

FY-2021 Quarterly Report (Jan 1 - March 31)

Environmental, Health, Safety, Land and Agriculture Division
Patrick Pelky – Division Director

Goal #1 Food Sovereignty - Objectives and Metrics

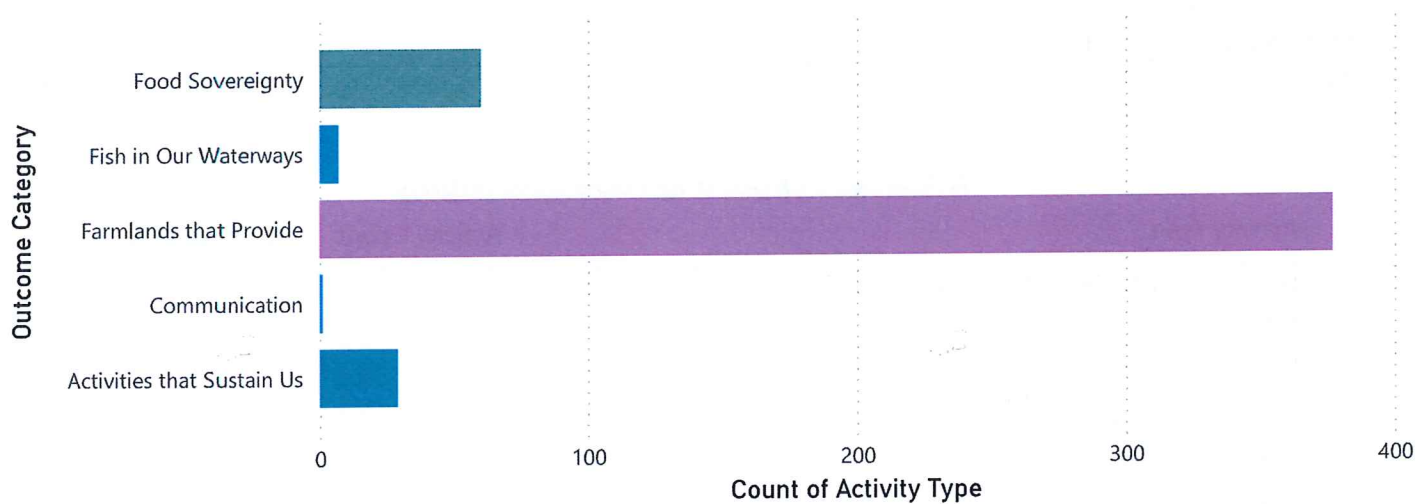
Outcome/Goal

Food sovereignty with traditional and locally grown foods, benefits Oneida members through healthier food choices, stronger local economy and diversification of Oneida Nation enterprises. Tsyunhehkwa maintains Oneida's agricultural heritage of white corn planting, harvesting and processing. Eco-Services, Environmental Health and Environmental Quality provide technical assistance, food safety and training, and ensure regulatory compliance. The Oneida Nation Farm and Orchard provide products for revenue generation. The Oneida Community Integrated Food System provides outreach and education and aids in locally grown food distribution opportunities. The Oneida Nation Cannery provides food processing services and training that supports Oneida grown food distribution in the community.

Measurement:

| Category | Measure of Success |
|--------------------------------------|---|
| Wetlands, Streams and Surface Waters | IBI Index, increased fish populations, improved water quality, improved wetland functions result in reductions of nitrogen and phosphorus |
| Sustaining Habitat for Wildlife | Increased harvest numbers and increased variety of animal and plant species, IBI Index |
| Farmlands that Provide | Number of implemented conservation, grazing and nutrient management plans. Amount of food raised or grown and processed for distribution within the Oneida Community. Improved soil and surface water quality measures. |

