS has a majority interest in SRS-CAPE JV, SRS-ERRG JV, SRS-RFI JV, SRS Battelle JV, SRS-BB&E JV, SRS-Alliant JV and SRS-CAPE II JV. SRS has a minority interest in Alliant-SRS JV. SRS is the sole owner of LG2 Environmental Solutions, Inc.

OES has a minority interest in Dane Partners, and a majority interest in OES-Pond JV and OES-Pond II JV.



## Oneida ESC Group, LLC | 2022

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- c. Summary of financial transactions or relationships between those listed in (d).
- d. Names of any other person, whether it be a business in any legal form or an individual, doing business with the Company for purposes of mutual enterprise – JV; membership in an LLC together; partnership; acquisition as a subsidiary.
- i. The OTIE-RS&H JV is a joint venture formed between OTIE and Reynolds, Smith & Hills, Inc. to perform work with the Air Force Civil Engineering Center (AFCEC). The JV also holds a contract to perform work with the U.S. Army Corps of Engineers (USACE) Japan District.
  - ii. The OCH JV is a joint venture formed between OTIE and CH2M Hill to perform work for EPA under the Environmental Services and Operations contract I CLIN 2 (Regions 4, 5, 6 and 7) and CLIN 3 (Regions 8, 9 and 10), and to perform work for NAVFAC Southwest under the Multiple Award Remedial Action Contract.
  - iii. OTIE-PWT JV is a joint venture formed between OTIE and Pacific Western Technologies, Ltd. to perform work for USEPA under the Design and Engineering Services (DES) contract for CLIN 3 (Regions 8, 9 and 10).
  - iv. OTIE-Ahtna JV is a joint venture formed between OTIE and Ahtna Environmental, Inc. to perform work for an EPA Remediation Environmental Services small business set-aside contract.
  - v. OTIE-ERRG JV is a joint venture formed between OTIE and Engineering / Remediation Resources Group to submit a proposal to Naval Facilities Engineering Command Southwest for a Remedial Action Contract.
  - vi. OTIE-Merrick JV is a joint venture formed between OTIE and Merrick & Company to perform A&E services for the Air Force Civil Engineering Center.
  - vii. Tetra Tech – OTIE JV is a joint venture formed between Tetra Tech, Inc. and OTIE to submit a proposal to USACE Tulsa for an Environmental Remediation Services contract.
  - viii. NDN-OTIE JV is a joint venture formed between The NDN Companies, Inc. and OTIE, formed under the Mentor-Protégé arrangement between NDN and OTIE. The JV was formed to submit proposals to various federal government clients for environmental work.
  - ix. MS2-MEC JV is a joint venture formed between Midwest Environmental Controls and MS2 to perform work under a Demolition Abatement contract at Edwards AFB. The joint venture was approved by the US SBA on August 14, 2015.
  - x. SRS-CAPE JV is a joint venture formed between SRS and CAPE Environmental Management to perform work for USACE Seattle on a Pre-placed Remedial Action Contract. The joint venture was approved by the US SBA on December 12, 2017. The JV received an 8a sole-source award from USACE Kansas City District.
  - xi. SRS-ERRG JV is a joint venture formed between SRS and Engineering / Remediation Resources Group to submit a proposal to Naval Facilities Engineering Command Southwest for an Environmental Multiple Award Contract. The joint venture was approved by the US SBA on April 12, 2018.
  - xii. SRS-RFI JV is a joint venture between SRS and Robotics Fabrication, Inc. to perform munitions response work for USACE Huntsville. SBA approved the JV on September 16, 2019. USACE Huntsville awarded a contract for munitions work to the JV.
  - xiii. SRS Battelle JV is a joint venture between SRS and Battelle, formed under the Mentor-Protégé arrangement between SRS and Battelle. The JV will submit a proposal to USACE Norfolk District for an Environmental Services contract, and will submit a proposal to USACE Tulsa District for an Environmental Remediation Services contract. The joint venture was approved by the US SBA on September 21, 2020.
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## Oneida ESC Group, LLC | 2022

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- xiv. SRS-BB&E JV is a joint venture between SRS and BB&E, Inc. The JV submitted a proposal to Army Combat Command – Aberdeen Proving Ground for environmental compliance services at Fort Huachuca, which was not awarded to the JV. The joint venture was approved by the US SBA on October 19, 2020.
  - xv. SRS-Alliant JV is a joint venture between SRS and Alliant Corporation. The JV was awarded a contract with USACE Louisville for A&E services for environmental engineering.
  - xvi. Alliant-SRS JV is a joint venture between Alliant Corporation and SRS. The JV submitted a proposal to USACE Tulsa for a Service-Disabled Veteran Owned Small Business set-aside contract for environmental remediation services.
  - xvii. SRS-CAPE II JV is a joint venture between SRS and CAPE Environmental Management to perform work for USACE Kansas City District on an environmental demolition contract. The joint venture is in the process of requesting/receiving approval by the US SBA.
  - xviii. Dane Partners is a joint venture formed between Ayres Associates Inc., EMCS Inc., Short Elliot Hendrickson Inc., and OES to pursue projects with the Wisconsin Department of Transportation. OES has a 25% interest in Dane Partners.
  - xix. OES-Pond JV is a joint venture between OES and Pond Company. The JV is approved by SBA as a Mentor-Protégé. The JV submitted a proposal to USACE Sacramento District for AE Design and Investigation, and submitted a proposal to the U.S. Air Force for Mechanical and Electrical Engineering Services at Hurlburt Field.
  - xx. OES-Pond II JV is a joint venture between OES and Pond Company. The JV is set up to receive 8(a) contracts and will request approval from SBA if the JV seeks a sole-source award.



**6. Supporting Documents:**

- |   |  |   |
|---|--|---|
| <input type="checkbox"/> Bylaws                 | <input type="checkbox"/> Fiscal Impact Statement | <input type="checkbox"/> Presentation           |
| <input type="checkbox"/> Contract Document(s)   | <input type="checkbox"/> Law                     | <input checked="" type="checkbox"/> Report      |
| <input type="checkbox"/> Correspondence         | <input type="checkbox"/> Legal Review            | <input type="checkbox"/> Resolution             |
| <input type="checkbox"/> Draft GTC Notice       | <input type="checkbox"/> Minutes                 | <input type="checkbox"/> Rule (adoption packet) |
| <input type="checkbox"/> Draft GTC Packet       | <input type="checkbox"/> MOU/MOA                 | <input type="checkbox"/> Statement of Effect    |
| <input type="checkbox"/> E-poll results/back-up | <input type="checkbox"/> Petition                | <input type="checkbox"/> Travel Documents       |
| <input type="checkbox"/> Other:                 |  |   |

**7. Budget Information:**

- |   |  |
|---|--|
| <input type="checkbox"/> Budgeted – Tribal Contribution | <input type="checkbox"/> Budgeted – Grant Funded   |
| <input type="checkbox"/> Unbudgeted                     | <input checked="" type="checkbox"/> Not Applicable |
| <input type="checkbox"/> Other:                         |  |

**8. Submission:**

Authorized Sponsor: Justin Nishimoto, Business Analyst

Primary Requestor: \_\_\_\_\_



## Oneida Golf Enterprise Corporation

### Fiscal year-To-Date Reporting for period Ending:

**March 2022**

The Oneida Golf Enterprise Corporation (OGEC) is a corporation of the Oneida Nation established to oversee and manage the business known as Thornberry Creek at Oneida.

## Narrative Report

### *Business Overview*

#### **2<sup>nd</sup> Quarter FY22 – January, February, March**

Overall, the 2<sup>nd</sup> quarter saw many challenges due to staff transitions and lack of staff in the food and beverage department.

- Overall revenues fell short of budget by 9.9% or \$19K
- Total payroll exceeded budget by 10.4% due to temporary and new staff wages increasing to market rate
- Operating expenses exceeded budget by 7.4%
- **Q2 Net Operating Income ended \$81,258 short of budget**

#### **Personnel Update:**

- General and Administrative
  - Holly Williams – General Manager
  - Joe Hanrahan – Controller
- Course & Grounds
  - Steve Archibald – Golf Course Superintendent
  - Pete Nowak – Assistant Golf Course Superintendent
  - Ed Brusky – Golf Course Fleet Mechanic
- Golf
  - Travis Relyea – Head Golf Professional
  - Justin Meier – Assistant Golf Professional
- Food and Beverage
  - Lisa Grant – Executive Chef

- JD Gildemeister - Food & Beverage Director
- Joy Lundberg – Sr. Food & Beverage Manager
- Jocelyn Church – Sr. Food & Beverage Manager
- Clubhouse Maintenance
  - Mike Gottfried – Clubhouse Supervisor
- Sales and Marketing
  - Director, Sales & Marketing – Shawn Prunick
  - Event Coordinator – Tammy Hardwick
  - Event Coordinator – Sierria Vieaux

**Key Performance Highlights Q2:**

- Indoor golf simulator leagues added steady revenue Tuesday – Thursday for both tee times and food and beverage
- Annual Pass sales continue to be strong with revenue YTD \$197,909 vs. a budget of \$182,508.

**Key Performance Issues Q2:**

- Staffing has been the largest challenge through the second quarter and we predict it will continue through Q3. Temporary kitchen staffing has been put in place along with additional resources from KemperSports to help bridge the gap until permanent staffing is secured in this area of the business.
- Supply chain is the second largest challenge as it continues to affect all areas of the business. The course and grounds department has been ordering maintenance parts early to make sure the supplies are available for off-season maintenance, so timing is off on how these expenses are hitting the budget. Prices are also higher for supplies, equipment, food, beverage, and golf shop orders.
- Winter has lasted longer in 2022 than 2021, which has resulted in a delay of golf course opening compared to the previous year.

**Key Marketing Actions to Drive Performance Q2:**

- Events continued to be strong, including WinterFest and Beer Garden in February, which attracted over 1,000 attendees

**Player Development Q2:**

- Indoor Golf Simulator Leagues took place January - March
- Summer Leagues and Junior Golf Programming registration was launched to the public in February

Approve the 2022 semi-annual report

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## Business Committee Agenda Request

**1. Meeting Date Requested:** 05/25/22

**2. General Information:**

Session:  Open  Executive – must qualify under §107.4-1.  
 Justification: *Choose reason for Executive.*

**3. Supporting Documents:**

- |   |  |   |
|---|--|---|
| <input type="checkbox"/> Bylaws   | <input type="checkbox"/> Fiscal Impact Statement | <input type="checkbox"/> Presentation           |
| <input type="checkbox"/> Contract Document(s)                             | <input type="checkbox"/> Law                     | <input type="checkbox"/> Report                 |
| <input type="checkbox"/> Correspondence                                   | <input type="checkbox"/> Legal Review            | <input type="checkbox"/> Resolution             |
| <input type="checkbox"/> Draft GTC Notice                                 | <input type="checkbox"/> Minutes                 | <input type="checkbox"/> Rule (adoption packet) |
| <input type="checkbox"/> Draft GTC Packet                                 | <input type="checkbox"/> MOU/MOA                 | <input type="checkbox"/> Statement of Effect    |
| <input type="checkbox"/> E-poll results/back-up                           | <input type="checkbox"/> Petition                | <input type="checkbox"/> Travel Documents       |
| <input checked="" type="checkbox"/> Other: Draft 2022 semi-annual reports |  |   |

**4. Budget Information:**

- Budgeted  Budgeted – Grant Funded  Unbudgeted  
 Not Applicable  Other: *Describe*

**5. Submission:**

Authorized Sponsor: Lisa Liggins, Secretary

Primary Requestor: \_\_\_\_\_

Additional Requestor: (Name, Title/Entity)

Additional Requestor: (Name, Title/Entity)

Submitted By: LLIGGINS



## Business Committee Agenda Request – Cover Memo

**From:** Lisa Liggins, Secretary  
**Date:** 5/20/2022  
**RE:** Approve the 2022 semi-annual report

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### **PURPOSE**

BC approval is needed for GTC meeting materials

### **BACKGROUND**

In order to provide Big Bear Media adequate time to design and print the semi-annual report book, the draft is being presented to the BC for approval. The remaining meeting materials for the tentatively scheduled GTC meeting of July 19, 2022, are being finalized and will be presented for approval at the June 8, 2022, regular BC meeting.

### **REQUESTED ACTION**

Approve the 2022 semi-annual report



# DRAFT 2022 SEMI-ANNUAL REPORT BOOK

DRAFT

DRAFT

Shekoli Swakwekhe,

I hope this welcome message finds you and your families well. The past two years our community, along with the world have struggled, yet persevered through the pandemic. Case numbers have stayed relatively low on the reservation, and may they continue on the downward trend, as we hopefully transition into an endemic phase.

I would like to acknowledge and thank the employees of the Oneida Nation. Throughout the COVID-19 pandemic, our employees have continued to show their dedication to support our organization and community, and to practice and reflect our Core Values. Thanks to you all, the Nation continues to recover. Yaw^ko for your dedication to the Nation.

I also want to extend appreciation, gratitude, and heartfelt thoughts to our Oneida Nation community. Through the efforts of the entire Oneida community we have provided a healthy and thriving environment for raising a family. Although we have many challenges still to overcome, Oneida is one of the best communities to live, work and raise a family.

The Tribal Action Plan team continue to work on healing our loved ones, through outreach and other activities. Oneida nation leadership continues to fight for and protect our Oneida Children and tribal sovereignty, through the Indian Child Welfare Act (ICWA). We are actively defending ICWA from litigation aimed at eroding our sovereignty and the protection of our children and families by reversing the ICWA.

COVID caused many interruptions in our community, but we are now ready to see the efforts of hard work to create a better environment for our people. Oneida Lake will be opening and has been expanded, providing families a safe and fun place to visit during the warm months.

We continue to utilize technology to conduct business and help create efficiencies throughout the organization, at the same time ensuring that the nation stays ahead of cyber attacks. The future is in technology and is something that the nation has embraced since the onset of the pandemic. Just a few months ago Oneida Casino was recognized as the home to the first legal sports book in Wisconsin. Our nation continues to remain in the forefront of many things we do. Other tribes and organizations continue to look at what we have accomplished and applaud and mirror our efforts. Yaw^ko to all who continue to keep our nation thriving and growing.

In conclusion, I am always reminded that we are a nation of strong families built on Tsi'niyukwalihot^ and a strong economy and it is our mission to strengthen and protect our people, reclaim our land, and enhance our environment by exercising our sovereignty. As we continue to move forward, we are hopeful for a strong recovery of our people and our nation. We must remain hopeful that the numbers stay low, as we can continue to rebuild our fire, and with the love of who we are as Oneida people, we continue to have compassion for one another, and strength in our Nation.

A good mind, a good heart and a strong fire.



Tehassi tasi Hill, Chairman Oneida Nation



Oneida Nation  
Oneida Business Committee  
PO Box 365 • Oneida, WI 54155-0365  
[oneida-nsn.gov](http://oneida-nsn.gov)



May 19, 2022

Oneida Nation Members:

Sagoli. This is the second year of the impact of the COVID-19 virus and many of us have returned to more normal activities enjoying the Spring and Summer weather that are before us. As we till our gardens, play with our children and grandchildren, rejoice in our gatherings we should take time to give thanks for all that we have. And we should take time to remember the family members who have passed on. Thank you for listening, learning, and partnering with us to be safe and healthy.

The organization has provided information to you in this Semi-Annual report. You will see re-opening information, programming changes, and additional opportunities to participate in the activities of the Oneida Nation. We have brought on new personnel to guide our organization into our future.

- General Manager - Mark Powless, son of Lloyd and Sharon Powless comes to us from Milwaukee and our SEOTS office. He has a Master's in Business Administration and many years of experience in managing programs.
- Retail General Manager – Debra Powless, daughter of Pearl and Warren House, married to Mark A. Powless, Sr., brings back to Oneida Retail experience from California and other business operations, as well as her knowledge of the history of our Retail operations and possesses a Master of Science degree in Community Economic Development.
- Chief Information Officer – Shane Archiquette, son of Leslie Bryan Archiquette, great grand-son Aphia 'Effie' Doxtator Archiquette, brings international business information management experience. He has worked for corporate giants in the computer world, data security and knowledge, and internet services.

In addition, we have new faces and ideas in many areas of the Oneida Nation organization that will re-energize and provide new guidance. We look forward to the positive impacts and influences they will bring to and inspire within us. Please welcome them.

In the past year or two you have also seen a broad change in how we provide financial assistance to members previously in the form of per capita payments. Today, the Oneida Business Committee has fully committed to addressing the needs of members through programming that falls within the General Welfare Exclusion Act of 2014 and the regulations of the Internal Revenue Services. These types of direct payments are not taxable income and will go farther to address individual needs. The Legislative Operating Committee, Oneida Law Office and Finance Department are working hard to identify as many different programs as we can to transition into GWE services. One of the more challenging actions will be changing the Elder Per Capita payment program into a GWE service. In addition, Trust Enrollment Committee and the department are researching how to address the taxation of Minor Trust Accounts.

Page 2

There are also actions we can take as a result of receiving the American Rescue Plan Act funds for tribal governments. You have already seen many of these actions through membership assistance payments and additional education scholarship opportunities. We have also approved two larger projects involving an apartment complex and food center that will be located near the Little Bear Development Offices and Nori Damrow Food Distribution/Food Pantry building. This will also include additional housing opportunities in that area. You can find additional information on the Nation's website and in articles in the Kalihwisaks. There are more projects being developed that will allow us to approve the infrastructure, living conditions, educational opportunities for children in Early Head Start through high school.

Finally, in the past six months and as a continuing activity, we have also worked on the following projects.

- Indian Child Welfare Act legislative amendments to address constitutional changes to this important federal legislation.
- State roadway signage that recognizes the Oneida language in identifying places and landmarks within the Oneida Reservation.
- Government-to-government relations with federal, state and local governments to ensure recognition of Tribal sovereignty and Tribal governments responsibilities.
- Developing tribal legislation that protect, regulate and guide activities within the Oneida Reservation.

We look forward to the Semi-Annual General Tribal Council meeting, the discussions we will have regarding this report and the Nation's activities and developing guidance for the Nation as we move forward. Most of all, we look forward to meeting and gathering together with you.

Oneida Business Committee

# ONEIDA BUSINESS COMMITTEE

## BROAD GOAL STATEMENTS

### **2020 - 2023 TERM**

Chairman Tehassi Hill, Vice Chairman Brandon Stevens, Secretary Lisa Liggins, Treasurer Tina Danforth, Councilmembers: David Jordan, Jennifer Webster, Daniel Guzman-King, Kirby Metoxen, and E. Marie Summers.

### **Background**

In the process of strategic planning this term, it was realized that creating a strategic plan with SMART goals may not be effective due to the unpredictability of the external environment. Therefore, the Business Committee identified their priorities and created broad goal statements - similar to vision statements - to express their hopes and aspirations of what can be accomplished in this term. These statements are expected to be communicated throughout the Nation so operations can use them as a guide in programming, budgeting, and decision-making. The priorities listed below are not ranked as they are equally important to the Nation.

### **Overall Priority Guidance**

We believe that land, infrastructure and sovereignty are obvious priorities that shall be considered in programming, budgeting and decision-making for all priorities.

### **#1 HEALTH AND SAFETY**

We want healthy Tribal members and will provide an independent health care system to nurture the health of all native people by reducing drug addictions, providing disability support, and improving mental, physical, social, spiritual and emotional health to help them feel safe in their environment.

### **#2 HOUSING**

We want Tribal members of all income levels and family sizes to be given the opportunity for affordable housing by filling vacant homes and meeting all housing needs by fully funding existing and future programs by the end of this term to give them a feeling of security.

### **#3 FOOD AND AGRICULTURE**

We want Tribal members to have accessibility to food and resources that include cash cropping, providing medicines, and creating a sustainable food system by educating our

people, improving existing structures and continuing to explore hemp through the application of sustainable practices to nourish bodies and souls.

#### **#4 EDUCATION**

We want to provide education from birth to grave by expanding current opportunities for continuous learning by allowing duplicate degrees, certifications, licenses, and through nonconventional ways; to improve relationships with area schools and technical colleges; and through the Oneida Language Program so our members have a feeling of accomplishment.

#### **#5 CULTURE AND LANGUAGE**

We want comprehensive language reform by creating a foundation to establish the importance of culture and language by giving increased educational opportunities across the organization, in school systems, offices, the community and in homes; by creating a commission to provide guidance nation-wide; by having a language or culture code to assist in strengthening relationships with other Oneida Tribes; and to support our language immersion program for our communities to come together in harmony to secure our identity and have a sense of belonging.

#### **#6 REVENUE GENERATION**

We want to gain financial security by leveraging our assets and strengths, such as agriculture, tourism, entertainment, and the ability to create our own corporate and tax laws to provide financial independence from Gaming and from the federal government to provide a strong economy where the Nation and community members can succeed and have individual independence and self-reliance.

#### **#7 GOVERNMENT ROLES AND RESPONSIBILITIES**

We strive to be a responsive, transparent, and efficient government by improving GTC meeting space post-pandemic and amending and reviewing laws that have an adverse effect on citizens because we apply good governance principles to enhance the government structure which increases effectiveness and efficiency to allow for change so our membership feels heard by the government; has a sense of involvement in the government; and has an understanding of the Nation's laws and processes.

## FY 2022 BUSINESS COMMITTEE TRAVEL REPORT

This report is for travel that occurred from Oct 1, 2021 – March 31, 2022. The BC's travel report includes transportation, lodging, per diem and registration costs for BC members' travel.

<b>TEHASSI HILL, CHAIRMAN - FY 21-22 BUDGET \$12,000.00</b>					
	Washington, DC	11-7-21	White House Meeting	\$1360.97	
	Sarasota, Florida	3-25-22	National Republic Congressional	\$2123.73	
				<b>Total</b>	<b>\$3484.70</b>
				<b>Balance</b>	<b>\$8515.30</b>
<b>BRANDON STEVENS, VICE-CHAIRMAN - FY 21-22 BUDGET \$12,000.00</b>					
	Las Vegas, NV	10-1-21	G2E-Sports Betting	\$549.45	
	Lawrence, KS	10-13-21	Board of Regent Meeting \$336.68 reimbursed	0	
	Washington, DC	11-5-21	White House Staff Meeting Celebration Bucks	\$1056.07	
	Temecula, CA	11-10-21	NIGA Mid -Year \$ 785.99 reimbursed	.01	
	Washington, DC	3-23-22	Tribal Leader Dinner Democratic Campaign	1627.39	
				<b>Total</b>	<b>\$1842.47</b>
				<b>Balance</b>	<b>\$10,398.07</b>
<b>CRISTINA DANFORTH, TREASURER - FY 21-22 BUDGET \$12,000.00</b>					
		10-18-21	Native American Bank Quarterly	0	
	Milwaukee, WI	11-17-21	Food Card Distribution	\$555.01	
		12-1-21	Native American Officers Meeting	0	
	Madison, WI	2-21-22	State of the Tribes	\$422.30	
				<b>Total</b>	<b>\$977.31</b>
				<b>Balance</b>	<b>\$11,022.69</b>
<b>LISA LIGGINS, SECRETARY - FY 21-22 BUDGET \$12,000.00</b>					
	Grapevine, TX	11-7-21	2021 Tribal Net Conference (Gov't Infrastructure - Lost Revenue Reimbursement)	\$2745.36	
				<b>Total</b>	<b>\$2745.36</b>
				<b>Balance</b>	<b>\$9254.64</b>
<b>KIRBY METOXEN - FY 21-22 BUDGET \$8,200.00</b>					
	Scottsdale, AZ	10-13-21	Annual American Indian Tourism	0	
	Milwaukee, WI	11-10-21	Food Card Distribution	\$516.43	
	Madison, WI	2-9-21	State of the Tribes	\$670.88	
	Madison, WI	2-24-22	Governor's Conference (GLITC pd \$738.25)	\$19.65	
	Anaheim, CA	3-31-22	Indian Gaming Tradeshow	\$3118.20	
				<b>Total</b>	<b>\$1302.91</b>
				<b>Balance</b>	<b>\$6897.09</b>
<b>DAVID JORDAN - FY 21-22 BUDGET \$8,200.00</b>					
				<b>Total</b>	
				<b>Balance</b>	<b>\$8200.00</b>
<b>ETHAL (MARIE) SUMMERS - FY 21-22 BUDGET \$8,200.00</b>					
	Madison, WI	2-21-22	State of the Tribes	\$588.38	
				<b>Total</b>	<b>\$588.38</b>

			<b>Balance</b>	<b>\$7611.62</b>
<b>JENNIFER WEBSTER - FY 17 BUDGET \$8,200.00</b>				
			<b>Total</b>	
			<b>Balance</b>	<b>\$8200.00</b>
<b>DANIEL GUZMAN - FY 17 BUDGET \$8,200.00</b>				
	Las Vegas, NV	11-24-21	Intertribal Ag Council Conference	\$1993.02
	Madison, WI	2-21-22	State of the Tribes	\$659.30
			<b>Total</b>	<b>\$2652.32</b>
			<b>Balance</b>	<b>\$5547.68</b>

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**Subrogation Cases.** The Oneida Law Office is currently monitoring 19 pending files in which the Nation may have a subrogated interest/right of recovery for medical or worker’s compensation benefits. In 2021, the Oneida Law Office assisted in the recovery of \$23,011.50 in 11 cases.

**Indian Child Welfare Cases.** The Oneida Law Office represents the interests of the Oneida Nation in Indian Child Welfare cases. Currently there are a total of 178 cases with 22 of these cases out-of-state. There are 32 cases in Oneida Family Court, 84 cases in Brown or Outagamie County and 40 cases in other Wisconsin Counties.

# FY-2022 Semi-annual report template

For a **Direct Report** to the Oneida Business Committee

**Note: If you have other required reporting that must be included in the FY-2022 Semi-annual Report, please submit such reports along with this completed template. Thank you.**

## Oneida Law Office

*Purpose:*

The Oneida Law Office provides legal services on behalf of the Oneida Nation through legal representation of General Tribal Council, the Nation’s elected representatives, the Business Committee, and all entities of the organization, as well as assist in government-to-government relations and external legal issues.

**Departments in your Division/Office/Area (if applicable)**

Click here to enter the Department name

Click here to enter the Department name

Click here to enter the Department name

Click here to enter the Department name

Click here to enter the Department name

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Click here to enter the Department name

Click here to enter the Department name

Click here to enter the Department name

**Budget**

**Funding Sources for FY-2022**

*TRIBAL CONTRIBUTION:*

100%

*GRANTS:*

Click here to enter % of budget funded by grants

OTHER SOURCES:

Click here to enter name of other funding source  
Click here to enter name of other funding source  
Click here to enter name of other funding source  
Click here to enter name of other funding source

Click here to enter % of budget funded by other sources  
Click here to enter % of budget funded by other sources  
Click here to enter % of budget funded by other sources  
Click here to enter % of budget funded by other sources

Status as of 3/31/22

Total Budget: \$1,963,487  
Budget as of 3/31/22: \$981,743  
Expenditures as of 3/31/22: \$704,947

Variance Explanation: The major area with a positive variance is identified in the external legal service account. This variance is the result of fewer litigation related expenses than anticipated during this period. The Law Office estimates ongoing litigation costs within the budget and utilizes the Legal Reserve for unanticipated legal costs.

Employees

NUMBER OF EMPLOYEES TOTAL: 9  
NUMBER OF EMPLOYEES WHO ARE ENROLLED ONEIDA: 6

Who we serve

The ONEIDA LAW OFFICE provides legal services to all aspects of the Oneida Nation’s organization which includes General Tribal Council and the Oneida Business Committee and programs and gaming operations in matters such as environmental, land-into-trust litigation, health regulations, gaming issues, retail, Indian Child Welfare, child support program and finance, to name a few. Also, this office reviews all contracts entered into by the Oneida Nation and its programs and gaming operations.

Update on up to Three (3) Strategic Goals for FY-2022

Please refer to your Annual Report submission for FY-2022 and provide an update on the Goals

GOAL 1

Represent the Oneida Nation in all legal matters regarding tribal sovereignty

**Update on Goal: Oneida Nation v. Oneida Indian Nation of New York**, Cancellation No. 9206411, United States Patent and Trademark Office, Trademark Trial and Appeal Board. In 2015, the Oneida Indian Nation of New York (OIN) sent a letter to the Ladies Professional Golf Association asserting that OIN has the exclusive right to use the terms “Oneida” and “Oneida Nation” in conjunction with golf events based upon OIN’s registration of trademarks for those terms. The Nation proposed a coexistence agreement under which both the Nation and OIN would have the right to use those terms, but OIN refused to consider such an agreement. The Nation then filed a petition with the United States Patent and Trademark Office’s Trademark Trial and Appeal Board (TTAB) seeking cancellation of OIN’s trademarks. TTAB denied a motion to dismiss filed by OIN, but granted a motion by OIN to suspend the proceedings pending the outcome of a lawsuit filed by OIN against the United States Department of Interior (DOI) regarding approval of the Nation’s name-change constitutional amendment. OIN lost its lawsuit against DOI, and TTAB reinstated the trademark cancellation proceedings. The Nation again proposed a coexistence agreement to OIN, OIN again refused to consider such an agreement. The proceedings are now in the discovery phase and will move to trial phase later this year. **Brackeen v. Haaland, et al.**, Case No. 18-11479, United States Court of Appeals for the Fifth Circuit. The States of Texas, Indiana, and Louisiana and several individual plaintiffs filed a lawsuit against the Department of Interior (DOI) and various federal officials asserting the Indian Child Welfare Act (ICWA) and the Final Rule promulgated by DOI for implementation of ICWA are unconstitutional and unenforceable because they violate the 10th Amendment, the Equal Protection Clause of the 5th Amendment, and other provisions of the United States Constitution. They claimed ICWA and the Final Rule are based upon impermissible racial classifications and violate states’ rights. The United States filed a motion to dismiss on the grounds the state and individual plaintiffs lack standing and have otherwise failed to state a claim for relief. The Nation, together with Quinault Indian Nation, the Morongo Band of Mission Indians and the Cherokee Nation, intervened in the case and also filed a motion to dismiss. The plaintiffs moved for summary judgment. The district court denied the motions to dismiss and granted the plaintiffs’ motions for summary judgment. The district court ruled ICWA and the Final Rule are unconstitutional because they are based on racial classifications which are not narrowly tailored to achieve a compelling governmental interest, they improperly delegate legislative authority to Indian tribes, and they commandeer state courts to apply federal standards in state cases. The Navajo Nation then intervened in the case, and the United States and the intervening Tribes appealed. A three-judge panel of the United States Court of Appeals for the Fifth Circuit granted a stay of the district court’s ruling pending appeal, and then reversed the district court’s ruling. The three-judge panel held that ICWA is based upon political classifications and does not violate the Equal Protection Clause, and ICWA does not impermissibly delegate legislative authority to Indian tribes or commandeer state governments. The individual plaintiffs and State plaintiffs filed petitions for rehearing en banc, and the Fifth Circuit granted the petitions. After briefing and oral argument, the Fifth Circuit issued a lengthy, complicated and divided en banc decision in which it ruled: 1) ICWA’s provisions regarding “active efforts”, qualified expert witnesses, placement preferences, recordkeeping, notice to Indian tribes, and transmittal of records unconstitutionally commandeer States to implement a federal regime; 2) the plaintiffs have standing to raise equal protection challenges to ICWA; 3) ICWA is based on political classifications, not racial classifications, and therefore is subject to rational-basis review as opposed to strict scrutiny; 4) the majority of ICWA’s provisions are rationally related to legitimate government purposes

and therefore do not violate equal protection; and 5) ICWA's adoptive-placement preference for "other Indian families" and foster-care preference for licensed "Indian foster home[s]" are not rationally related to a legitimate government interest and therefore violate equal protection. The United States, the Nation and other intervening Tribes, the State of Texas, and the individual plaintiffs filed petitions for certiorari seeking review by the United States Supreme Court. The United States and the intervening Tribes contend the Fifth Circuit erred by ruling ICWA commandeers States, by finding the plaintiffs have standing to raise equal protection challenges to ICWA, and by finding ICWA's adoptive-placement preference and foster-care preference violate equal protection. The State of Texas and the individual plaintiffs argue that Congress lacks authority under the Indian Commerce Clause to enact laws governing state child-custody proceedings, ICWA is based upon impermissible racial classifications and violates equal protection, ICWA impermissibly commandeers States to implement a federal regime, and ICWA violates the non-delegation doctrine by allowing individual Tribes to alter the placement preferences. The Supreme Court granted all petitions for review and the case will be briefed this summer and argued during the next term of the Supreme Court which begins in October, 2022. **Oneida Nation v. AmerisourceBergen Drug Corp., et al.**, Case No. 1:18-op-46034-DAP, United States District Court for the Northern District of Ohio, Eastern Division. The Nation and other Indian tribes, states, and municipal governments sued opioid manufacturers and distributors alleging negligence, gross negligence, public nuisance, civil conspiracy, deceptive practices, fraud, unjust enrichment, and violation of the Racketeer Influenced and Corrupt Organizations Act. The court has divided the cases into separate tracks, including a tribal track, and has selected bellwether cases in each track which will establish liability determinations. The court denied motions to dismiss the claims in the tribal bellwether cases (Muscogee Creek Nation and Blackfeet Tribe), and the cases are being prepared for trial. The Nation has also filed a lawsuit against McKinsey and Company, LLC, for its role in promoting the sale of opioids, and anticipates this lawsuit will be transferred to multi-district litigation in the United States District Court for the Northern District of California. The manufacturers Purdue Pharma and Mallinckrodt have filed for bankruptcy, and we anticipate the Nation will receive a share of funds set aside to resolve opioid claims against the companies in the bankruptcy proceedings. Settlement negotiations have resulted in the proposed settlement of claims against the manufacturer Johnson & Johnson, and the distributors AmerisourcerBergen, McKesson, and Cardinal Health. These settlements will become effective when they are approved minimum thresholds of the Tribal plaintiffs, and pursuant to the settlements, the Nation will receive in excess of \$3,000,000 over time to be used to address opioid addiction. Settlement negotiations with other defendants are pending, and it is possible the claims against these defendants will also be settled prior to trial. **Hawk v. Collins**, Case No. 2021-CV-000626, Brown County Circuit Court. Hawk sued Oneida Family Court Judge Collins claiming that Judge Collins impermissibly recommended that a party engaged in a family court action with Hawk seek a restraining order against Hawk from the Brown County Circuit Court. Collins moved to dismiss on the grounds Hawk's lawsuit is barred by sovereign immunity and judicial immunity and Hawk failed to state a claim for relief. The court granted the motion and dismissed the lawsuit, and Hawk filed a notice of appeal. Hawk's appeal has been dismissed. **Hawk v. Hunter**, Case No. 2021-CV-000978, Brown County Circuit Court. Hawk sued Judge Hunter because she was assigned as a pro tem judge to hear an Oneida Family Court action in which Hawk is involved when Oneida Family Court Judge Collins recused himself based on the fact Hawk had sued him in the Brown County Circuit Court. Hunter moved to dismiss on the grounds Hawk's lawsuit is barred by sovereign immunity and judicial immunity and Hawk failed to state a claim

for relief. The court granted the motion and dismissed the lawsuit. The court also granted a motion for attorney's fees and ordered Hawk to pay attorney's fees and costs for filing a frivolous lawsuit. Hawk has filed a notice of appeal.

