

2022

ONEIDA NATION

ANNUAL REPORT TO THE ONΛYOTE?A-KA PEOPLE



Duck Creek, Oneida, WI

“This annual report reflects our accomplishments toward A Nation of strong families built on Tsi?niyukwalihotΛ and a strong economy.” -- Tehassi Tasi Hill





Vision

A nation of strong families built on TsiʔNiyukwaliho Tʔ and a strong economy



Mission Statement

To strengthen and protect our people, reclaim our land and enhance the environment by exercising our sovereignty

Core Values

The Good Mind as expressed by Onʔyoteʔa·ká

Kahletsyalúsla (*Gahlay-ja-loo-sla*)

The heart felt encouragement of the best in each of us

Kanolukhwásla (*Gano-loo-kwa-sla*)

Compassion, caring, identity and joy of being

Kaʔnikuhli·yó (*Ga-nee-goo hlee yo*)

The openness of the good spirit and mind

Kaʔtshatstʔsla (*Ga-stat-stuh-sla*)

The strength of belief and vision as a People

Kalihwi·yó (*Galeeh-wee-yo*)

The use of the good words about ourselves, our Nation and our future

Twahwahtsílawayʔ (*Dwah wah jeeleye*)

All of us are Family

Yukwatsístayʔ (*You-gwa-jees-stai*)

Our fire, our spirit within each one of us



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Chairman's Message

Sheku Swakwekhe—

It has been an honor and a great challenge, for the Oneida Business Committee, to serve the Nation during unprecedented times the COVID-19 Pandemic has brought upon us. Undoubtedly, this pandemic has changed our course of history and all of our lives - we have entered into a new era with significant changes to how we live our daily lives and how we plan for our future.

There is no denying that COVID-19 has certainly taken a toll on our Nation.

Through this on-going Pandemic, which started in January of 2020, we have experienced a great deal of changes and loss to our families, to our community, and to the nation. We have lost loved ones, jobs, and a great deal of services that helped to meet the needs of our community. We need to give our community time to grieve and to heal; time to re-strengthen our minds, hearts, and fires, so that eventually, we can again take care of our earthly duties safely and properly. There is no doubt that through our resiliency, and sense of family and community, we will rise up above this as stronger people and a stronger nation.

In respect to our community, we offer our heartfelt condolences to our families who experienced the heartbreak of their loved ones having passed away.

It was also very unfortunate and

difficult to have to see nearly half of our workforce left unemployed and without a hope for being called back to work. We would like to take this time to extend our appreciation to those who were a part of building the Oneida Nation for many decades. Many of our former employees have retired, and we wish them all well.

The Oneida Business Committee recognizes and applauds those former employees, as well as those front-line workers who have been dedicated to the nation since the onset of the pandemic. They have been facing the pandemic head on and continue to work and serves our customers through the threat and fears this virus still brings. All areas have had to do more with less and there are workers who are doing the tasks or several, just to ensure the nation continues on a path towards recover. *Yawáko* for your dedication to the Nation.

We have been fortunate to have some of the most intelligent and creative people in our operation who have supported our core values with solutions to sustaining the Oneida Nation through this pandemic. In continuing to move forward we must rely upon our circle of support to provide the expertise and spirit of collaboration necessary for the continued recovery of our government and our enterprises.

Looking forward with the vaccination rate rising, it is our hopes that we can return to a new normal for our Nation, and hold community functions, more importantly General Tribal Council meetings. Holding General Tribal Council Meetings is an important function in our representative form of government. The Oneida Business Committee has been monitoring local disease activity, reviewing potential venue options and associated legal hurdles that come with alternative venues, and has begun planning for alternative participation methods (i.e. virtual meetings) in the future. In the meantime, ongoing communication efforts will continue to happen.

In conclusion, I am always reminded that we are a nation of strong families built on *Tsi'niyukwalihotá* 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.

A good mind, a good heart and a strong fire.

Tehassi Tasi Hill

Tehassi Tasi Hill
Chairman, Oneida Business Committee



2022 Oneida Business Committee Annual Report

AUDIT COMMITTEE

Members:

Committee Chair, Councilman, David P. Jordan
 Committee Vice-Chair, Councilwoman, Marie Summers
 Committee Member, Vice Chairman, Brandon Stevens
 Committee Member, Secretary, Lisa Liggins
 Committee Community Member, Jim Skenandore

Accomplishments:

Complete Performance Assurance, operational assessments, financial, compliance audits and special projects. Follow up on high-risk findings. Audit activities for FY2021 are included in the grid below, along with previous 3 years as comparison.

Update on Goal:	FY 2021	FY 2020	FY 2019	FY 2018
Gaming Compliance	34	38	47	48
Operational	2		1	1
Investigative/Analytics	2			1
Consultation/Hotline		1	1	
Performance Assurance	8	15	24	6
TOTALS	46	54	73	56

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 conducting internal investigations, audit interviews, auditing grants, third party risks, credit risk and culture, assessing fraud risks, IT essentials, cybersecurity, anti-corruption, illegal acts, governance and COSO Based auditing, an overview of audit recovery processes, logical security and Internal Control Frameworks, managing and understanding risk. Internal Audit attended in-house department trainings including fraud red flags and Ethics training, which the Audit Committee also attended, in addition to attending Audit Committee responsibilities, risks & controls training. 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. Eight (8) Performance Assurance audits have been followed up on and all thirteen (13) high 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.

NOTICE: The Nation's Annual Audit regarding Gaming Operations has been received and accepted by the Oneida Business Committee and the Audit Committee. There were no findings in the audit. The government operations audit has been delayed pending finalization of the federal government's directions regarding the CARES funding and the ARPA funding. These audits will be made available in accordance with the Internal Audit Law

COMMUNITY DEVELOPMENT PLANNING COMMITTEE (CDPC)

Members:

Committee Chair, Vice Chairman, Brandon Stevens
 Committee Vice-Chair, Councilman, Daniel Guzman King
 Committee Member, Chairman, Tehassi Hill
 Committee Member, Councilman, Kirby Metoxen
 Committee Member, Councilwoman, Marie Summers

Accomplishments:

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. CDPC added Cemetery Updates in February 2021 to ensure the multi-year and multi-phase project is kept moving forward. The Oneida Nation Burial Ground maintenance and project reports would be in line with Promoting Positive Community Relations and Encouraging Tsi'NiyukwalihoTá.