Categories Supporting Food Sovereignty



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Goal #1 Food Sovereignty Accomplishments

| Food Sovereignty Activities | | |
|---|----------------|-----------------|
| Activity Type | Activity Count | Acres Impacted |
| Agricultural equipment, repair and maintenance | 9 | |
| Agricultural Outreach and Education | 22 | |
| Agricultural Product Order | 2 | |
| Agriculture Technical Assistance | 113 | 2,297.02 |
| Aquaponics Plant Harvest | 1 | |
| Aquaponics Supplies | 10 | |
| Beef Production & Sales | 3 | |
| External Agricultural Collaborations | 53 | |
| Federal Regulatory | 1 | |
| Fish Harvest | 1 | |
| Fisheries Management | 7 | |
| Food Sovereignty and Security Projects | 43 | |
| Food Sovereignty or Agricultural Program Administration, Development and Evaluation | 1 | |
| Hemp Program | 23 | |
| Hemp Technical Assistance | 2 | |
| Oneida Farmers Market | 28 | |
| Technical or Professional Workgroup | 5 | |
| Tsy equipment, repair and maintenance | 2 | |
| White Corn Activities | 4 | |
| Youth Agricultural Workshops | 10 | |
| Total | 340 | 2,297.02 |

Activities Supporting Food Sovereignty

| Activity Type | Activity Count | Acres Impacted |
|---------------------------------------|----------------|----------------|
| Environmental Review & Response | 2 | |
| Federal Regulatory | 2 | |
| Field Work | 26 | |
| Land Restoration and Buffers | 1 | |
| NEPA Agricultural Fee Land | 2 | 257.00 |
| NEPA Fee Land | 1 | 9.87 |
| NEPA Trust Land | 3 | 40.39 |
| Oneida Regulatory | 8 | |
| Phase 1 All Appropriate Inquiry (AAI) | 2 | 0.66 |
| Tsyunhehkwa Farm | 2 | |
| Total | 49 | 307.92 |

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Goal #1 Food Sovereignty Accomplishments

| Project Name | Comments |
|---|---|
| BIA GLRI Annual Meeting | Attended the annual BIA meeting regarding the the glri money and how tribes are doing. (Worked from Little Bear) |
| Fox-Wolf Round Table | Attended the Fox-wolf round table talk |
| EPA NPS Pollution Managment Program Update Meeting | Meeting about what to update on the NPS Pollution Management Program, questions relating to the program |
| ACDC Adaptive Management Meeting | Meeting with NEW Water, Outagamie County, Oneida Staff and Jacobs about what projects are being proposed for the spring/summer of 2021 |
| Nonpoint SOP | Putting together a SOP for the nonpoint program |
| Oneida Hemp | Shared utilities, called WPS and WE Energies to verify if one meter or more. Gas and electric will need to be separated in the spring. Estimates will be needed |
| Oneida State Farm Restoration Bird Monitoring Grid Map - Civil 3D | Worked with Tony Kuchma and the Audobon Society to create a grid map for them to do there bird monitoring |
| 2021 Cover Crop Plans | Working with Tilth and ONF on cover crop plan |

Food Sovereignty Highlights

- Cottage Food Code Passed
- Draft of Food Sovereignty and Food Sovereignty Policy approved by Quality of Life Committee



Conservation Activities Supporting Food Sovereignty

- 6 Spring Turkey Permit
- 1 Spring Turkey Permit Issued
- 1 Sportsman License Issued
- 1 Fishing license