## GOAL 2

Represent the Oneida Nation in all legal matters protecting tribal resources.

Exercising Sovereignty

**Update on Goal: Fee-to-Trust Appeals pending before the Interior Board of Indian Appeals.** The Village of Hobart and appealed notices of decisions issued by the Bureau of Indian Affairs (BIA) to take land into trust for the Nation. The village is arguing that the Nation is not eligible to have land taken into trust under the Indian Reorganization Act because the Oneida Reservation was supposedly disestablished and the Nation was supposedly not under federal jurisdiction in 1934, the BIA failed to follow the regulatory criteria for taking land into trust, and the processing of fee-to-trust applications under the consortium agreement between the BIA and the Nation and other tribes creates impermissible bias in favor of the Nation. Both the United States and the Nation are contesting the village's claims. The village's appeals have been fully briefed and are awaiting decision by the Interior Board of Indian Appeals. **Subrogation Cases.** The Oneida Law Office is currently monitoring 19 pending files in which the Nation may have a subrogated interest/right of recovery for medical or worker's compensation benefits. In 2021, the Oneida Law Office assisted in the recovery of \$23,011.50 in 11 cases. **Indian Child Welfare Cases.** Children are the Nation's most precious resource as they are the future of the Nation. The Oneida Law Office represents the interests of the Oneida Nation in Indian Child Welfare cases. Currently there are a total of 178 cases with 22 of these cases out-of-state. There are 32 cases in Oneida Family Court, 84 cases in Brown or Outagamie County and 40 cases in other Wisconsin Counties.

## GOAL 3

Provide legal advice and analysis to assist the Nation's government in developing and implementing policies and programs.

Improving Organizational Changes

**Update on Goal:** The Oneida Law Office continues to assist and advise the Oneida Nation's programs and gaming operations in drafting policies, interpretations of laws, including local, state, federal and the Nation's laws and how they apply to or affect day-to-day operations.

## **Contact**

MAIN CONTACT: Jo Anne House

MAIN CONTACT TITLE: Chief Counsel

MAIN PHONE: 920-869-4327

MAIN EMAIL: Oneida\_law@oneidnation.org

MAIN WEBSITE: [Click here to enter website address](#)

***Division Director/Direct Report Picture***

Please provide only high quality \*.jpg images

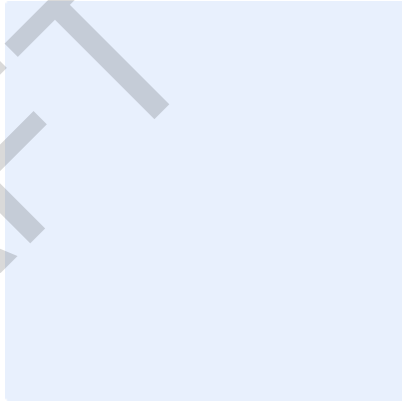
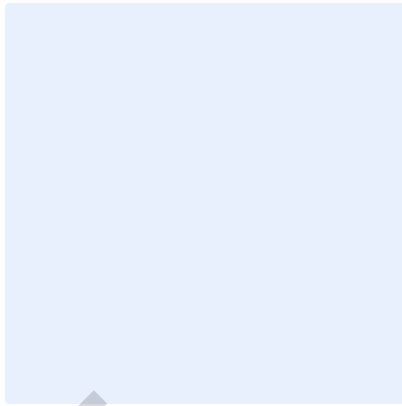
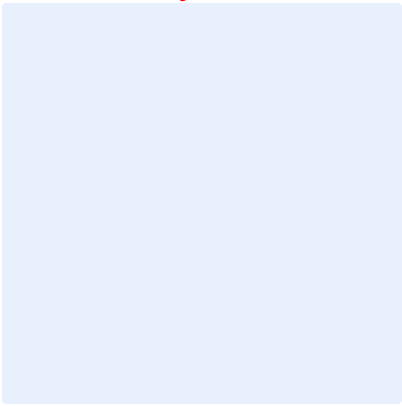


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***Other Pictures that may be included in your section of the report***

Please provide only high quality \*.jpg images



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# FY-2022 Semi-Annual Report

For Boards, Committees, and Commissions

## Legislative Operating Committee

### *Purpose:*

The Legislative Operating Committee's mission is to enhance the capability of the Oneida Nation to fulfill its sovereign authority to review and enact its laws in a planned and orderly manner. The Legislative Reference Office is the support office for the Legislative Operating Committee.

### *LOC Members*

David P. Jordan, Chairman

Kirby Metoxen, Vice-Chairman

Jennifer Webster, Member

Marie Summers, Member

Daniel Guzman King, Member

### *Budget*

#### **Funding Sources for FY-2022**

*TRIBAL CONTRIBUTION:* 0%

*GRANTS:* 0%

*OTHER SOURCES:*

N/A

#### **Status as of 3/31/22**

**Total Budget:** \$0 – the Legislative Operating Committee does not have a budget. Historically, there had been an LOC budget. However, 100% of the budget was managed and spent by the Legislative Reference Office (LRO). The LOC budget was renamed “LRO” to reflect accurately that the LOC does not have a budget, but that the LRO does. Refer to the LRO’s annual report for budget information.

**Budget as of 3/31/22:** \$0



Expenditures as of 3/31/22: \$0

Variance Explanation: N/A

**Employees, if any**

NUMBER OF EMPLOYEES TOTAL:

THE LEGISLATIVE REFERENCE OFFICE IS THE SUPPORT STAFF OF THE LEGISLATIVE OPERATING COMMITTEE AND HAS 3 EMPLOYEES. SEE LEGISLATIVE REFERENCE OFFICE ANNUAL REPORT FOR MORE INFORMATION ON EMPLOYEES.

NUMBER OF EMPLOYEES WHO ARE ENROLLED ONEIDA:

**Stipends**

Regular Stipend Amount: \$0 per meeting. The Legislative Operating Committee members do not receive a stipend.

	For each month, ENTER TOTAL DOLLAR amount paid	For each month, enter NUMBER of meetings, of each type.		
		Regular	Special/Emergency	Hearings/Other
October 2022	\$0	2	0	0
November 2022	\$0	2	0	0
December 2022	\$0	2	0	0
January 2022	\$0	1	0	0
February 2022	\$0	2	0	0
March 2022	\$0	2	0	0

**Update on up to Three (3) Strategic Goals for FY-2022**

**GOAL 1**

Prepare for and conduct Legislative Operating Committee meetings.

Advancing On^yote?a.ka Principles

Update on Goal: Eleven (11) Legislative Operating Committee meetings were held during the first half of FY22. Due to the COVID-19 pandemic, the Legislative Operating Committee meetings were closed to the public in the beginning of FY22 in accordance with Oneida Business Committee resolution BC-12-08-21-B, *Updating Public Gathering Guidelines during Public Health State of Emergency - COVID-19*. The Legislative Operating Committee allowed employees of the Nation and the community to still access and participate in the

Legislative Operating Committee meetings through Microsoft Teams. Additionally, any individual who had comments or questions regarding open session items on a Legislative Operating Committee meeting agenda could submit comments or questions to [LOC@oneidanation.org](mailto:LOC@oneidanation.org) no later than the close of business the day prior to any Legislative Operating Committee meeting, and those comments received would then be noticed to the Legislative Operating Committee. Legislative Operating Committee meetings have since been opened again to the public.

## GOAL 2

Research, analyze, and draft proposed laws and amendments to existing laws.

Exercising Sovereignty

Update on Goal: During the first half of FY22 the Legislative Operating Committee has successfully completed legislative actions on six (6) items. The Legislative Operating Committee brought forward the Oneida General Welfare law for adoption, and the Furlough law for amendments. The Legislative Operating Committee brought forward emergency amendments to the Oneida Personnel Policies and Procedures, and extended the emergency amendments to the Pardon and Forgiveness law, Oneida Nation Gaming Ordinance, and the Budget Management and Control law. During the first half of FY22 the Legislative Operating Committee has been actively working on ten (10) other legislative items and currently has thirty-two (32) legislative items on its Active Files List. A complete list of what the Legislative Operating Committee is working on can be found on the Nation's webpage at <https://oneida-nsn.gov/government/business-committee/standing-committees/legislative-operating-committee/#What-is-the-LOC-working-on>.

## GOAL 3

Gather input from community and stakeholders during the legislative process.

Promoting Positive Community Relations

Update on Goal: During the first half of FY22 the Legislative Operating Committee held fifty-four (54) work meetings, many of which were held in collaboration with various departments or areas within the Nation's organization that have an interest or are affected by legislation such as: Oneida Business Committee, Treasurer, Secretary, Chief Financial Officer, Assistant Chief Financial Officer, Budget Analyst, Oneida Law Office, Oneida Nation Judiciary, Oneida Trust Enrollment Committee, Oneida Trust Enrollment Department, Oneida Police Department, Oneida Police Commission, Oneida Gaming Commission, Tribal Action Plan, Human Resources Department, Retail, Oneida Behavioral Health, Conservation Wardens, and the Environmental, Health, Safety, Land and Agriculture Division. There were also four (4) public comment periods held open. In person public meetings did not occur during the first half of FY22 due to the COVID-19 pandemic and Oneida Business Committee resolution BC-12-08-21-B, which prohibited indoor public meetings unless certain conditions were met. Public comment periods where individuals could submit written comments, questions, data, or input on proposed legislation to the LOC via e-mail still occurred in accordance with the COVID-19 Core

Decision Making Team's declaration, *Suspension of Public Meetings under the Legislative Procedures Act*. At this point in time the Legislative Operating Committee is back to scheduling in-person public meetings in accordance with the Legislative Procedures Act.

**Meetings**

Held every 1<sup>st</sup> and 3<sup>rd</sup> Wednesday of the month.

Meeting Location: Norbert Hill Center, N7210 Seminary Road, Oneida, WI – Business Committee Conference Room

Meeting Time: 9:00 a.m.

Meetings are OPEN.

**Contact**

MAIN CONTACT: David P. Jordan

MAIN CONTACT TITLE: Legislative Operating Committee Chairman

MAIN PHONE: (920) 869-4483

MAIN EMAIL: [LOC@oneidanation.org](mailto:LOC@oneidanation.org)

MAIN WEBSITE: [www.oneida-nsn.gov/LOC](http://www.oneida-nsn.gov/LOC) and [www.oneida-nsn.gov/Register](http://www.oneida-nsn.gov/Register)

**Pictures**



**Legislative Operating Committee**

*From Left to Right:*  
Kirby Metoxen, Jennifer Webster,  
David Jordan, Daniel Guzman  
King, Marie Summers

# FY-2022 Semi-Annual Report

For Departments which report to a Board, Committee, or Commission

## Legislative Operating Committee

## Legislative Reference Office

### Purpose:

Provide support for the Legislative Operating Committee in developing clear and consistent legislation that reflects Onáyoṭeʔa:ka values, builds upon the Nation's strong foundation, and reaffirms our inherent sovereignty.

### Budget

#### Funding Sources for FY-2022

TRIBAL CONTRIBUTION:	100%
GRANTS:	0%
OTHER SOURCES:	
N/A	

#### Status as of 3/31/22

Total Budget:	\$553,729
Budget as of 3/31/22:	\$391,074
Expenditures as of 3/31/22:	\$162,655

Variance Explanation: Positive variance of \$228,419 due to the Legislative Reference Office not being fully staffed during the first six (6) months of FY22, and savings on supplies and materials and other costs.

### Employees

NUMBER OF EMPLOYEES TOTAL:	3
NUMBER OF EMPLOYEES WHO ARE ENROLLED ONEIDA:	0 ENROLLED - 1 DESCENDENT

**Who we serve**

The Legislative Reference Office serves and supports the Legislative Operating Committee, who then serve any area within the Nation's organization and the Oneida community at-large.

**Contact**

MAIN CONTACT: Clorissa N. Santiago

MAIN CONTACT TITLE: Senior Staff Attorney

MAIN PHONE: (920) 869-4417

MAIN EMAIL: [csantia1@oneidation.org](mailto:csantia1@oneidation.org) or [LOC@oneidation.org](mailto:LOC@oneidation.org)

MAIN WEBSITE: [www.oneida-nsn.gov/LOC](http://www.oneida-nsn.gov/LOC) and [www.oneida-nsn.gov/Register](http://www.oneida-nsn.gov/Register)

**QOL****Member:**

Committee Chair, Councilwoman, Marie Summers  
Committee Vice-Chair, Councilman, Daniel Guzman King  
Committee Member, Chairman, Tehassi Hill  
Committee Member, Vice Chairman, Brandon Stevens

**Accomplishments:**

Inspiring Yukwatsisty^

QOL supported many activities throughout the year; the Food Security project was completed and now a Food Sovereignty project is being established to strengthen and expand the community food system network; Tribal Action Plan which included working with Oneida Behavioral Health and the Green Bay Treatment Center for Medically Assisted Treatment (MAT); Recreating is working with Cultural Heritage to implement traditional activities and teachings into their curriculum and will replace the six (6) Pillars of character development with the Core Values, in addition they are working towards opening the County H recreation center; Completion of the Oneida Cultural Heritage Department re-organization, it now includes: Cultural Wellness, Cultural Advisor, Tribal Historian Preservation Officer, Museum, Library and Arts Program; and finally QOL is gathering feasibility information to determine next steps for a request for a Detox Facility for the Nation.

**CDPC****Member:**

Committee Chair, Vice Chair, Brandon Stevens  
Committee Vice-Chair, Councilman, Daniel Guzman King  
Committee Member, Councilwoman, Marie Summers  
Committee Member, Chairman, Tehassi Hill  
Committee Member, Councilman, Kirby Metoxen

**Accomplishments:**

The CDPC receives Cemetery updates to ensure the multi-year and multi-phase project continues moving forward. The Bicentennial Planning Team provides updates regarding the Bicentennial commemoration that will take place next summer. We were presented with the Amelia Cornelius Culture Park master plan. Another initiative we are focusing on is Multi-Family Housing; we are working with several Oneida entities including OESC Group, LLC, 1822 Land and Development Group, LLC, MS2 and our Engineering Department on development proposals.

The CDPC has continued to work on several initiatives. Two of those were: Focus on the Oneida Nation Broadband Initiative wireless network coverage for the reservation. We currently partnered with MuralNet and Geo Partners, LLC to implement this project. An alternative plan/model will have to be developed to move beyond the wireless, so it will be run like a utility for paying customers. Then also working with the General Managers’ Office to finalize a strategic plan for the Oneida Food Innovation Center to provide a visible anchor to expand the facility to teach people how to process and prepare healthy native foods.

**Audit**

**Accomplishments:**

Complete Performance Assurance, operational and controls assessments, financial, compliance audits and special projects. Follow up on high-risk findings. Audit activities for the first half of FY2022 are included in the grid below, along with previous 3 years as comparison.

**Update on Goal:**

	<b>FY 2022 to date</b>	<b>FY 2021</b>	<b>FY 2020</b>	<b>FY 2019</b>
<b>Gaming Compliance</b>	18	34	38	47
<b>Operational</b>		2		1
<b>Investigative/Analytics</b>	1	2		
<b>Consultation/Hotline</b>			1	1
<b>Performance Assurance</b>	4	8	15	24
<b>TOTALS</b>		46	54	73

Annual Gaming Compliance audits are mandated by the National Indian Gaming Commission (NIGC). By completing these audits in-house, the Nation is reducing overall costs.

Continue in-house and webinar-based education of audit staff to stay current on fraud, IT basics, project management, risk, construction auditing, asset misappropriation, marketing, remote working business continuity, and agile auditing. In-house and webinar-based education allows IA to continue learning while saving the Nation training dollars. Training increases the skill level of the staff and allows for more special projects to be completed.

Continue to improve Internal Control Environment to enforce accountability of Management and Governance. Two (2) Performance Assurance audits have been followed up on and all eight (8) medium risk findings have been corrected/reduced to low risk, which is a 100% improvement. All Oneida Nation departments and/or entities will be accessed to give Management the opportunity to develop the missing tools to enable them to carry out their functions effectively and efficiently. A new audit, Controls Assessment, developed by Internal Audit has been approved by the Audit Committee. This

audit works with management to review their processes and procedures to ensure risks are mitigated or eliminated.

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## Semi-Annual Treasurer’s Report July 2022

Sakoli Swakweku Oneida Nation:

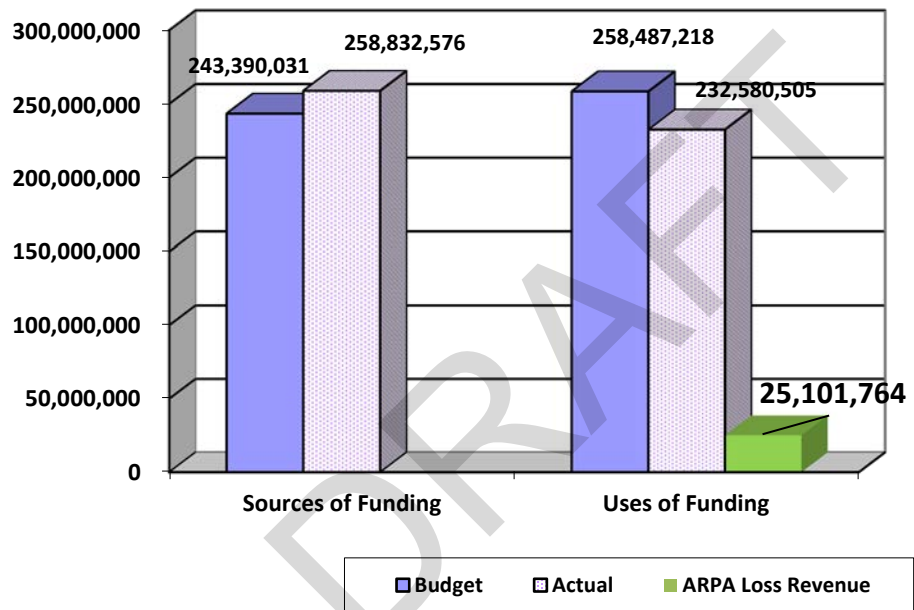
My office continues to work to provide financial information to General Tribal Council that provides an overview on the financial areas of the Nation by following the Constitution, Laws of the Nation, and/or GTC directives. With that in mind, the Semi Annual Treasurer’s Report for 2022 will include an update on the overall Nation’s budget, the enterprise areas, the goals of our investment portfolios, our business investments, as well as, information of the Finance Area and the overall Tribal budget for the first six months of Fiscal Year 2022. Please note that all financial information provided in this report for the period end of March 31, 2022 is preliminary and not audited at the time of this submission. The audited financial statements will be presented by the external auditors, RSM US LLP, at the Annual Meeting in January 2023.

Cristina Danforth, Tribal Treasurer

### First Six Months Fiscal Year 2022

Due to the Public Health Emergency, the Oneida Business Committee adopted the Fiscal Year 2022 budget on Wednesday, December 22, 2021 with BC Resolution 12-22-21-B.

The total budget for the first six months of Fiscal Year 2022 is \$243,390,031 in sources and \$258,487,218 in uses. The actual revenue sources on March 31, 2022 are \$258,832,576 and the actual uses are \$232,580,505 representing a \$26,252,071 positive variance overall. The ARPA Funding is \$25,101,764 of the positive variance. The Positive Variance from operations is \$1,423,307. The positive variance due to ARPA funding is transferred to the Tribal Contribution (TC) Savings in the Investments and is used to fund the various BC approved ARPA projects.



Of Particular Interest:

**Tribal Contribution**

As of March 31, 2022 Retail has an overall negative variance of \$1,458,518 compared to budget.

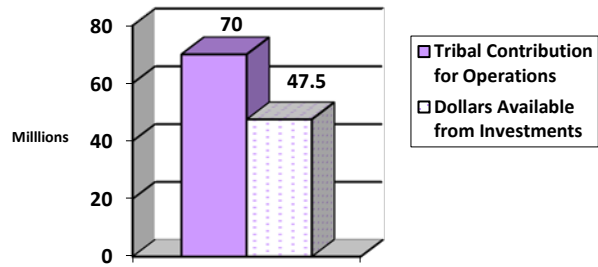
Retail's net income year over year as of March 31, 2022 is \$1,317,484 less than March 31, 2021.

As of March 31, 2022 Gaming has an overall positive variance of \$10,144,619 compared to budget. Revenues have a positive variance of \$2.69 million and expenses have a positive variance of \$7.3 million.

### Our Investment Goal

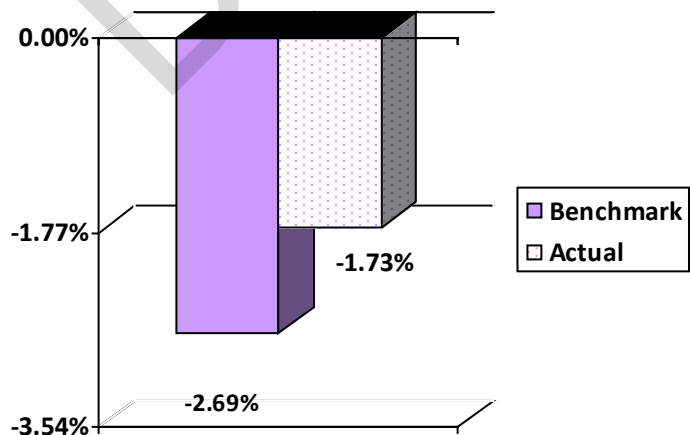
Our objective was to protect the future by having funds available to operate the organization if a crisis occurred, such as diminished revenue sources. It is the goal of the Oneida Nation to have enough available invested funds from Tribal Contribution to operate the organization for one (1) full year without any additional revenue generation. For Fiscal Year 2021, our annual expenses totaled approximately \$70.2 million in Tribal Contribution for operations and mandates.

As of March 31, 2022, unrestricted cash and short-term investment funds that are not currently supporting resolutions and operational obligations were approximately \$47.5 million. During the Pandemic, the Nation's reserves were utilized for operational costs during the 68-day Gaming closure. The Nation's ability to respond to a crisis is in a very delicate condition as our reserves are not enough to cover our annual operational expenses and GTC mandates. The Nation has been able to make improvements in the status of working capital, erasing the \$20 million negative working capital in FY2019 as of March 31, 2022 the Nation has a positive working capital of \$16.1 million. Positive working capital is a critical factor in the Nation's ability to address short term liquidity issues through access to a source of cash to fund operations on a temporary basis.



### Investment Portfolio

The Finance Committee Investment Policy approved by the Oneida Business Committee on October 10, 2012 states that investment portfolios will be created using cash, stocks, and bonds. We currently have portfolios in the following classes: Short Term Bonds, Small Value



Stocks (smaller businesses within their industry and the stock price is lower than book value), Large Value Stocks (well established companies within their industry and stock price maybe lower than the perceived value), International Stocks, and Large Growth Stocks (typically companies with values greater than \$10 billion with expected growth in revenues or earnings).

The short term investments will be invested in easily accessible funds in the event that cash flows fall short of our needs we are able to quickly liquidate to meet operational cash needs. The Finance Committee will use reasonably sound judgment to create a mixture of assets that have a 95% probability of achieving a minimum return of 0.50% over any 5 year period. The portfolios are invested in a conservative, prudent fashion with below average expected volatility (projected increases and/or decreases in market price). The primary goal is to maximize returns while maintaining a reasonable level of risk. For the period October 1, 2021 to March 31, 2022 the portfolios expected rate of return, or index, was a loss of 2.69 % in value. Our actual rate of return on our investments was a loss gain of 1.73 % in value after all administrative fees were paid. Therefore, our investment portfolio slightly outperformed the market for the same time period.

## Business Investment Reports

### Hospitality

#### Oneida Airport Hotel Corporation (OAHC)

Nation's Investment	\$11.9 million
Increase in Equity Value	\$ 4.6 million
Total Return to Nation	\$ 3.1 million

The Corporate Charter was issued in 1984. The Nation's contribution was to loan funds for the original 200 room hotel and the 1994 expansion project. Another \$24 million expansion project started in 2003 where the loan funding was obtained and backed solely by the OAHC. The OAHC contributes back to the Nation 80% of the annual net income less debt service payments and the following years' capital investment. In addition, the hotel collects Room Tax dollars. After a contracted amount is submitted to the Green Bay Visitor and Convention Bureau, the remaining balance is retained by the Nation and used to fund Tourism. Please note that in the Total Return to Nation amount, the room tax is included. The OAHC purchased the Wingate by Wyndham which is located on the property of the Austin Straubel Airport.

#### Four Fires Business Venture

Total Nation's Investment	\$3.1 million
Total Return to Nation	\$8.4 million

In Fiscal Year 2002, the Nation approved the investment for the formation and funding of Four Fires, LLC. Four Fires, LLC is represented by four Tribes: Oneida, Potawatomi, Viejas, and San Manuel. These Tribes are 46.829% of the investment with Oneida being a 25% shareholder within that percentage. The other 53.171% is split between other outside investors. The limited liability company was established to take part in the developing, constructing, and operating of a Marriott Residence Inn located in Washington D.C. The Hotel opened in January 2005. It was estimated that it would take approximately 7 years to see our return on investment. As noted above, the Nation has already received this return. The return to the Nation for fiscal year 2021 was \$125,000.

## Oneida Golf Course Enterprises (OGE)

Total Nation's Investment	\$5 million
Total Return to Nation	\$ 0
Decrease in Equity Value	\$3.2 million

In Fiscal Year 2009, the Nation purchased Thornberry Creek Golf Course. The Oneida Golf Course Enterprise charter was approved by the Business Committee on January 14, 2009. To date, the return to the Nation is \$0.

## Banking

## Bay Bank Business Venture

Total Nation's Investment	\$8.7 million
Increase in Equity Value	\$7.8 million
Total Return to Nation	\$1 million

Oneida was major shareholder of a group of investors which formed Bay Bank in 1995. Original investment was \$1,634,000, which was a 35% share of Bay Bancorporation. In 2001, Oneida exercised an option to purchase the remaining shares to become the sole shareholder of Bay Bancorporation. This additional cost was \$7,079,046. The current book value of Bay Bank is approximately \$12.6 million.

## Native American Bank

Total Nation's Investment	\$1,069,509
Decrease in Equity Value	\$ 975,377
Total Return to Nation	\$ 0

In Fiscal Year 2001 the Nation purchased 100 shares of stock in the Native American Bancorporation for \$100,000. In August of 2001, the Nation purchased an additional 900 shares for \$900,000. In July 2004, the Nation purchased an additional 161 shares for \$69,000, making Oneida a 8.43% shareholder.

## Engineering

## \*Oneida Environmental Services Consulting (OESC)

Total Nation's Investment	\$6.4 million
Increase in Equity Value	\$21.3 million
Return to Nation	\$5.8 million

In Fiscal Year 2007, the Nation approved \$180,000 initial investment to form Oneida Totally Integrated Enterprise Corporation. OTIE is a tribally owned corporation. The function and purpose of the corporation is to contract environmental engineering and design services with the Federal Government. In fiscal year 2009, OTIE acquired and merged with TN and Associates. This was an established firm with 13 offices nationwide, providing services in areas including: environmental remediation, homeland security/emergency response, infrastructure engineering and traditional construction. The increase in

equity value has been obtained through acquisition of businesses.

\*Formerly OTIE

## Energy

Oneida Nation Solar LLC	
Total Nation's Investment	\$ 960,000
Increase in Equity Value	\$ 14,000
Total Return to Nation	\$ 0

In Fiscal Year 2017 the Nation received a grant from the Department of Energy for \$960,000 in conjunction with the construction of solar panels on the Oneida Reservation. This grant is Oneida's investment in Oneida Nation Solar LLC, the Nation is 1% owner. Oneida Nation Solar LLC is contracted with an external vendor to install solar panels over future years; this vendor will receive investment tax credits for the energy project. At the end of the energy project, the ownership of the solar panels installed will revert to the Oneida Nation.

## Donations and Community Fund Requests

**Purpose** This report is being provided to comply with the following General Tribal Council motion from 9/17/2017

**Motion** By: Linda Dallas Seconded by: Scharlene Kasee

To add the Annual and Semi-Annual Ticket and Merchandise contract update to be included in the Gaming's Annual and Semi-Annual report; to include the information they already provide; and for the Treasurer to include information in the Treasurer's Annual and Semi-Annual report to reflect what we donated and what we got back.

Req. Category	Title /Description	Req Amount
SelfDev-Youth	Wisconsin Flight Elite Basketball team fees	\$ 500
SelfDev-Youth	YMCA Development class fees	\$ 500
SelfDev-Adult	YMCA Monthly membership fees	\$ 500
SelfDev-Youth	New Fusion Dance Class fees for daughter	\$ 500
SelfDev-Youth	Impact Fastpitch fees for daughter	\$ 500
SelfDev-Youth	WI Legends AAU Basketball fees for daughter	\$ 500
SelfDev-Youth	Air Force Gymnastics fees for son	\$ 500
SelfDev-Youth	Select-Sheboygan Area Girls 11U Soccer fees	\$ 500
SelfDev-Youth	Various Sports Registrations in FY22 for son	\$ 459
SelfDev-Youth	Various Sports Registrations in FY22 for son	\$ 500
SelfDev-Youth	Various Sports Registrations in FY22 for son	\$ 423
SelfDev-Youth	Various Sports Registrations in FY22 for son	\$ 230
SelfDev-Youth	Various Sports Registrations in FY22 for son	\$ 230
SelfDev-Youth	YWCA Swimming classes for son	\$ 500
SelfDev-Adult	Pure Barre-Green Bay membership fees	\$ 500
SelfDev-Adult	Cannabis U Online training classes	\$ 360
SelfDev-Adult	Pure Barre-Norfolk membership/class fees	\$ 500
SelfDev-Youth	FC Elite Volleyball Club fees	\$ 500
SelfDev-Youth	Green Bay Youth Hockey Assn Team fees for son	\$ 500
SelfDev-Youth	One Wisconsin Volleyball Fees for granddaughter	\$ 500
SelfDev-Adult	Verus Strength & Fitness Training Lab membership / class fees	\$ 500
SelfDev-Adult	F.I.R.E. Fitness class fees	\$ 497
SelfDev-Youth	Basketball & Softball fees for daughter	\$ 145
<b>Q1 Total</b>		<b>\$ 10,343</b>

## Donations and Community Fund Requests

**Purpose** This report is being provided to comply with the following General Tribal Council motion from 9/17/2017

**Motion** By: Linda Dallas Seconded by: Scharlene Kasee

To add the Annual and Semi-Annual Ticket and Merchandise contract update to be included in the Gaming's Annual and Semi-Annual report; to include the information they already provide; and for the Treasurer to include information in the Treasurer's Annual and Semi-Annual report to reflect what we donated and what we got back.