LEGISLATIVE OPERATING COMMITTEE (LOC)

Members:

LOC Chair, Councilman, David P. Jordan
 LOC Vice-Chair, Councilman, Kirby Metoxen
 LOC Member, Councilwoman, Marie Summers
 LOC Member, Councilwoman, Jennifer Webster
 LOC Member, Councilman, Daniel Guzman King

Accomplishments:

The Legislative Operating Committee is a sub-committee of the Oneida Business Committee comprised of the five (5) Oneida Business Committee members who do not hold an officer position. The purpose and mission of the Legislative Operating Committee is to enhance the policy making capability of the Oneida Business Committee and General Tribal Council by drafting laws and policies and reviewing past and current policies of the Nation.



2022 Oneida Business Committee Annual Report

LEGISLATIVE OPERATING COMMITTEE (LOC) Continued

The Legislative Operating Committee holds its meetings on the first and third Wednesday of every month, starting at 9:00 a.m. in the Oneida Business Committee Conference Room. The Legislative Operating Committee has held nineteen (19) formal meetings during Fiscal Year 2021. Due to the Public Health State of Emergency as a result of the COVID-19 pandemic, the Legislative Operating Committee was not to open its meetings to the public during most of Fiscal Year 2021. In an effort to still allow information to be shared and staff and community members to participate the Legislative Operating Committee has taken the following measures:

- An audio recording of the meetings is made available on the Nation’s website after the meeting concludes.
- Employees of the Nation can access the Legislative Operating Committee meeting through Microsoft Teams. Any non-employee who would like to access the Legislative Operating Committee meeting through Microsoft Teams can provide their name, phone number or e-mail address to LOC@oneidation.org by the close of business the day before a Legislative Operating Committee meeting.
- Additionally, any comments or questions regarding open session items on a Legislative Operating Committee meeting agenda, may be submitted LOC@oneidation.org no later than the close of business the day before a Legislative Operating Committee meeting. Any comments or questions received will be noticed to the Legislative Operating Committee.

The Legislative Operating Committee strongly values collaboration. Over one hundred and twenty-five (125) work meetings were held with the Legislative Operating Committee and various departments, boards, committees, and commissions, and other stakeholders to discuss policy and make decisions regarding legislation.

The Nation’s COVID–19 Team’s March 27, 2020, declaration titled “Suspension of Public Meetings under the Legislative Procedures Act” suspends the Legislative Procedures Act’s requirement to hold a public meeting during the public comment period due to the COVID–19 public health emergency, but still requires a public comment period be held where individuals can participate in the legislative process by submitting written comments, questions, or other input via e–mail to LOC@oneidation.org. During Fiscal Year 2021 six (6) public comment periods were held open to provide the community an opportunity to provide input, questions, or comments on proposed legislation through the written submission to the Legislative Operating Committee’s e-mail.

Since the beginning of Fiscal Year 2021, the Legislative Operating Committee has adopted or amended:

- Fifteen (15) laws;
- Three (3) sets of bylaws;
- Four (4) sets of administrative rules; and
- Two (2) statements of effect for General Tribal Council petitions.

Much of the Legislative Operating Committee’s accomplishments during the Fiscal Year 2021 were in response to the COVID-19 pandemic.

LEGISLATIVE OPERATING COMMITTEE ITEMS ACCOMPLISHED 2020-2023 TERM

Name of Legislation	Resolution #	Date	Type of Legislation	Sponsor	Drafter
General Tribal Council Meeting Stipend Payment Policy	BC-09-23-20-B	9/23/2020	Extension of Emergency Amendments	David P. Jordan	Kristen Hooker
Petition: M. Debraska – Increase GTC Stipend	N/A	10/14/20	SOE Accepted by OBC	David P. Jordan	Clorissa Santiago
Pandemic Relief Assistance Law	BC-11-24-20-D	11/24/20	Emergency Adoption	David P. Jordan	Clorissa Santiago
Budget Management and Control Law	BC-11-24-20-E	11/24/20	Emergency Amendments	Jennifer Webster	Clorissa Santiago
Industrial Hemp Law	BC-12-09-20-A	12/9/20	Adoption of Law	Daniel Guzman King	Kristen Hooker
Oneida Nation Emergency Planning Committee Bylaws	N/A	1/27/21	Bylaws Amendments	Jennifer Webster	Kristen Hooker
Landlord-Tenant Law Rule No. 2 - Income Based Rental Program Eligibility, Selection and Other Requirements	N/A	1/27/21	Emergency Amendments to a Rule	N/A	Clorissa Santiago



2022 Oneida Business Committee Annual Report

LEGISLATIVE OPERATING COMMITTEE (LOC) Continued

LEGISLATIVE OPERATING COMMITTEE ITEMS ACCOMPLISHED 2020-2023 TERM

Name of Legislation	Resolution #	Date	Type of Legislation	Sponsor	Drafter
Oneida General Welfare Law	BC-02-10-21-B	2/10/21	Emergency Amendments	Jennifer Webster	Clorissa Santiago
Oneida Higher Education Pandemic Relief Fund Law	BC-02-24-21-A	2/24/2021	Emergency Amendments	Marie Summers	Clorissa Santiago
Emergency Management and Homeland Security Law	BC-03-10-21-A	3/10/21	Amendments	David P. Jordan	Clorissa Santiago
Community Support Fund Law	BC-03-10-21-C	3/10/21	Amendments	David P. Jordan	Clorissa Santiago
Audit Committee Bylaws	N/A	4/14/21	Bylaws Amendments	David P. Jordan	Kristen Hooker
Pardon and Forgiveness Law	BC-04-28-21-A	4/28/21	Emergency Amendments	Jennifer Webster	Kristen Hooker
Election Law	BC-04-28-21-B	4/28/21	Emergency Amendments	Marie Summers	Clorissa Santiago
Pardon and Forgiveness Screening Committee Bylaws	N/A	4/28/21	Bylaws Amendments	Jennifer Webster	Kristen Hooker
Budget Management and Control Law	BC-05-12-21-C	5/12/21	Emergency Amendments	Jennifer Webster	Clorissa Santiago
Oneida Nation Gaming Ordinance	BC-05-12-21-D	5/12/21	Emergency Amendments	Jennifer Webster	Kristen Hooker
Oneida Worker's Compensation Law	BC-05-12-21-H	5/12/21	Emergency Amendments	David P. Jordan	Clorissa Santiago
Early Return to Work Law	BC-05-12-21-I	5/12/21	Emergency Amendments	David P. Jordan	Kristen Hooker
Community Support Fund Law Rule Handbook Amendments	N/A	6/9/21	Amendments to a Rule	N/A	Clorissa Santiago
Petition: L. Elm – Real Property Law Eviction and Termination	N/A	6/9/21	SOE Accepted by OBC	Kirby Metoxen	Kristen Hooker
Oneida General Welfare Law	BC-07-28-21-M	7/28/21	Extension of Emergency Amendments	Jennifer Webster	Clorissa Santiago
Public Peace Law	BC-09-08-21-A	9/8/21	Adoption of Law	Jennifer Webster	Clorissa Santiago
Leasing Law Rule No. 5 – Tribal Housing Reacquisition of Individual Fee and Trust Title (THRIFTT)	N/A	9/8/21	Adoption of a Rule	N/A	Kristen Hooker
Leasing Law Rule No. 6 -Homeownership by Independent Purchase Program (HIPP)	N/A	9/8/21	Amendments to a Rule	N/A	Kristen Hooker