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Goal #1 Food Sovereignty Accomplishments

| Project Name | Comments |
|---|---|
| Assist with Hemp Coop Development grant | Assisted Don Miller, Ernie Stevens and Marcus Grignon on their Coop Hemp grant application. |
| Cover crop research Youth workshops | Researched various cover crops and application options for the Youth Agricultural Workshops. |
| Sanger B. Powers proposal | Revised the Sanger B. Powers proposal and strategies plan to reflect more educational benefits for the Sanger B. Powers inmates, while all nutritional benefits to the Oneida Nation. |
| SARE Composting contract creation | . Began working on the Tsyunhehkwa SARE grant: created a contract for the compost demonstration person, created a calendar of activities for 2021 and created an expectation sheet for this position and sent all to Kyle and Don. |
| Community Garden Conference | Attended UW-Extension 'Community Garden Conference' which was a virtual event for community garden organizers and gardeners on gardening techniques and leadership. |
| Farmers Market Nutritional Program | Completed the Farmers Market Nutritional Program application for the Oneida Farmers Market and sent it to Wisconsin Department of Health Services and updated the Oneida Farmers Market vendor list to include 2020 vendors and 2021 vendors. |
| OFM Informational Customer Newsletter | Continued gather various Produce Growing, Cooking, Recipes and other food related information for the 2021 Oneida Farmers Market Customer Newsletter. |
| Community Information-advertising | Met with Bev from Coffee News regarding putting in ads for the Oneida Farmers Market and ads for the Composting events in the local publication. |
| Farm to School with DATCP | Participated in DATCP and DPI's 'Marketplace Meetings: Your farm to school connection' where we created a new venue where school nutrition professionals and suppliers, offering WI grown and raised foods, can network and ask questions related to local food procurement. |
| Meat Processing Project | Put together notes from the Meat Processing meeting and began creating a timeline and list of action items to be completed. |
| EBT at Oneida Farmers Market | Received the Free EBT machine for the Farmers Market. Charged it up and read over the manual so that once it is fully charged I can get it set up. |
| Audit requirements for NAAF grant | Researched the OCIFS Coordinator Performance Audit, copied it to a file, and sent to the NAAF funding source to see if it would suffice for the Audit requirement for the grant. |
| Experiential Learning Charter review | Reviewed the Collaborative Charter for the Experiential Learning Center and made notes to review with the meeting with Pat. |
| Composting grant | Reviewed the SARE grant proposal that will allow Tsyunhehkwa to put on Composting Workshops- 1 hour. Met with Kyle W. re: the Composting grant proposal and ironed out details of location, workshop times and lengths, material and supplies needed, etc. |
| NAAF and Community Empowerment grants | Sent a postponement announcement out to the community via OFM Facebook, Oneida 4-H Facebook and Update Oneida re: the Youth Sustainable Garden workshops being put on hold until we can clear things up with the funding source. Also reviewed the Community Empowerment Grant to possible pick up the costs of the youth workshops and contact the White Corn Growers Group regarding their collaboration. |

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Goal #1 Food Sovereignty - FY21 3rd & 4th Qtr Expectations

Food Sovereignty

- Assist the Oneida Nation Farm to plant 1700 acres of cover crops.
- Assist the Oneida Nation Farm to update fencing for beef herd to facilitate better movement and grass utilization.
- Assist Tribal members with small scale grazing on their land.
- Assist with Pheasant release project (Spring and Fall).
- Assist with projects installed in the Apple and Dutchman's Creek watershed.
- Continue assistance to current tribal grazers to make sure best management practices are employed.
- Continue the Farm to School program to get fresh, locally produced foods into the school's cafeteria.
- Develop an agricultural learning center at 1071 Riverdale Drive (former Chambers) - Woodland Indigenous Ag Learning Center.
- Develop and activate a plan that will allow the Oneida Farmers Market to be open either under COVID protocol or normal operating conditions.
- Eco Services Non Point Services SOP revisions, finalize working draft.
- Ensure all agricultural leases have a preliminary conservation plan, nutrient management plan, and pest management plan developed with NRCS, Brown or Outagamie Counties.
- Install 4 tire water tanks for Oneida Nation Farm beef grazing operation.
- Install a high-tensile fence around approximately 140 acres for the Oneida Nation Farm for winter grazing that will allow cattle to graze during the winter on corn stubble to save on labor, food costs and manure storage.
- Install additional fencing for the Oneida Nation Farm at the former Hackel property for winter grazing.
- land management practices
- OCIFS will coordinate 6 workshops Youth Ag and 4-H for up to 15 Oneida youth to learn and garden at the 4-H site on County H.
- Oneida Nation Farm will process 31 head of buffalo for an estimated revenue generation of approximately \$55,800.
- Oneida Nation Farm will process a total of 71 head of beef for an estimated revenue generation of approximately \$168,973.
- Oneida Nation Farm will provide beef and buffalo, as request to the following customers: Individual sales, Anna John Nursing Home, Oneida Nation School, Ovation Restaurant, Oneida Retail Market, Oneida Food Pantry, B&B Market, Thornberry Golf Club, Radisson and Oneida Cultural Events.
- Planning FY2022 Divisional budgets, contracts and purchase orders.
- Research and develop a justification to establish a meat processing facility in Oneida.
- Track data analytics that document the number of acres utilized for agricultural production, practices that improve soil and a water health, lands leased to Tribal members for production and community members served through services.
- Tsyunhehkwia and OCIFS will offer Community Composting Workshops and a location where the community can bring their food wastes and pick up healthy soils 6-8 weeks later.
- Work with College of Menominee Nation for a Garden in a Box project for 5 Oneida families.
- Work with Oneida Retail to get Oneida food products into the Oneida Market and other retail locations.