Req. Category	Title /Description	Req Amount
SelfDev-Youth	Behind the Wheel Registration for son	\$ 350
SelfDev-Adult	Wisconsin Hypnosis Center - for weight loss	\$ 500
SelfDev-Youth	Taekwondo Class fees for son	\$ 500
SelfDev-Youth	Taekwondo Class fees for son	\$ 500
SelfDev-Youth	1848 Basketball Registration for son	\$ 500
SelfDev-Youth	Boy Scout Outings & Camp for son	\$ 435
SelfDev-Adult	Tai Chi Monthly class fees	\$ 500
SelfDev-Youth	Volleyball Club fees for daughter	\$ 266
SelfDev-Adult	Yoga Loft - Class Fees	\$ 500
SelfDev-Youth	Blizzard Basketball fees for daughter	\$ 500
SelfDev-Adult	One-on-One Frame making Beading Lessons	\$ 500
SelfDev-Youth	1848 Youth Basketball - AAU Registration fees	\$ 500
SelfDev-Youth	Green Bay Fusion LLC - Athletics Class fees	\$ 500
SelfDev-Youth	Youth Golf Tournament fees for daughter	\$ 500
SelfDev-Adult	Starting a New Fruit Orchard Registration fee	\$ 62
SelfDev-Youth	Y.M.C.A. Gymnastic Classes for grandson	\$ 40
SelfDev-Youth	Wisconsin Purple Aces fees for daughter	\$ 500
SelfDev-Youth	36U Softball Registration for daughter	\$ 500
SelfDev-Youth	Y.M.C.A. Basketball Registration for son	\$ 355
SelfDev-Youth	Green Bay Volleyball Camp Registration for daughter	\$ 204
<b>Q2 Total</b>		<b>\$ 8,212</b>



# FY-2022 Semi-annual report template

For a **Direct Report** to the Oneida Business Committee

**Note: If you have other required reporting that must be included in the FY-2022 Semi-annual Report, please submit such reports along with this completed template. Thank you.**

## Finance Administration Office

**Purpose:**

The Finance Office provides exceptional financial management and support while safeguarding the assets and ensuring financial integrity. Finance provides the Treasurer, the Oneida Business Committee, and General Tribal Council with honest, unbiased, competent financial expertise and direction utilizing best practices and aligns the goals within the Nation’s strategies.

**Departments in your Division/Office/Area (if applicable)**

Central Accounting

Purchasing

Risk Management

Oneida Licensing

Finance Administration

[Click here to enter the Department name](#)

[Click here to enter the Department name](#)

[Click here to enter the Department name](#)

[Click here to enter the Department name](#)

[Click here to enter the Department name](#)

**Budget**

**Funding Sources for FY-2022**

TRIBAL CONTRIBUTION:

18%

GRANTS:

80%

OTHER SOURCES:

LICENSING FEES

2%

[Click here to enter name of other funding source](#)

[Click here to enter % of budget funded by other sources](#)

[Click here to enter name of other funding source](#)

[Click here to enter % of budget funded by other sources](#)

[Click here to enter name of other funding source](#)

[Click here to enter % of budget funded by other sources](#)

**Status as of 3/31/22**

Total Budget: 5,388,020

Budget as of 3/31/22: 2,694,010

Expenditures as of 3/31/22: 2,302,619

Variance Explanation: 4 vacant positions

**Employees**

NUMBER OF EMPLOYEES TOTAL: 43

NUMBER OF EMPLOYEES WHO ARE ENROLLED ONEIDA: 21 ENROLLED ONEIDA/ 7 ENROLLED OTHER NATIVE

**Who we serve**

Finance Administration, Central Accounting, Purchasing, Risk Management, and Licensing serve internal and external customers. This includes the Treasurer, Oneida Business Committee, General Tribal Council, divisional and non-divisional business units, the Oneida community, and external stakeholders.

**Update on up to Three (3) Strategic Goals for FY-2022**

Please refer to your Annual Report submission for FY-2022 and provide an update on the Goals

**GOAL 1**

Unmodified opinion for FY2021 audit

Encouraging Tsi?niyukwalihoT^

Update on Goal: Late announcement of federal regulations and additional testing required due to ARPA and CARES has delayed completion of the audit

**GOAL 2**

Maintain financial accountability

Encouraging Tsi?niyukwalihoT^

Update on Goal: On March 31, 2022 Tribal Assets were \$1.27 billion, Tribal Equity was \$1.155 billion, and working capital was \$16.1 million. Paid Time Off Liability is fully funded and all investments are fully funded with resources.

**GOAL 3**

Continue implementing purchasing and procurement best practices

Encouraging Tsi?niyukwalihoT^

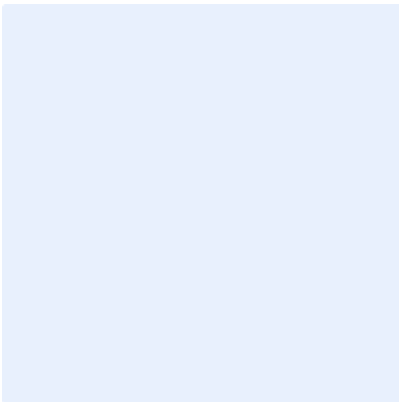
Update on Goal: Pursuant to BC motion on 9-22-2021, created addendum to Purchasing and Procurement manual to comply with Resolution 04-08-20K Appointing OESC Group LLC as Nation's General Contractor for Construction Projects. Federal or State grant funded projects require a granting agency letter of approval/acceptance. Tribal contribution projects application of the 04-08-20K resolution is to OESC (OTIE) and only OESC (OTIE). Finance expressed concerns with the resolution prior to adoption and again on August 31, 2021.

**Contact**

MAIN CONTACT: Lawrence Barton  
MAIN CONTACT TITLE: Chief Financial Officer  
MAIN PHONE: 920-869-4491  
MAIN EMAIL: lbarton@oneidanation.org  
MAIN WEBSITE: www.oneida-nsn.gov

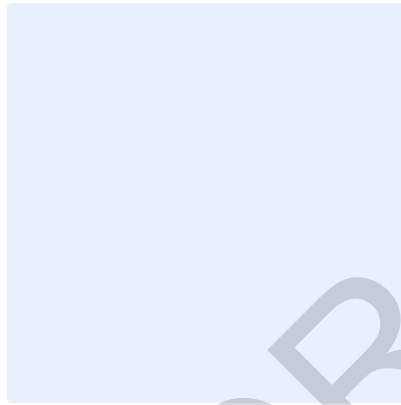
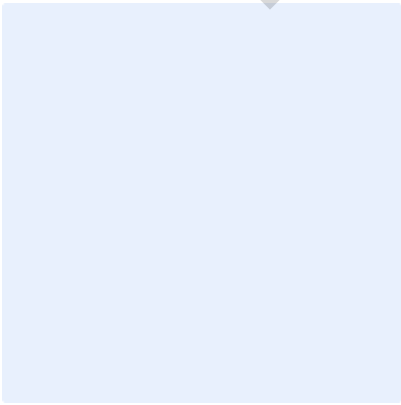
**Division Director/Direct Report Picture**

Please provide only high quality \*.jpg images



*Other Pictures that may be included in your section of the report*

Please provide only high quality \*.jpg images



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# 2022 Semi-annual report template

For the Judiciary

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Note: If you have other required reporting that must be included in the 2022 Semi-annual report, please submit such reports along with this completed template. Thank you.

## About Us (suggested – delete if not needed):

On August 19, 1991, the Oneida General Tribal Council adopted a resolution creating the Oneida Appeals Commission, later known as the Oneida Tribal Judicial System. The judicial system was **created to enhance and protect the self-government and sovereignty of the Oneida Nation while also providing for a governmental separation of powers.**

On January 7, 2013, the Oneida General Tribal Council created the Oneida Judiciary to better serve the needs of the Oneida people and expanded the exercise of the Tribe's authority. The creation of the Judiciary built on the foundation that was laid by the Oneida Tribal Judicial System by **granting the Trial Court and Court of Appeals expanded subject matter jurisdiction** and further developing a process for **peacemaking and mediation.** A branch of the Court was also created to **address matters affecting the Oneida people as it pertains to the family and children. This is the Oneida Family Court.**

The Oneida Judiciary began hearing cases in 2015 with the mission to provide a fair, orderly, and neutral forum for the resolution of issues that may arise out of governance of the Oneida Nation and civil actions amongst its members, other people residing on the Oneida Reservation, and those doing business with Oneida Nation entities. It is our mission to operate as an **independent branch of our government entrusted by the General Tribal Council to protect the sovereignty of the Oneida Nation and the rights of its citizens.**

The Oneida Judiciary is **guided by the wisdom of our heritage and traditions** as well as the requirements of modern circumstances, laws and statutes.

## Judges (suggested – delete if not needed):

Patricia Garvey  
Chief Judge-Court of Appeals  
August 27, 2026

Chad Hendricks  
Judge-Court of Appeals  
August 27, 2026

Diane House  
Judge-Court of Appeals  
August 27, 2026

Leland Wigg-Ninham  
Judge-Court of Appeals  
August 10, 2023

Michele Doxtator  
Judge-Court of Appeals  
August 10, 2023

Robert J. Collins  
Family Court Judge  
June 15, 2024

Layatalati Hill  
Chief Judge-Trial Court  
August 27, 2026

Rodney Dequaine  
Family Court Judge  
October 23, 2027

John E. Powless, III  
Judge – Trial Court  
August 10, 2023

Enter Name  
Enter Title  
Enter term end date

Patricia Hoefft  
Judge – Trial Court  
August 27, 2026

**Contact Info (suggested – delete if not needed)**

PHONE NUMBER: (920) 496-7200

E-MAIL: Judicial\_System@oneidanation.org

MAIN WEBSITE: <https://oneida-nsn.gov/government/judiciary>

**Disciplinary Panel Report (required)**

There have been no Complaints against any Judge pursuant to the complaint process outlined in Oneida Code of Laws – Chapter 801 in this reporting period. There has however, been litigation against a judge in an outside jurisdiction. For purposes of transparency, the following is disclosed: Daniel D. Hawk v. Mary Jo Hunter - Pro Tem Judge (Judiciary-Family Court), Brown County Case No. 2021CV000978. Order to Dismiss signed on April 22, 2022. Order for Sanctions against Mr. Hawk in the amount of \$5,060.55 signed on April 22, 2022.

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Reporting Space # 1 (Delete if not needed)

Court Case Activity October 2021-March 2022

The Judiciary has maintained its COVID-19 restrictions for the first two quarters of FY22 and access to the courthouse lobby remains limited. Case filings can be done in person (by appointment), electronically or by U.S. mail. Some court hearings are on-site, but the majority are conducted virtually or over the telephone. The Trial Court had 79 case filings and 81 court hearings. These consist of general civil matters, small claims actions, garnishment actions, citations and employment issues. The Trial Court also received 29 Peacemaking referrals and held 75 session for litigants as an alternative to standard civil procedure. Thirteen (13) of these cases were able to reach agreements avoiding further litigation. The Family Court conducted 239 court hearings. These case types are child

support, paternity, custody, placement and visitation, divorce, legal separation, annulments, and matters related to the Children's Code. The Court of Appeals rendered 28 rulings and decisions on their docket. Six (6) new cases were filed in this time period. Even though access to the courthouse lobby was restricted, we serviced 607 tribal and community member court users.

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### Reporting Space # 2 (Delete if not needed)

#### Post Covid Planning

The Oneida Nation's Public Health State of Emergency has been extended until May 24, 2022. The Oneida Judiciary is considering options for fully reopening the courthouse lobby to the public for court services and will notice the community when we are prepared to do so. Staff resources and safe practices for all court users is the primary concern. Watch for upcoming announcements.

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### Reporting Space # 3 (Delete if not needed)

#### New Initiatives

The Court of Appeals has all elections completed and is fully staffed. All judges have completed training and are hearing cases which will result in less reliance on pro-tem judges. The Trial Court continues to work with the LOC and Brown and Outagamie County Circuit Courts to create a Healing to Wellness Court to address substance abuse issues. The Wellness Court will offer intensive case management, treatment, and court supervision to individuals who committed an offense directly or indirectly related to a substance abuse or addiction issue; provide access to holistic, structured, and phased substance abuse treatment and rehabilitation services that incorporate culture and traditions; encourage and support each participant in the goal of their recovery to lead lawful productive lives free of substance abuse and addiction. The Oneida Healing to Wellness Court is scheduled for implementation this fall. After two years of exercising jurisdiction over child welfare legal matters pursuant to the Children's Code, the Legislative Operating Committee (LOC) is looking at revising the code to better meet the needs of the community. The LOC has consulted with the Judiciary and the Oneida Nation Indian Child Welfare Department.

### **Budget Information (requested)**

#### **Judiciary & Family Court Business Units Combined for the Period October 2021 -March 2022**

FY-2022 BUDGET:	\$822,159.00
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FY-2022 EXPENDITURES:	\$719,011.00
STIPEND EXPENSE*: *PART TIME COURT OF APPEALS JUDGES AND PRO TEM JUDGES	\$ 19,876.50

**Pictures that MAY be included in your section of the report (suggested – delete if not needed)**

*Please provide only high resolution \*.jpg images*



Oneida Judiciary Court Seal

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# 2022 Semi-Annual Report

For the GTC Legal Resource Center

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**About Us:**

The GTC Legal Resource Center provides **NO COST** legal advocacy to Oneida Nation Enrolled Members and Oneida Nation Employees. The Attorney and Advocates provide legal advice and/or assistance in addition to Representation before the Oneida Judiciary Courts.

All requests for service are reviewed by the Supervising Attorney and Advocates by means of a weekly intake process to determine eligibility and jurisdiction.

**Attorney:**

Gerald L. Hill, Supervising Attorney, Wisconsin State Bar #1004414  
1<sup>st</sup> Term – August 27, 2020 to July 31, 2024

**Advocates:**

Wesley T. Martin, Jr.  
2<sup>nd</sup> Term – August 27, 2020 to July 31, 2024

Tsyoslake G. House  
2<sup>nd</sup> Term – August 25, 2021 to July 31, 2025

**Legal Assistant:**

Bridget A. Mendolla-Cornelius  
Permanent Full Time Employee

**Contact Info:**

PHONE NUMBER: 920-496-5320  
E-MAIL: GTC\_LRC@oneidanation.org  
MAIN WEBSITE: Oneida-nsn.gov/LRC

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## Statistical Information

The Statistical Information provided below reflects requests for General Legal Advice and/or Representation regarding the following: Bankruptcy, Business Concerns, Child Support, CHIPS (Child in Protective Custody), Client Referrals, Custody & Placement, Divorce, Elder Issues, Employment Related Concerns, Enrollment, Family, Garnishments, Grandparent Rights, 3<sup>rd</sup> Party Custody, Guardianship, Evictions, Land, Incarceration, Peacemaking, P.O.A. (Power of Attorney), Probate/Wills/Estates, Restraining Orders, Traffic (Accidents/Citations), Unemployment, Worker Compensation and Visitation.

As a semi-annual report, the first 2 quarter of FY22 are provided.

<b>FY22 Statistical Information</b>	<b>1<sup>st</sup> Quarter</b>	<b>2<sup>nd</sup> Quarter</b>	<b>TOTALS</b>
<b>Intakes</b>	39	50	89
<b>Office Visits</b>	77	70	147
<b>Telephone and Email Requests</b>	61	29	90
<b>TOTALS</b>	177	149	326
<i>FY21 Semi-Annual Report Statistics</i>	<i>116</i>	<i>131</i>	<i>247</i>

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**Budget Information:**

FY-2022 BUDGET: 658,341  
FY-2022 EXPENDITURES: 234,844

The operating budget for the GTC Legal Resource Center is fully funded by the Oneida Nation. All expenditures are pursuant to the Nation's financial SOPs.

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COVID-19 Pandemic Effects/Phases

Attorney Gerald L. Hill was elected into the Supervising Attorney position in August 2020. This was at the peak of the COVID-19 Pandemic. He addressed the necessary procedures and protocols required to ensure the safety of employees and Tribal Members. During this reporting timeframe safety protocols continue to change. However, the office maintained their hours of operation but requested potential customers to schedule appointments to ensure everyone's safety. Appointments are available in person, over the telephone or virtually to accommodate the safety of all. Despite the fluctuation of restrictions, the department has made adjustment to assist Tribal Members and employees.



Gerald L. Hill, Supervising Attorney

# FY-2022 Semi-annual report template

For a **Direct Report** to the Oneida Business Committee

**Note: If you have other required reporting that must be included in the FY-2022 Semi-annual Report, please submit such reports along with this completed template. Thank you.**

[Click here to enter the Division/Office/Area name](#)

**Purpose:**

The Gaming Division operates five casino locations offering slots, table games, bingo, poker, and sports betting. Our main function is to serve as the Oneida Nation’s primary revenue generator.

**Departments in your Division/Office/Area (if applicable)**

Accounting

Marketing

Administration

Player Development

Bingo

Poker

Food & Beverage

Shuttle

Custodial

Slots

Customer Service

Sportsbook

Employee Services

Table Games

Facilities

**Budget**

**Funding Sources for FY-2022**

TRIBAL CONTRIBUTION:

100 %

GRANTS:

0%

OTHER SOURCES:

Click here to enter name of other funding source  
Click here to enter name of other funding source  
Click here to enter name of other funding source  
Click here to enter name of other funding source

Click here to enter % of budget funded by other sources  
Click here to enter % of budget funded by other sources  
Click here to enter % of budget funded by other sources  
Click here to enter % of budget funded by other sources

**Status as of 3/31/22**

Total Budgeted Revenues:	\$228,807,442
Total Budgeted Expenditures:	\$119,789,680
Total Budgeted Net Profit:	\$109,017,762
Budgeted Revenue as of 3/31/22:	\$112,932,065
Actual Revenues as of 3/31/22:	\$115,695,202
Budgeted Expenditures as of 3/31/22:	\$60,347,249
Actual Expenditures as of 3/31/22:	\$52,829,553
Budgeted Net Profit as of 3/31/22:	\$52,584,816
Actual Net Profit as of 3/31/22:	\$62,865,649

Gaming Net Profit has a \$10,280,833 positive variance in comparison to the Budgeted Net Profit. \$2,763,137 of the variance is due to exceeding revenues, as we are starting to see more customers returning after COVID, as well as the success of Sports Bet Booking. Gaming has recognized significant labor savings due to the fact that there is a shortage in the labor market.

**Employees**

*NUMBER OF EMPLOYEES TOTAL:* 715

*NUMBER OF EMPLOYEES WHO ARE ENROLLED ONEIDA:* 385

**Who we serve**

Gaming's customer base consists of gamers who range in age from 18 years (Bingo) and older. The predominant age range of our slot players is 60-69 skewing 55% female to 45% male. For table games, 30-59 is the main age range with 74% male and 26% female. The primary age range for Bingo is 50-69 with 73% female to 27% male players. The majority of our gamers live within a 50-mile radius of our gaming facilities.

**Update on up to Three (3) Strategic Goals for FY-2022**

Please refer to your Annual Report submission for FY-2022 and provide an update on the Goals

**GOAL 1**

Grow Gaming Revenue by focusing on our most valuable resources

Improving Organizational Changes

Update on Goal: We continue to meet Gaming’s budget numbers; however, this is due to personnel savings. We continue to struggle to hire to our optimal employee levels throughout Gaming. Mask requirements ended on March 4, 2022, for both employees and guests.

**GOAL 2**

Improve Human Resource Management through employee engagement and satisfaction surveys, listening, and implementing changes.

Improving Organizational Changes

Update on Goal: A Gaming-wide SOP was approved allowing our employees to wear black jeans on Fridays. This was implemented from our Employee Engagement Survey results which we received in February. Overall, the top three engagement drivers for Gaming employees are: 1) I am treated fairly at Oneida Casino, 2) My opinion counts, and 3) I have fun at work. Department Directors are working on additional action plans to ensure these top engagement drivers are addressed in each of their areas.

**GOAL 3**

Click here to enter a goal for FY-20xx – Brief summary, 25 words or less

Choose a Strategic Direction

Update on Goal: Click here to enter your update on Goal – short, less than 200 words.

**Contact**

MAIN CONTACT: Louise Cornelius  
MAIN CONTACT TITLE: Gaming General Manager  
MAIN PHONE: 920-494-4500  
MAIN EMAIL: Lcornel3@oneidation.org  
MAIN WEBSITE: OneidaCasino.net

**Division Director/Direct Report Picture**

Please provide only high quality \*.jpg images



*Other Pictures that may be included in your section of the report*

Please provide only high quality \*.jpg images



# 2022 Annual Report Template

For Direct Report to the Oneida Business Committee

**Note: If you have other required reporting that must be included in the FY-2022 Annual Report, please submit such reports along with this completed template. Thank you.**

## Oneida Retail Enterprise

**Purpose:** The mission of the retail enterprise is to contribute to the prosperity of the Oneida Nation by providing quality products and services, exceptional customer service and meaningful employment opportunities to our community.

### Departments in your area/division/deparment, if applicable

Oneida Retail Enterprise

Click here to enter the Department name

Click here to enter the Department name

Click here to enter the Department name

Click here to enter the Department name

Click here to enter the Department name

Click here to enter the Department name

Click here to enter the Department name

Click here to enter the Department name

### Budget

#### Funding Sources for FY-2021

**TRIBAL CONTRIBUTION:**

Click here to enter % of budget funded by tribal contribution

**GRANTS:**

Click here to enter % of budget funded by grants

**OTHER SOURCES:**

Click here to enter name of other funding source  
Click here to enter name of other funding source  
Click here to enter name of other funding source  
Click here to enter name of other funding source

Click here to enter % of budget funded by other sources  
Click here to enter % of budget funded by other sources  
Click here to enter % of budget funded by other sources  
Click here to enter % of budget funded by other sources

**Total Budget**

TOTAL BUDGET FOR FY-2021:	5,526,524
TOTAL EXPENDITURES FOR FY-202	5,609,724
VARIANCE:	83,463 OR 1.51%

**VARIANCE EXPLANATION:** Retail Net profit was \$5,609,717 for FY21. Compared to the overall budget Retail is 1.51% better than budget. The budget for FY21 and anticipated gross profit was put together conservatively because of the pandemic. Budget was reviewed and monitored monthly to ensure our budget was in line with expenditures.

**Employees**

NUMBER OF EMPLOYEES TOTAL:	95.25
NUMBER OF EMPLOYEES WHO ARE ENROLLED ONEIDA:	92.25

**Who we serve**

Our customer base consists of loyal customers who purchase fuel, cigarettes and other convenience items from our stores.

**Accomplishments for FY-2021**

Please refer to 20xx Annual and 20xx Semi-Annual Report submissions; provide a final update on the Goals identified

**ACCOMPLISHMENT #1**

Minimum start wage increase to \$15 new employees.

Increased recruitment efforts to bring new associates on in a more streamline effort.

**THIS IMPACTS THE COMMUNITY AND FAMILY, BY KEEPING OUR SMOKESHOPS AND STORES OPEN AND PROVIDE FOR MEANINGFUL EMPLOYMENT WITH BENEFITS TO OUR TRIBAL EMPLOYEES.**

**ACCOMPLISHMENT #2**

Continuing customer appreciation at the One Stops and improved vendor relationships.

**CUSTOMERS ARE OUR IMPORTANT RESOURCE. WE WANT SATISFIED CUSTOMERS, RETURNING CUSTOMERS WHO VALUE THE SERVICES WE PROVIDE TO THEM. WE CONTINUE TO WORK ON IMPROVING OUR RELATIONSHIP WITH OUR VENDOR WHICH BENEFITS OUR CUSTOMER BY INCREASED PRODUCT DISCOUNTS SOLD IN THE STORES. ULTIMATELY, THIS INCREASES THE BOTTOM LINE AND CONTRIBUTES TO MORE NET PROFIT TO THE NATION.**

**ACCOMPLISHMENT #3**

Assessment of EEE location will require a new building for Health and Safety reasons and will us to increase product offerings.



This will impact community by reducing any potential hazards and overall safety with brighter areas outside the store.

**Goals for FY-2022**

**GOAL 1**

To look for opportunity to expand the Retail Enterprise model for increased revenue generation.

Promoting Positive Community Relations

**GOAL 2**

Increase promotional efforts that reward the customer and provide increased profitability.

Promoting community support initiatives.

**GOAL 3**

Increased training and development of employee base.

Inspiring Yukwatsístayn

**Contact**

MAIN CONTACT: Debra Powless

MAIN CONTACT TITLE: Retail General Manager

MAIN PHONE: 920-496-7000

MAIN EMAIL: dpowles2@oneidanation.org

MAIN WEBSITE: oneidanation.org

**Division Director/Direct Report Picture**

Please provide only high quality \*.jpg images



*Other Pictures that may be included in your section of the report*

Please provide only high quality \*.jpg images



# FY-2022 Semi-annual report template

For a **Direct Report** to the Oneida Business Committee

**Note: If you have other required reporting that must be included in the FY-2022 Semi-annual Report, please submit such reports along with this completed template. Thank you.**

[Click here to enter the Division/Office/Area name](#)

**Purpose:**

Big Bear Media is a consolidation of four departments; Oneida Printing, Mail Center, Tourism and Kalihwisaks. Our function is to provide marketing, print, mail, media services and events for the Oneida Nation.

**Departments in your Division/Office/Area (if applicable)**

Oneida Printing

[Click here to enter the Department name](#)

Oneida Mail Center

[Click here to enter the Department name](#)

Oneida Tourism

[Click here to enter the Department name](#)

Kalihwisaks

[Click here to enter the Department name](#)

[Click here to enter the Department name](#)

[Click here to enter the Department name](#)

**Budget**

**Funding Sources for FY-2022**

**TRIBAL CONTRIBUTION:**

*PRINT 73% Sales 27% TC  
MAIL CENTER 100%TC  
KALIHWISAKS: 99%TC / 1% ADS  
0*

**GRANTS:**

**OTHER SOURCES:**

Tourism 100% Room Tax Dollars

[Click here to enter name of other funding source](#)  
[Click here to enter name of other funding source](#)  
[Click here to enter name of other funding source](#)  
[Click here to enter name of other funding source](#)

[Click here to enter % of budget funded by other sources](#)  
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[Click here to enter % of budget funded by other sources](#)  
[Click here to enter % of budget funded by other sources](#)

Status as of 3/31/22

Total Budget: Print \$643,583, Mail \$1,231,240, Tourism \$444,727, Kalihwisaks \$160,291

Budget as of 3/31/22: Print Revenue \$314,291 Exp 321,791, Mail \$615,620 , Tourism \$222,367, Kali \$ 71,908

Expenditures as of 3/31/22: Print Exp (\$70,672), Mail \$243,206, Tourism \$ 148,324, Kali \$ 125.539

Variance Explanation: Print variance due to price increases and additional paper has been purchased due to mill shortages to ensure stock. Mail Center continues to process large quantities of mail but due to Covid-19 less postage has been used due to GTC. Tourism positive variance is due to large expenses for advertising/display projects will occur in the summer 2022. Kali \$56,361 variance is due to budgeting to low due to cover additional staff needs for new design print quality.

Employees

NUMBER OF EMPLOYEES TOTAL: 10 (DOWN FROM 18)

NUMBER OF EMPLOYEES WHO ARE ENROLLED ONEIDA: 10

Who we serve

Big Bear Media is a combination of services to market the Oneida Nation and includes; Oneida Tourism, the Print Shop, Mail Center and the Kalihwisaks. We serve internal departments, and external customers on various levels from print, tours, event, media services and mail services.

Update on up to Three (3) Strategic Goals for FY-2022

Please refer to your Annual Report submission for FY-2022 and provide an update on the Goals

GOAL 1

Operational Sustainability with limited staff. As all areas, Oneida Big Bear Media continues to forge ahead providing the best services possible to the Nation.

Improving Organizational Changes

Update on Goal: Reopening tours for the summer of 2022. In addition, refining the staffing model is the top priority as our focus to connectivity and training opportunities has emerged. This should be completed in Q3.

GOAL 2

Advancing On^yote?a.ka Principles is one of the cornerstones of Big Bear Media. This includes the development of the Amelia Cornelius Culture Park, tours, on-line media and historical documents and developing new media about Oneida culture & history.

Advancing On^yote?a.ka Principles

Update on Goal: \$2.6M obligated by OBC for ACCP.

**GOAL 3**

Advancing Forward Using Technology – With a smaller workforce, the need for new software and equipment will assist with production efficiencies.

Choose a Strategic Direction

Update on Goal: Funding has been obligated to create a digital storefront within Big Bear Media. This will streamline the print/media ordering process and alleviate stresses on employees from job duties once performed by a FTE pre-Covid.

**Contact**

MAIN CONTACT: Michelle Danforth-Anderson

MAIN CONTACT TITLE: Marketing & Tourism Director

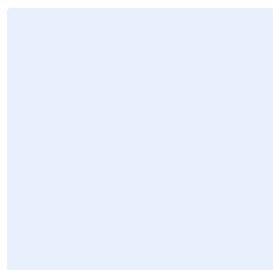
MAIN PHONE: 920-496-4006

MAIN EMAIL: mdanfor8@oneidanation.org

MAIN WEBSITE: Exploreoneida.com

***Division Director/Direct Report Picture***

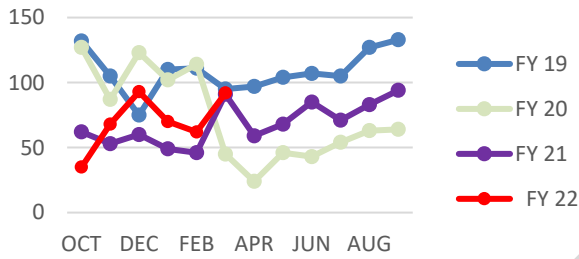
Please provide only high quality \*.jpg images



***Other Pictures that may be included in your section of the report***

Please provide only high quality \*.jpg images

### MONTHLY PRINT JOBS PROCESSED



### Oneida Pow Wow Returns in 2022

July 1-3, 2022  
Hope to see you there!

If you want to be blown away with the sounds and color of Native America, then the Oneida 4th of July Pow Wow is the place to be on July 1-3.

The Oneida Pow Wow grounds located at the Norbert Hill Center, N7210 Seminary Rd., Oneida, WI is nestled in the center of the Oneida reservation.

The outdoor event has a lot of space to spread out and enjoy the event. Dancers from across North America come to dance in many different styles of dance. There are plenty of food, craft, jewelry, and art vendors to peruse and enjoy.

www.ExploreOneida.com or Oneida Tourism on Facebook

### Mark Your Calendars!

**12-14 AUG** Woodland Indian Art Show & Market  
Woodland Indian Art Show & Market  
Oneida, WI 54992

**13 JULY** Oneida Nation Pow Wow  
Oneida Nation Pow Wow  
Oneida, WI 54992

For More Information  
Click on Facebook, @OneidaNation  
Or visit our website  
www.oneidanation.com

The safety of the Oneida and greater surrounding communities are paramount, safety protocols will be implemented, but we are excited for upcoming events later this summer!

Radisson GREEN LAY WINGATE BY WYNDHAM

## Kalihwisaks

She Looks for News • <https://oneida-nsn.gov/resources/kalihwisaks/> • Oneida, WI • December 1, 2021

### Sports betting underway at Oneida Casino

Legalized sports betting is underway in Wisconsin as the Oneida Nation becomes the first gaming operation in the state to feature their Oneida Casino SportsBook. Hundreds of spectators were on hand to witness the official ribbon-cutting ceremony at Oneida Casino by Sandra Brehmer and Alma Webster (affectionately known as the founding Bingo Queens of Oneida), Gaming Commissioner Mark A. Powless, Gaming General Manager Louise Cornelius, Bingo Queens Sandra Brehmer and Alma Webster, and Oneida Nation Vice Chairman Brandon Stevens and Chairman Tahasshi Hill cut the ribbon to officially kick off Sports Betting at Oneida Casino. (Right) Bingo Queens Sandra Brehmer places her first wager as Sports Betting gets underway at Oneida Casino.

By Christopher Johnson  
Kalihwisaks is a Reporter/Photographer  
cjohnson@oneidanation.org  
Kalihwisaks (920) 496-5632

Gaming General Manager Louise Cornelius, Oneida Nation Vice Chairman Brandon Stevens, and Oneida Nation Chairman Tahasshi Hill.

"As we know sports betting is surely nothing new in Wisconsin, but legal sports betting is," Stevens said. "Right now it is legal to offer this in 30 states. We are proud to be the first in the state and we will set the bar high for having the best operation in Wisconsin."

"We hope to provide an environment for our clientele that is clean and up to date with the best technology possible," Cornelius said. "We've partnered with International Gaming Technology to lead us forward in the industry and keep us number one."

At this time sports betting will only be offered at the main Oneida Casino located at 2040 Airport Drive in Oneida, directly across from Austin Strubbe International Airport. Hours of operation will be Sunday through Thursday from 10:00 a.m. until 1:00 p.m., Friday through Saturday from 10:00 a.m. until midnight, and during house games betting opens at 9:00 a.m.

Visit us on Facebook @Kalihwisaks

## KALIHWISAKS WISCONSIN

Your Oneida Nation Connection MARCH 23, 2022

### ONEIDA Bicentennial July 25-30, 2023 pg 3

### #NelsonStrong – Live Like Nelson

Members of the 2021 Oneida Nation Lacrosse Team: E-PE Dave Varibacki, Hunter Webster, Jordan Gerhart, Nelson Vancopki, Joseph Cornelius, Cheaks Jacobs.

Dear Nelson,  
It's hard to sum up your impact on your teammates, coaches and families, who have ultimately become part of the Oneida lacrosse family. We have all come together to share the meaningful time you spent with us. We are interwoven together forever, like the pocket of a lacrosse stick. No one should ever have to go through what you did. You faced some of the hardest most unimaginable circumstances and took them on with grace. Keep your head up and fought hard, exemplifying #NelsonStrong. For some, you were like a big brother, and for others a little brother. You taught us how to work harder and push ourselves to be better. Some of us, would have never played lacrosse and done well in school if it weren't for your inspiring nature, passion, and positivity.

You were a young solid dude who was cool, funny, loyal and cared deeply about your teammates. If you look up-sportsmanship, you'll see your picture.