2022 Oneida Business Committee Annual Report

QUALITY OF LIFE (QOL)

Members:

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 Yukwatsistyá

QOL supported many activities throughout the year; Developing a Food Sovereignty strategic plan which is close to being presented to the Oneida Business Committee; Tribal Action Plan

which included working on initiatives for needle clean up in the community, a needle exchange program and recording member recovery stories; Developing a plan for the safe reopening of Recreation program(s); Nearing the completion of the Rights of Proclamation strategic plan draft; 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 received in January 2021.

2020 – 2023 ONEIDA BUSINESS COMMITTEE – BROAD GOALS

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, over four (4) strategic planning sessions, the Oneida Business Committee identified their priorities and created seven (7) broad goal statements and an overall priority guidance statement to express their hopes and aspirations of what can be accomplished in this term. These statements have been communicated throughout the Nation so they can be used as a guide in programming, budgeting, and decision-making. The broad goals were utilized as the basis for determining the categories for which the American Rescue Plan Act - Federal Relief Funds would be dispersed.

Currently, six (6) projects have been approved for ARPA-FRF funding, these include:

- The Direct membership payment
- Vaccination Incentive
- Residential Home Sites
- Multi-Family Apartments
- Food Innovation Center
- Pandemic Pay

Each of these projects have aligned with the Broad Goals and will further the Nations mission to strengthen and protect our people, reclaim our land and enhance the environment by exercising our sovereignty. The overall priority guidance is that land, infrastructure, and sovereignty are obvious priorities that shall be considered in programming, budgeting, and decision-making for all priorities. The Broad Goals are as follows:

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.

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.

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.

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 non conventional ways; to improve relationships with area schools and technical colleges; and through the Oneida Language Program so our members have a feeling of accomplishment.

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.



2022 Oneida Business Committee Annual Report

2020 – 2023 ONEIDA BUSINESS COMMITTEE – BROAD GOALS Continued

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.

COVID-19 RESPONSE EFFORTS

The Nation continues to be in the response phase in addressing this global pandemic. COVID-19 unfortunately continues to be prevalent in our area and is still negatively impacting our health, safety and general welfare. It is important to note, that while the Nation is still somewhat in the response phase, progress has started towards recovery, as the Nation is starting to see the return of some limited programming and staffing levels.

Oneida Nation received federal funding since the onset of the pandemic, which has allowed monies to be allocated to recovery efforts. The Oneida Business Committee has been able to allocate monies to support current immediate needs of members through direct membership payments, supporting education, and providing additional food resources, as well as addressing community level needs through housing and health care.

In addition, the Nation has begun a review of programming and services of the past year to review current needs and focus on creating resources to meet changing needs of our growing elder, family, and youth needs. By carefully assessing and managing our new and existing resources, we are also able to plan for the future should we experience a pandemic or other global catastrophic event again.

The Business Committee works closely with the Gaming General Manager, Enterprise General Manager, Executive Director of Human Resources, Chief Information Officer, along with the Intergovernmental Affairs and Communications Department to collaboratively ensure all the needs of the Nation are being addressed.

The Gaming General Manager has been tasked with identifying our needs and providing unique solutions which build communities and reinforce families. This will allow our governmental services to grow and change as we grow as change as a Nation.

An example is our long-term focus on academic education through undergraduate and graduate degrees, where we have opened a focus on other forms of educational opportunities.

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.

The Enterprise General Manager has been tasked with identifying what the next steps are regarding the convenience store business arena and how we can expand our stores.

An example is reviewing the Oneida Market, Travel Center and E/EE facilities – are they meeting a need in their current locations, is there another direction we can or should be doing to create opportunities for generating revenue, and to be a positive impact in the communities where those stores are located.

Our Executive Director of Human Resources has been tasked with looking at our employment base, wage levels, benefits, and meeting the needs of our governmental and enterprise needs.

This includes a greater vigilance regarding wages and engaging potential applicants in the current labor environment, but how to identify knowledge, skills, and abilities to meet the future activities of the Nation.

The Chief Information Officer has been tasked with reviewing our network and online presence to maintain safety and security, create greater opportunities for providing information to members as well as others and to identify methods which will reduce re-entering information, reducing information silos, and networking to increase efficiencies.

Recent efforts included the General Manager working with the MIS in developing the on-line application for the General Welfare Assistance program, utilizing Intergovernmental Affairs and Communications through the COVID Communications Hotline to assist members in applying electronically, and creating outreach activities through our Governmental Services Division to bring electronic application assistance to members. This speeds up the application process, reduces duplication and mistakes rolling out of the program, and reduces the time employees apply to this activity allowing them to focus on other needs.



2022 Oneida Business Committee Annual Report

COVID-19 RECOVERY EFFORTS Continued

We have asked our Intergovernmental Affairs and Communications Department to find ways to get information and opportunities for members to interact during the pandemic.

For additional information on each of the Oneida Business Committee's standing committee, please visit the Nation's website at: <https://oneida-nsn.gov/government/business-committee/standing-committees/>

Examples on of this include the FaceBook Live sessions we continue today, moving Oneida Business Committee meetings to live streaming through YouTube, and creating opportunities to participate in Oneida Business Committee meetings through the MicroSoft Teams application.