FY-2021 Quarterly Report (Jan 1 - March 31)

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Goal #1 Food Sovereignty - COVID-19 Pandemic Impacts

Staff Hours Supporting Harvest for Food Sovereignty

| Activity Type | Number of Activities | Reported Hours |
|------------------------|----------------------|----------------|
| Tsyunhehkwa Farm | 2 | 8.50 |
| Information Management | 2 | 1.50 |
| Total | 4 | 10.00 |

Cannery COVID Response:

Purchased necessary key equipment: Washing machines (converted into cornwashers); Boiler repair; Freezer; Refrigerator; Ice machine; Dehydrator replacement.

Seeking access to additional space for dry good packaging and freeze-drying production.

Increased demand has created capacity issues. This has necessitated the acquisition of the new equipment, updating, repair and replaces of existing equipment and staff resources to meet growing demand.

FY-2021 Quarterly Report (Jan 1 - March 31)

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Goal #2 Safe Communities - Objectives and Metrics

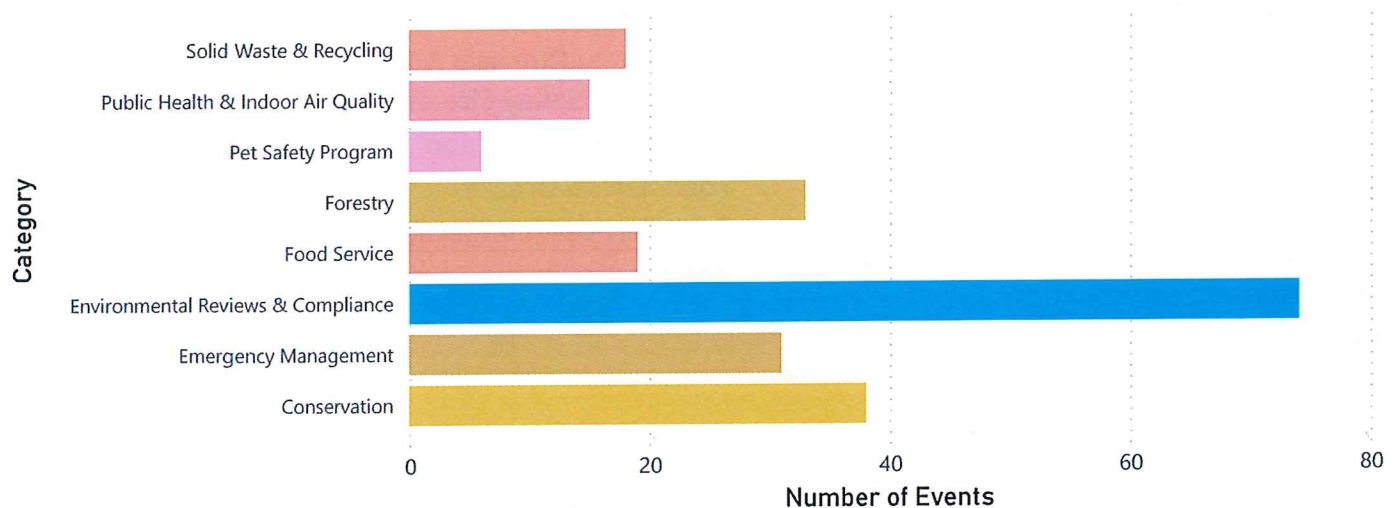
Outcome/Goal

Protection of human health and the environment through regulatory oversight and best management practices using Oneida Nation Laws, and federal standards and authorities supports safe communities. Protection of public safety through food handler certifications, hazard tree assessments and removal, permit compliance and operational standards ensure that Oneida members benefit from a safe and healthy environment for food production, recreation and the ability to conduct business.

Measurement:

| Category | Measure of Success |
|-----------------------------|--|
| Managing our Waste Products | Increased rates of recycling and waste diversion. Adoption of integrated solid waste management plan and solid waste and recycling law. Decrease in illegal dumping. |
| Activities that Sustain Us | Miles of trails maintained or new trails developed. Playground safety is assessed. Community use of recreational areas. |

Safe Communities Activities



Service Category Supporting Safe Communities



FY-2021 Quarterly Report (Jan 1 - March 31)