Left: You were every coach's dream because you listened, you learned, you worked hard on and never handed off the field. You had a style and were our go-to guy when you played lacrosse.

Our Spirits are heavy for you and your family, but we are glad that you are no longer suffering from illness. So, while we are grieving you on earth, we know that you're up in the Creator's hand playing lacrosse with the best of them. We all agreed to play every game for you from now on. We thank you for being such a bright light on the field and sharing your spirit fire with us all. We will all aspire to face adversity with strength and grace that you had. Collectively, we will: Live Like Nelson.

Love,  
Your Lacrosse Family

Nelson "Nelly" James Vandell  
May 27, 2005 - March 13, 2022

CULTURE Pg 2 Traditional Weddings Return To The Oneida Longhouse

TALK BACK Pg 8 The COVID-19 Pandemic And What's Next - Michela Meyers

ELDERS VIDEOS Pg 9 Share Your Stories - Elder Interviews Return

# FY-2022 Semi-annual report template

For a **Direct Report** to the Oneida Business Committee

**Note: If you have other required reporting that must be included in the FY-2022 Semi-annual Report, please submit such reports along with this completed template. Thank you.**

## Oneida Comprehensive Health Division (OCHD)

### *Purpose:*

A responsive, sustainable health system that is positioned to respond to current and future health challenges and protects and promotes the holistic health and well-being of OUR Oneida Community.

### *Departments in your Division/Office/Area (if applicable)*

Oneida Community Health Center (OCHC)  
(Includes: Medical, Dental, Eye Care,  
WIC/Nutrition, Community Health Services  
(CHSD), Pharmacy)

Anna John Resident Centered Care Community  
(AJRCCC)

Employee Health Nursing

Oneida Behavioral Health

### *Budget*

#### **Funding Sources for FY-2022**

<i>TRIBAL CONTRIBUTION:</i>	8.7%
<i>GRANTS:</i>	1.87%
<i>OTHER SOURCES:</i>	
Indian Health Service (IHS)	51%
Ext Sales/3 <sup>rd</sup> Party/Other	38.5%

#### **Status as of 3/31/22**

Total Budget:	\$99,685,500
Budget as of 3/31/22:	\$49,842,704
Expenditures as of 3/31/22:	\$35,540,079

**Variance Explanation:** Consolidated Health Services Business Unit has its normal funding sources as well as the COVID-19 funding sources added into its annual budget amount. Consolidated Health does not have all its budgeted amounts entered so the variance comes from the fact that the budgets are not in the R&E.



**Employees**

<i>NUMBER OF EMPLOYEES TOTAL:</i>	332
<i>NUMBER OF EMPLOYEES WHO ARE ENROLLED ONEIDA:</i>	108

**Who we serve**

Oneida Membership, Oneida Descendants, members of other Federally Recognized Tribes, and Oneida Nation Employees

**Update on up to Three (3) Strategic Goals for FY-2022**

Please refer to your Annual Report submission for FY-2022 and provide an update on the Goals

**GOAL 1**

Engaging & Developing a Successful Workforce: Improve Human Resource Service to Meet the OCHD Needs of the Division; Promotion of Health Careers; Enhance Employee Engagement.

Inspiring YukwatsístayΛ

**Update on Goal:** At this time, our current employee count is at 332. Prior to Covid-19, we were at 362 employees. The implementation of the CMS Covid Vaccine Mandate impacted our staffing levels as well as the inability to fill vacant positions. We had a total of 9 positions impacted that are currently in the process of being posted and filled. With the onset of Covid-19 we have several positions throughout the Comprehensive Health Division (Division) that have become extremely difficult to recruit and fill. We are still short staffed in specific areas of the Division. Enhancing engagement and developing our workforce has continued to face some challenges throughout FY 2022, however we are continuing to look at various methods to engage our workforce and support their mental health needs during the pandemic. We continue to work on improving communication within the Division through enhancing employee engagement. We continue in our Incident Command Structure and have specific areas that continue to work on Staff Enhancement as well as communication. Our next Town Hall Teams meeting with all staff is scheduled for May 18, 2022. In addition, increased opportunities for student internships and clinical rotations for all health careers are being considered on a case-by-case basis due to Covid concerns. The Comprehensive Health Division's Executive Management Team meets with the Human Resource Department on a quarterly basis. The Division Compensation Analysis was rolled out to most positions on January 16, 2022. We still have a few positions remaining that we are working with HRD to resolve. Enhancement of our workforce allows Health care to be provided to the Oneida Nation and to meet our requirements to the Indian Health Services by providing our required programs, services, functions, and areas in accordance with our Multi-year Funding Agreement with the Department of Health and Human Services/Indian Health Services.

**GOAL 2**

Revitalizing Values-Driven Leadership

Improving Organizational Changes

**Update on Goal:** All areas of Division to complete Strategic Plans to align with OCHD. Community Health recently completed their update to their Strategic Plan to align with the OCHD Strategic Plan. The Executive Management Team is in the process of updating the Division Strategic Plan and is collecting data from all of the areas within the Division for input. This includes OCHC, Employee Health Nursing, Community Health, Behavioral Health, AJRCCC to name a few. All the areas continue to work on the development of their Strategic plans. The Comprehensive Health Division's Communication



Philosophy is the belief that all forms of communication are timely, complete, concise, considerate, clear, and honest. The OCHD team continues their work on the development of an integrated comprehensive Health campus concept to expand services and the footprint of the existing OCHC. The Operations Analyst is finalizing the tracking of Covid and ARPA funds and then will begin rolling out the Strategic Plan, working this into the Budget process as we prepare for FY 2023 budgets. OCHD staff were invited along with Chairman Hill to attend the Thank You Tour sponsored by the Department of Health Services with Secretary of Health Karen Timberlake. OCHD received a certificate of Commendation for their efforts with the State and partnerships with Brown County, the City of De Pere and Prevea Health during the Covid Pandemic. The OCHD Team will continue to utilize the OCHD Strategic Plan to prioritize their decision making. OCHD plans to host quarterly Town Hall virtual meetings with OCHD staff to help to increase communication throughout the Division.

### GOAL 3

Analyzing & Improving Health Technology: Improve Information Technology Services to meet OCHD Needs.

Improving Organizational Changes

**Update on Goal:** The implementation of the Electronic Health Record (EHR) has accomplished optimization over the 2nd quarter - FY 22. Population Health Management project continues. Government Performance and Results Act/Indian Health Services (GPRA/IHS) exports & Tribal Opiate Response (TOR) grant reporting continues. Encouragement of the Patient Portal adoption to the community continues. We have continued to send out surveys to patients; however, since our service delivery has changed, we are in the process of making appropriate upgrades to obtain the most actionable information from our patients. The Project Charter has been completed for a new lab system to replace DSM. In process of upgrading Radiology mammography machine from 2D to 3D imaging. Upgrading the Pharmacy Interactive Voice Response (IVR) process to a cloud-based service. We continue to add programs for Population Health Management (Care Manager and Central Worklist). Thus far, the following programs have been implemented; Pre-Visit - Chart Prep, Diabetes Care Coordination, and Primary Care Integration on the Medical side, Integrated Recovery Support Services, Medication Management, residential referrals, 3 chart status reviews and Safe Care Pathway on the Behavioral Health side. Work continues to be done to convert Health Promotion/Disease Prevention (HPDP) from an Access database to AthenaPractice Electronic Medical Record (EMR). A Telehealth Solution was selected and, we are currently working on an implementation plan. Implementation of Document Management is still in the testing phase, Go-live date to be determined. Provider Flow a secure digital faxing solution is in the testing phase to determine workflow changes, this will replace Biscom which is at the end of life. The Medical and Behavioral Health Teams are waiting to be onboarded to WI State Health Information Network (WISHIN). DocuSign has been implemented for electronic signatures. PolicyStat SOP management software is being implemented, Go-live date to be determined. IntelligentContracts contract management solution was also kicked off and is being implemented. Working on the Request For Proposal (RFP) process for a Credentialing Software Solution for Healthcare. Working on the RFP process for an Inventory Software solution for OCHD. Working on RFP process to replace the Encore System for Purchased/ Referred Care. Accepted by IHS to onboard for the Catastrophic Health Emergency Fund (CHEF) Online Process. Working on a secured connection for data transmission to IHS. Continue to improve disaster recovery preparedness by doing departmental data recovery drills. The Nurse Call System for AJRCCC upgrade has been completed. Optimizing Technology allows the Division to provide updated information of the areas, assists in developing OCHD reports and provides the Executive Management Team the ability to address any issues/concerns pro-actively. We track customer feedback to continually monitor where there may be trends that need to be addressed and/or improved based upon the customer feedback. We will continue to monitor and track where improvements need to be made to continue to improve the quality of patient care. Improving efficiencies with revised workflows, a Medical Triage Software is being reviewed to further improve workflows.

### **Contact**

MAIN CONTACT: Debra J. Danforth, RN, BSN, and Dr. Jay Kennard

MAIN CONTACT TITLE: Operations Director and Interim Medical Director

MAIN PHONE: 920-869-2711

MAIN EMAIL: [DDANFORTH@ONEIDANATION.ORG](mailto:DDANFORTH@ONEIDANATION.ORG) or [JKENNARD@ONEIDANATION.ORG](mailto:JKENNARD@ONEIDANATION.ORG)

MAIN WEBSITE: <https://oneida-nsn.gov/resources/health>

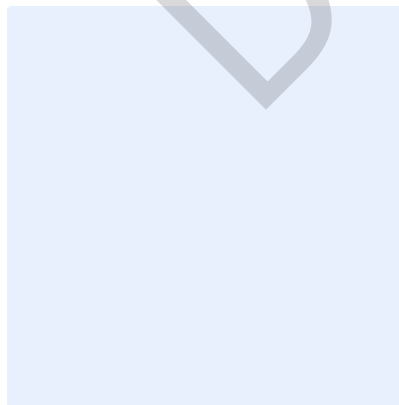
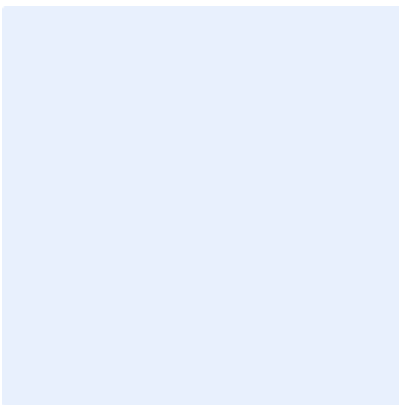
**Division Director/Direct Report Picture**

Please provide only high quality \*.jpg images



**Other Pictures that may be included in your section of the report**

Please provide only high quality \*.jpg images



# FY-2022 Semi-annual report template

For a **Direct Report** to the Oneida Business Committee

**Note: If you have other required reporting that must be included in the FY-2022 Semi-annual Report, please submit such reports along with this completed template. Thank you.**

## Comprehensive Housing Division

**Purpose:**

To provide safe and affordable housing opportunities to enrolled Oneida Tribal Members within the reservation boundaries. This is achieved through services such as new housing development and neighborhoods, maintenance, mortgages, income-based housing and community outreach by our dedicated and knowledgeable staff.

**Departments in your Division/Office/Area (if applicable)**

Residential Finance

Rehabilitation and Modernization

Resident Services

Residential Sales

Maintenance

Residential Leasing

Residential Development

[Click here to enter the Department name](#)

Community Outreach

[Click here to enter the Department name](#)

**Budget**

**Funding Sources for FY-2022**

TRIBAL CONTRIBUTION:

12%

GRANTS:

70%

OTHER SOURCES:

19%

PROGRAM INCOME (RENTAL AND INVESTMENT INCOME)

- [Click here to enter name of other funding source](#)
- [Click here to enter name of other funding source](#)
- [Click here to enter name of other funding source](#)
- [Click here to enter name of other funding source](#)

- [Click here to enter % of budget funded by other sources](#)
- [Click here to enter % of budget funded by other sources](#)
- [Click here to enter % of budget funded by other sources](#)
- [Click here to enter % of budget funded by other sources](#)

**Status as of 3/31/22**

Total Budget: \$12,074,258.00

Budget as of 3/31/22: \$6,037,124.00

Expenditures as of 3/31/22: \$3,771,677.00

Variance Explanation: The majority of the variance is from the HUD budget in the sub-contract expense line. There are on-going construction projects that will be completed and invoiced in the next several months.

### Employees

NUMBER OF EMPLOYEES TOTAL: 47

NUMBER OF EMPLOYEES WHO ARE ENROLLED ONEIDA: 43

### Who we serve

Comprehensive Housing serves Oneida Nation members seeking Housing and those living in Housing units owned by the Nation. They also provide individual homeowners services by processing their land leases and mortgages.

### Update on up to Three (3) Strategic Goals for FY-2022

Please refer to your Annual Report submission for FY-2022 and provide an update on the Goals

#### GOAL 1

Increase housing opportunities in FY 2022 to include new development, Home Building Opportunity and Home Independent Purchase.

Inspiring Yukwatsístayn

Elder Village Phase III - Was completed and occupied, 8 cottages consisting of both 1-bedroom and 2-bedroom units. Landscaping with be completed this spring.

Elder Village Phase IV – The design phase is complete, and the project is out for bid. This consists of the construction of 6 additional one- and two-bedroom cottages.

Townhome Apartments – This project is currently in the design phase; the project will construct four, 4-unit (2-bedroom) Townhomes on Metoxen Lane.

Bread Creek Village Infrastructure project yielded 25 buildable lots, Green Valley Infrastructure yielded 4 buildable lots. The Home Building Opportunity (HBO) Program advertised 12 of 29 vacant lots and will be advertising the remaining lots in the end of FY 2022. Additionally, implemented the updated and improved Home Independent Purchase Program (HIP)

Contributed over \$800,000 of IHBG/CARES Grant to the renovation of a tribally owned building on Hutson Road, to make possible the Safe Shelter for homeless

#### GOAL 2

Stabilize Organizationally

Improving Organizational Changes

Reposition as a division by separating from DPW, which Comprehensive Housing Division was placed under since early 2020.

Under the direction of the General Manager Identify and hire director.

Director focus on CHD organizational restructuring.

**GOAL 3**

Adapting and evolving from the restrictions of the pandemic while continually promoting a positive community connection

Promoting Positive Community Relations

Increased connectivity with: community, applicants, tenants, lessee, and homebuyers through alternative methods for communicating and processing applicable paperwork to provide housing and homeownership needs

Informational outreach through various media sources such as social media, CHD website, etc.

Adapting to the paradigm shift of in person interaction to virtual conferencing i.e. telecommuting and Teams mtgs with vendors, employee and interagency

Responsible reopening of the community outreach centers and Comprehensive Housing main office

**Contact**

MAIN CONTACT: Lisa Rauschenbach

MAIN CONTACT TITLE: Comprehensive Housing Division Director

MAIN PHONE: 920-869-2227

MAIN EMAIL: lrausche@oneidanation.org

MAIN WEBSITE: <https://oneida-nsn.gov/resources/housing/>

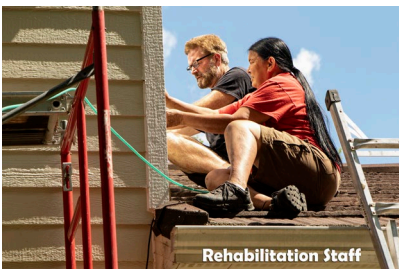
**Division Director/Direct Report Picture**

Please provide only high quality \*.jpg images



**Other Pictures that may be included in your section of the report**

Please provide only high quality \*.jpg images



# FY-2022 Semi-annual report template

For a **Direct Report** to the Oneida Business Committee

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## General Manager/Digital Technology Services

### *Purpose:*

Digital Technology Services (DTS) provides innovative service solutions and leadership that drives growth and success of the Oneida Nation. DTS will relentlessly drive value to Oneida Nation Business Units through unprecedented innovation with sustainable and secure technology. DTS provides support of Operations to enable and progress Nations top initiatives and projects and building business partnerships that support improved operations while reducing risks. DTS will develop strong technology Leadership to support our Nations' long-term goals of supporting our Sovereignty and Tribal Members.

### *Departments in your Division/Office/Area (if applicable)*

DTS Administration

Digital Gaming Services

Digital Infrastructure/Network Services

Digital Solutions/Application Services

Digital Services/Desktop Support

Digital Security/Information Security

### **Budget**

#### **Funding Sources for FY-2022**

TRIBAL CONTRIBUTION: 70%

GRANTS: 30%

OTHER SOURCES:

*DTS BUDGET SUPPORTED BY HIS FUNDING AND GAMING  
CONTRA ACCOUNTS*



**Status as of 3/31/22**

Total Budget:	8,231,797
Budget as of 3/31/22:	4,115,893
Expenditures as of 3/31/22:	2,511,937

Variance Explanation: Increase in Labor costs due to changing market conditions, adaption of newer technology knowledge

**Employees**

<i>NUMBER OF EMPLOYEES TOTAL:</i>	<i>52</i>
<i>NUMBER OF EMPLOYEES WHO ARE ENROLLED ONEIDA:</i>	<i>21</i>

**Who we serve**

The DTS Department exists to directly service all Oneida Nation Business Units and employees with their digital technology needs and indirectly services all Oneida Nation tribal members through the support of technology and technology related services.

**Update on up to Three (3) Strategic Goals for FY-2022**

Please refer to your Annual Report submission for FY-2022 and provide an update on the Goals

**GOAL 1**

Key Initiative #1 - Digital Transformation – Enable a ‘Digital First’ strategy by systematically transforming paper based and manual processes to digitized and automated processes to provide more efficiency and reduction of costs in our operations.

Improving Organizational Changes

Update on Goal: A first phase step towards Digital Transformation has been started within the DTS department to evaluate and organize our processes and workflows to develop working models and Standard Operating Procedures (SOPs) that other Business Units can utilize.

**GOAL 2**



Key Initiative #2 – Cloud Migration – For the purpose of modernizing and increasing security and resiliency in our technology operations, migrating our applications and workflows to the Cloud will enable more streamlined provisioning and application development as well as disaster recovery and business continuity.

Encouraging Tsi?niyukwalihoT^

Update on Goal: Working with Microsoft DTS has held a ‘Cloud Adoption Framework’ Executive Briefing Session to understand what is required for evaluating our current applications and processes that can be migrated to the Cloud. Approximately 25% of the Nations’ applications are already Cloud based.

**GOAL 3**

Key Initiative #3 – Data Governance – The Oneida Nation’s data is one of the most important assets in sustaining and preserving our culture, language, land, government, and our identity. Creating a strategy and execution plan about how to manage our data for ease of access and manageability is essential for our future.

Exercising Sovereignty

Update on Goal: A data and document management standards initiative has been started and in-progress within DTS to evaluate and place our data within specific digital repositories that enable safe and secure locations. The data and document standards are the foundation of creating a Data Governance strategy and will become a Standard Operating Procedure for other Business Units.

**Contact**

MAIN CONTACT: Dr. Shane Archiquette  
MAIN CONTACT TITLE: Chief Information Officer  
MAIN PHONE: +1-949-516-1110  
MAIN EMAIL: sarchiq3@oneidanation.org  
MAIN WEBSITE: <https://oneida-nsn.gov>

**Division Director/Direct Report Picture**

Please provide only high quality \*.jpg images

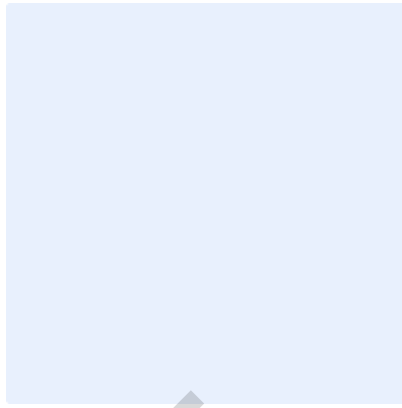
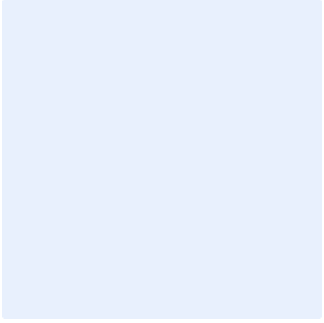


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*Other Pictures that may be included in your section of the report*

Please provide only high quality \*.jpg images





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## Education & Training Area

**Purpose:**

Building a strong Nation by providing and promoting quality education and training opportunities for all tribal members.

**Departments in your Division/Office/Area (if applicable)**

Child Care

Vocational Rehabilitation Services

Early Intervention

Higher Education

Head Start/Early Head Start

Education & Training Administration

Youth Enrichment Services (Y.E.S.)

**Budget**

**Funding Sources for FY-2022**

TRIBAL CONTRIBUTION: \$12,462,889 78%

GRANTS: \$3,323,990 21%

OTHER SOURCES: \$225,969 1%

**SALES/GOODS AND SERVICES**

Click here to enter name of other funding source  
 Click here to enter name of other funding source  
 Click here to enter name of other funding source

Click here to enter % of budget funded by other sources  
 Click here to enter % of budget funded by other sources  
 Click here to enter % of budget funded by other sources

**Status as of 3/31/22**

Total Budget: \$16,012,848

Budget as of 3/31/22: \$8,443,004

Expenditures as of 3/31/22: \$7,905,443

Variance Explanation: Positive variance is due to personnel and personnel related expenses for vacant positions.

**Employees**

<i>NUMBER OF EMPLOYEES TOTAL:</i>	<i>60</i>
<i>NUMBER OF EMPLOYEES WHO ARE ENROLLED ONEIDA:</i>	<i>36</i>

**Who we serve**

The Education & Training Area serves Oneida community members of all ages, infant through adults.

**Update on up to Three (3) Strategic Goals for FY-2022**

Please refer to your Annual Report submission for FY-2022 and provide an update on the Goals

**GOAL 1**

Build Core Capability to Promote Customer Focus – understand customers educational barriers and develop responsive programming to meeting customer needs.

Advancing On^yote?a.ka Principles

Update on Goal: Airport Road Child Care Center currently provides quality child care services to 31 children. Child Care has recently acquired new software to help childcare providers track, measure, and evaluate learning and developmental progress for children attending the center. Additionally, staff will begin to use digital communication to share updates and children's progress with parents who have children at the Center. Child Care continues to update staffing levels with the goal of opening a few more classrooms. Oneida Head Start/Early Head Start currently provides services to promote school readiness of infants, toddlers, and pre-school aged children for families with low income. Services include early learning and development, health, family well-being for 191 children in the first half of this year in 4 classrooms located at Norbert Hill Center and Three Sisters. 354 Home visits were conducted through Early Head Start. 57 EHS children participated in group socializations as well. Early Intervention served 76 students the first 6 months and provided 2,024 therapy and evaluation sessions. Quarterly early intervention related evaluations are conducted while schools are in session. Youth Enrichment Services staff have met with or monitored the progress of an average of 400 students during this time, with an average of 3,000 contacts per month. For this reporting period, 80% of the 51 YES eligible seniors are on track to graduate. Five (5) of those seniors have already graduated. Many of the seniors not on track to graduate are working with their school's resource staff or participating in alternative school programming. Oneida Higher Education scholarship is funding 408 tribal members and the Student Relief Fund is funding 114. Vocational Rehabilitation acquired a new grant in this current fiscal year for a five-year term. The program is being developed to primarily focus on transition students which includes teens in middle and high school that have individual education plans.

**GOAL 2**

Build Internal Core-Capability of Education & Training (E&T) Team Members by creating a team of qualified, engaged leaders within the Area. Promote E&T employee training and development opportunities that match with the Area's mission and goals. Develop and implement long-term workforce plans for the area which includes the development of succession plans for key leadership positions.

## Improving Organizational Changes

Update on Goal: Education & Training Administration identifies the need to have a qualified team of professionals that specialize in education for early childhood, school-aged children, children with special needs, young adult/adult vocational rehabilitation, and post-secondary counseling in key leadership jobs. To ensure the leadership team is well-qualified, plans are being developed for training and development opportunities to support current staff to improve their job-related skills and abilities. Short and long-range strategic workforce plans are 75% completed for all E&T programs. These plans identify talent and workforce needs for the program to be successful in providing services to the Oneida community. Additionally, a succession plan is currently being crafted that will identify how to fill key leadership jobs in the future as current employees retire.

**Contact**

MAIN CONTACT: Jacqueline Smith

MAIN CONTACT TITLE: Area Manager, Education & Training

MAIN PHONE: 920-869-4037

MAIN EMAIL: [jsmith@oneidanation.org](mailto:jsmith@oneidanation.org)

***Division Director/Direct Report Picture***

Please provide only high quality \*.jpg images



*Other Pictures that may be included in your section of the report*

Please provide only high quality \*.jpg images



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# FY-2022 Semi-annual report template

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## Environmental, Health, Safety, Land & Agriculture

**Purpose:**

We provide quality, professional services to reclaim the land and to restore and protect the environment for the people of our Nation.

**Departments in your Division/Office/Area (if applicable)**

Food and Agriculture Area

Environmental, Health & Safety Area

Land Management/Conservation Area

**Budget**

**Funding Sources for FY-2022**

TRIBAL CONTRIBUTION:	0%
GRANTS:	19%
OTHER SOURCES: LOSS REVENUE	11%
SALES & INTER/INTRA SALES, GOV SUBSIDY, INSURANCE REV., ENTERPRISE CONT REV., SPACE RENT, INTRA SAME SPACE RENT, LAND LEASE OTHER INCOME, CAP EX, PLOT PURCHASE & GRAVE MARKING	70%

**Status as of 3/31/22**

Total Budget:	\$8,956,343
Budget as of 3/31/22:	\$6,281,286
Expenditures as of 3/31/22:	\$5,456,431



Variance Explanation: Due to Covid we did not budget for the Oneida Lake Expenditures and some of the projects that were budgeted for will be completed this summer.

### Employees

NUMBER OF EMPLOYEES TOTAL: 46

NUMBER OF EMPLOYEES WHO ARE ENROLLED ONEIDA: 30

### Who we serve

We provide direct services to the Oneida Nation, the surrounding community, and enrolled members to protect, restore and enhance human health, the environment, and natural resources.

### Update on up to Three (3) Strategic Goals for FY-2022

Please refer to your Annual Report submission for FY-2022 and provide an update on the Goals

#### GOAL 1

Implement the Oneida Nation Food Sovereignty Strategic Plan using action planning tools to identify areas needed for the outcomes of each objective, identify responsible staff, and create timelines to complete objectives.

Advancing On^yote?a.ka Principles

Update on Goal: The Food and Agriculture Area includes the Oneida Nation Farm, Tsyunhehkwa, Oneida Cannery, OCIFS, and the Oneida Nation Orchard. These areas have been working on action items to meet the goals detailed in the strategic plan. Staff members from each area will be participating in group practical visioning meetings scheduled to start in May 2022. The goal of the meetings is to collaboratively create an area vision and mission and formalize the action plans by determining what each department will do to meet the goals and objectives of the strategic plan. The process has started to have Business/Operation Plans completed in FY 2022 for the Oneida Nation Farm, Tsyunhehkwa, and the Oneida Nation Orchard using the strategic plan as direction. An Operation Plan has already been completed for the Oneida Cannery.

#### GOAL 2

Manage and restore land and natural resources, including but not limited to, land protection, sustainable forestry management, water quality, and plant and animal resource management. As stated in the Oneida Nation Rights of Nature Proclamation, it is our responsibility to defend and speak for those things that cannot speak for themselves.

Encouraging Tsi?niyukwalihoT^

Update on Goal: The Departments working on this goal include, Eco-Services, Environmental Quality, and Conservation. Some of the projects worked on in the first half of FY 2022 are as follows: Planted 33 trees along Silver Creek, worked with the BIA on prairie burns, prepared for the Oneida Lake opening on May 20, 2022, the Natural Resources area completed hazardous tree work at 28 properties, the number of trees removed from each site ranged from 1 tree to 9 trees, wood turtle and bird monitoring studies and habitat enhancement continues, 500 pounds of minnows stocked in Oneida

Lake, 927 gun deer hunting tags issued, 233 deer harvested from August 2021 to January 2022, 54 Spring turkey licenses issued, 50 turkeys harvested, 13 fishing only licenses issued, Elder wood delivery: 150 loads of wood split, 140 loads delivered, 10 loads picked up, Funeral Burn Wood: 40 loans delivered, 6 loads picked up.

**GOAL 3**

Acquire and manage Oneida Nation land for the benefit of the community.

Exercising Sovereignty

Update on Goal: The Land Management area oversees the work on this goal. Some of the highlights in the first half of FY 2022 are as follows: 7 properties went into trust, 5.66 acres were purchased, process for culvert replacement on Duck Creek Trail was started, provided 29 new property acquisitions and/or updates to the Oneida Land Commission, processed 10 service line, land use, or easement requests, worked on 12 commercial leases which includes new leases and/or updates, worked on 12 probate files, 23 plots sold and 4 burials (plot markings) at the Oneida Nation Sacred Burial Grounds.

**Contact**

MAIN CONTACT: Nicole Rommel  
MAIN CONTACT TITLE: EHSLA Division Director  
MAIN PHONE: (920)869-4590  
MAIN EMAIL: nrommel@oneidanation.org  
MAIN WEBSITE: <https://oneida-nsn.gov/resources/environmental>

***Division Director/Direct Report Picture***

Please provide only high quality \*.jpg images

***Other Pictures that may be included in your section of the report***

Please provide only high quality \*.jpg images



Stocking minnows in Oneida Lake



Replacement culvert for the Duck Creek Trail



Tobacco plants at Tsyunhehkwá



Oneida Lake

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## Governmental Services Division

### *Purpose:*

Governmental Services Division assists community members to become healthy and self-sufficient while providing excellent customer service. Vision: An engaged and empowered healthy community built on Tsi?Niyukwaliho T^ instilled with respect, education, and self-awareness. Mission: To provide holistic services to ensure the needs of individuals and families are being met while encouraging involvement and self-sufficiency through our Core Values to support the overall wellbeing of our community.

### *Departments in your Division/Office/Area (if applicable)*

Aging and Disability Services

Child Support

Cultural Heritage (includes: Arts, Museum, and Library)

Economic Support (includes: CEC, WIOA, and Community Support)

Oneida Family Fitness (includes: Experiential Education/Outdoor Adventure)

Family Services

Food Distribution (includes: Oneida Emergency Food Pantry)

Recreation

Southeastern Oneida Tribal Services (SEOTS)

Public Transit

Veteran Services

### *Budget*

#### **Funding Sources for FY-2022**

TRIBAL CONTRIBUTION: 29.5%

GRANTS: 70.5%

OTHER SOURCES:

**Status as of 3/31/22**

Total Budget: \$19,300,156 (TC - \$5,695,686, Grant - \$13,640,470)

Budget as of 3/31/22: \$6,069,029 (TC - (\$456,861), Grant - \$8,561,890)

Expenditures as of 3/31/22: \$13,231,127 (TC - \$8,152,547, Grant - \$5,078,580)

Variance Explanation: There is a significant negative variance in tribal contribution due to the GWA payments coming out of Community Support Funds that were not part of the budget. The cost to distribute GWA (including operations) was \$4,955,704. Without the GWA, there is a positive variance of \$11,024,733. The positive variance is due to difficulties in hiring both TC and grant funded positions and receiving extra funding through ARPA.

**Employees**

NUMBER OF EMPLOYEES TOTAL: 145

NUMBER OF EMPLOYEES WHO ARE ENROLLED ONEIDA: 100

**Who we serve**

All of Governmental Services Division serves Oneida enrolled and descendants. There are several programs/services that may allow funding to serve other native, general public, etc.

**Update on up to Three (3) Strategic Goals for FY-2022**

Please refer to your Annual Report submission for FY-2022 and provide an update on the Goals

**GOAL 1**

Enhance cultural competence by implementing a cultural awareness standard operating procedure and begin education/training to employees.

Inspiring YukwatsístayΛ

Update on Goal: A team under the General Manager was created to revise Cultural Awareness training that was developed by Comprehensive Health Division and Cultural Heritage. The team is meeting monthly and plans to have the training available to all employees effective January 1, 2023.

**GOAL 2**

Implement assessment of services and gain customer feedback.



Promoting Positive Community Relations

Update on Goal: Governmental Services Leadership Team has revised the Customer Service standard operating procedure, provided training to all employees, and is developing a standard for assessing customer service throughout the Division.

**GOAL 3**

All Governmental Services departments will conduct a Quality Improvement Study.

Improving Organizational Changes

Update on Goal: All Governmental Services Departments are collecting data within their departments using a Performance Management system. At the end of this fiscal year, the outcomes will be used to determine what areas will conduct a Quality Improvement Study. Beginning next fiscal year, all data collection will be a part of this system.

**Contact**

- MAIN CONTACT: Tina Jorgensen, MS, RDN
- MAIN CONTACT TITLE: Governmental Services Division Director
- MAIN PHONE: 920-490-3904
- MAIN EMAIL: [tjorgens@oneidanation.org](mailto:tjorgens@oneidanation.org)
- MAIN WEBSITE: <https://oneida-nsn.gov/divisions/governmental-services/>

**Division Director/Direct Report Picture**

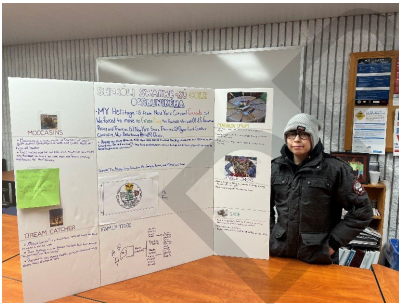
Please provide only high quality \*.jpg images



RECREATION STAFF TOOK YOUTH PARTICIPANT ON A COLLEGE TOUR.