FY – 2021 Business Committee Travel Report

for the 2022 Annual Report

TEHASSI HILL – TRAVEL FY 21 BUDGET \$12,000

	Washington DC	7-4-021	Celebration of Essential Workers (4 members to travel with	\$3,009.15
	Washington DC	9-28-21	Legislative Meeting	\$763.53
	Las Vegas, NV	7-19-21	National Indian Gaming Association – No Tribal Contribution	\$0
			Total	\$3,772.68
			Balance	\$8,227.32

BRANDON STEVENS – TRAVEL FY 21 BUDGET \$0

	Las Vegas, NV	7-19-21	National Indian Gaming Association – No Tribal Contribution	\$0.00
			Total	\$0
			Balance	\$0

TINA DANFORTH – TRAVEL FY 21 BUDGET \$0

	Las Vegas, NV	7-19-21	National Indian Gaming Association – No Tribal Contribution	\$0
			Total	\$0
			Balance	\$0

LISA LIGGINGS – TRAVEL FY 21 BUDGET \$0

			Balance	\$0
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KIRBY METOXEN – TRAVEL FY 21 BUDGET \$0

	Las Vegas, NV	7-19-021	Great Lakes Inter-Tribal Council Inc. – NATOW (NATOW to reimburse) \$1,690.86	\$0
			Total	\$0
			Balance	\$0

DANIEL GUZMAN – TRAVEL FY 21 BUDGET \$0

			Balance	\$0
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MARIE SUMMERS – TRAVEL FY 21 BUDGET \$0

			Balance	\$0
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DAVID JORDAN – TRAVEL FY 21 BUDGET \$0

			Balance	\$0
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JENNIFER WEBSTER – TRAVEL FY 21 BUDGET \$0

			Balance	\$0
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LITIGATION UPDATE

CONFIDENTIAL– ATTORNEY CLIENT PRIVILEGE – ATTORNEY WORK PRODUCT

The Oneida Law Office is providing this litigation update to inform the General Tribal Council of legal cases in which the Nation is involved. Please remember that litigation strategy, communications between tribal officials and the Nation's attorneys, and the work product of the Nation's attorneys are confidential. These considerations limit the amount of information we can disclose in public forums. Please treat the information contained in this update as confidential and do not share it with anyone outside the General Tribal Council.

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, and the proceedings are now in the discovery phase and will move to trial phase in 2022.

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. We anticipate the Supreme Court will grant review and the case will proceed to briefing and oral argument.

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 Blackfoot Tribe), and the cases are being prepared for trial, which has been delayed due to the COVID-19 pandemic. Settlement negotiations are ongoing, and it is possible the cases will be settled prior to trial. The Nation anticipates filing an additional 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.

Fee-to-Trust Appeals pending before the Interior Board of Indian Appeals. The Village of Hobart and the City of Green Bay filed appeals of 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. The City of Green Bay has dismissed its appeals as it agreed to do in the recently concluded Cooperative Governance Agreement between the Nation and the City.

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 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.

Subrogation Cases. There are currently fifteen (15) pending cases in which the Nation has a subrogated interest/right of recovery for medical or worker's compensation benefits paid, and several potential subrogation claims which we are monitoring.



Annual Treasurer's Report January 2022

Sakoli Swakweku Oneida Nation:

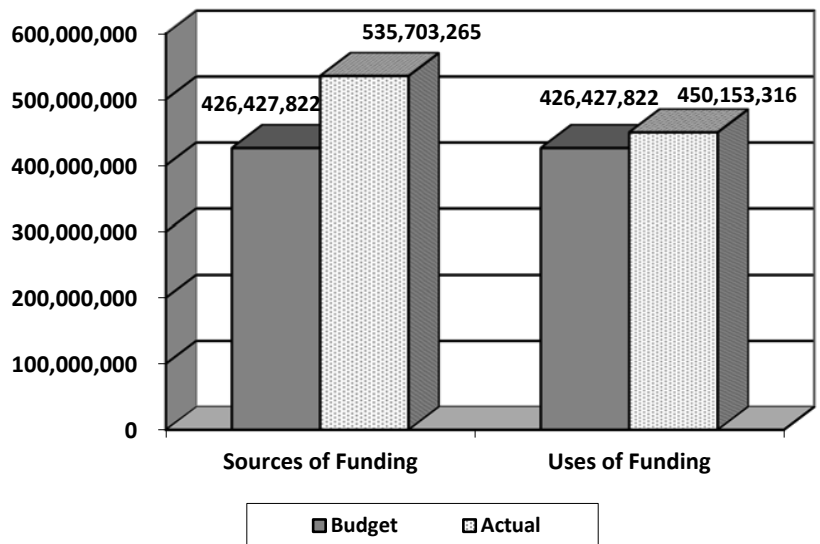
My office continues to work to provide financial information to General Tribal Council that provides an overview on the financial areas of the Nation by following the Constitution, Laws of the Nation, and/or GTC directives. The report for 2021 will include a status update on the overall Nation's budget, the enterprise areas, the goals of our investment portfolios, our business investments, information of the Finance Area and the overall Tribal budget. Please note that all financial information provided in this report for the period end of September 30, 2021 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 of 2022. The Treasurers report does not include American Rescue Plan Act (ARPA) dollars, as that is under the administration of the Business Committee separately.

Cristina Danforth, Tribal Treasurer

Overall Fiscal Year 2021 Budget

Due to the Public Health Emergency, the Oneida Business Committee adopted the Fiscal Year 2021 budget on Tuesday, November 24, 2020.

The total budget for Fiscal Year 2021 was \$426,427,822. The actual revenue sources are \$535,703,265 and the actual uses are \$450,153,316 representing a \$85,549,949 positive variance overall. The ARPA Funding is \$66,073,187 of the positive variance. The Positive Variance from operations is \$19,476,762. The \$19,476,762 positive variance will be available for use in FY2023, one year following completion of the financial statement audit.



Of Particular Interest:

Tribal Contribution

Retail Sales were \$5.8 million more than budget and expenses were \$6.2 million more than budget. Resulting in an overall positive variance in Tribal Contribution provided of \$83,466.