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Goal #2 Safe Communities - Accomplishments

Public Safety Conservation

| Activity Type | Activity Count |
|---|----------------|
| Conservation Observation and Monitoring | 4 |
| Conservation Patrolling | 1 |
| Customer Service - Conservation | 20 |
| Federal Regulatory | 2 |
| Oneida Regulatory | 8 |
| State Regulatory | 5 |
| Training and Education - Conservation | 3 |
| Warden Contact | 2 |
| Total | 45 |

Hazard Tree Response

| Project Name | Activity Count |
|----------------------------------|----------------|
| Hazardous Tree Assessment | 4 |
| hazardous tree assessments | 1 |
| Hazardous tree photo compilation | 1 |
| Total | 6 |

Pet Licenses Issued Count

| | |
|----------------------|----------|
| 1 Pet License issued | 1 |
| 2 Pet License issued | 1 |
| e license issued | 3 |
| Total | 5 |

Safe Communities Highlights

- 11 Re-opening Plans Reviewed

Public Health and Indoor Air Quality

| Activity Type | Activity Count |
|--|----------------|
| Commercial Technical Assistance | 1 |
| Drinking Water Quality Interpretation | 1 |
| Missed PickUp | 1 |
| Pollution prevention and recycling program development | 15 |
| Public Health Concern or Complaint | 1 |
| Training or Webinar | 6 |
| Waste & Recycling Technical Assistance | 1 |
| Total | 26 |

Food Safety

| Activity Type | Activity Count |
|--|----------------|
| Food Handler Certification | 10 |
| Food Safety Outreach & Education (NOT Food Safety Classes) | 5 |
| Food Service Inspection | 2 |
| Food Service License | 1 |
| Food Service PreInspection | 1 |
| Total | 19 |

UST Inspections & Compliance

| Activity Type | Activity Count |
|-----------------------------------|----------------|
| UST Boot Camp Workshop | 20 |
| UST Compliance Assist Email | 1 |
| UST Compliance Assist Phone Calls | 1 |
| Total | 22 |

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Goal #2 Safe Communities - Expectations

Health

Identify opportunities to assist in the Oneida Nation to address indoor air quality issues through grants or reprogramming current funding.

Planning FY2022 Divisional budgets, contracts and purchase orders. Little Bear Development Center reopening.