**Other Pictures that may be included in your section of the report**

**Please provide only high quality \*.jpg images**



Recreation staff helped youth with homework on a project.



Food Distribution's Store Concept.



SEOTS food giveaway.



Family Services Event – Families Strengthening

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## Tribal Action Plan – General Manager Administration

**Purpose:** The Tribal Action Plan (TAP) staff are to create awareness of the Drug Epidemic within the Oneida Nation community. TAP is responsible to lead the deliverables of the Tribal Action Plan. TAP also provides administrative support to the Tribal Coordinating Committee (TCC) in the design, planning, implementation and monitoring of the Tribal Action Plan. TAP staff also provides outreach and serves as a resource at community and organizational events. TAP also collaborates with other tribal departments to ensure the alignment of the TAP Goals and objectives are being worked on.

### Departments in your Division/Office/Area (if applicable)

N/A

### Budget

#### Funding Sources for FY-2022

TRIBAL CONTRIBUTION:	0%
GRANTS:	100%
OTHER SOURCES:	
N/A	

#### Status as of 3/31/22

Total Budget:	\$464,280.00
Budget as of 3/31/22:	\$214,738.02
Expenditures as of 3/31/22:	\$249,541.98

Variance Explanation: There is a positive variance. \$134,760.00 was set aside for Medically Assisted Treatment Services. We were not able to meet with an outside agency until later in the year to discuss contracting these services out. \$79,978.02 was

set aside to be used for events, activities throughout the year. For most of the year, we were not able to have in person events due to Covid – 19 restrictions.

**Employees**

NUMBER OF EMPLOYEES TOTAL: 3

NUMBER OF EMPLOYEES WHO ARE ENROLLED ONEIDA: 3

**Who we serve**

Our goal is to reach out to the whole community that is within reservation boundaries. This number is roughly around 4,616. We also try to reach those community members who live in both brown and Outagamie county through social media.

**Update on up to Three (3) Strategic Goals for FY-2022**

Please refer to your Annual Report submission for FY-2022 and provide an update on the Goals

**GOAL 1**

To come up with a communication plan for TAP that we can follow throughout the year. To make sure we are following the objectives of Goal 1 of the TAP.

Encouraging TsiṽniyukwalihoT^

Update on Goal: The TAP specialist and the TAP Administrative Assistant worked together to come up with a communication plan. TAP staff presented this communication plan at the March Tribal Coordinating Committee meeting. TAP staff will be bringing this to the next Quality of Life meeting in May.

**GOAL 2**

To make sure TAP is collaborating with other departments within the organization to assist with events, activities and to promote their resources to the community.

Promoting Positive Community Relations

Update on Goal: TAP started to have monthly presentations for both the recreation youth and adults beginning in November 2021. TAP has also incorporated having cultural activities to be a part of the presentation. Examples of presentations held are Drug awareness, Drug Identification, Harm Reduction, and vaping.

**GOAL 3**

Develop midrange and long-term objectives for the Tribal Action Plan with each objective subcommittee.

Improving Organizational Changes

Choose a Strategic Direction

Update on Goal: TAP staff started to have the subcommittees update the items under the Goals and Objectives for each subcommittee for year 2. These items are things that can be worked towards for the second year.

**Contact**

MAIN CONTACT: Renita Hernandez

MAIN CONTACT TITLE: Tribal Action Plan Manager

MAIN PHONE: 920-490-3796

MAIN EMAIL: [rhernan1@oneidanation.org](mailto:rhernan1@oneidanation.org)

MAIN WEBSITE: [Oneida Nation | Tribal Action Plan \(oneida-nsn.gov\)](http://Oneida Nation | Tribal Action Plan (oneida-nsn.gov))

**Other Pictures that may be included in your section of the report**

Please provide only high quality \*.jpg images



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## Internal Services Division/Grants Office

### *Purpose:*

The *Internal Services Division* is a support service that creates synergies between Oneida Nation’s programs and departments. Through information technology, sustainable development, and by driving organizational efficiencies, we create a collaborative learning organization that maximizes resources to build a nation of strong families. The mission of the *Oneida Grants Office* is to ensure that the Oneida Tribe maximizes external forms of revenue to meet the needs of the Oneida Community as stated in the National Priorities.

### **Departments in your Division/Office/Area (if applicable)**

Grants Office

[Click here to enter the Department name](#)

[Click here to enter the Department name](#)

[Click here to enter the Department name](#)

[Click here to enter the Department name](#)

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[Click here to enter the Department name](#)

[Click here to enter the Department name](#)

### **Budget**

#### **Funding Sources for FY-2022**

TRIBAL CONTRIBUTION:

100%

GRANTS:

0%

[Click here to enter name of other funding source](#)  
[Click here to enter name of other funding source](#)  
[Click here to enter name of other funding source](#)  
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[Click here to enter % of budget funded by other sources](#)  
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**Status as of 3/31/22**

Total Budget:	FY2022 - \$333,689
Budget as of 3/31/22:	\$231,219.34
Expenditures as of 3/31/22:	As of 3/31/22 = \$102,469.66

Variance Explanation: None

**Employees**

NUMBER OF EMPLOYEES TOTAL:	3
NUMBER OF EMPLOYEES WHO ARE ENROLLED ONEIDA:	2

**Who we serve**

Grants provides opportunities to bring in grant funded positions and services to the community, minimizing our essential services impacts, and directly lessen the burden of tribal contribution for services that are needed by the community and necessary for self-governance and sovereignty. Grants also help improve the life of our community members by providing services and amenities that they would otherwise not be privy to.

**Update on up to Three (3) Strategic Goals for FY-2022**

Please refer to your Annual Report submission for FY-2022 and provide an update on the Goals

**GOAL 1**

Our goal was to enhance tribal services with external grant funding of \$5 million dollars per year from our grant writing efforts. These grant dollars bring an increase in services provided to community members, as well as additional grand-funded job opportunities for the nation.

Encouraging Tsi?niyukwalihoT^

**Update on Goal:** As of the end of April we have assisted with \$13,812, 128.00 in grant dollars that will provide a wide array of services to our organization and membership. This far exceeds our yearly goal.

**GOAL 2**

Goal 2 was to increase program staff's knowledge by providing grants training to programs/departments in need.

Advancing On^yote?a.ka Principles

**Update on Goal:** Again, due to cut in staff and significant increase in grant activity due to Covid-ARPs, we have not had the staff time to provide any training sessions. We have been working with staff on a need-to-know basis as we work through the grant process.

**GOAL 3**

Provide administrative and fundraising support to the Oneida Youth Leadership Institute (OYLI), a 7871 charitable organization of the Oneida Nation.

Promoting Positive Community Relations

**Update on Goal:** Due to the pandemic and with members having regular fulltime jobs and workloads increasing greatly during this past year, it has been hard to come together. With our workloads slowly returning to somewhat normal duties, we can start to meet again.

**Contact**

MAIN CONTACT: Cheryl Stevens  
MAIN CONTACT TITLE: Manager  
MAIN PHONE: 920-496-7331  
MAIN EMAIL: cstevens@oneidation.org  
MAIN WEBSITE: oneidation.org

**Division Director/Direct Report Picture**

Please provide only high quality \*.jpg images





Other Pictures that may be included in your section of the report

Please provide only high quality \*.jpg images



Oneida Early Headstart/Early Headstart Grant



Phase 2 Oneida Lake improvement - BIA Great Lakes Restoration Initiative

# FY-2022 Semi-annual report template

For a **Direct Report** to the Oneida Business Committee

**Note: If you have other required reporting that must be included in the FY-2022 Semi-annual Report, please submit such reports along with this completed template. Thank you.**

[Click here to enter the Division/Office/Area name](#)

**Purpose:** DPW provides essential services in a safe, efficient, and cost-saving manner through its skilled and dedicated employees. DPW designs, constructs, maintains, and operates the Oneida Nation’s public infrastructure in a manner that respects the environment, asserts sovereignty, and preserves our resources for future generations.

**Departments in your Division/Office/Area (if applicable)**

Groundskeeping and Parks

Utilities

Indian Preference

Engineering

Tribal Transportation

Plumbing Wells & Septic

Facilities and Custodial

Automotive and Fleet Management

Zoning

Community Development/GIS/Planning

**Budget**

**Funding Sources for FY-2022**

TRIBAL CONTRIBUTION:

GRANTS:

OTHER SOURCES:

- BIA - TRIBAL TRANSPORTATION - ROADS
- IHS – Self-Governance - Wells/Septic and Parks
- BIE – Turtle School Custodial & Maintenance
- IHS – Health Center Custodial & Maintenance

100

0

- 7%
- Less than 1%
- Reported in Turtle School Budget
- Reported in Health Center Budget



Status as of 3/31/22

Total Budget:	\$11,010,000
Budget as of 3/31/22:	\$5,505,000
Expenditures as of 3/31/22:	\$5,521,000

Variance Explanation: The variance is mainly due to increased material/supply and personnel expenses. There are vacant positions throughout the Division creating a positive variance but this is being offset by increased wages, pandemic pay, and increased shift differential rates.

Employees

NUMBER OF EMPLOYEES TOTAL:	135
NUMBER OF EMPLOYEES WHO ARE ENROLLED ONEIDA:	112

Who we serve

The DIVISION OF PUBLIC WORKS serves all people who work, use, or visit the Oneida Nation facilities, grounds, and parks. We maintain tribal roads for safe travel and ensure compliance with Zoning ordinances to provide quality construction. DPW serves community members by providing clean, safe drinking water; refuse disposal; and sewer services.

Update on up to Three (3) Strategic Goals for FY-2022

Please refer to your Annual Report submission for FY-2022 and provide an update on the Goals

GOAL 1

Expand the use of technology to enhance our existing capabilities throughout the Division along with optimizing the use of limited resources. For example, utilize our current GIS System to be more connected, expand access to data and mapping for informed Planning and Zoning decisions, utilize for departmental metrics, and improve collaboration with fewer available staff throughout the Divisions.

Improving Organizational Changes

The Land use process has been developed online and has been used for the evaluation and land use recommendation for numerous properties. The process is continually being improved upon by a cross functional team of Housing, Community Development, GIS, Land Management, and Environmental. It has greatly reduced the time needed to review a property and bring back recommendations to the Land Commission. The POWTS information has been updated and is ready to be used to send the first Zoning letters to customers on the need for inspections to be completed. Quotes are being obtained for the GPS systems to be installed in DPW vehicles and budgeted in the FY23.

The Planning/GIS department continues to build new capabilities and add data that is

accessible to Oneida Team members including recent additions: all POWTS (Private On-site Waste Treatment Systems, aka septic system) data, all private well data, legal drainage boundaries for Brown and Outagamie Counties. GIS is working collectively and have had recent meetings with Brown & Outagamie GIS colleagues, Indian Health Service Engineers and BIA BOGS (Bureau Of Geospatial Systems) staff. This relationship building expands our professional connections and improves opportunities for collaboration. A significant layer improvement that has been worked on this quarter has been the update of our water and sewer infrastructure layer. This includes more detailed data (please see included image) to allow Oneida Utilities to troubleshoot utility problems more easily for the Oneida Membership. Update on Goal: Click here to enter your update on Goal – short, less than 200 words.

### GOAL 2

Create employee development programs along with succession planning for critical positions. With the reduced labor force, anticipated number of retirements in the next 5 years, and decreased number of applicants for vacant positions, it is critically important to retain existing personnel and prepare them for future opportunities.

Encouraging Tsi?niyukwalihoT^

Retention of existing employees has been a focus and the implementation of the \$15 minimum wage and increase in differential pay for Custodial employees has improved retention. Critical positions have been filled through postings, job reassignments, and interim position assignments. The staff have utilized virtual training as much as possible to advance knowledge and skill levels. Training programs are vital due to the retirements and new staff being hired. Certifications in the various industries are being reviewed to develop standardized requirements by position to ensure safety, customer service, and effectiveness are a foundation for all positions.

### GOAL 3

Maintain and increase the value of the Oneida Nation Infrastructure. This includes increasing the capacity and upgrading Oneida water and wastewater systems to address additional needs of planned Housing development and other new construction.

Exercising Sovereignty

The building maintenance and improvement projects that have been in progress the 2nd quarter of FY22 include flat panel LED lighting replacements at SSB, HVAC control upgrades, and the development of project scope and bidding documents for HVAC, asphalt, electrical, and flooring FY22 budgeted projects. The 16 CIP active project updates can be found on the Oneida Nation website under Business, Community Development, project updates and then the name of the project. The Green Valley HBO sites, Bread Creek Village HBO sites, ONSS-Accessibility renovations, and VIP Lounge renovations are all in the construction completion/close out phase.

MAIN CONTACT: JACQUE BOYLE

MAIN CONTACT TITLE: Public Works Division Director

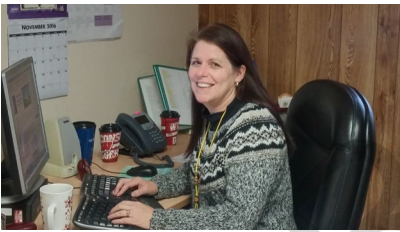
MAIN PHONE: (920) 562-4655

MAIN EMAIL: jboyle@oneidanation.org

MAIN WEBSITE: oneida-nsn.gov

***Division Director/Direct Report Picture***

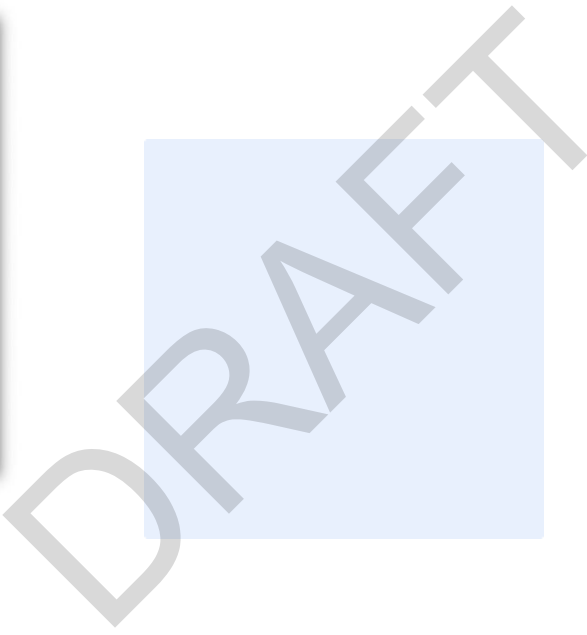
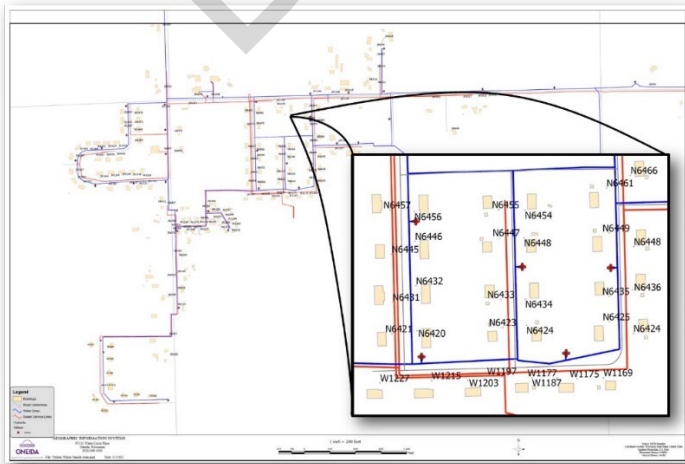
Please provide only high quality \*.jpg images



***Other Pictures that may be included in your section of the report***

Please provide only high quality \*.jpg images

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## Emergency Management Department

**Purpose:**

To ensure the Oneida Nation is in a constant state of readiness to respond to emergencies or disasters that threaten the life safety of community members, the environment, and/or assets of the Oneida Nation. Emergency Management works with Oneida Nation responding entities as well as surrounding jurisdictions to provide a tiered response to large scale emergencies or disasters that occur within the Oneida Community. Emergency Management provides cooperative direction to the response agencies assisting areas affected by emergencies or disasters in the most effective way possible using all available resources.

**Departments in your Division/Office/Area (if applicable)**

Click here to enter the Department name

Click here to enter the Department name

Click here to enter the Department name

Click here to enter the Department name

Click here to enter the Department name

Click here to enter the Department name

Click here to enter the Department name

Click here to enter the Department name

Click here to enter the Department name

Click here to enter the Department name

**Budget**

**Funding Sources for FY-2022**

TRIBAL CONTRIBUTION:

89%

GRANTS:

11%

OTHER SOURCES:

Click here to enter name of other funding source  
Click here to enter name of other funding source  
Click here to enter name of other funding source

Click here to enter % of budget funded by other sources  
Click here to enter % of budget funded by other sources  
Click here to enter % of budget funded by other sources

[Click here to enter name of other funding source](#)

[Click here to enter % of budget funded by other sources](#)

**Status as of 3/31/22**

Total Budget:	\$201,096
Budget as of 3/31/22:	\$100,548
Expenditures as of 3/31/22:	\$74,144

Variance Explanation: Due to COVID EM Staff and supporting department staff have attended trainings via a virtual platform rather than in-person. The positive variance is due to reduced expenses for training, and funding received thru the ARPA funding awarded to the Oneida Nation.

**Employees**

NUMBER OF EMPLOYEES TOTAL:	2
NUMBER OF EMPLOYEES WHO ARE ENROLLED ONEIDA:	2

**Who we serve**

Emergency Management serves the Oneida Nation Community and the Oneida Nation employees.

**Update on up to Three (3) Strategic Goals for FY-2022**

Please refer to your Annual Report submission for FY-2022 and provide an update on the Goals

**GOAL 1**

Conduct Threat Assessments and Provide Active Threat Training

Inspiring Yukwatsístayn

Update on Goal: EMERGENCY MANAGEMENT WORKS IN COOPERATION WITH ONEIDA POLICE DEPARTMENT AND RISK MANAGEMENT TO CONDUCT THREAT ASSESSMENTS FOR DEPARTMENTS AND BUILDINGS WHEN THEIR EMERGENCY ACTION PLANS ARE REVIEWED AND UPDATED. IN COOPERATION WITH TRAINING AND DEVELOPMENT AN ACTIVE THREAT TUTORIAL WAS DEVELOPED FOR ALL ONEIDA NATION EMPLOYEES. THE ACTIVE THREAT TRAINING IS ACCESSIBLE ON THE ONEIDA NATION EMPLOYEE PORTAL.

**GOAL 2**

Provide Table-Top Exercises and Emergency Operation Activation Training

Promoting Positive Community Relations

Update on Goal: Emergency Management has provided Just-In-Time training to several areas of the Oneida Nation for Activation of the Emergency Operations Center. A Table-Top exercise was performed for a tiered response to a weather-related event occurring in Oneida. Emergency Management is providing Damage Assessment Training to several departments of the Nation. A Table-Top exercise will be held with Oneida Nation Responders and the surrounding jurisdictions in FY 2022.

**GOAL 3**

Ensure employees receive training and education on Emergency Response initiatives.

Encouraging Tsi?niyukwalihoT^

Update on Goal: Emergency Management works with all departments and buildings of the Nation to ensure their Emergency Action Plans are up to date. When updates of the plans are completed drills are performed to assist departments in practicing their plans. To help educate and ensure employees are aware of the Nations Emergency Response initiatives, all employees are required to take National Incident Management Training.

**Contact**

MAIN CONTACT: Kaylynn Gresham

MAIN CONTACT TITLE: Director Emergency Management

MAIN PHONE: 920-869-6650

MAIN EMAIL: kgresham@oneidanation.org

MAIN WEBSITE: <https://oneida-nsn.gov/divisions/emergency-management/>

***Division Director/Direct Report Picture***

**Please provide only high quality \*.jpg images**





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Other Pictures that may be included in your section of the report

Please provide only high quality \*.jpg images



ONEIDA NATION

### PRE-DISASTER MITIGATION PLAN

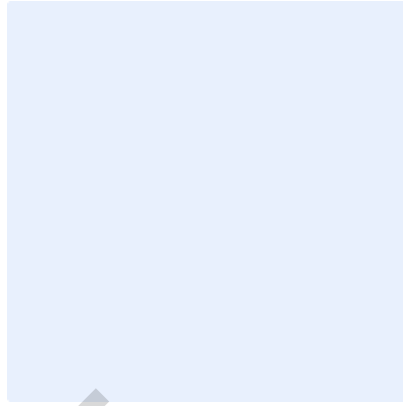
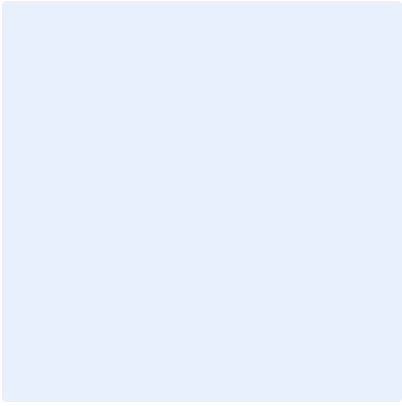
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### EMERGENCY RESPONSE PLAN







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## Human Resources Department (HRD)

### Purpose:

HRD serves as a strategic partner supporting the Oneida Nation by attracting, sustaining, and inspiring great people, with great passion, and working for a great purpose.

### Areas of Focus

HR Administration	HR Informational Systems and Records
Compensation and Benefits	Recruitment and Employment
Training and Development	EEO - Equal Employment Opportunity
Background Investigations	

### Budget

#### Funding Sources for FY-2022

*INDIRECT COST:* 100%

#### Status as of 3/31/22

Total Budget:	\$3,175,092
Budget as of 3/31/22:	\$1,872,718
Expenditures as of 3/31/22:	\$1,302,374

Positive variance due the inability to take time off due to GHR Project, etc. Also currently working on filling vacant positions in HRD.

*NUMBER OF EMPLOYEES TOTAL:* 30

*NUMBER OF EMPLOYEES WHO ARE ENROLLED ONEIDA:* 29

**Who we serve**

The customers of Human Resources are both internal and external. They include all departments, employees, and people seeking employment opportunities with the Nation.

**Three (3) Strategic Goals for FY-2022****GOAL 1**

Incorporation of new Global HR system into organization and in turn creating process efficiencies.

Improving Organizational Changes

Update on Goal: HRD has fully implemented a fully online application tool and is continuing to build the comprehensive Global HR system. The initial go live date for the new system is anticipated to be July 2022 which includes the initial data migration of all employee data along with various employee and manager service functions. In the coming months, additional modules will be implemented including position budgeting, Learning and Development, Talent Management, etc.

**GOAL 2**

Create an updated compensation program to better align with current competitive employment market and demand.

Improving Organizational Changes

Update on Goal: In December 2021, the Nation updated the minimum wage to \$15.00/hour. The Gaming Division and Comprehensive Health Division's compensation studies were completed earlier in the year and the Program/Non-Divisional area's compensation study was implemented in April 2022. All of these compensation projects resulted in a revamped and updated wage scale for all positions across the Nation. Additional planning efforts are underway for fiscal year 2023 regarding continued initiatives for sustainable compensation practices.

**GOAL 3**

Align and create strategic partnerships to support organizational needs of the Nation.

Promoting Positive Community Relations

Update on Goal: HRD continues to focus on identifying areas to partner with the organization to promote effective internal support. With the onset of GHR along with other streamlined internal changes, HRD is continuing with ongoing efforts to move to simplify HR processes and eliminate redundancies.

**Contact**

MAIN CONTACT: Todd VanDen Heuvel  
MAIN CONTACT TITLE: Executive HR Director  
MAIN PHONE: (920) 496-7358  
MAIN EMAIL: tvandenh@oneidanation.org  
MAIN WEBSITE: Oneida-nsn.gov/divisions/hr-employment/



# FY-2022 Semi-annual report template

For a **Direct Report** to the Oneida Business Committee

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## Security Department

### *Purpose:*

The mission of the Security Department is to provide safety and protect the integrity, assets, employees, and patrons of the Oneida Nation.

### *Departments in your Division/Office/Area (if applicable)*

N/A

### *Budget*

#### **Funding Sources for FY-2022**

TRIBAL CONTRIBUTION: 100%

GRANTS: N/A

OTHER SOURCES:

N/A

#### **Status as of 3/31/22**

Total Budget: 11,253,184

Budget as of 3/31/22: 5,626,570

Expenditures as of 3/31/22: 4,871,110

Variance Explanation: The Security Department continues to face hiring challenges and struggles to maintain budgeted security officer positions. This contributes to the department currently being less than budget.

### **Employees**

NUMBER OF EMPLOYEES TOTAL: 135

NUMBER OF EMPLOYEES WHO ARE ENROLLED ONEIDA: 36

**Who we serve**

The Security Department provides services at select tribal entities, community events, all Gaming facilities and parking lots.

**Update on up to Three (3) Strategic Goals for FY-2022**

Please refer to your Annual Report submission for FY-2022 and provide an update on the Goals

**GOAL 1**

Enhance Security documents utilizing technology to streamline current procedures.

Improving Organizational Changes

Update on Goal: With the assistance of DTS, the Security Incident Report has been updated and the approval process streamlined utilizing on-base. Anticipated start date for Security employees to start using the updated report is mid-June.

**GOAL 2**

Focus on department activities and communications that will boost employee morale and retain employees.

Inspiring Yukwatsístayn

Update on Goal: Most recently, in April, a mid-year thank you and appreciation was shared with all Security Personnel for their continued dedication to the department and Nation. Employees continue to navigate through staffing shortages, and unexpected day to day absences while still meeting the demands of our internal/external customers.

**GOAL 3**

Review/update current department Standard Operating Procedures and determine/recommend changes that will have a positive impact on resources and standards

Improving Organizational Changes

Update on Goal: Security department standards operating procedures continue to be updated and weekly. Prioritization of standard operating procedures is also determined by processes changing within gaming.

**Contact**

MAIN CONTACT: Katsi Danforth

MAIN CONTACT TITLE: Security Director

MAIN PHONE: 920-429-3338

MAIN EMAIL: kdanfor4@oneidanation.org

MAIN WEBSITE: N/A

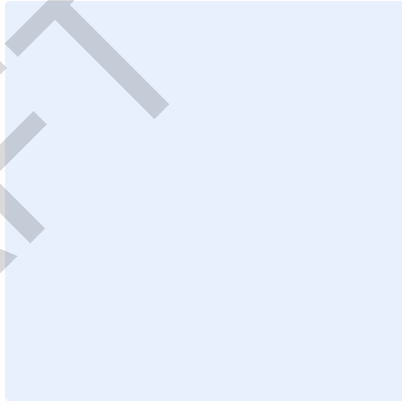
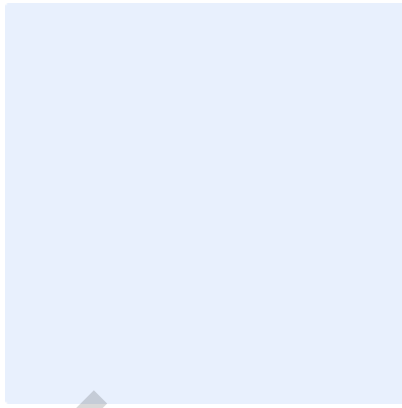
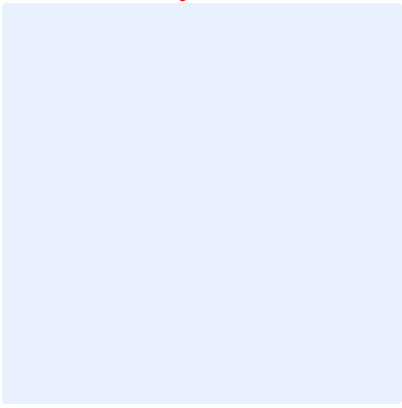
***Division Director/Direct Report Picture***

Please provide only high quality \*.jpg images



***Other Pictures that may be included in your section of the report***

Please provide only high quality \*.jpg images



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# FY-2022 Semi-annual report

## Intergovernmental Affairs & Communications

### *Purpose:*

Intergovernmental Affairs & Communications promotes the legal, legislative, and political agenda of the Oneida Nation at the local, state, and federal levels of government. Intergovernmental Affairs compiles and provides accurate data and statistics to leadership for planning and decision-making purposes. Communications supports the outreach and education to the community about Oneida, promotes the image of the Oneida Nation, and manages the Nation's communication efforts through public relations, community relations, media relations, internal communications, and branding. Self-governance ensures that the Nation's funding agreements and compacts with federal agencies are negotiated to our Nation's benefits and protects our Nation's resources through analyzing federal legislation that may impact our Nation's resources, land, and people.

### *Departments in your Division/Office/Area (if applicable)*

Legislative Affairs

Self-Governance

Communications

### *Budget*

#### Funding Sources for FY-2022

TRIBAL CONTRIBUTION:	87.6%
GRANTS:	0%
OTHER SOURCES:	
SELF-GOVERNANCE COMPACT FUNDING	12.4%

#### Status as of 3/31/22

Total Budget:	\$4,029,687.00
Budget as of 3/31/22:	\$2,014,843.50
Expenditures as of 3/31/22:	\$1,077,134.82

Variance Explanation: Positive variance due to new position vacancies and intergovernmental agreements that are currently being negotiated.

### Employees

NUMBER OF EMPLOYEES TOTAL:	8
NUMBER OF EMPLOYEES WHO ARE ENROLLED ONEIDA:	7, 1 DESCENDANT

### Who we serve

Intergovernmental Affairs and Communications serves the Oneida Business Committee, Oneida tribal members, Oneida community members, and the Tribal organization. IGAC also serves as the point of contact for federal/state agencies and local governments.

### Update on up to Three (3) Strategic Goals for FY-2022

Please refer to your Annual Report submission for FY-2022 and provide an update on the Goals

#### GOAL 1 – ENHANCE GOVERNMENT RELATIONS

**CONTINUE ENHANCING OUR RELATIONSHIP WITH GOVERNMENTS THROUGH NETWORKING AND INCREASING ENGAGEMENT WITH POLITICAL LEADERSHIP.**

Exercising Sovereignty

**Update on Goal:** IGAC continues to provide the lead support in negotiating cooperative governance and service agreements with the surrounding counties and municipalities. 2 additional agreements (Village of Ashwaubenon and Brown County) will be negotiated in FY22 and FY23. IGAC also is the lead support staff responsible to facilitate, execute and advocate the Nation's federal and state political agenda as well as create networking opportunities for our political leadership. Of note, the Oneida Nation is actively engaged in leading the efforts to protect the Indian Child Welfare Act through federal legislative efforts that require engaging with Congress, congressional staff, national Indian organizations such as the National Congress of American Indian (NCAI), National Indian Child Welfare Association (NICWA), and other Tribal Nations and their staff. IGAC assists the Business Committee in maintaining and developing new relationships with newly elected leadership at the local, state, national and federal level.

#### GOAL 2 – EXPANSION OF SELF GOVERNANCE

**EXPANSION OF SELF GOVERNANCE PROGRAMMING IN FEDERAL AGENCIES SUCH AS HEALTH & HUMAN SERVICES, DEPARTMENT OF TRANSPORTATION AND THE U.S. DEPARTMENT OF AGRICULTURE.**

Exercising Sovereignty

**Update on Goal:** The Oneida Nation is participating in a demonstration project that is designed to expand Self- Determination and Self-Governance into the USDA. The Nation is actively working with a small group of Self-Governance tribes to introduce legislation in Congress that would expand Self-Governance authority within the U.S Department of Health and Human Services.

These efforts will strengthen sovereignty and flexibility in how the Nation provides certain programs, services, functions, and activities.

### GOAL 3 – ENHANCE THE GET OUT THE VOTE STRATEGY

ENHANCE OUR GET OUT THE VOTE EFFORTS THROUGH INCREASING OUR VOTER TURNOUT IN LOCAL, STATE AND FEDERAL ELECTIONS, ESTABLISH A BASELINE OF THE NATION’S VOTING BLOC, UTILIZE TECHNOLOGY TO EDUCATE THE ONEIDA COMMUNITY ON CANDIDATES AND THE VOTING PROCESS.

Promoting Positive Community Relations

#### Update on Goal:

The Oneida Nation encourages all Tribal Citizens and Oneida Reservation Residents to become part of the political process. IGAC assists in building rapport with candidates and elected officials who understand Oneida and have a willingness to learn about our government and organization.

Creating a strong voter coalition is essential to encourage our elected representatives to be attentive to our key issues as we continue to lay a robust foundation for our people. IGAC continues to work with the Trust/Enrollments Department to analyze the voter files to determine the baseline of our community’s voter blocs. Once the baseline is established and a demographic profile of our voting population is complete, the Nation can be more targeted with technology to assist in communicating relevant information to the Nation’s voting blocs in a timely and effective manner.