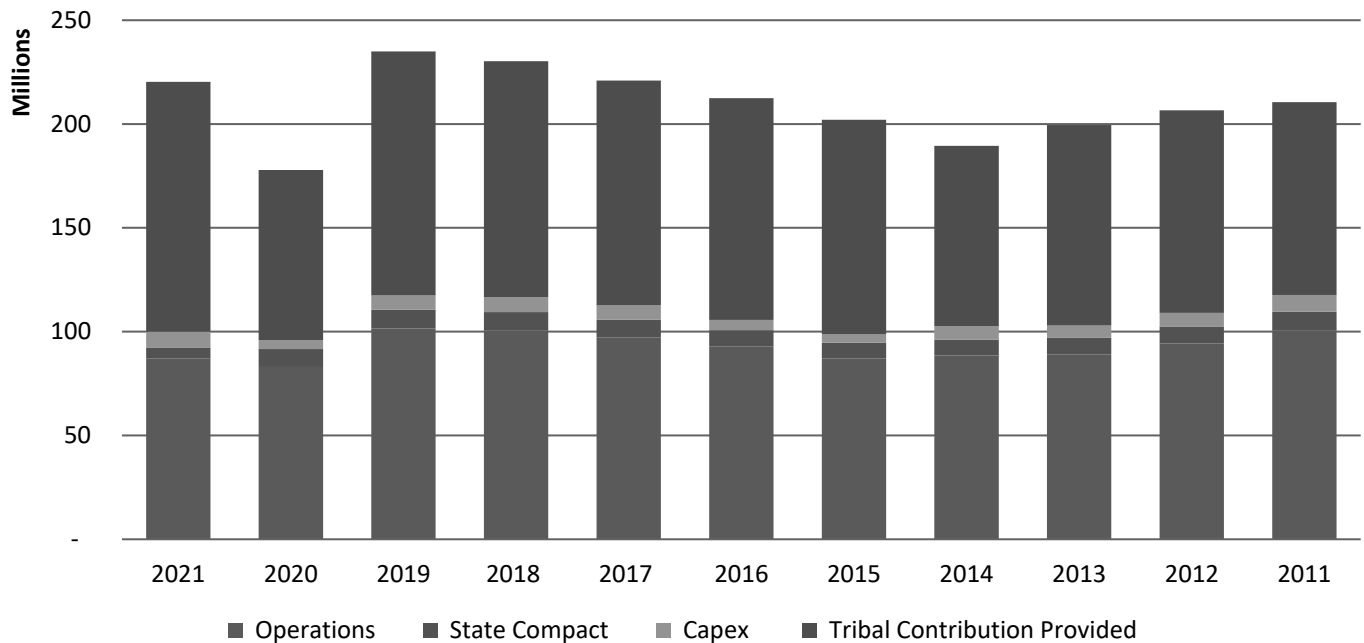
Gaming Net Revenues were \$22.9 million more than budget and expenses were \$15.5 million less than budget. Resulting in an overall positive variance in Tribal Contribution provided by Gaming of \$41.9 million.

Revenues

Health Services Fees were \$7.2 million less than budget as a result of Covid impacts on the operations; Self-Governance revenues were \$4.7 million less than budget due to additional Covid specific grant funding being utilized for operations; Additional Federal Grants were \$90.2 million more than budget due to receipt of ARPA funding and other Covid specific grants; Miscellaneous Grants were \$2.7 million more than budget also due to COVID specific grants; Self-Funded Health Insurance Premiums were \$4.6 million more than budget due to the re-employment of furloughed and laid off employees; Hotel Room Tax was \$303,898 more than budget as Hotel Room Tax wasn't included in the FY2021 budget due to the uncertainty of the Pandemic; and General Fund Interest was \$448,807 more than budget due to increased cash levels.

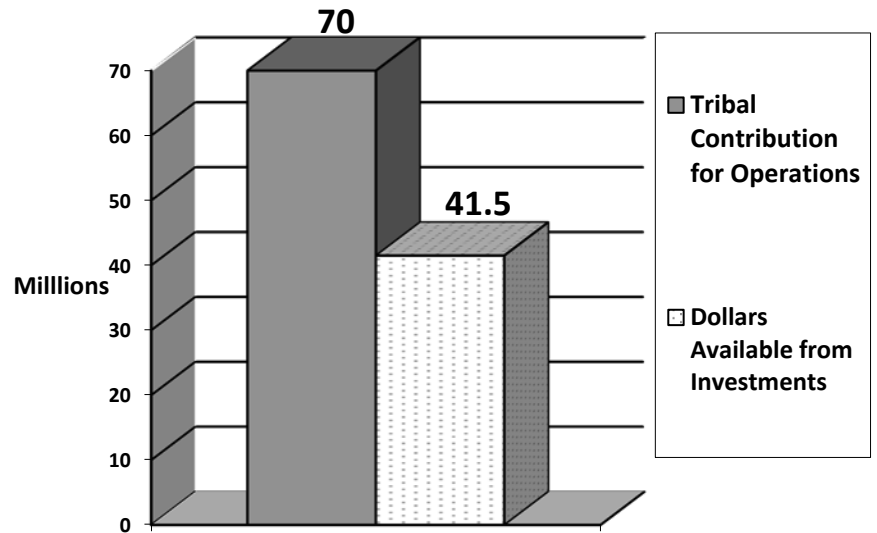
Gaming Financial Review:

During the prior 10 years, Gaming revenues peaked at \$234.9 million in Fiscal Year 2019, this matches their previous peak revenue of \$234.9 million in FY2008. The historic 68-day closure of Gaming in FY2020 resulted in decrease in revenues of close to \$60 million. ARPA Funding will help offset the revenues losses on a one-time basis. When the ARPA Funding has been spent, it is not certain if Gaming revenues will be at the level needed to maintain the cost of operations.



Our Investment Goal

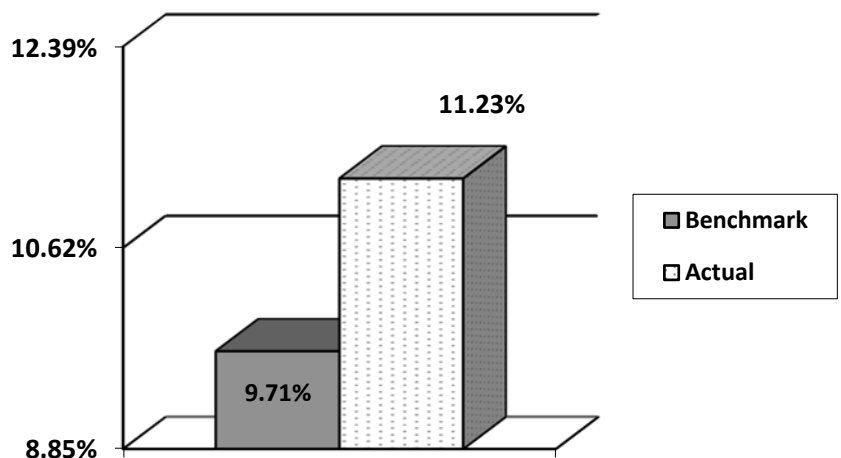
Our objective was to protect the future by having funds available to operate the organization if a crisis occurred, such as diminished revenue sources. It is the goal of the Oneida Nation to have enough available invested funds from Tribal Contribution to operate the organization for one (1) full year 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 September 30, 2021, unrestricted cash and short-term investment funds that are not currently supporting resolutions and operational obligations were approximately \$41.5 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 with a positive working capital of \$25.9 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. When the Public Health Emergency began in FY2020 and Gaming closed operations for 68 days, the Nation’s working capital was negative which meant the Nation didn’t have cash sources available to fund operations and mandates during the closure.