Safety

Planning FY2022 Divisional budgets, contracts and purchase orders.

Provide training and outreach regarding the safe disposal of hazardous waste disposal.

Housing

Assist approximately 15 Tribal Members in locating property corners, property lines, mapping for zoning, and encroachment issues.

Coordinate and plan an overflow and bulking item trash pickup from Oneida Nation customers.

Overflow garbage pickup event and restarting Hazardous and E-Waste Voucher program

Regulatory

Provide compliance assistance to UST facilities within the Oneida Nation Reservation.

Purchase Contracts to the Law Office for Review.

Goal #2 Safe Communities - COVID-19 Pandemic Response

| Activity Type | Count of Activity Type |
|--|------------------------|
| Communication and public outreach | 1 |
| COVID Internal Outreach and Education | 1 |
| Development of new policies and procedures | 10 |
| Interaction with external entities | 1 |
| Interdepartmental Collaboration | 5 |
| Professional Development COVID19 | 1 |
| State or Local government communication events | 1 |
| Total | 20 |

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Goal #3 Healthy Eco-Systems by Managing and Restoring Land and Natural Resources - Overview

Protecting, restoring, managing and enhancing Oneida land and natural resources, enhances sovereignty through the application of the Oneida laws and processes. These improve land resource management, soil health and water quality. This supports self-determination, food sovereignty, restoration and harvest of traditional foods, medicines, wildlife and fish, and provides safe outdoor recreation opportunities.

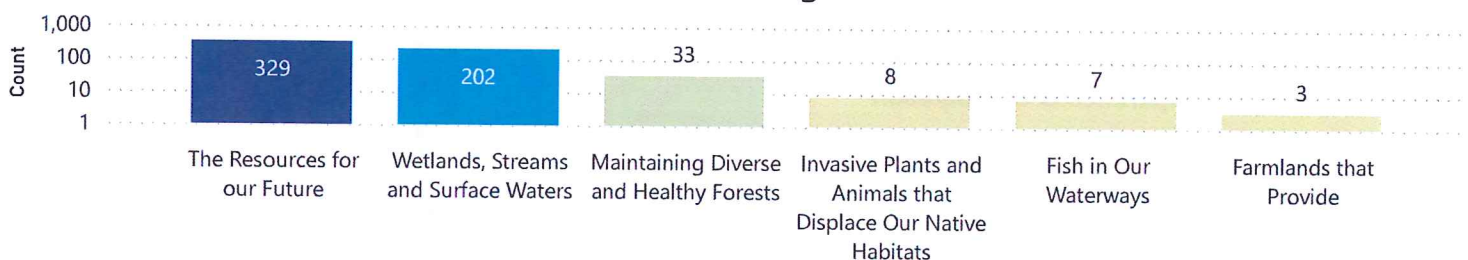
Measurement:

| Category | Measure of Success |
|---|---|
| Invasive Plants and Animals that Displace Our Native Habitats | Decrease in acreage and occurrence of invasive species. |
| Maintaining Diverse and Healthy Forests | Diversity of species |
| Fish in Our Waterways | Fish are reproducing, sustainable fishery. |
| Wetlands, Streams and Surface Waters | IBI Index, increased fish populations, improved water quality, improved wetland functions result in reductions of nitrogen and phosphorus |
| Sustaining Habitat for Wildlife | Increased harvest numbers and increased variety of animal and plant species, IBI Index |

Resource Management

| Main Category | Count Activities | Acres Impacted |
|---|------------------|-----------------|
| Climate Adaptation and Resiliency | 3 | |
| Conservation | 85 | |
| Environmental Reviews & Compliance | 34 | 313.60 |
| Forestry | 33 | |
| Invasive Species | 8 | |
| Land Management Area | 177 | 7,758.12 |
| Land Resource Management & Service Requests | 57 | |
| Surface Water, Stormwater, Wetlands | 217 | |
| Total | 614 | 8,071.72 |