#### **Contact**

MAIN CONTACT: Melinda J. Danforth  
MAIN CONTACT TITLE: Director of Intergovernmental Affairs  
MAIN PHONE: (920) 869-4022  
MAIN EMAIL: [mdanforj@oneidanation.org](mailto:mdanforj@oneidanation.org)  
MAIN WEBSITE: <https://oneida-nsn.gov/pressroom/>

#### **Division Director/Direct Report Picture**

Please provide only high quality \*.jpg images



PICTURED: MELINDA J. DANFORTH (DIRECTOR), TANA AGUIRRE (LOCAL LOBBYIST), BOBBI WEBSTER (PUBLIC RELATIONS DIRECTOR), NATE WISNESKI (SENIOR COMMUNICATIONS SPECIALIST), CANDICE SKENANDORE (SELF GOVERNANCE COORDINATOR), MELISSA NUTHALS (SELF GOVERNANCE OPERATIONS SPECIALIST), BRANDON WISNESKI (ASSISTANT SELF GOVERNANCE COORDINATOR), AND XAVIER HORKMAN (WEB CONTENT ADMINISTRATOR)

*Other Pictures that may be included in your section of the report*

Please provide only high quality \*.jpg images



HHS Secretary Azar and RADM



Councilwoman Summers participating in a congressional roundtable before the House Committee



WI Lieutenant Governor Barnes visit to Oneida Farm



WI Governor Evers – Tribal Consultation Signing

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# FY-2022 Semi-annual report template

For **Boards, Committees, and Commissions**

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## Oneida Election Board

### *Purpose:*

Responsible for conducting fair and orderly elections for the Oneida Nation, and responsible to count hand and/or ballot votes at the General Tribal Council (GTC) meetings.

### **BCC Members**

Pamela Nohr, Chairperson

Tonya Webster, Vice-Chair

Tina Skenandore, Secretary

Melinda K. Danforth, Member

Racquel Hill, Member

Candace House, Member

Christina Liggins, Member

Stephanie Metoxen, Member

Patricia Moore, Member

### **Budget**

#### **Funding Sources for FY-2022**

<i>TRIBAL CONTRIBUTION:</i>	100%
<i>GRANTS:</i>	0
<i>OTHER SOURCES:</i>	None

Status as of 3/31/22

Total Budget: \$81,200  
 Budget as of 3/31/22: \$40,598  
 Expenditures as of 3/31/22: \$6500

Variance Explanation: Meetings were fewer the first quarter, there was no travel in the first or second quarters, Expenses paid were just meeting stipends.

Employees, if any

NUMBER OF EMPLOYEES TOTAL: 0

NUMBER OF EMPLOYEES WHO ARE ENROLLED ONEIDA: N/A

Stipends

Regular Stipend Amount: \$100.00 per meeting

	For each month, ENTER TOTAL DOLLAR amount paid	For each month, enter NUMBER of meetings, of each type.		
		Regular	Special/Emergency	Hearings/Other
October 2021	\$800	1		
November 2021	\$1400	2		
December 2021	\$700	1		
January 2022	\$1700	2		
February 2022		1		
March 2022	\$1200	1		

Update on up to Three (3) Strategic Goals for FY-2022

Please refer to your Annual Report submission for FY-2022 and provide an update on the Goals

GOAL 1

The Election Board will conduct all Oneida Nation Elections in compliance with Oneida Law, Policy and/or Resolution

Advancing On^yote?a.ka Principles

Update on Goal: *The Election Board has updated the Election Application, updated the Special Election Timetable, discussed the importance of activating the Election Board page on social media, updated the election application notice, and election notice packet. The membership can expect efficient, orderly elections.*

**GOAL 2**

Develop, adopt, review, and amend applicable standard operating procedures (SOPs) and our By-Laws.

Advancing On^yote?a.ka Principles

Update on Goal: *The Election Board has been reviewing and ensuring that the By-Laws and Standard Operating Policies are updated and comply to all policies, laws and governing documents of Boards, Committees and Commissions and are in alignment with our mission and purpose. A continuation of reviewing our By-Laws and SOPs will ensure the boards alignment with all policies, laws and governing documents of Boards, Committees and Commissions.*

**Meetings**

Held every 2<sup>nd</sup> and 4<sup>th</sup> Monday of the month.

Meeting Location: Microsoft Teams

Meeting Time: 5:00 PM

Meetings are OPEN.

**Contact**

MAIN CONTACT: Pamela Nohr

MAIN CONTACT TITLE: Chairperson

MAIN EMAIL: Election\_Board@oneidanation.org



# FY-2022 Semi-annual report template

For **Boards, Committees, and Commissions**

**Note: If you have other required reporting that must be included in the FY-2022 Semi-annual Report, please submit such reports along with this completed template. Thank you.**

## Oneida Nation Gaming Commission

### *Purpose:*

The Oneida Gaming Commission and its departments collectively promote and ensure the integrity, security, honesty and fairness of the regulation and administration of all Gaming activities within the jurisdiction of the Oneida Nation.

### **Oneida Gaming Commissioners**

Mark A. Powless Sr., Chairman

Reynold T. Danforth, Vice Chairman

Michelle M. Braaten , Secretary

Jonas G. Hill, Commissioner

### **Budget**

#### **Funding Sources for FY-2022**

*TRIBAL CONTRIBUTION:*

100%

*GRANTS:*

0

*OTHER SOURCES:*

Click here to enter name of other funding source  
Click here to enter name of other funding source  
Click here to enter name of other funding source  
Click here to enter name of other funding source

Click here to enter % of budget funded by other sources  
Click here to enter % of budget funded by other sources  
Click here to enter % of budget funded by other sources  
Click here to enter % of budget funded by other sources

Status as of 3/31/22

Total Budget: \$1,248,324.00  
 Budget as of 3/31/22: \$808,243.00  
 Expenditures as of 3/31/22: \$442,025.00

Variance Explanation: Click here to enter a brief explanation of any variance, positive or negative – 50 words or less

Employees, if any

NUMBER OF EMPLOYEES TOTAL: 46  
 NUMBER OF EMPLOYEES WHO ARE ENROLLED ONEIDA: 44

Stipends

Regular Stipend Amount: Click here to enter the stipend amount per meeting – example: \$50.00 per meeting

Stipends are only paid to Protems	For each month, ENTER TOTAL DOLLAR amount paid	For each month, enter NUMBER of meetings, of each type.		
		Regular	Special/Emergency	Hearings/Other
October 2022	0	2	0	0
November 2022	0	2	0	0
December 2022	0	2	0	0
January 2022	0	2	0	0
February 2022	0	2	0	0
March 2022	0	2	0	0

**Update on up to Three (3) Strategic Goals for FY-2022****Please refer to your Annual Report submission for FY-2022 and provide an update on the Goals****GOAL 1**

Develop/Finalize and revise all regulations, as necessary, including the OGMICS and regulations for Compliance and Enforcement, Employee Licensing, Hearings, Administration/Staffing, and Raffles and Sports book.

Improving Organizational Changes

Update on Goal: OGMICS is on track to be completed by end of FY22 3<sup>rd</sup> quarter. New project plan is being drafted to develop OGC policies and procedures for enforcement, licensing, hearings, and administrative tasks. Once this is completed the OGC compliance department will work to develop and implement departmental policies and procedures for compliance checks, audit reviews, and regulatory updates.

**GOAL 2**

Implement department-wide software system/technology for streamlined communication and regulatory processes and information sharing, budget permitting

Improving Organizational Changes

Update on Goal: Due to recent requirements for the acquisition of FBI records, we are required to comply with procedures for the possession and handling of such records. This forces our department to prioritize strict compliance needs as set forth by the NIGC and FBI. This will provide added protection to FBI as well as other data obtained for licensing gaming employees.

**GOAL 3**

Click here to enter a goal for FY-20xx – Brief summary, 25 words or less Assess staff according to job competencies. Train employees to improve skills, job knowledge and build confidence.

Improving Organizational Changes

Update on Goal: Annual and semi-annual employee training is being set up to share department goals and provide the necessary resources and tools to improve job skills and knowledge. An interactive training session, to include house rules and games, is arranged to provide the hands-on experience.

**Meetings**

Held every 1<sup>st</sup> and 3<sup>rd</sup> Monday of the month.

Meeting Location: 2669 W. Mason Street, Green Bay Wi 54155

Meeting Time: 9:00 a.m.

Meetings are OPEN.

**Contact**

MAIN CONTACT: Mark A. Powless Sr.

MAIN CONTACT TITLE: Chairman

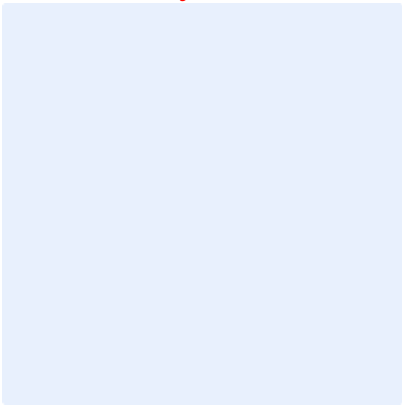
MAIN PHONE: 920-497-5850

MAIN EMAIL: Mpowles5@oneidanation.org

MAIN WEBSITE: [Click here to enter website address](#)

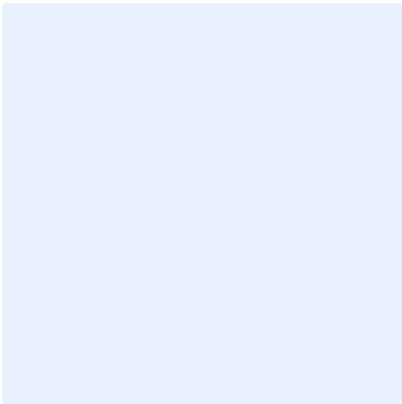
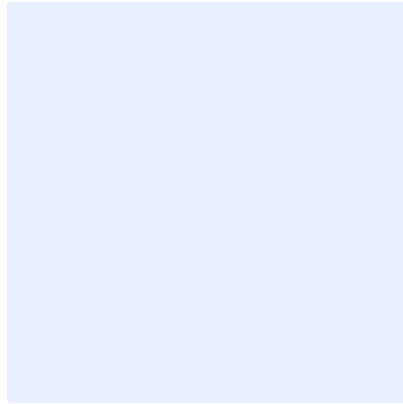
**Logo that may be included in the report**

Please provide only high quality \*.jpg images



*Other Pictures that may be included in your section of the report; however, not required*

Please provide only high quality \*.jpg images



For **Boards, Committees, and Commissions**

**Note: If you have other required reporting that must be included in the FY-2022 Semi-annual Report, please submit such reports along with this completed template. Thank you.**

## Oneida Land Claims Commission (OLCC)

***Purpose:***

The Oneida Land Claims Commission, which evolved from the former Litigation Committee created by motion of the Oneida Business Committee on March 21, 1977, was originally established to supervise all activities involving the New York Land Claims, including post settlement. Reestablished as the OLCC, its purpose was expanded to include developing strategy and providing direction, as well as recommendations for litigation, negotiation and/or settlement to the Oneida Business Committee and Oneida General Tribal Council, with the New York Land Claims as the established priority, and Wisconsin land claims/other future land claims as the second priority.

***BCC Members***

Chris Cornelius , Chair

Donald McLester , Vice-Chair

Dakota Webster, Secretary

Kerry Kennedy, Commissioner

Sheila Shawanokasic, Commissioner

***Budget***

**Funding Sources for FY-2022**

TRIBAL CONTRIBUTION: 100%

GRANTS: 0%

**OTHER SOURCES: NO OTHER SOURCES**

**Status as of 3/31/22**

Total Budget: \$43,360.00

Budget as of 3/31/22: \$21,682.00

Expenditures as of 3/31/22: \$2,614.00

Variance Explanation: The Oneida Land Claims Commission (OLCC) was temporarily closed due to Covid Health restrictions and the Commission had several vacancies due to the closure and passing of two Board members. The Commission was unable to start meeting officially until January 2022. Part of the 1st and 2nd quarters was spent revisiting and reviewing the OLCC by-laws, duties, and responsibilities. The Commission was unable to host community events during the 1<sup>st</sup> and 2<sup>nd</sup> quarters. More expenses (providing more direct reports to the membership and outreach events) will be used in the 3<sup>rd</sup> and 4<sup>th</sup> quarters of the year in order to meet our duties and responsibilities in accordance with our Bylaws.

**Employees, if any**

NUMBER OF EMPLOYEES TOTAL: 0

NUMBER OF EMPLOYEES WHO ARE ENROLLED ONEIDA: 0

**Stipends**

Regular Stipend Amount: \$100.00 per meeting

	For each month, ENTER TOTAL DOLLAR amount paid	For each month, enter NUMBER of meetings, of each type.		
		Regular	Special/Emergency	Hearings/Other
October 2022	0.00	0	0	0
November 2022	0.00	0	0	0
December 2022	0.00	0	0	0
January 2022	\$800.00	2	0	0
February 2022	\$700.00	2	0	0
March 2022	\$700.00	2	0	0

**Update on up to Three (3) Strategic Goals for FY-2022**

Please refer to your Annual Report submission for FY-2022 and provide an update on the Goals

The Commission was shut down by OBC for FY-2022; there was no Annual Report submitted for FY-2022. The OLCC Goals are derived from the OLCC By-laws, purpose and mission.

**GOAL 1**

**Educate the Membership and the General Tribal Council on any and all Land Claims pertaining to land claims here in Wisconsin and New York State.**

Choose a Strategic Direction

The Commission was not fully staffed until the end of the 2nd Quarter. We did not meet in over a year and vacancies needed to be filled with the passing of two of our board members, Chairwoman Loretta V. Metoxen, and Commissioner Charles Wheelock. The Commission's first steps were to fill all vacancies and immediately revisit and update our by-laws. All vacancies have been filled, and the revised by-laws were submitted to Legislative Reference Office for review and approval. Due to Covid restrictions we were not able to organize or conduct any public presentations. Also, Covid restrictions prohibited the Commission from accessing our office, our records, our research, and all our educational materials at the Norbert Hill Center. These health restrictions hindered our efforts to work on this goal. We are seeking other alternatives to conduct outreach with our membership. Alternatives, such as social media, direct mail outs and the Kalihwisaks will be utilized to provide updates and seek membership input. This goal is on-going.

**GOAL 2**

**Gather input from the Oneida membership regarding Oneida land claims**

Choose a Strategic Direction

The Commission was not fully staffed until the end of the 2nd Quarter. We did not meet in over a year and vacancies needed to be filled with the passing of two of our board members, Chairwoman Loretta V. Metoxen, and Commissioner Charles Wheelock. The Commission's first steps were to fill all vacancies and immediately revisit and update our by-laws. All vacancies have been filled, and the revised by-laws were submitted to Legislative Reference Office for review and approval. Due to Covid restrictions we were not able to organize or conduct any public presentations. Also, Covid restrictions prohibited the Commission from accessing our office, our records, our research, and all our educational materials at the Norbert Hill Center. These health restrictions hindered our efforts to work on this goal. We are seeking other alternatives to conduct outreach with our membership. Alternatives, such as social media, direct mail outs and the Kalihwisaks will be utilized to provide updates and seek membership input. This goal is on-going.

**GOAL 3**

**Compile and forward all community recommendations, and research on Oneida Land Claims to the OBC and GTC.**



## Choose a Strategic Direction

The Commission was not fully staffed until the end of the 2nd Quarter. We did not meet in over a year and vacancies needed to be filled with the passing of two of our board members, Chairwoman Loretta V. Metoxen, and Commissioner Charles Wheelock. The Commission's first steps were to fill all vacancies and immediately revisit and update our by-laws. All vacancies have been filled, and the revised by-laws were submitted to Legislative Reference Office for review and approval. Due to Covid restrictions we were not able to organize or conduct any public presentations. Also, Covid restrictions prohibited the Commission from accessing our office, our records, our research, and all our educational materials at the Norbert Hill Center. These health restrictions hindered our efforts to work on this goal. We are seeking other alternatives to conduct outreach with our membership. Alternatives, such as social media, direct mail outs and the Kalihwisaks will be utilized to provide updates and seek membership input. This goal is on-going.

**Meetings**

Held every 1<sup>st</sup> and 3<sup>rd</sup> Thursday each month, via Microsoft Teams of the month.

Meeting Location: Virtually via Microsoft Teams

Meeting Time: 5:30 pm

Meetings are OPEN.

**Contact**

MAIN CONTACT: Oneida Land Claims Commissioners

MAIN CONTACT TITLE: Oneida Land Claims Commissioners

MAIN PHONE: 920-869-4430

MAIN EMAIL: LandClaims\_Comm@oneidanation.org

MAIN WEBSITE: <https://oneida-nsn.gov/government/boards-committees-and-commissions/elected/#Oneida-Land-Claims-Commission>

**Logo that may be included in the report**

Please provide only high quality \*.jpg images

*Other Pictures that may be included in your section of the report; however, not required*

Please provide only high quality \*.jpg images

A portrait of Chaz Wheelock, a middle-aged man with short dark hair, wearing a dark suit jacket and a white shirt with a tie. The background is a solid purple color.

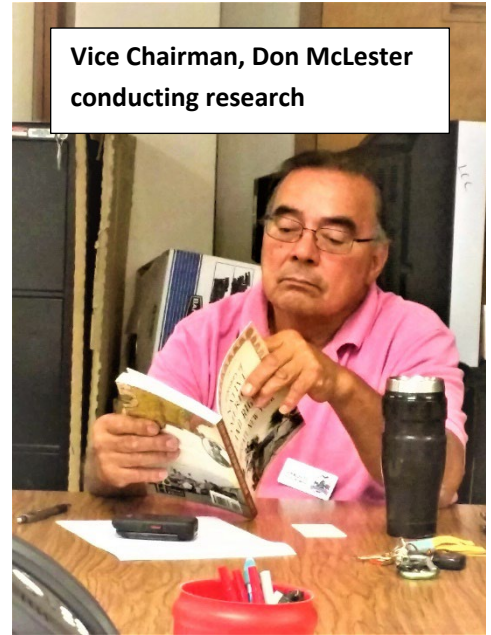
Chaz Wheelock

At GTC Chaz said, we need to follow the directive or our General Tribal Council have stated when we were in session at the GTC as late of 2018, and not to bring up until we have enough information to be brought back to GTC and the BC and have the BC work with us (OLCC) not we work for them.

DRAFT



**Community Outreach: Education & Gathering Community Input**



**Vice Chairman, Don McLester conducting research**



**Strategic Planning Meeting with OBC**

DRAFT

# FY-2022 Semi-annual report

For Boards, Committees, and Commissions

## Oneida Land Commission

### *Purpose:*

The Oneida Land Commission was established for the purpose of managing the Nation's land resources, with authority to carry out all the powers and duties as delegated under the following laws of the Nation: The Real Property law; The Leasing law; The Building Code; The Condominium Ordinance; The Zoning and Shoreland Protection law; The Eviction and Termination law; The Landlord-Tenant law; The Mortgage and Foreclosure law; The Cemetery Law; and All any other delegating law, policy, rule and/or resolution of the Nation.

### **BCC Members**

Becky Webster, Chair 08/01/2019 to 07/31/2022

Frederick Muscavitch , Vice Chair 08/01/2021 to 07/31/2024

Sid White , Secretary 08/01/2020 to 07/31/2023

Pat Cornelius 08/01/2019 to 07/31/2022

Julie Barton 08/01/2020 to 07/31/2023

Sherrole Benton 08/01/2021 to 07/31/2024

Donald McLester 08/01/2021 to 07/31/2024

Cristina Danforth , Business Committee Liaison

Marie Summers , Business Committee Liaison Alternate

Jennifer Webster , Business Committee Liaison Alternate



**Budget**

**Funding Sources for FY-2022**

<i>TRIBAL CONTRIBUTION:</i>	<i>100%</i>
<i>GRANTS:</i>	<i>0%</i>
<i>OTHER SOURCES:</i>	<i>NONE</i>

**Status as of 3/31/22**

Total Budget:	\$16,800.00 for FY-2022
Budget as of 3/31/22:	\$8,900
Expenditures as of 3/31/22:	\$7,900.00 expenditures as of 3/31/22

Variance Explanation: We budget for stipends and are in line with where we should be as of March 31, 2022.

**Employees, if any**

<i>NUMBER OF EMPLOYEES TOTAL:</i>	<i>ZERO (0)</i>
<i>NUMBER OF EMPLOYEES WHO ARE ENROLLED ONEIDA:</i>	<i>ZERO (0)</i>

Stipends

Regular Stipend Amount: \$100.00 per meeting / \$100 per Joint meeting / \$50.00 per Probate Hearing

	For each month, ENTER TOTAL DOLLAR amount paid	For each month, enter NUMBER of meetings, of each type.		
		Regular	Special/Emergency	Hearings/Other
October 2022	\$1,300.00	2	0	2
November 2022	\$1,200.00	2	0	0
December 2022	\$1,350.00	1	0	2
January 2022	\$1,200.00	2	0	0
February 2022	\$1,350.00	2	0	1
March 2022	\$1,200.00	2	0	0

**Update on up to Three (3) Strategic Goals for FY-2022**

Please refer to your Annual Report submission for FY-2022 and provide an update on the Goals

**GOAL 1**

Initiate Tribal Housing Reacquisition of Individual Fee and Trust Title (THRIFTT) program for Oneida Nation members to increase land base available for fee-to-trust process.

Exercising Sovereignty

Update on Goal: We are working on Rule for this program. The rule will need to go through the Legislative Operating Committee and Business Committee for approval.

**GOAL 2**

Increase Oneida Nation land ownership from 42.5% or 27,647.60 acres to 43.27% or 28,141.79 acres.

Exercising Sovereignty

Update on Goal: We closed on two (2) properties. Oneida Nation Reservation land ownership is 42.5% or 27,647.60 acres, pending other offers and accepted offers.

**GOAL 3**

Return of Homeownership by Independent Purchase (HIP) program for Oneida Nation members to increase homeownership and land base available for the fee-to-trust process. Goal is 14 Oneida Nation member homeownership and additional 5 acres of land.

Exercising Sovereignty

Update on Goal: HIP acreage is at 0.46. This program recently re-opened and we have made offers to purchase. Closings will occur this fiscal year.

**Meetings**

Held every 2<sup>nd</sup> and 4<sup>th</sup> Monday of each month at 5:00 pm. Probate hearings are held the second (2<sup>nd</sup>) Monday of each month at 4:00 p.m. Meetings and probate hearings conducted via Microsoft Teams.

Meeting Location: None

Meeting Time: 5:00 p.m.

Meetings are OPEN.

**Contact**

MAIN CONTACT: Brooke Doxtator

MAIN CONTACT TITLE: Supervisor – Board, Committees, and Commissions

MAIN PHONE: 920.869.2214, ext. 4452

MAIN EMAIL: [BDOXTAT1@oneidanation.org](mailto:BDOXTAT1@oneidanation.org)

MAIN WEBSITE: <https://oneida-nsn.gov/government/boards-committees-and-commissions/elected/#Oneida-Land-Commission>

# FY-2022 Semi-annual report template

For **Boards, Committees, and Commissions**

**Note: If you have other required reporting that must be included in the FY-2022 Semi-annual Report, please submit such reports along with this completed template. Thank you.**

## Oneida Nation Commission on Aging

### *Purpose:*

The purpose of ONCOA is to adhere to the Oneida Nation's Vision, Mission, Core Values and to be knowledgeable and supportive of all programs and services that place priority on the well-being of our Oneida Elders. ONCOA must exist based on State statutory requirement for the Oneida Nation to receive funds for Elder Services.

### **BCC Members**

Carole Liggins, Chairperson

Michael Denny, Vice-Chair

Barbara Cornelius, Secretary

Julie Barton, Member

Dellora Cornelius, Member

Carol Elm, Member

Janice McLester, Member

Winnifred Thomas, Member

Donald White, Member

### **Budget**

#### **Funding Sources for FY-2022**

*TRIBAL CONTRIBUTION:* 100%

*GRANTS:* 0

*OTHER SOURCES:* None



Status as of 3/31/22

Total Budget: \$72,150  
 Budget as of 3/31/22: \$36,072  
 Expenditures as of 3/31/22: \$8808

Variance Explanation: Stipends were not paid out until November 2021, meetings were all held virtually and there's been no travel.

Employees, if any

NUMBER OF EMPLOYEES TOTAL: 0

NUMBER OF EMPLOYEES WHO ARE ENROLLED ONEIDA: N/A

Stipends

Regular Stipend Amount: Click here to enter the stipend amount per meeting – example: \$50.00 per meeting

	For each month, ENTER TOTAL DOLLAR amount paid	For each month, enter NUMBER of meetings, of each type.		
		Regular	Special/Emergency	Hearings/Other
October 2022	0	1		
November 2022	\$1600	2		
December 2022	\$1300	2		
January 2022	\$1700	2		
February 2022	\$1700	2		
March 2022	\$1700	2		

**Update on up to Three (3) Strategic Goals for FY-2022**

Please refer to your Annual Report submission for FY-2022 and provide an update on the Goals

**GOAL 1**

To socialize, learn and seek wellness information: ONCOA will advocate for the development of educational seminars for Alzheimer’s research and awareness, Stroke prevention research and awareness as well as other long term care services and supportive opportunities for our Tribal elders

Advancing On^yote?a.ka Principles

Update on Goal: As discussed in the first quarter ONCOA has had 2 strategic planning sessions in the second quarter. Our expectation is to determine what the expectations are in conjunction to what the determined outcomes and goals are. All ONCOA Members have the same understanding as to what ONOCA is as an advisory board and how they can best advocate for the Nation’s elder community.

**GOAL 2**

Create a Strategic Plan for the Oneida Nation Commission on Aging

Choose a Strategic Direction

Update on Goal: ONCOA had two meetings with Amy Spears to on February 11, 2022 and February 22, 2022, for strategic planning. We have started creating a strategic plan that will help us to establish and evaluate our goals and objectives to better serve our Oneida Elders and community.

***Meetings***

Held every 2<sup>nd</sup> and 4<sup>th</sup> Tuesday of the month.

Meeting Location: Microsoft Teams

Meeting Time: 1:00 PM

Meetings are OPEN.

***Contact***

MAIN CONTACT: Carole Liggins

MAIN CONTACT TITLE: Chairperson

MAIN EMAIL: [oca-clig@oneidanation.org](mailto:oca-clig@oneidanation.org)

# FY-2022 Semi-annual report template

For Boards, Committees, and Commissions

## Oneida Trust Enrollment Committee

### *Purpose:*

To maintain the official roll of the Oneida Nation and to administer exclusive control of the Oneida Nation trust funds and endowment funds a directed by the GTC. As fiduciaries over the Oneida Nation trust and endowment funds, OTEC is a long-term investor. If you have questions as to the merits of an investment, please contact the Trust Enrollment Department at 920-490-3930.

### *BCC Members*

Jennifer Hill-Kelley, Chair

William "Bill" Gollnick, Vice-Chair

Pamela Ninham, Secretary

Bobbi Webster, Member

Norbert Hill Jr., Member

Sandra Skenadore, Member

Geraldine Danforth, Member

Dylan Benton, Member

Jennifer Webster, Member & Liaison

### *Budget*

#### **Funding Sources for FY-2022**

*TRIBAL CONTRIBUTION:*

75%

*GRANTS:*

[Click here to enter % of budget funded by grants](#)

*OTHER SOURCES:*

25%

ELDER PER CAP, HIGHER EDUCATION & GENERAL WELFARE TRUST 25%

Click here to enter name of other funding source  
 Click here to enter name of other funding source  
 Click here to enter name of other funding source

Click here to enter % of budget funded by other sources  
 Click here to enter % of budget funded by other sources  
 Click here to enter % of budget funded by other sources

**Status as of 3/31/22**

Total Budget: \$954,236

Budget as of 3/31/22: \$477,118

Expenditures as of 3/31/22: \$380,316

Variance Explanation: Payroll has been much lower than budgeted. One of our Administrative Assistants left in January and has not yet been replaced. Others have worked <40 hours.

**Employees, if any**

NUMBER OF EMPLOYEES TOTAL: 7

NUMBER OF EMPLOYEES WHO ARE ENROLLED ONEIDA: 7

**Stipends**

Regular Stipend Amount: Click here to enter the stipend amount per meeting – example: \$50.00 per meeting

	For each month, ENTER TOTAL DOLLAR amount paid	For each month, enter NUMBER of meetings, of each type.		
		Regular	Special/Emergency	Hearings/Other
September 2021	\$1100	1-Sept		1-Joint Meeting
October 2021 (Sept was paid in Oct)	\$500	1-Oct		(Sept)
November 2021	Paid in January	(Paid in Jan)		
December 2021	\$1300	1		1-Joint Meeting
November 2021	\$500	1-Nov		
January 2022	\$800	1-Jan		
February 2022	\$700	1		
March 2022	\$800	1		1-Joint Meeting

**Update on up to Three (3) Strategic Goals for FY-2022**

Please refer to your Annual Report submission for FY-2022 and provide an update on the Goals

**GOAL 1**

Progression and continued momentum with the Sustain Oneida Project, with the goal of presenting the demographer results and current survey results to the membership at a GTC meeting.

Advancing On^yote?a.ka Principles

Update on Goal: The Sustain Oneida Project has been holding weekly virtual meetings, and most recently rescheduled their weekly meeting dates to Fridays with the intent to gain more attendees to engage the conversation. A survey was recently sent out to the membership in March to gather more feedback. Questions on the survey included options that have been collected and discussed at weekly meetings. Lastly, with the ease of pandemic restrictions regarding in-person gatherings a Sustain Oneida GTC Meeting is scheduled to take place in June 2022.

**GOAL 2**

Comprehensive review of Elder Percap, Higher Education & General Welfare Trust allocation and investment manager due diligence reviews.

Exercising Sovereignty

Update on Goal: Manager reviews by asset class have continued, now ~85% complete (by AUM). Two asset classes remain yet.

**GOAL 3**

Phasing Trust Enrollment Department personnel back to servicing hiring capacity post Covid-19 pandemic safely.

Promoting Positive Community Relations

Update on Goal: The ease of pandemic restrictions in the beginning of 2022, allowed for the Trust Enrollment Department to return to providing all in-person services instead of a select few. Currently the committee is working on offering a few alternative times and location(s) for members to obtain new tribal ID's.

**Meetings**

Held every 4<sup>th</sup> Tuesday of the month.

Meeting Location: Teams/Virtual Meeting

Meeting Time: 5:00 pm Regular Monthly meetings, 4:30 (Directly following Joint OBC-OTEC Quarterly Meeting).

Meetings are OPEN.

**Contact**

MAIN CONTACT: Keith Doxtator

MAIN CONTACT TITLE: Trust Enrollment Director

MAIN PHONE: (920) 869-6200 or 1-800-571-9902

MAIN EMAIL: [TrustEnrollments@oneidanation.org](mailto:TrustEnrollments@oneidanation.org)

MAIN WEBSITE: [Oneida Nation | Trust Enrollments \(oneida-nsn.gov\)](http://Oneida Nation | Trust Enrollments (oneida-nsn.gov))

DRAFT

DRAFT

# FY-2022 Semi-annual report template

For Departments which report to a Board, Committee, or Commission

## Oneida Trust Enrollment Committee

### Trust Enrollment Department

*Purpose:*

To maintain the official roll of the Oneida Nation and to administer exclusive control of the Oneida Nation trust funds and endowment funds as directed by GTC. As fiduciaries over the Oneida Nation trust and endowment funds, OTEC is a long-term investor. If you have questions as to the merits of investment, please contact the Trust Enrollment Department at 920-490-3930.

**Budget**

**Funding Sources for FY-2022**

TRIBAL CONTRIBUTION:

75%

GRANTS:

[Click here to enter % of budget funded by grants](#)

OTHER SOURCES:

25%

ELDER PERCAP, HIGHER EDUCATION & GENERAL WELFARE TRUST

25%

[Click here to enter name of other funding source](#)  
[Click here to enter name of other funding source](#)  
[Click here to enter name of other funding source](#)

[Click here to enter % of budget funded by other sources](#)  
[Click here to enter % of budget funded by other sources](#)  
[Click here to enter % of budget funded by other sources](#)

**Status as of 3/31/22**

Total Budget:	\$954, 236
Budget as of 3/31/22:	\$477, 118
Expenditures as of 3/31/22:	\$380, 316

Variance Explanation: Payroll has been much lower than budgeted. One of our Administrative Assistants left in January and has not yet been replaced. Others have worked < 40 hours.

**Employees**

NUMBER OF EMPLOYEES TOTAL: 7

NUMBER OF EMPLOYEES WHO ARE ENROLLED ONEIDA: 7

**Who we serve**

Our primary customer base is the Oneida Nation membership and OTEC. The membership comes to our office to enroll their children to the Oneida Nation, update their personal information, claim per capita and/or Minor Trust Funds, and claim their Oneida Life Insurance Plan Plus (OLIPP). OTEC relies on the department to carry out their directives and administrative duties. Our secondary customer base is other Oneida entities. 13 Oneida entities have established Memorandum of Agreements (MOA) with the Trust Enrollment Department to verify enrollment for qualification into certain programs or services.

**Contact**

MAIN CONTACT: Keith Doxtator

MAIN CONTACT TITLE: Trust Enrollment Director

MAIN PHONE: (920) 869-6200

MAIN EMAIL: TrustEnrollments@oneidanation.org

MAIN WEBSITE: [Oneida Nation | Trust Enrollments \(oneida-nsn.gov\)](http://Oneida Nation | Trust Enrollments (oneida-nsn.gov))



# FY-2022 Semi-annual report template

For **Boards, Committees, and Commissions**

**Note: If you have other required reporting that must be included in the FY-2022 Semi-annual Report, please submit such reports along with this completed template. Thank you.**

## ONEIDA NATION SCHOOL BOARD

### *Purpose:*

The Board was established to coordinate existing and future education programs of the Oneida Nation; per directive of the Oneida General Tribal Council, to be an autonomous administrator of the Oneida Nation School System (“System”) under a Memorandum of Agreement with the Oneida Business Committee; and to administer the Oneida Nation School System Endowment in accordance with the Nation’s Endowments law as authorized under resolution BC-02-27-19-B.