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 July 1, 2020 to June 30, 2021 the portfolios expected rate of return, or index, was a gain of 9.71% in value. Our actual rate of return on our investments was a gain of 11.23% in value after all administrative fees were paid. Therefore, our investment portfolio outperformed the market for the same 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 a 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 an 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.





FY-2021 Oneida Nation

Charitable Giving

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.

Additional Information:

For Ticket and Merchandise contract information, please see Gaming's report.

Self Development-Youth

- Work Some More Basketball training for son (\$500)
- Youth Flag Football registration fees for son (\$52)
- Youth Flag Football registration fees for son (\$52)
- Youth Flag Football registration fees for son (\$52)
- Cub Scout Camp for son (\$368)
- Synergy Soccer Club registration fees for daughter (\$300)
- Impact Sports Softball Club fees for daughter (\$500)
- Green Bay Area Youth Hockey Association registration fees (\$500)
- New Fusion Dance fees (\$500)
- West De Pere School District Basketball fees for son (\$99)
- Gymnastics class/tournament fees for daughter (\$500)
- Religious Education Classes for son (\$275)
- STARZ Gymnastics Academy fees for daughter (\$500)
- Shawano Hockey league registration for son (\$56)
- Shawano Hockey league registration for daughter (\$56)
- FC Elite Volleyball Club fees for daughter (\$500)
- Equipment: Peloton Bike (\$500)
- Driveway Shooters Basketball Registration (\$73)
- One WI Volleyball Club Fees (\$500)
- Freedom Athletic Assn-Softball Fees (\$50)
- Basketball/Volleyball Registration Fees (\$500)
- YMCA Social Development classes for son (\$500)
- WI Flight Basketball registration for daughter (\$500)
- GB Metro Hoops registration for daughter (\$425)
- Youth Golf Tournament Fees (\$500)
- Metro Basketball fees for daughter (\$350)
- East River Pop Warner Football fees for son (\$90)
- AAU Next Level Grind Basketball fees for daughter (\$500)
- Youth Golf Tournament fees for daughter (\$500)
- AAU Basketball Registration for son (\$329)
- Basketball Registration Fees for daughter (\$500)
- De Pere Baseball fees for son (\$50)
- De Pere Baseball fees for son (\$50)
- De Pere Baseball for son (\$41)
- De Pere Baseball for son (\$41)
- De Pere Baseball for son (\$81)
- Basketball Summer Camp for son (\$165)
- 1848 Grassroots AAU Basketball registration for son (\$500)
- Green Bay Elite Cheer fees for daughter (\$500)
- YMCA Camp U-Nah-Li-Ya fees for daughter (\$500)
- YMCA Camp U-Nah-Li-Ya fees for daughter (\$500)
- 920 Elite Boys Basketball fees for son (\$500)
- AAU Purple Aces Basketball fees for daughter (\$500)
- 920 Elite Boys Basketball fees for son (\$500)
- 920 Elite Boys Basketball fees for grandson (\$500)
- Youth Soccer Club fees for son (\$60)
- Youth Soccer Club fees for daughter (\$60)
- All that Dance Class fees for daughter (\$400)
- Metro Basketball fees for daughter (AN) (\$375)
- Metro Basketball fees for daughter (JN) (\$375)
- Kroc Center-Gymnastics for son (\$135)



Self-Development-Adult

- Pure Barre membership/class fees (\$500)
- Personal Weights to assist with health/safety (\$315)
- F.I.R.E. Fitness registration/class fees (\$497)
- Equipment: CSC Recumbent Bike (\$500)
- Equipment: Peloton Bike (\$500)
- Equipment: Bow Flex Home Gym (\$500)
- Equipment: Bow Flex VeloCore Bike (\$500)
- Kroc Community Center membership fee (\$205)
- Equipment: Sunny Hill Elliptical (\$450)
- Pure Barre membership/class fees (\$500)
- TaiChi Class fees (\$500)
- Equipment: Energy Fit Ski Row Air
- Equipment: Poo Boo Indoor Cycling Bike Magnetic (\$500)
- Exercise Bike (\$500)
- Equipment: Peloton Bike Package & membership (\$500)
- Equipment: Elliptical Machine (\$450)
- Hockey Registration fees for son (\$500)
- Equipment: Stamina Active Aging Easy Step Bike (\$421)
- Equipment: Bike (\$500)
- Equipment: Hybrid Bike (\$370)
- Equipment: Peloton Bike (\$500)
- Equipment: Recumbent Bike (\$448)
- Equipment: Recumbent Bike (\$500)
- Equipment: Bike (\$468)
- Equipment: Horizon Treadmill (\$500)
- Equipment: Treadmill (\$500)
- Equipment: Peloton Bike & membership (\$500)
- Kroc Center - Gymnastics for daughter (\$450)

- Equipment: Indoor Rowing Machine (\$500)
- Equipment: T303 Treadmill (\$400)
- Equipment: ETHOS Power Rack 1.0 Barbell & Weights (\$500)
- Equipment: ETHOS Power Rack 1.0 Barbell & Weights (\$500)
- Equipment: CSX Recumbent Bike (\$379)
- Equipment: Spin Bike (\$364)
- Equipment: Olympic Bar & ETHOS Folding Wall Rack (\$500)
- Ideal Weigh Start Up fees (\$287)
- Equipment: TRX Bands & Mount for Home Workouts (\$190)
- Equipment: Rogue Weights (\$450)
- Equipment: Treadmill (\$500)
- Equipment: townie 7D step exercise bike (\$500)
- YMCA Membership fee (\$178)
- Equipment: CSX Recumbent Bike (\$380)
- Equipment: Olympic Bar & Weights (\$500)
- Equipment: Elliptical Machine & Weights (\$483)
- YMCA Membership fee (\$480)
- Equipment: Indoor Cycling Bike (\$500)
- Equipment: Carbon T7 Treadmill (\$500)
- Equipment: Townie 7D EQ Step (\$500)
- Equipment: Horizon Oxford Rower (\$500)
- YMCA Membership fee (\$350)
- Equipment: Treadmill (\$500)
- Equipment: ProForm Treadmill (\$500)
- Equipment: Indoor Cycling Bike & Weights (\$446)
- Equipment: Treadmill (\$500)
- Equipment: Indoor Cycling Bike & Weights (\$499)
- Equipment: Bike (\$500)

Community Event

- Monthly lunch for Oneida Hymn Singers Practice (\$750)

Subtotal Individual and Community Requests (\$23,523)

External Donations

- St. Joseph's Church (\$2,500)
- Immaculate Conception Church (\$2,500)
- Church of the Holy Apostles (\$2,500)
- Oneida United Methodist Church (\$2,500)
- House of Hope (\$2,500)
- St. John the Evangelist Homeless Shelter (\$2,500)
- Rawhide, Inc (\$2,500)
- Robert Cornelius Post #7784 VFW Auxiliary (\$1,107)
- Exceptional Equestrians-Expand Programs (\$2,500)
- WIA, Inc -Woodland Indian Art Show & Market (\$2,500)
- 32nd Annual Cerebral Palsy Auction (\$2,500)
- Feeding America Eastern Wisconsin (\$2,500)

Subtotal External Donations (\$28,607)

TOTAL Total Giving for FY 2021 (\$52,130)



Judiciary

About Us

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 Oneida Nation's authority and sovereignty. 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.