Resource Management



FY-2021 Quarterly Report (Jan 1 - March 31)

Environmental, Health, Safety, Land and Agriculture Division

Patrick Pelky – Division Director

Goal #3 Healthy Eco-Systems by Managing and Restoring Land and Natural Resources - Accomplishments

Resource Management Activities

| Activity Type | Activity Count | Acres Impacted |
|---|----------------|----------------|
| Administration - Forestry | 33 | |
| Aquatic Invasive Species Assess | 5 | |
| Aquatic Invasive Species Control | 1 | |
| Aquatic Invasive Species Control Followup | 1 | |
| Biological Monitoring | 8 | |
| Conservation Observation and Monitoring | 4 | |
| Customer Service - Conservation | 20 | |
| Easement Agreements Trust Land | 1 | 2.50 |
| Eco-System Impact | 2 | |
| Federal Regulatory | 17 | |
| Fisheries Management | 7 | |
| Habitat or Biological Resource Assessment or Management | 16 | |
| Interdepartmental Work Requests | 5 | |
| Invasive Species Program Administration, Development and Evaluation | 17 | |
| Land Invasive Species Assess | 1 | |
| Land Restoration and Buffers | 1 | |
| Land Use Permit Fee Land | 1 | 1.90 |
| Natural Resource Technical Assistance | 3 | |
| NEPA Fee Land | 1 | 9.87 |
| NEPA Trust Land | 3 | 40.39 |
| Other Agreements | 53 | 84.35 |
| Property Maintenance Fee Land | 1 | 2.00 |
| Regulatory Response Water | 2 | |
| Restoration (Surface Water) | 30 | |
| State Regulatory | 5 | |
| Stormwater Compliance | 4 | |
| Stormwater Inspection | 4 | |
| Surface Water Grant Administration | 1 | |
| Surface Water Quality Monitoring | 6 | |
| Surface Water Technical Assistance | 7 | |
| Technical or Professional Workgroup | 46 | |
| Tree Cutting Permit | 1 | |
| Underground Storage Tanks Inspection In Oneida | 6 | |
| Water & Wetland Program Outreach & Education | 23 | |
| Water or Wetland Program Administration, Development and Evaluation | 56 | |
| Wetland Assessment | 1 | |
| Wetland Technical Assistance | 10 | |
| Total | 403 | 141.01 |

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Goal #3 Healthy Eco-Systems by Managing and Restoring Land and Natural Resources - Expectations

Natural Resources

Conduct baseline assessments regarding ecological and environmental conditions of Oneida Nation owned lands prior to activities being conducted on Oneida Nation lands.

Ensure agricultural leases have a "Nutrient Management Plan" based on realistic crop yield goals and soil health goals consistent with OSRAC and NRCS guidelines.

Fish stocking and wetland management and restoration projects.

Participate in the Lower Fox Workgroup to meet goals of Phosphorus reduction in Bay of Green Bay by 2030 & 2040.

Prioritize agricultural lands for best management practices, wetland/wildlife restoration projects, tree planting, etc. by field site analysis and using GIS to strategically plan the best land use.

Purchase Orders/Contracts for projects.

Reforestation projects at the former Robertson and Manders properties.

Regulatory

Provide compliance assistance to UST facilities within the Oneida Nation Reservation.

Purchase Contracts to the Law Office for Review.

Housing

Assist approximately 15 Tribal Members in locating property corners, property lines, mapping for zoning, and encroachment issues.

Coordinate and plan an overflow and bulking item trash pickup from Oneida Nation customers.

Hazardous tree assessments for Comprehensive Housing Division.

Identify potential scattered sites for residential development.

Overflow garbage pickup event and restarting Hazardous and E-Waste Voucher program

Process easements, service line agreements as needed for housing development.

Process environmental documents for homes, mortgages and leases for members.