### **BCC Members**

Sacheen Lawrence, Chair

Sylvia Cornelius, Vice Chair

Melinda K. Danforth, Secretary

Vicki L. Cornelius, Member At-large

Barbara Cornelius, Member At-large

Teresa Schuman, Member At-large

### **Budget**

#### **Funding Sources for FY-2022**

*TRIBAL CONTRIBUTION:*

0%

*GRANTS:*

100%

*OTHER SOURCES:*

NONE

Status as of 3/31/22

Total Budget: 54,652  
 Budget as of 3/31/22: 27,326  
 Expenditures as of 3/31/22: 7,825

Variance Explanation: School Board has used no attorney expenses that have been budgeted for.

Employees, if any

NUMBER OF EMPLOYEES TOTAL: 0.5  
 NUMBER OF EMPLOYEES WHO ARE ENROLLED ONEIDA: 0.5

Stipends

Regular Stipend Amount: \$100.00 per meeting; \$50.00 per training ; \$25.00 per screening; \$25.00 per interview

	For each month, ENTER TOTAL DOLLAR amount paid	For each month, enter NUMBER of meetings, of each type.		
		Regular	Special/Emergency	Interviews/ Screenings /Trainings
October 2021	1350	2	0	2
November 2021	1250	2	0	2
December 2021	575	1	0	1
January 2022	1275	2	0	1
February 2022	1750	2	0	6
March 2022	1500	2	1	0

Update on up to Three (3) Strategic Goals for FY-2022

Please refer to your Annual Report submission for FY-2022 and provide an update on the Goals

**GOAL 1**

Finalize and implement the strategic process to ensure the School System is equipped to meet the academic, social/emotional, athletic, and Oneida language & culture needs.

Promoting Positive Community Relations

Update on Goal: Since the last report, School Board was diligently attending business which paused the planning of the strategic process. However, the School Board foresees being able to continue the planning to finalize its goals for implementation starting with the 2022-2023 school year.

**GOAL 2**

Ensure the Oneida Language Immersion Program has the opportunities for funding and space to continue its growth through FY2025.

Improving Organizational Changes

Update on Goal: The Oneida Language Immersion Program continues to receive grants to maintain classes for teaching. Current teaching methods are in-person and video clips posted on social media. This is a project that will take time, support, and resources to keep moving forward. This program is still working in expanding staff in numbers as well as in training and education.

**GOAL 3**

A new goal the School Board is to improve the functionality of the school system, a reorganization that will be better for students, staff and the community.

Improving Organizational Changes

Update on Goal: The School Board has recently received the elementary school K-5 Principal resignation. Upon receiving it, the School Board agreed to change that position back to K-8. Continued discussions for needs of improvements will be made as the next school year approaches.

**Meetings**

Held every 1<sup>st</sup> Monday and 3<sup>rd</sup> Monday of the month

Meeting Location: via Microsoft Teams due to pandemic; starting May 2022, meetings will be in-person and virtually as deemed appropriate

Meeting Time: 5:00 p.m.

Meetings are OPEN.

**Contact**

MAIN CONTACT: Jolene Hensberger

MAIN CONTACT TITLE: Administrative Assistant

MAIN PHONE: (920) 869-4654

MAIN EMAIL: [jhensber@oneidanation.org](mailto:jhensber@oneidanation.org)

MAIN WEBSITE: <https://oneida-nsn.gov/government/boards-committees-and-commissions/elected/#Oneida-Nation-School-Board>

**Logo that may be included in the report**

Please provide only high quality \*.jpg images



**Other Pictures that may be included in your section of the report; however, not required**

Please provide only high quality \*.jpg images

# FY-2022 Semi-annual report template

For Departments which report to a Board, Committee, or Commission

## Oneida Nation School Board

## Oneida Nation School System

### *Purpose:*

The purpose of the Bureau of Indian Education P.L. 100-297 Grant funded Oneida Nation School System is to educate Native students, birth through 12<sup>th</sup> grade, daily. The Mission of ONSS states we are a learning system of choice for our children by embracing the guiding principle that all young people have limitless potential and opportunities. The school system is accredited through the AdvancED Accreditation program with annual goals of improving attendance, increasing academic progress, enhancing Oneida Language and Culture. During the pandemic, additional funds from the BIE assisted the school in becoming more technology competent with instruction and student use of online learning for assignment completion. A system wide Houghton-Mifflin-Harcourt curriculum for CORE academics was purchased for students, due to the available online content for instruction. The school did provide meals and technical assistance to families during the pandemic. We were happy to return to in person learning in fall of 2021, with safety precautions in place. Students kept masks on until after spring break in April, when we went masks optional. We hope the 22 – 23 school year will see the return of our normal parental involvement activities such as Harvest Dinner, Maple Luncheon and Culture Day activities. Parents are our partners in the education of our children.

### **Budget**

#### **Funding Sources for FY-2022**

TRIBAL CONTRIBUTION: 28%

GRANTS: 72%

OTHER SOURCES:

#### **Status as of 3/31/22**

Total Budget: 13,144,293.00

Budget as of 3/31/22: 10,012,807.19

Expenditures as of 3/31/22: 8,144,354.91

Variance Explanation: The current budget is on track to be expended at the end of the fiscal year with no variances.

**Employees**

NUMBER OF EMPLOYEES TOTAL: 116

NUMBER OF EMPLOYEES WHO ARE ENROLLED ONEIDA: 66

**Who we serve**

Our 'customers' are our students, who need to be at least ¼ Native Blood from a federally recognized Tribe or Nation, from birth through 12<sup>th</sup> grade. They attend our school to learn not only academics, but also learn about the Oneida Nation traditions, language/culture and government. Our students are from birth through 3 years-old in our Family And Child Education (FACE) program parent educators. This grant also has other staff including an adult education teacher and early childhood classroom for 3 to 5-year-olds. This program services 45 infants/toddlers, birth through 5 years old. They will have 9 graduates in May, 2022. The K-8 program is located in the elementary 'turtle' building with approximately 270 students. 8<sup>th</sup> grade will have 24 graduates on June 2<sup>nd</sup>. The high school, located in the Norbert Hill Center has approximately 140 students. High school athletes participate in the M & O conference for sports. There are currently 21 students who will graduate with the full diploma and 14 scheduled for graduation from the alternative program in June.

**Contact**

MAIN CONTACT: Sharon Mousseau

MAIN CONTACT TITLE: Superintendent

MAIN PHONE: (920)869-1676 ext. 4623

MAIN EMAIL: [smousseau@oneidanation.org](mailto:smousseau@oneidanation.org)

MAIN WEBSITE: [www.oneida-nsn.gov](http://www.oneida-nsn.gov)

***Pictures that may be included in your section of the report; however, not required.***

**Please provide only high quality \*.jpg images**



DRAFT



## Boards, Committees and Commissions – Summary of Inactive Statuses

As reported over the past two (2) years, there are several Boards, Committees, and Commissions (BCC's) that became inactive during most of the COVID-19 pandemic; a few remain inactive as of the submission of this report. As these BCC's slowly become reactivated, their regular reporting to the General Tribal Council (GTC) via the annual and semi-annual reports will resume. GTC's continued consideration for the circumstances due to the pandemic is appreciated and helpful in allowing the Nation to ensure the general health, safety, and welfare of our community, including the BCC's who serve. Listed herein is a summary of the actions for the inactive BCC's that have occurred during this time.

### Background

On April 8, 2020, the Oneida Business Committee (OBC) adopted BC resolution # 04-08-20-B *Placing Listed Boards, Committees, and Commissions in Temporary Closure Status*. This resolution was effective immediately for the remainder of Fiscal Year 2020 and during any continuing resolution for Fiscal Year 2021. This resolution affected the following BCC's:

1. Oneida Community Library Board;
2. Oneida Environmental Resources Board;
3. Oneida Nation Arts Board;
4. Oneida Nation Veterans Affairs Committee;
5. Oneida Personnel Commission;
6. Oneida Pow Wow Committee;
7. Pardon and Forgiveness Screening Committee;
8. Southeast Wisconsin Oneida Tribal Social Services Advisory Board;
9. Oneida Land Claims Commission; and
10. Oneida Nation Commission on Aging.

On November 24, 2020, the OBC adopted BC resolution # 11-24-20-C *Continuation of Temporary Closure of Listed Boards, Committees and Commissions for Fiscal Year 2021*. This resolution also removed the temporary closure status for the Pardon and Forgiveness Screening Committee and authorized them to begin meeting virtually.



On February 10, 2021, the OBC adopted BC resolution # 02-10-21-E *Authorizing Exemption from Temporary Closure – Oneida Nation Arts Board*. The Oneida Nation Arts Board was removed from the temporary closure status and was authorized to begin meeting virtually.

On April 14, 2021, the OBC adopted BC resolution # 04-14-21-B *Authorization of Boards, Committees and Commissions to Meet and Superseding the Temporary Closure*. This resolution removed the temporary closure status for all the remaining BCC's referenced above effective June 14, 2021. On April 14, 2021, the OBC reaffirmed the action previously taken on February 12, 2020, of implementing the pilot project that removed the Oneida Pow Wow Committee from under the direction of the Boards, Committees and Commissions Law and moved them under the Tourism program.

As of March 31, 2022, the following boards, committees, and commissions remain inactive due to a lack of members.

1. Oneida Community Library Board
2. Oneida Environmental Resource Board
3. Oneida Personnel Commission

Your consideration of this report is appreciated. Questions about any of the actions or activity can be directed to the Government Administrative Office at 920-869-4364, or via email at: [boards@oneidanation.org](mailto:boards@oneidanation.org)

# FY-2022 Semi-annual report template

For **Boards, Committees, and Commissions**

**Note: If you have other required reporting that must be included in the FY-2022 Semi-annual Report, please submit such reports along with this completed template. Thank you.**

## Anna John Resident Centered Care Community Board

### *Purpose:*

The purpose of the Anna John Resident Centered Care Community (AJRCCC) Board is to serve in an advisory capacity ensuring operations of AJRCCC are within the guidelines and policies of the Oneida Nation and within all regulations, rules, policies governing the operation of a nursing home.

The Board ensures the AJRCCC maintains a safe and sanitary environment while providing quality care and services to residents of the facility and as ordered by each resident's attending physician.

### **BCC Members**

Kristin Jorgenson-Dann, Chairperson

Beverly Anderson, Vice-Chair

Valeri Groleau, Member

Patricia Moore, Member

Jeanette Ninham, Member

Brenda Vanden Langenberg, Member

### **Budget**

#### **Funding Sources for FY-2022**

*TRIBAL CONTRIBUTION:* 100%

*GRANTS:* 0

*OTHER SOURCES:* None

Status as of 3/31/22

Total Budget: [Click here to enter total budget for FY-20xx](#)

Budget as of 3/31/22: [Click here to enter budget as of 3/31/xx](#)

Expenditures as of 3/31/22: \$1275

Variance Explanation: The variance is due to not having a full board or members not able to attend a meeting.

**Employees, if any**

NUMBER OF EMPLOYEES TOTAL: 0

NUMBER OF EMPLOYEES WHO ARE ENROLLED ONEIDA: 0

**Stipends**

Regular Stipend Amount: [Click here to enter the stipend amount per meeting – example: \\$50.00 per meeting](#)

	For each month, ENTER TOTAL DOLLAR amount paid	For each month, enter NUMBER of meetings, of each type.		
		Regular	Special/Emergency	Hearings/Other
October 2022	\$300	1		
November 2022	-	0		
December 2022	\$300	1		
January 2022	\$375	1		
February 2022	\$300	1		
March 2022		1		

**Update on up to Three (3) Strategic Goals for FY-2022**

Please refer to your Annual Report submission for FY-2022 and provide an update on the Goals

**GOAL 1**

Community and organizational buy-in will be formed and economic sustainability will be promoted.

Advancing On^yote?a.ka Principles

Update on Goal: The Board hears the concerns of the residents and then finds ways to address them. Also make sure that the residents are aware that the Board is there for them. For the second quarter, cards and other items were sent to the residents on behalf of the board (Birthdays, Valentines)

**GOAL 2**

Continue and update the education of the AJRCCC Board members.

Advancing On^yote?a.ka Principles

Update on Goal: Dependent on the COVID pandemic, the board would like to continue attending trainings to receive the education, whether it be in person or virtual.

***Meetings***

Held every 2<sup>nd</sup> Wednesday of the month.

Meeting Location: Microsoft Team

Meeting Time: 5:00 p.m

Meetings are OPEN.

***Contact***

MAIN CONTACT: Kristin Jorgenson-Dann

MAIN CONTACT TITLE: Chairperson

MAIN EMAIL: [ajc-kjor@oneidanation.org](mailto:ajc-kjor@oneidanation.org)

# FY-2022 Semi-annual report

For Boards, Committees, and Commissions

## Oneida Nation Arts Board

*Purpose:*

The purpose of the Oneida Nation Arts Board is to provide guidance and support to the Oneida Nation Arts Program. The Oneida Nation Arts Board performs the responsibilities granted to the Board under the Dollars for Arts Program.

**BCC Members**

Kelli Strickland, Chairperson

Kent Hutchison, Vice-Chairperson

Cody Cottrell, Member

Harmony Hill, Member

**Budget**

**Funding Sources for FY-2022**

TRIBAL CONTRIBUTION: 0

GRANTS: 0

OTHER SOURCES: 0

**Status as of 3/31/22**

Total Budget: \$0

Budget as of 3/31/22: \$0

Expenditures as of 3/31/22: \$0

Variance Explanation: Currently the Arts Board does not have a stipend budget, but one is being included in FY2023.

**Employees, if any**

NUMBER OF EMPLOYEES TOTAL: ZERO (0)

NUMBER OF EMPLOYEES WHO ARE ENROLLED ONEIDA: ZERO (0)

**Stipends**

Regular Stipend Amount: \$0 per meeting

	For each month, ENTER TOTAL DOLLAR amount paid	For each month, enter NUMBER of meetings, of each type.		
		Regular	Special/Emergency	Hearings/Other
October 2022	0			
November 2022	0			
December 2022	0			
January 2022	0			
February 2022	0			
March 2022	0			

**Update on up to Three (3) Strategic Goals for FY-2022**

**GOAL 1**

Successful management of the Wisconsin Regranting program, that involves Dollars for Arts (DAP) and Planting Seeds of Knowledge (SEEDS) grants.

Advancing On^yote?a.ka Principles

**Update on Goal:** Due to the Covid Pandemic we were not able to conduct the regranting program for Fiscal Year FY21, we skipped a year of grant funding from Wisconsin Arts for FY22. We are on time to meet the upcoming Final Grant report & Application for the FY21 Regranting Program, and ONAP will be applying for funds to continue our regranting programs DAP & Planting Seeds of Knowledge (SEEDS) grants for FY23. A total of 8 DAP Grant awards were provided = 6 artists and 2 non-profit community organizations were awarded DAP funds. Six local schools were awarded funds for SEEDS programming for presenting Native American SEEDS Artists. There were 31 days of residencies scheduled for this school year. SEEDS grant awards of \$11,400 funds went directly to Native American SEEDS Artists in our local community. ONAP received a new Regranting grant award from WI Arts Board this year. This award funds both the Dollars for Art (DAP) program and the Planting Seeds of Knowledge (SEEDS) re-granting program. ONAP will begin promoting the DAP

grant program this year and accept applications from community members. Moving forward the Arts Board wants to look at finding new ways to do fund raising and find ways to expand grant matching.

**GOAL 2**

Develop, adopt, review, and amend applicable standard operating procedures (SOPs) and our By-Laws.

Advancing On^yote?a.ka Principles

**Update on Goal:** Upon completing of the review, the Oneida Nations Art Board By-Laws were submitted to begin the final review and approval process through the Legislative Operating Committee and the Oneida Business Committee, anticipating completion in quarter two (2). A continuation of reviewing their By-Laws and SOPs to ensure the boards alignment with all policies, laws and governing documents of Boards, Committees and Commissions. The Board is also going to research and find ways to promote vacant positions, assist with fundraising for ONAP, and develop artists-in-residency (AIR) and mentorship programs.

***Meetings***

Held every 2<sup>nd</sup> Tuesday of the month.

Meeting Location: Microsoft Teams

Meeting Time: 5:30 PM

Meetings are OPEN.

***Contact***

MAIN CONTACT: Sherrole Benton

MAIN CONTACT TITLE: Arts Program Supervisor

MAIN PHONE: 920-490-3832

MAIN EMAIL: [Sbenton@oneidanation.org](mailto:Sbenton@oneidanation.org)

MAIN WEBSITE: <https://oneida-nsn.gov/resources/arts-program/>

# FY-2022 Semi-annual report

For Boards, Committees, and Commissions

## Pardon and Forgiveness Screening Committee

### *Purpose:*

The purpose of the PFSC is to provide a fair, efficient and formal process for considering pardons and forgiveness.

### **BCC Members**

Eric Boulanger, Chair, OPD Representative

Rosa Laster, Vice Chair, Community-at-large 25+

Elijah Metoxen, Member Social Services Representative

Sandra Skenadore, Member Community-at-large 55+

Ronald King Jr., OPD Alternate

Julie King, Social Services Alternate

Vacant, Community-at-large 25+ Alternate

Vacant, Community-at-large 55+ Alternate

Brandon Stevens, BC Liaison

Jennifer Webster, BC Liaison Alternate

### **Budget**

#### **Funding Sources for FY-2022**

TRIBAL CONTRIBUTION: 0%

GRANTS: 0%

OTHER SOURCES: None



Status as of 3/31/22

Total Budget: Zero (0)

Budget as of 3/31/22: Zero (0)

Expenditures as of 3/31/22: Zero (0)

Variance Explanation: The PFSC does not have their own budget, however, community-at-large members are eligible for stipends. These stipends are paid from the BC Special Projects budget.

Employees, if any

NUMBER OF EMPLOYEES TOTAL: ZERO (0)

NUMBER OF EMPLOYEES WHO ARE ENROLLED ONEIDA: ZERO (0)

Stipends

Regular Stipend Amount: \$75.00 per meeting

	For each month, ENTER TOTAL DOLLAR amount paid	For each month, enter NUMBER of meetings, of each type.		
		Regular	Special/Emergency	Hearings/Other
October 2022	\$0			
November 2022	\$0	0		0
December 2022	\$0			
January 2022	\$0			
February 2022	\$0	1		0
March 2022	\$0			

Update on up to Three (3) Strategic Goals for FY-2022

GOAL 1

Create and update standard operating procedures

Advancing On^yote?a.ka Principles

Update on Goal: Since the PFSC only meets quarterly we held a couple work meetings to review our bylaws and draft SOP's.

**GOAL 2**

Create transition plan for newly appointed Pardon and Forgiveness Screening Committee members

Improving Organizational Changes

Update on Goal: The PFSC is working with Government Administrative Office on drafting SOP's and instructions on our process which will be provided to new members upon their appointment.

**GOAL 3**

Click here to enter a goal for FY-20xx – Brief summary, 25 words or less

Choose a Strategic Direction

Update on Goal: Click here to enter your update on Goal – short, less than 200 words.

**Meetings**

Held every 3<sup>rd</sup> Monday of February, May, August, and November.

Meeting Location: Due to COVID the Committee was meeting virtually through Microsoft Teams

Meeting Time: 10:00 a.m.

Meetings are OPEN.

**Contact**

MAIN CONTACT: Brooke Doxtator

MAIN CONTACT TITLE: Boards, Committees, and Commissions Supervisor

MAIN PHONE: (920) 869-4452

MAIN EMAIL: [Boards@oneidanation.org](mailto:Boards@oneidanation.org)

MAIN WEBSITE: <https://oneida-nsn.gov/government/boards-committees-and-commissions/appointed/#Pardon-and-Forgiveness-Screening-Committee>

# FY-2022 Semi-annual report

For Boards, Committees, and Commissions

## Oneida Police Commission

### *Purpose:*

The purpose of the Oneida Police Commission is to regulate the conduct of the Oneida Nation Law Enforcement personnel according to the highest professional standards, to provide oversight regarding the activities and actions of the law enforcement operations, to provide the greatest possible professional services to the Oneida Community, and to allow the community input regarding those law enforcement services through its representatives on the Police Commission. This entity is created as an oversight body of the Oneida Police Department. The Chief of Police is responsible for the day-to-day activities of the law enforcement services provided to our community.

### *BCC Members*

Richard Van Boxtel, Chair

Kim Nishimoto, Vice Chair

Beverly Anderson, Secretary

Kory Wesaw, Member

Jeanette Ninham, Member

### *Budget*

#### Funding Sources for FY-2022

*TRIBAL CONTRIBUTION:*

100%

*GRANTS:*

[Click here to enter % of budget funded by grants](#)

*OTHER SOURCES:*

None

#### Status as of 3/31/22

Total Budget: \$15,800.00

Budget as of 3/31/22: \$14,115.00

Expenditures as of 3/31/22: \$1,685.00

Variance Explanation: We are under budget due to pandemic we haven't been participating in as much training or holding special events with the community, however, as the Nation re-opens, we hope to resume these activities

**Employees, if any**

NUMBER OF EMPLOYEES TOTAL: ZERO (0)

NUMBER OF EMPLOYEES WHO ARE ENROLLED ONEIDA: ZERO (0)

**Stipends**

Regular Stipend Amount: \$75.00 per meeting

	For each month, ENTER TOTAL DOLLAR amount paid	For each month, enter NUMBER of meetings, of each type.		
		Regular	Special/Emergency	Hearings/Other
October 2022	\$300	1		
November 2022	\$0	1		
December 2022	\$0	0		
January 2022	\$300	1		
February 2022	\$375	1		
March 2022	\$300	1		

**Update on up to Three (3) Strategic Goals for FY-2022**

**GOAL 1**

Continuous Training

Advancing On^yote?a.ka Principles

Update on Goal: The Commission reviewed their bylaws which identifies trainings for the Commissioners. The Commission needs to identify which trainings are available so they can assign and schedule the appropriate trainings for each Commissioner. The Commissioners participated in HRD training required to participate in interviews for sworn employees.

**GOAL 2**

Participate in community events with the Oneida Police Department to build a positive relationship among the Community, Police Commission and Oneida Police Department.

Promoting Positive Community Relations

Update on Goal: This goal was on hold due to the pandemic. Many community events had been cancelled or postponed. As the Nation begin to re-open the Commission intends to start participating and collaborating in community events once again.

**GOAL 3**

Provide fair and impartial hearings for Sworn Law Enforcement Personnel

Improving Organizational Changes

Update on Goal: The Commission has been developing standard operating procedures since October 2021 to improve our operations. One of the SOP's we have been working on is a Hearing SOP.

**Meetings**

Held every 4<sup>th</sup> Wednesday of the month.

Meeting Location: Virtual via Microsoft Teams

Meeting Time: 5:00 p.m.

Meetings are OPEN.

**Contact**

MAIN CONTACT: Brooke Doxtator, BCC Supervisor

MAIN CONTACT TITLE: Boards, Committees, and Commissions Supervisor

MAIN PHONE: (920) 869-4452

MAIN EMAIL: [police\\_commission@oneidanation.org](mailto:police_commission@oneidanation.org)

MAIN WEBSITE: <https://oneida-nsn.gov/government/boards-committees-and-commissions/appointed/#Oneida-Police-Commission>

DRAFT

DRAFT

# FY-2022 Semi-annual report template

For Departments which report to a Board, Committee, or Commission

## Oneida Police Commission

## Oneida Police Department

### *Purpose:*

To enforce federal, state, local and tribal laws and ordinances. Provide immediate response to crimes, medical emergencies, administers basic life support, paper service, vehicle lockout service, special events security, medicine disposal, house checks, community education and youth programs to the Oneida Community. To enhance the quality of life in Oneida by reducing crime, drugs, and gang activity through education, prevention, and intervention. We provide 24/7 service, with Wisconsin certified Law Enforcement Officers and a fully operational Dispatch Center. We chair the Native American Drug and Gang Initiative (NADGI) which was established in 2007.

### Budget

#### Funding Sources for FY-2022

TRIBAL CONTRIBUTION: \$3,670,402

GRANTS: \$205,088

#### OTHER SOURCES:

Click here to enter name of other funding source  
 Click here to enter name of other funding source  
 Click here to enter name of other funding source  
 Click here to enter name of other funding source

Click here to enter % of budget funded by other sources  
 Click here to enter % of budget funded by other sources  
 Click here to enter % of budget funded by other sources  
 Click here to enter % of budget funded by other sources

#### Status as of 3/31/22

Total Budget: \$3,670,402

Budget as of 3/31/22: \$1,845,968

Expenditures as of 3/31/22: \$1,780,427

Variance Explanation: The variance is due to unspent operating expenses.

### Employees

NUMBER OF EMPLOYEES TOTAL:

27 OF 31

NUMBER OF EMPLOYEES WHO ARE ENROLLED ONEIDA:

20 OF 27

**Who we serve**

The Oneida Police Department is a 24/7 department which provides police/emergency and dispatch services to the Oneida Community, approximately 23,000 people.

**Contact**

MAIN CONTACT: Eric Boulanger

MAIN CONTACT TITLE: Chief of Police

MAIN PHONE: 920-869-2239

MAIN EMAIL: eboulan1@oneidanation.org

MAIN WEBSITE: <https://Oneida-nsn.gov/divisions/policedepartment/>

*Pictures that may be included in your section of the report; however, not required.*

Please provide only high quality \*.jpg images



October is Breast Cancer Awareness month. Officers wore pink ribbon pins to help spread awareness. Pictured is Officer J. Wheelock.



Officers participated in a scaled back Shop With A Cop in December 2021. Youth were treated to breakfast at McDonald's followed by shopping at Walmart. Pictured is Sgt. Ness, Det. Sgt. King, Officers Trimberger and Metoxen.



Officers Metoxen and Deras are shown helping with the Stuff the Cruiser event that occurred in December 2021. A total of 2,680 lbs. of food was collected.



# FY-2022 Semi-annual report template

For **Boards, Committees, and Commissions**

**Note: If you have other required reporting that must be included in the FY-2022 Semi-annual Report, please submit such reports along with this completed template. Thank you.**

## Southeastern Wisconsin Oneida Tribal Services Advisory Board

### *Purpose:*

The Board was established for purposes of providing advice and constructive input to the Southeastern Wisconsin Oneida Tribal Services (SEOTS) Director working in partnership to formulate social services programs for the Oneida people residing in Southeastern Wisconsin by, including, but not limited to:

- (a) Acting as an ambassador for the SEOTS program by promoting its mission whenever possible;
- (b) Reviewing the SEOTS program's budget;
- (c) Guiding and advising the SEOTS administration;
- (d) Adhering to the appropriate chain of command in any and all relative communications with the Oneida Business Committee; and
- (e) Carrying out all other powers and/or duties delegated to SEOTS by the laws and/or policies of the Nation.

### **BCC Members**

Diane S Hill, Chair

Michael A Coleman, Vice-Chair

Lloyd D Ninham, Secretary

Kathleen M Hill, Member

JUDY DORDEL, MEMBER

### **Budget**

#### **Funding Sources for FY-2022**

TRIBAL CONTRIBUTION: 100%

GRANTS: 0%

OTHER SOURCES:

2019 Fundraising

Click here to enter name of other funding source  
 Click here to enter name of other funding source

\$326

Click here to enter % of budget funded by other sources  
 Click here to enter % of budget funded by other sources

Status as of 3/31/22

Total Budget: \$9,800.00

Budget as of 3/31/22: \$4,898.00

Expenditures as of 3/31/22: \$900.00

Variance Explanation: Due to Temporary Closure of the Southeastern Wisconsin Oneida Tribal Services Advisory Board and vacancies resulting from the closure, the Board was unable to start meeting officially until January 2022 and hosting events for the community. More expenses will be used in the 3<sup>rd</sup> and 4<sup>th</sup> quarter of the year.

Employees, if any

NUMBER OF EMPLOYEES TOTAL: 0

NUMBER OF EMPLOYEES WHO ARE ENROLLED ONEIDA: 0

Stipends

Regular Stipend Amount: \$75.00 per meeting

	For each month, ENTER TOTAL	For each month, enter NUMBER of meetings, of each type.		
		Regular	Special/Emergency	Hearings/Other

	DOLLAR amount paid			
<i>October 2022</i>	0.00	0	0	0
<i>November 2022</i>	0.00	0	0	0
<i>December 2022</i>	0.00	0	0	0
<i>January 2022</i>	\$300.00	1	0	0
<i>February 2022</i>	\$300.00	1	0	0
<i>March 2022</i>	\$300.00	1	0	0

**Update on up to Three (3) Strategic Goals for FY-2022**

Please refer to your Annual Report submission for FY-2022 and provide an update on the Goals

**GOAL 1**

***Support the community by communicating about the resources via social media, word of mouth, and mailers.***

Promoting Positive Community Relations

Update on Goal: A Facebook Page has been created for the SEOTS Advisory Board to aide in communicating with the community far and wide. Over the next months as things change in the Nation messages and updates for those on social media platforms can access shared information sooner than a mailer. For those not on social media platforms emails and mailers will continue being sent to those that opt in. Two (2) board members are currently providing administrative support for the SEOTS Facebook page and we encourage the membership to visit it often to keep up-to-date on current events.

**GOAL 2**

***Engage with the community for services available: food, health, clothing, etc.***

Encouraging Tsi?niyukwalihoT^

Update on Goal: Having regular communication with the South Eastern Oneida community. This way over the next three (3) months and beyond the community will be more confident in the Nation’s support of those not living directly on or in close proximity to the reservation as not all benefits are available to non-reservation members. Sharing community resources available to tribal members to receive elder

food boxes, Hunger Task Force food drive in the local community and/or from the reservation.

**GOAL 3**

***Host community engagement events; August community picnic and an October Halloween event in collaboration with other Tribal agencies located in Milwaukee.***

Promoting Positive Community Relations

Update on Goal: A warm environment establishes trust and reignites unity. So, if there are things that need to be done, which requires a specific approval, a representative or two (2) would be able to attend the event. Doing so would clear the path to allow the development of the most precious resource, our people. Such events would bolster the spirits of those who would attend, from our elders, to the infants and everyone in-between.

***Meetings***

Held every 2<sup>nd</sup> Monday of the month.

Meeting Location: Virtually via Microsoft Teams

Meeting Time: 6:00 pm

Meetings are OPEN.

***Contact***

MAIN CONTACT: Southeastern Wisconsin Oneida Tribal Services Advisory Board Members

MAIN CONTACT TITLE: Southeastern Wisconsin Oneida Tribal Services Advisory Board

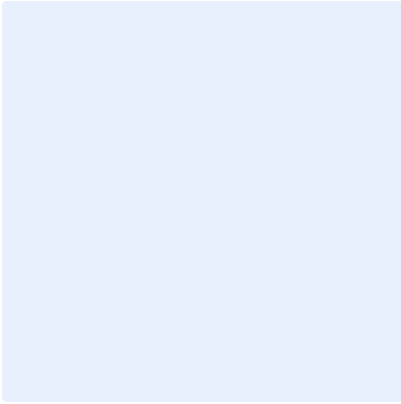
MAIN PHONE: (414) 329-4101

MAIN EMAIL: SEOTS@oneidanation.org

MAIN WEBSITE: <https://oneida-nsn.gov/government/boards-committees-and-commissions/appointed/#Southeastern-Wisconsin-Oneida-Tribal-Services-Advisory-Board>

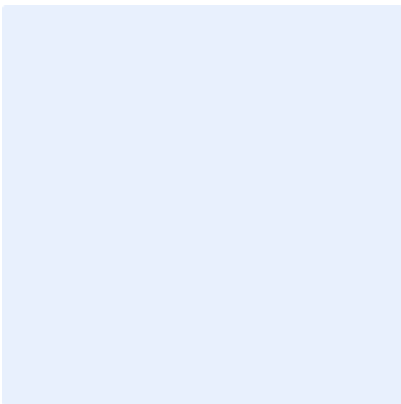
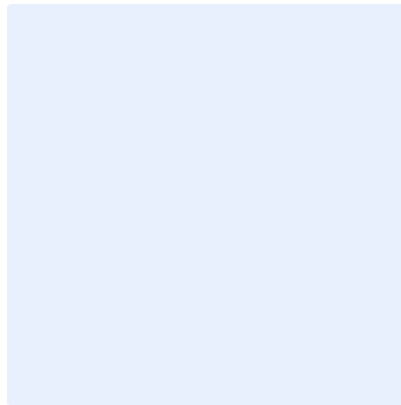
***Logo that may be included in the report***

Please provide only high quality \*.jpg images



*Other Pictures that may be included in your section of the report; however, not required*

Please provide only high quality \*.jpg images



# FY-2022 Semi-annual Report

## Oneida Nation Veterans Affairs Committee (ONVAC)

### *Purpose:*

The purpose of the Veterans Affairs Committee is to serve as an advisory body to the Oneida Veterans Service Office (“Office”) in all matters relating to Oneida Nation Veterans’ rights and benefits and veterans’ affairs issues, and to protect the honor and integrity of the Oneida Nation and all veterans who served honorably in the United States Uniformed Services. Among other services, the Veterans Affairs Committee is to provide advice and constructive input to the Oneida Veterans Service Office Director on all veterans’ affairs issues so the Office can formulate veterans’ services and programs; and to coordinate veterans’ events with the Office and veterans’ organizations that are representatives of Oneida Veterans and the Oneida Nation.