Judges (date indicates when term expires):

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

Layatalati Hill, Chief Judge-Trial Court
August 27, 2026

John E. Powless, III, Judge-Trial Court
August 10, 2023

Patricia Hoeft, Judge-Trial Court
August 27, 2026

Robert J. Collins, II, Family Court Judge
June 15, 2024

Rodney W. Dequaine, Family Court Judge
October 25, 2027

Contact Info

PHONE NUMBER: 920.496.7200

E-MAIL: judicial_system@oneidanation.org

WEBSITE: <https://oneida-nsn.gov/government/judiciary>

Disciplinary Panel Report

Linda Dallas, Cathy Metoxen, Margaret Fermanich v. Judge John E. Powless, III, filed 8/12/20. Disciplinary Panel: Judge Gary Smith (Lac du Flambeau Tribal Court), Judge Jody Lowmaster-Bigboy (Bad River Tribal Court), Judge Elaine Smith (Lac Courte Oreilles Tribal Court), Judge Howard Bichler (Lac Courte Oreilles Tribal Court), and Judge Angela Moe (Forest County Potawatomi Tribal Court). Decision entered October 22, 2020 – probable cause is unfounded. Complaint dismissed.

Effects of COVID-19 to Court Operations

Just like everywhere else in the world, the COVID-19 pandemic had a significant effect on the Judiciary. In order to ensure a safe forum to address legal disputes and partake in other judicial activities authorized by tribal law, the court did remain open during regular business hours with restricted lobby access. During the Public Health Emergency Declaration issued by the Oneida Nation, court operations had to be modified. In Tier V budget constraints, the court lost 1.5 employees, as well as made other sweeping budget cuts. Court hearings and Peacemaking sessions were held over the telephone or virtually. Court users had to make appointments to conduct their business as the lobby was closed. We have implemented significant health and safety measures to protect Judiciary employees and court users. A stop at a temperature taking kiosks is required upon entry, maximum capacity limits have been lowered, social distancing indicators are in place, and frequent sanitizing of surfaces is in practice.





FY 21 Court Activity

Despite the Public Health Emergency Declaration, the Trial Court held **104** court hearings. These consisted of general civil matters, small claims actions, garnishment actions, citations and employment issues. The Trial Court also held **81** Peacemaking sessions for litigants as an alternative to standard civil procedure. **32** parties were able to reach agreements avoiding further litigation. The Family Court conducted **541** court hearings. These case types are child support; paternity; custody, placement and visitation; divorce, legal separation, and annulments; and matters related to the Children's Code. The Court of Appeals rendered **36** rulings and decisions on **13** cases filed. Even though access to the courthouse lobby was restricted, we serviced **1,087** tribal and community member court users.

Looking Forward

Court operations continue to be modified to be in compliance with Oneida nation mandates for public health, budget related constraints, and access to technology. We urge court users and interested persons to visit our webpage: oneida-nsn.Gov/government/judiciary for a host of valuable information that is updated regularly.

Budget Information

FY-2021 BUDGET: combined Judiciary & Family Court	\$1,443,631
FY-2021 EXPENDITURES: combined Judiciary & Family Court	\$1,124,686



GTC Legal Resource Center

About Us

On **November 14, 2016**, the Oneida Nation General Tribal Council (GTC) approved a motion directing the Oneida Business Committee (OBC) to establish a legal office consisting of advocates and an advising attorney to represent Tribal Members and employees in any type of litigation at the Oneida Judiciary and to advise the Oneida General Tribal Council during duly called General Tribal Council Meetings.

The opening date of the GTC Legal Resource Center Office was scheduled for **February 2018**, and the election for the Advising (Supervising) Attorney and Advocates positions with the GTC Legal Resource Center would be on the General Election held on **July 8, 2017**.

There were no nominations or applications for the Supervising Attorney position. The elected Attorney position was to be on the Special Election held on **December 2, 2017**.

The Advocates elected at the General Election on **July 8, 2017**, were Tsyoslake G. House, and Wesley T. Martin, Jr. Without the knowledge and mentorship of a Supervising Attorney the elected Advocates requested additional training and a delayed opening of the GTC Legal Resource Center Office to **August 1, 2018**.

The General Election held on **July 25, 2020**, had the GTC Legal Resource Center elected Advocate position and the Advising (Supervising) Attorney elected position on the ballot. During this election Wesley T. Martin, Jr. was re-elected as the Advocate, his 2nd term in the position.

The elected position of the GTC Legal Resource Center Supervising Attorney was Gerald L. Hill. Attorney Hill is the 1st nominated and elected Supervising Attorney to this position since the creation of the GTC Legal Resource Center.

The Special Election held on **July 10, 2021** had the elected Advocate position. During this election, Tsyoslake G. House was elected as the Advocate, his 2nd Term in the position.

The GTC LRC's purpose is to provide free legal advice and/or representation to Tribal members and Oneida Nation employees in matters subject to the jurisdiction of the Oneida Judiciary. Our mission is to provide due process rights to membership and employees. There are no costs for our services. Types of litigation we may help clients with at Oneida Judiciary – Trial Court: Civil Matters, Housing Violations, Small Claims, Garnishments, Disinterment Disputes, Declaratory Judgements, Employment Related Disputes, etc. Family Court: Divorce, Separation, Paternity, Child Support, Custody, Placement, etc. Appellate Court: appeals heard by the Court of Appeals. Additionally, we offer general guidance on matters of probate, traffic, consumer actions, to Nation members by telephone, if they are not seeking representation.

All client files are maintained confidentially but we are providing a numerical listing of the matters we've addressed throughout the year.

The impact of the Tier 5 Covid-19 Pandemic resulted in the reduction of hours for the Interim Legal Administrator and the Elected Advocates to 32 hours a week. In addition to the layoff of the Legal Assistant Staff Member. This was to conform to the Tier 5 Directive of the OBC. The office has resumed full time staff assignments.