Process land use reviews, home building opportunities and home owner independent purchase requests.

Restart hazardous and e-waste voucher program.

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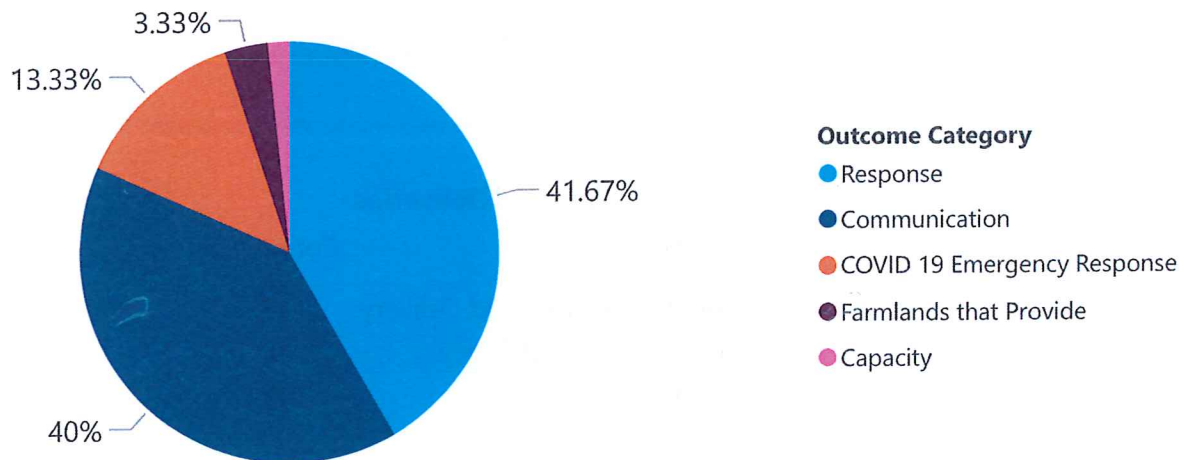
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Goal #3 Healthy Eco-Systems by Managing and Restoring Land and Natural Resources - COVID-19 Pandemic Response

COVID-19 Response Impacting Natural Resources and Environmental Staff

| Activity Type | Reported Hours |
|--|----------------|
| COVID Internal Outreach and Education | 3.00 |
| COVID Public Outreach and Education | 0.50 |
| COVID Time-off | 145.00 |
| Development of new policies and procedures | 11.00 |
| Increased demand/need for program/service | 1.00 |
| Interaction with external entities | 1.00 |
| Oneida Nation Communication Events | 2.00 |
| Staff Meeting | 7.50 |
| Staff Training | 0.50 |
| Tsyunhehkwa Farm | 8.50 |
| Total | 180.00 |

Count of Activities Supporting COVID-19 Response



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Addendum

Overall Divisional Updates

- Talent alignment project to assess the current workforce and develop operational (6 -18 months) and strategic workforce plans where needed for the future (2 – 5 years) to include creating action plans to address workforce challenges in Recruitment, Retention, Development and Succession Planning.
- Updating and revising grant budget to reflect Divisional changes, organizational priorities and current staff capacity
- Partnership with Audubon to do a Reservation wide bird count
- Establishing external partnerships to assist in watershed management, food distribution and baseline resource assessments
- Oneida Nation Farm set up direct sales of processed beef and buffalo products directly at the farm
- On-line and on-demand environmental, public health and food safety education resources being developed
- Collaborating with Oneida DPW for solid waste and recycling needs
- Collaboration with Natural Resource Conservation Service to inventory agricultural fields, conservation contracts and nutrient management plans
- Oneida Conservation provided 15 deliveries of Ceremonial Firewood and 18 deliveries of firewood to Elders

Firewood Deliveries

| Activity Type | Count |
|------------------------------|-----------|
| Ceremonial Firewood Delivery | 15 |
| Elder Firewood Delivery | 18 |
| Total | 33 |