### *BCC Members*

Gerald Cornelius, ONVAC Chair

Floyd J Hill II, ONVAC Vice-Chair

John Breuninger, ONVAC Secretary

Arthur W Cornelius, Member

Kenneth G House, Member

Benjamin J Skenandore, Member

Dale A Webster, Member

### *Budget*

#### Funding Sources for FY-2022

<i>TRIBAL CONTRIBUTION:</i>	100%
<i>GRANTS:</i>	0%
<i>OTHER SOURCES:</i>	N/A

#### Status as of 3/31/22

Total Budget: \$51,524.00

Budget as of 3/31/22: \$25,760.00

Expenditures as of 3/31/22: \$1,350.00

Variance Explanation: Due to Temporary Closure of the ONVAC and vacancies resulting from the closure, the Committee was unable to start meeting officially until January 2022 and hosting events for the community. More expenses will be used in the 3<sup>rd</sup> and 4<sup>th</sup> quarter of the year.

**Employees, if any**

NUMBER OF EMPLOYEES TOTAL: 0

NUMBER OF EMPLOYEES WHO ARE ENROLLED ONEIDA: 0

**Stipends**

Regular Stipend Amount: \$75.00 per meeting

	For each month, ENTER TOTAL DOLLAR amount paid	For each month, enter NUMBER of meetings, of each type.		
		Regular	Special/Emergency	Hearings/Other
October 2021	0.00	0	0	0
November 2021	0.00	0	0	0
December 2021	0.00	0	0	0
January 2022	\$450.00	1	0	0
February 2022	\$450.00	1	0	0
March 2022	\$450.00	1	0	0

**Update on up to Three (3) Strategic Goals for FY-2022**

Please refer to your Annual Report submission for FY-2022 and provide an update on the Goals

**GOAL 1**

Engage community with services provided and develop a positive relationship with the Oneida Community.

#### Promoting Positive Community Relations

Update on Goal: ONVAC remains engaged in extracurricular activities within our Oneida Community and continuously assists the Veterans Service Officer with Veteran meetings, celebrations, funerals, meals, community events (Christmas Tree lighting), color guard responsibilities at Tribal Meetings (GTC), organizational events as well as “other” requests for color guard participation.

#### GOAL 2

**Continuously developing and maintaining positive relationships with our Oneida Veteran population, their families and our community as well as with the Oneida Nation’s departments, programs and services, external entities and our surrounding governments, veteran’s organizations, schools and communities.**

#### Promoting Positive Community Relations

Update on Goal: VISIBILITY and PARTICIPATION: Although the ONVAC, as other BCCs have been inoperative during the Covid-19 Pandemic, we have continued to be involved in “safely” providing our support services to our Veterans, their families and our Community. We are a “service” organization which continuously serves our People and Community. Just recently, we have supported the Nation’s Tribal Action Plan (TAP) staff with community involvement and support; furthermore, we continuously work to improve our Nation’s Veterans Memorial Site with the addition of the Wisconsin State Purple Heart Monument, the planting of a “tree” within the memorial site, which was dedicated to the Oneida Nation from the Daughters of the American Revolution; and finally, supporting a Ceremony within which, the Sons of the American Revolution presented a DISTINGUISHED PATRIOTIC LEADERSHIP AWARD and an ONEIDA WARRIOR PLAQUE to the Oneida Nation.

#### GOAL 3

**The development and implementation of additional enhancements to the Veterans Memorial Wall and Site. The ONVAC has and will continue to work with the Tourism and the Department of Public Works in completing projects within the site.**

#### Exercising Sovereignty

Update on Goal: Prior to the Covid-19 Pandemic “closure” of the ONVAC, a DRAFT Site Plan was completed by the Oneida Planning Department. This Plan will continue to be the basic footprint to all of the enhancements to be made within the site. Currently, the enhancements will include positioning of two additional memorials, one to Dr. Josiah Powless and the second to the Oneida Code Talkers. An Eagle will be placed at the eastern end of the existing wall and upgrades will also be made to the wall. In addition, sidewalks, lighting and re-painting of the individual “bricks” located on the north side of the wall will



be accomplished. The inclusion of picnic tables, seating around the monuments and perhaps a veranda or gazebo in the open space.

**Meetings**

Held every Held every 2<sup>nd</sup> Tuesday via Microsoft Teams of the month.

Meeting Location: Virtually via Microsoft Teams

Meeting Time: 5:00 pm

Meetings are OPEN.

**Contact**

MAIN CONTACT: Gerald Cornelius or John L. Breuninger

MAIN CONTACT TITLE: ONVAC Chair / ONVAC Secretary

MAIN PHONE: (920) 615-6521 / (920) 562-7536

MAIN EMAIL: [onv-gcor@oneidation.org](mailto:onv-gcor@oneidation.org) / [onv-jbre@oneidation.org](mailto:onv-jbre@oneidation.org)

MAIN WEBSITE: <https://oneida-nsn.gov/government/boards-committees-and-commissions/appointed/#Oneida-Nation-Veterans-Affairs-Committee>





The ONVAC orchestrated an awards ceremony with the Sons of the American Revolution (SAR) at the VFW Building on March 31, 2022. The Sons of the American Revolution presented two awards to Oneida Chairman Tahssi Hill in recognition of the Oneida Nation's critical participation in the Revolutionary War. The ONVAC, along with the SAR Color Guards presented the Colors to the beat of the drum of the Buffalo Creek Singers and the National Anthem (recording) by the Oneida Hymn Singers.

Yaw^ko to everyone for their support.

# FY-2022 Semi-annual report template

For **Boards, Committees, and Commissions**

**Note: If you have other required reporting that must be included in the FY-2022 Semi-annual Report, please submit such reports along with this completed template. Thank you.**

## Finance Committee

### *Purpose:*

The Finance Committee (FC) is a working Sub-Committee of the Oneida Business Committee. Responsibilities as delegated by the BC include recommending financial decisions related to Nation policies, and oversight /guidance of organizational expenditures in support of the mission, values, and strategic goals of the Oneida Nation.

### **BCC Members**

Cristina Danforth, Treasurer & FC Chair

Jennifer Webster, Councilwoman & FC BC member

Kirby Metoxen, Councilman & FC BC member

Other FC members:,

Larry Barton, CFO & FC Vice Chair

Chad Fuss, Gaming CFO & GGM Alternate

Patrick Stensloff, Purchasing Manager

Vacant, FC Elder member

### **Budget**

#### **Funding Sources for FY-2022**

*TRIBAL CONTRIBUTION:*

*100% TRIBAL CONTRIBUTION*

*GRANTS:*

[Click here to enter % of budget funded by grants](#)

OTHER SOURCES:

Click here to enter name of other funding source  
 Click here to enter name of other funding source  
 Click here to enter name of other funding source  
 Click here to enter name of other funding source

Click here to enter % of budget funded by other sources  
 Click here to enter % of budget funded by other sources  
 Click here to enter % of budget funded by other sources  
 Click here to enter % of budget funded by other sources

Status as of 3/31/22

Total Budget: \$1,800.

Budget as of 3/31/22: \$1,800.

Expenditures as of 3/31/22: none

Variance Explanation: No variance, funding is to pay for elder member meeting stipend; the elder member position has been vacant since the beginning of FY2022.

Employees, if any

NUMBER OF EMPLOYEES TOTAL:

Click here to enter # of employees

NUMBER OF EMPLOYEES WHO ARE ENROLLED ONEIDA:

Click here to enter # of Enrolled Oneida Employees

Stipends

Regular Stipend Amount: Click here to enter the stipend amount per meeting – example: \$50.00 per meeting

	For each month, ENTER TOTAL DOLLAR amount paid	For each month, enter NUMBER of meetings, of each type.		
		Regular	Special/Emergency	Hearings/Other
October 2022				
November 2022				
December 2022				
January 2022				
February 2022				
March 2022				

**Update on up to Three (3) Strategic Goals for FY-2022**

Please refer to your Annual Report submission for FY-2022 and provide an update on the Goals

**GOAL 1**

To support & improve all processes, procedures, laws, budgets and resolutions that pertain to responsible financial oversight /expenditures for the Oneida Nation

Improving Organizational Changes

Update on Goal: In the first six months of FY2022 the Finance Committee reviewed, provided advice and approved sixty-four budgeted expenditure requests from the organization totaling \$22,765,066.40; reviewed twenty-nine informational requests /reports and reviewed two investment updates

**GOAL 2**

Demonstrate Community commitment by providing giving through Donations and the Oneida Finance Fund to local charitable organizations, local veteran's groups and to Oneida tribal members and families.

Inspiring Yukwatsistayn

Update on Goal: In the first six months of FY2022 the FC provided \$15,000 in Donations to five local charitable groups that provide direct services to the Oneida community and provided \$18,554.60 in Oneida Finance Funding to 43 Oneida members/families to support positive self-development activities.

**GOAL 3**

Continue to develop endowments for the Nation in the areas of Language, Land, and Health to sustain funding for these important areas for future generations.

Advancing On^yote?a.ka Principles

Update on Goal: With the interruption in basic services following the Covid-19 pandemic the FC did not address this goal as their main focus for the first six months of FY 2022 was to ensure financial processes for the Oneida Nation were expedited to provide services to the Oneida Community.

**Meetings**

Held every twice each month on Mondays one week prior to the BC meetings of the month.

Meeting Location: All FC meetings in the first half of FY2022 were held virtually via Microsoft Teams

Meeting Time: 9:00 a.m.

Meetings are OPEN.

**Contact**

MAIN CONTACT: Cristina Danforth

MAIN CONTACT TITLE: Treasurer

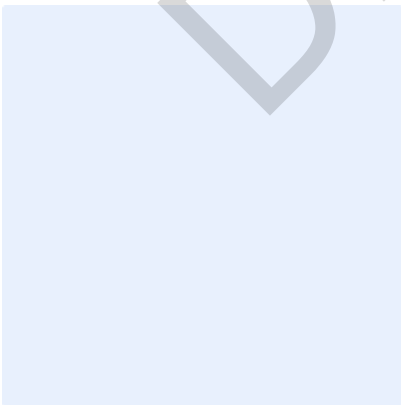
MAIN PHONE: 920-8693-4300

MAIN EMAIL: [FAO@oneidanation.org](mailto:FAO@oneidanation.org)

MAIN WEBSITE: [www.oneida-nsn.gov/](http://www.oneida-nsn.gov/)

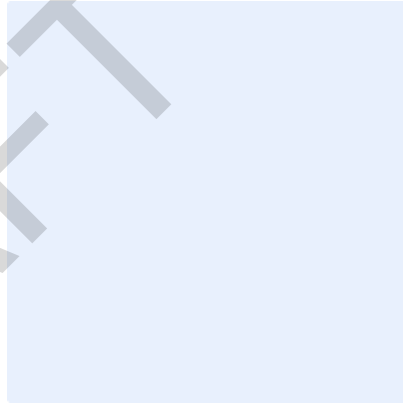
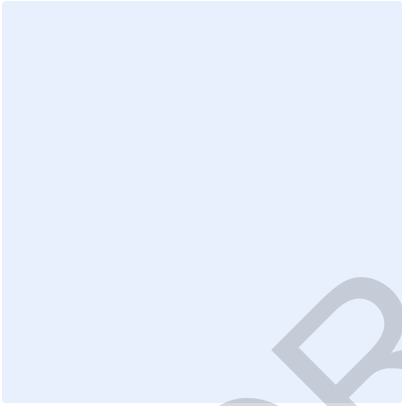
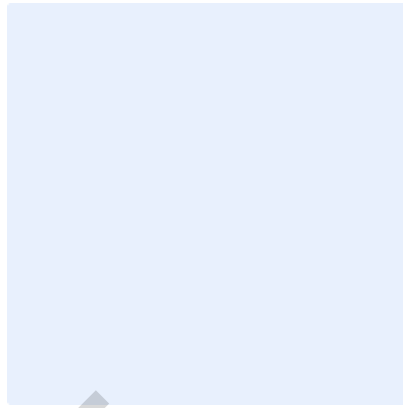
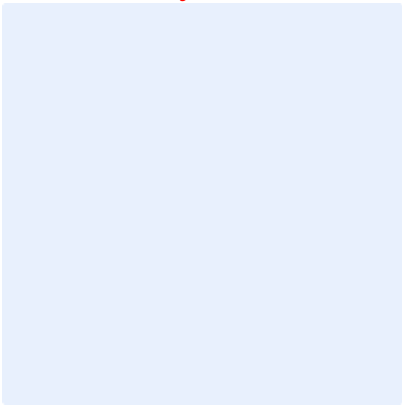
**Logo that may be included in the report**

Please provide only high quality \*.jpg images



**Other Pictures that may be included in your section of the report; however, not required**

Please provide only high quality \*.jpg images



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# FY-2022 Semi-annual report template

For **Boards, Committees, and Commissions**

**Note: If you have other required reporting that must be included in the FY-2022 Semi-annual Report, please submit such reports along with this completed template. Thank you.**

## Oneida Youth Leadership Institute

*Purpose:*

Oneida Youth Leadership Institute Mission Statement: Investing in the development of our youth to enhance nation building by learning from our past, embracing our present, and leaving a legacy for the future. The Oneida Youth Leadership Institute is a tax-deductible 7871 entity of the Oneida Nation actively planning for the 7th generation by providing opportunities, initiatives, and trainings that can help inspire our Native youth to become strong, progressive leaders. The Youth Leadership Institute will foster Tradition Heritage/Culture; Healthy Minds/Healthy Bodies; Citizen Engagement; Leadership; Academic Excellence; Entrepreneurship; Networking

**BCC Members**

Marlon Skenandore, Board Member

Margaret Ellis, Board Member

Melissa Metoxen, Board Member

Jeff House, Board Member

Paul Ninham, Board Member

Elijah Metoxen, Board Member

Aliskwet (Cheryl) Ellis, Board Member

Click here to enter member name, Click here to enter member's title

Click here to enter member name, Click here to enter member's title

Click here to enter member name, Click here to enter member's title

Click here to enter member name, Click here to enter member's title

Click here to enter member name, Click here to enter member's title

Click here to enter member name, Click here to enter member's title



**Budget**

**Funding Sources for FY-2022**

TRIBAL CONTRIBUTION: \$0

GRANTS: \$0

OTHER SOURCES:

Click here to enter name of other funding source  
Click here to enter name of other funding source  
Click here to enter name of other funding source  
Click here to enter name of other funding source

Click here to enter % of budget funded by other sources  
Click here to enter % of budget funded by other sources  
Click here to enter % of budget funded by other sources  
Click here to enter % of budget funded by other sources

**Status as of 3/31/22**

Total Budget: \$0 - 2022

Budget as of 3/31/22: \$0 budget as of 3/31/22

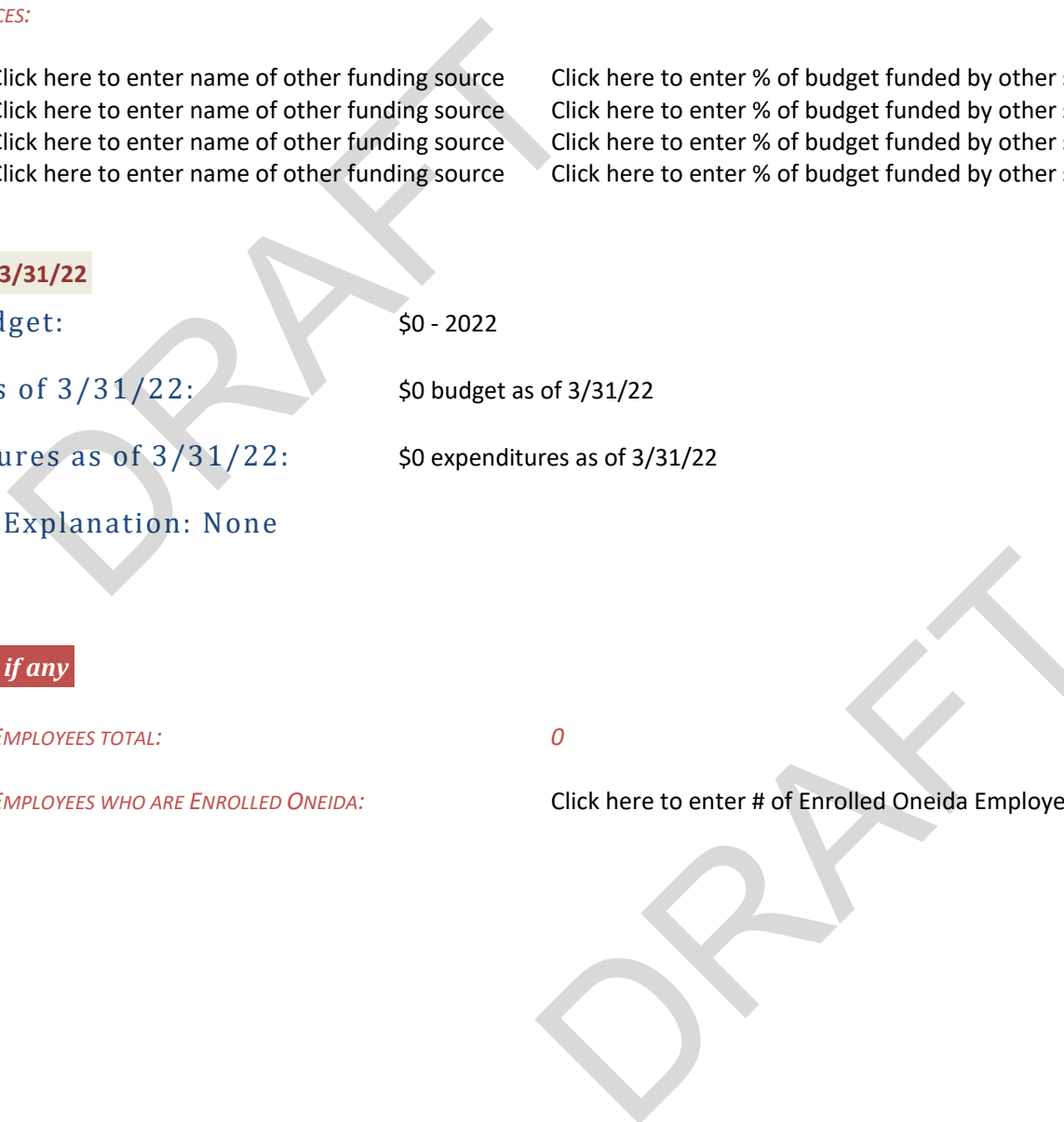
Expenditures as of 3/31/22: \$0 expenditures as of 3/31/22

Variance Explanation: None

**Employees, if any**

NUMBER OF EMPLOYEES TOTAL: 0

NUMBER OF EMPLOYEES WHO ARE ENROLLED ONEIDA: Click here to enter # of Enrolled Oneida Employees



Stipends

Regular Stipend Amount: Click here to enter the stipend amount per meeting – **example: \$50.00** per meeting

	For each month, ENTER TOTAL DOLLAR amount paid	For each month, enter NUMBER of meetings, of each type.		
		Regular	Special/Emergency	Hearings/Other
October 2022	0	0		
November 2022	0	0		
December 2022	0	0		
January 2022	0	0		
February 2022	0	0		
March 2022	0	0		

**Update on up to Three (3) Strategic Goals for FY-2022**

Please refer to your Annual Report submission for FY-2022 and provide an update on the Goals

**GOAL 1**

Community Engagement – The Oneida Youth Leadership Institute (OYLI) is fully engaged with the community being a community tool for tax-exempt fundraising efforts. When fully up and running, we provide enhanced services to groups seeking to fundraise for youth activities/events and assist in the development of initiatives that will create leadership qualities in our youth. Prior to the Pandemic, OYLI had reached \$129,909 in Restricted Funds and \$17,746 in Unrestricted Funds. The Board is a volunteer Board only, and no Board Member receives any form of stipend or payment, nor are there any costs are incurred.

Promoting Positive Community Relations

Update on Goal: We are currently at \$248,801.62; with \$197,740.02 being restricted and \$51,055.60 being unrestricted.

**GOAL 2**

Operational Sustainability – Prior to the pandemic, we were finalizing our policies and procedures and operating manual so that grant fundraising could begin in order to build and sustain OYLI efforts. As a non-profit entity we can apply for external funding from corporations and foundations. Our challenge here would be to help these entities to understand that a 7871 organization has the same tax-exempt qualifications as a 501c3 organization.

Advancing On^yote?a.ka Principles

Update on Goal: This effort continues to be on hold due to the loss of staff and increased workload within our office

**GOAL 3**

Development – With the development of a full procedure manual we can begin to raise funds for the OYLI and provide grants/sponsorships/donations to youth groups and activities that meet our overall purpose.

Improving Organizational Changes

Update on Goal: We had anew appointment last year in Aliskwet Ellis, however we have one board member whose term is currently extended as he would like to step down once we have a full board. So we are sill looking for one more appointment to make a full board.

***Meetings***

Held every 3rd Thursday of the month. Currently with Covid precautions and with lack of staff in department, meetings have been on hold.

Meeting Location: Various meeting locations depending on availability. Skenandoah bldg., Bay Bank, Elder Dept. have been utilized.

Meeting Time: 12:00 – 1:00

Meetings are OPEN.

***Contact***

MAIN CONTACT: Cheryl Stevens

MAIN CONTACT TITLE: Executive Manager

MAIN PHONE: 920-496-7331

MAIN EMAIL: [cstevens@oneidanation.org](mailto:cstevens@oneidanation.org)

MAIN WEBSITE: [oneida-nsn.gov](http://oneida-nsn.gov)

# FY-2022 Semi-annual report

For Corporations

## Bay Bancorporation

Bay Bancorporation Inc is the parent company for Bay Bank. We operate 2 banking locations in Green Bay and a branch office in Keshena. The Bank had total assets of \$200 million as of quarter end 3/31/2022. We are a full-service bank that offers deposit accounts, online and mobile banking, consumer loans, mortgage loans, business loans and cash management services for business customers. The majority of our customers are in the Green Bay area but we also offer banking services to the other Tribes in Wisconsin. The Bank is profitable and financially strong.

### Corporate Board Members

Robert Jossie – Board Chairman

Term ending: 10/24/2020

Jeff Bowman – President & CEO

Term ending: 7/23/2022

Elaine Skenandore-Cornelius

Term ending: 7/13/2021

Fern Orie

Term ending: 7/31/2022

Todd Van Den Heuvel

Term ending: 7/23/2021

**Update: Goals/Announcements for FY-2022**

We implemented several new technology upgrades since the start of the Nation's fiscal year. We now offer instant issue contactless debit cards, ability for customers to externally transfer money to and from another financial institution and upgrade our online banking capabilities that inaugurates stronger cybersecurity features. A second Interactive Teller Machine was deployed. We are implementing a Financial Crimes Management Software to help monitor fraudulent activity and meet Bank Secrecy Act reporting requirements. On the marketing and advertising front, we are utilizing digital marketing opportunities to grow our brand and product awareness, which is yielding positive results.

The Bank is in excellent financial condition and is generating consistent profits. For the 12 months ending 12/31/21, we generated total revenue of \$9,908,000, we had expenses of \$6,826,000 and a Net Profit of \$3,082,000. In the banking industry, ROI is calculated as Return on Equity (ROE). Our ROE in F2021 was 17.2%. In the first quarter of fiscal year 2022 (3/31/22) we had total revenues of \$1,669,000, expenses of \$1,464,000 and a Net Profit of \$205,000. Our Return on Equity in Q1 of 2022 was 4.5%. The Bank has a very strong equity position of \$17,296,000.

**Dividends**

In December of 2021, Bay Bancorporation paid a \$125,000 dividend to the shareholder.

**Meetings**

Held every fourth Thursday of the month.

**Stipend**

\$550 per meeting, \$600 for the Board Chair. \$100 fee for other committee meetings.

**Contact**

MAIN CONTACT: Jeff Bowman  
MAIN CONTACT TITLE: President & CEO  
MAIN PHONE: 920-490-7600  
MAIN EMAIL: jeff.bowman@baybankgb.com  
MAIN WEBSITE: www.baybankgb.com

# FY-2022 Semi-annual report

## ONEIDA AIRPORT HOTEL CORPORATION

The Oneida Airport Hotel Corporation (OAHC) serves the Oneida membership by providing economic diversification through the profitable operation of its business ventures.

Businesses owned by OAHC include: Radisson Hotel & Conference Center Green Bay and Three Clans Airport d/b/a Wingate by Wyndham Airport Hotel Green Bay.

The Radisson works with Oneida Casino Management and marketing staff to enhance the overall customer experience of the Gaming customer. Additional markets served in the hospitality industry by both the Radisson and Wingate include Corporate, Association, Tour & Travel, Tribal, State and Federal Governments, Social, Military, Education, Religious and Fraternal.

### Corporate Board Members

Kathy Hughes, Chairwoman

Term ending: January, 2027

Patricia Lassila, Vice Chairwoman

Term ending: January, 2026

Kateri Wheelock, Secretary/Treasurer

Term ending: January, 2025

Vern Doxtator, Member

Term ending: January, 2023

Susan House, Member

Term ending: January, 2027

**Update: Goals/Announcements for FY-2022**

The Radisson Green Bay has met and exceeded Revenue expectation for the property, through Average Daily Rate and Occupancy. The remaining 6 months, will have the Revenue and Sales Department continue to work with the strategies in place for growing occupancy at a higher ADR, both in transient and group. The Sales team continues to work with Discover Green Bay for leads as well as Corporate franchise and Management Company, to gain leverage in the Green Bay market. Cedar & Sage Grill House and Sky World Coffee & Custard, continue to perform well. Purcells Beer Garden is now open for the summer Friday Through Sunday and we are close to opening Cedar & Sage for Breakfast daily as well as Brunch on Sunday.

The Wingate Green Bay has met and exceeded Revenue expectations for the property, mostly through an increase in the Average Daily Rate. They will be working alongside the Radisson Sales Team for leads along with the Visitor Center and Management Company. Wingate Green Bay will continue their cost reduction measures to reduce cost and increase profit.

Both properties maintained operations through COVID and are starting to recover to pre-covid business.

**Meetings**

Held every 4<sup>th</sup> Wednesday of the month.

**Stipend**

\$500.00 per meeting

**Contact**

MAIN CONTACT: Kathy Hughes  
MAIN CONTACT TITLE: OAHC Chairwoman  
MAIN PHONE: 920-405-6410  
MAIN EMAIL: [jeanne.calhoun@rhccgb.com](mailto:jeanne.calhoun@rhccgb.com)  
MAIN WEBSITE: [Click here to enter website address](#)

**Logo(s) that may be included in the report**

Please provide only high quality \*.jpg images



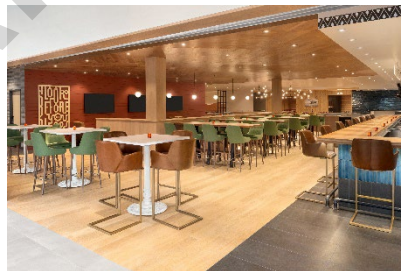
Radisson Hotel & Conference Center



Purcell's Beer Garden



Sky World Coffee & Custard



Cedar & Sage Grill House

**Other Pictures that may be included in the report**

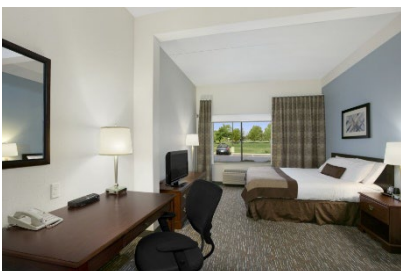
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Wingate by Wyndham Green Bay



Breakfast Area





DRAFT

DRAFT



# mi-annual report

## Oneida ESC Group, LLC

Oneida ESC Group is a family of companies, owned by the Oneida Nation of Wisconsin, that delivers customer-focused engineering, science, real estate developer, construction services worldwide. Environmental services included remediation and restoration services across the regulatory spectrum, natural resource evaluations, ecological studies, Threatened and Endangered species studies, watershed, environmental and biological assessments; Engineering services include civil, transportation, mechanical, electrical, plumbing, and structural engineering design. Construction services include Construction and demolition, construction management, and construction oversight (Title II) services for commercial and governmental facilities. Real estate development includes managing and developing mixed-use commercial, retail and office spaces.

### Corporate Board Members

Jacqueline Zalim, Board Member  
Term ending: June, 2022

Leslie Wheelock, Board Member  
Term ending: June 2023

John Breuninger, Board Chairman  
Term ending: June 2024

### Update: Goals/Announcements for FY-2022

Establish a new 8a company (General Mechanical Corporation) – application submission in May 2022, establish an affordable multi-family housing project – Working with the Oneida Nation leadership on a comprehensive plan.

### Dividends

Oneida ESC Group has paid \$6.1M in total dividends to the Oneida Nation which includes those dividends paid by Oneida Total Integrated Enterprises (OTIE) since its inception in 2007. 2021 Dividend - \$0.

**Meetings**

Held every quarter of the year.

**Stipend**

\$300 per month.

**Contact**

MAIN CONTACT: Jeff House  
MAIN CONTACT TITLE: President and CEO  
MAIN PHONE: 920-884-3968  
MAIN EMAIL: [jhouse@oescgroup.com](mailto:jhouse@oescgroup.com)  
MAIN WEBSITE: [www.OESCGroup.com](http://www.OESCGroup.com)

***Logo(s) that may be included in the report***

Please provide only high quality \*.jpg images

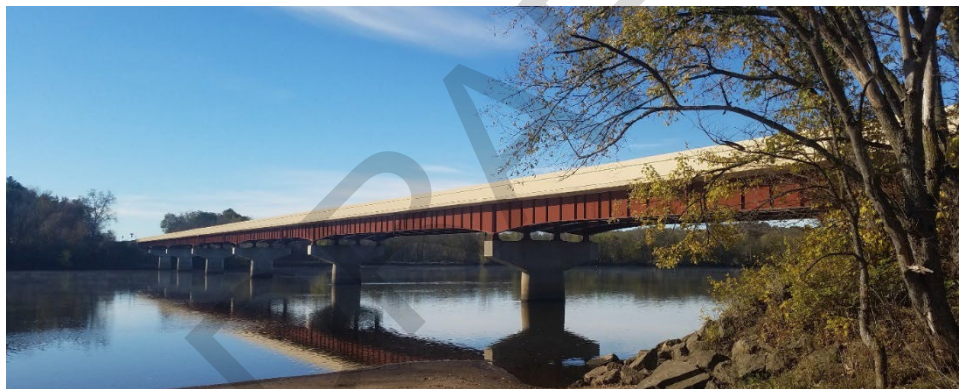


1822 Land and Development Company of Oneida manages and maintains several commercial real estate properties including the Oneida Post Office



OTIE's engineering group provided land scape design for the Puerto Rico Notre Dame Bridge project – Rio Puerto Nuevo, San Juan, Puerto Rico.

OES oversaw the construction of the STH 23 near Spring Green that spans the Wisconsin River in Sauk County. OES won the 2021 Outstanding Highway Construction Award for Excellence in Large Structures.



At Edwards Airforce Based, MS2 was General Contractor and self-performed some of the work for a large renovation project including repair of roof, HVAC, alarm and fire suppression systems, replaced asphalt with concrete around compound, provided concrete for building extension and storage units and relocated perimeter fence and test systems.





*Other Pictures that may be included in the report*



SRS - Employee retrieving nestling from a cavity as part of a bird survey in FL. Below a team works on a wetland project also in FL.



OTIE and SRS team up installing a PFAS testing site on Peterson Airforce Base in CO.

Below: OTIE provided all the structural engineering design for the new UW Eau Claire Performing Arts Center.



# FY-2022 Semi-annual report template

For **Corporations**

**Note:** If you have other required reporting that must be included in the FY-2022 Semi-annual Report, please submit such reports along with this completed template. Thank you.

## Oneida Golf Enterprise

Thornberry Creek at Oneida is a 27-hole golf facility with a challenging 18-hole Championship course and a 9-hole family-friendly course. The clubhouse has a full-service restaurant and two event spaces, which includes the Hawks Crest Ballroom and the Tap Room & Beer Garden on the lower level.

### Corporate Board Members

NA

Term ending: NA

**Update: Goals/Announcements for FY-2022**

The primary goal for FY22 is to meet or exceed EBITDA and NOI budget for the year. This will be done by exceeding revenue goals while minimizing payroll and operating expense as much as possible. Staffing, supply chain and increased price of goods have been the biggest challenges for the organization this year and we foresee those challenges continuing throughout the remainder of the fiscal year.

Thornberry Creek will be experiencing turnover in senior management positions in the second half of the fiscal year, including General Manager, Head Golf Professional, Director of Food & Beverage, and Executive Chef. While disruptive to ongoing operations and staff morale, we are encouraged by the opportunity to rebuild the team while focusing on the current strength of the golf and hospitality market. Industry trends for the golf, restaurant, and catering segments of our industry remain very strong and we will seize the opportunity to take advantage of that strong demand.

Aside from turnover, the other challenge to the operations at Thornberry Creek at Oneida relates to the difficulty of finding available staff, while realizing that labor rates are much higher for many of the positions that are being hired, as compared to prior years.

**Dividends**

NA

**Meetings**

NA

**Stipend**

NA

**Contact**

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*Logo(s) that may be included in the report*

Please provide only high quality \*.jpg images



*Other Pictures that may be included in the report*



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