GTC Legal Resource Center Staff

Attorney:

Gerald L. Hill, Supervising Attorney, State Bar #1004414
1st Term – August 27, 2020 to July 31, 2024

Advocates:

Tsyoslake G. House, J.D.

2nd Term – August 25, 2021 to July 31, 2025

Wesley T. Martin, Jr.

2nd Term – August 27, 2020 to July 31, 2024

Legal Assistant:

Bridget A. Mendolla-Cornelius
Permanent Full Time Employee

Contact Information:

PHONE NUMBER: 920-496-5320

E-MAIL: GTC_LRC@oneidanation.org

WEBSITE: <https://oneida-nsn.gov/lrc>

Statistical Information

The Statistical Information provided below reflects requests for General Legal Advice and/or Representation regarding the following concerns: 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, 3rd 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.



GTC Legal Resource Center

Statistical Information

FY21 Statistical Information	1st Quarter	2nd Quarter	3rd Quarter	4th Quarter	TOTALS
Intakes	39	39	40	34	152
Office Visits	49	56	69	60	234
Telephone and Email Requests	28	36	29	36	129
TOTALS	116	131	138	130	515

Budget Information

FY-2021 BUDGET: 427,063

FY-2021 EXPENDITURES: 390,998

FY-2022 BUDGET: 658,341

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. There is a proposed increase for FY-2022 Budget due to the addition of another Advocate position and the purchase of Time Matters Software and maintenance cost.

Future Outlook:

The operations of the GTC Legal Resource Center are expected to increase in the future as the Nation expands its jurisdiction to include more regulatory activities as well as increasing the workforce as we return to full normal operations. It is the intention to do more for the membership outside of the reservation to the extent possible. And, finally, when the GTC is able to resume regular semi-annual meetings, our reports will be directly, and to carry out the directives indicated in the GTC Motion on November 14, 2016*:

**Motion by Gina Powless to direct the OBC to establish a legal office consisting of advocates and an advising attorney for GTC, and be elected at the 2017 General Election, to represent employees employed by Oneida Nation, and Tribal enrolled members that have any type of litigation at the Oneida Judiciary, and to retain legal counsel specifically for GTC to advise during duly called GTC meetings, this office will not report to the OBC, but to GTC on an Annual and Semi-Annual schedule. Seconded by Robert Steffes. Motion carried by assembly.*







**Direct
Reports &
*Divisions***





Gaming Division

Purpose: The Gaming Division operates five casino locations offering slots, table games, bingo, poker, and soon sports betting. Our main function is to serve as the Oneida Nation's primary revenue generator.

Areas of Focus

- Accounting
- Administration
- Bingo
- Casino Promotions
- Compliance
- Food & Beverage
- Custodial
- Maintenance
- Player Development
- Poker
- Shuttle
- Slots
- Sportsbook
- Table Games
- Valet
- Customer Service
- Employee Services

Funding Sources for FY-2021

TRIBAL CONTRIBUTION: 100%
GRANTS: 0%

Total Budget

TOTAL BUDGET NET PROFIT FOR FY-2021: \$90,189,953
TOTAL ACTUAL NET PROFIT FOR FY-2021: \$134,196,384
VARIANCE: Positive of \$44 million

VARIANCE EXPLANATION: The prior year net profit (we were closed for 68 days) was \$92,381,146, which we exceeded by nearly \$42 million. Oneida Casino exceeded revenues when compared to budget and prior year as we recognized a large payroll savings due to a very competitive market for hiring.

Employees

NUMBER OF EMPLOYEES TOTAL: 730
As of Oct. 1, 2021. Does not include mis or security

NUMBER OF EMPLOYEES WHO ARE ENROLLED ONEIDA: 410
As of Oct. 1, 2021. Does not include mis or security.

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.

Accomplishments for FY-2021

ACCOMPLISHMENT #1

On July 1, 2021, Gov. Tony Evers and the Oneida Nation signed an agreement to allow betting on sporting events for the first time in Wisconsin.

This opportunity will provide new revenue, employment growth, and boost visitation to Oneida Casino and Northeast Wisconsin.

ACCOMPLISHMENT #2

Achieving the highest gross profit ever realized while dealing with the Coronavirus Pandemic.

Several preventative measures were activated to ensure our casino locations would have a low risk for transmission of COVID-19. Closing daily (4am-8am) to deep clean our casinos continues to be an investment in keeping the spread of the virus as minimal as possible for our employees and the community.

ACCOMPLISHMENT #3

Completion of Gaming-specific market and wage studies for all positions and creation of new Gaming wage charts.

As a result of the studies, Gaming specific wage charts were developed with the intent to bring casino employees in line with our market and gaming industry duties. Positive wage increases for 96% of our eligible, non-exempt employees was realized. Position analyses will be performed on an annual basis.

Goals for FY-2022

GOAL 1

Grow Gaming Revenue by focusing on our most valuable resources.

Improving Organizational Changes

GOAL 2

Improve Human Resource Management through employee engagement and satisfaction surveys, listening, and implementing changes.

Improving Organizational Changes

Contact

MAIN CONTACT: Louise Cornelius

MAIN CONTACT TITLE: Gaming General Manager

MAIN PHONE: 920-494-4500

MAIN EMAIL: Lcornel3@oneidanation.org

WEBSITE: OneidaCasino.net



Louise Cornelius, Gaming General Manager



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.
2020 – 2023 Oneida Business Committee – Broad Goals

Funding Sources for FY-2021

TRIBAL CONTRIBUTION: 0%
GRANTS: 0%

Total Budget

FY-2021 BUDGETED NET PROFIT: \$5,526,524
FY-2021 ACTUAL NET PROFIT: \$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: 91.75
NUMBER OF EMPLOYEES WHO ARE ENROLLED ONEIDA: 84

Who we serve

Our customer base is a group of loyal customers who purchase fuel, cigarettes and other convenience items from our stores.

Accomplishments for FY-2021

ACCOMPLISHMENT #1

Increased starting wage to \$13 an hour and increased recruitment efforts

This impacted the community by keeping our stores open and provide meaningful employment to our tribal employees.

ACCOMPLISHMENT #2

Customer appreciation at the One Stops and improved vendor relationships.

We should our customers how important they are so they would come back and be repeat customers. Our vendor relationship improved by the vendor giving us product or giving us a discount on product that we sold in the stores. This increase the bottom line and brought more net profit to the nation.

ACCOMPLISHMENT #3

Improvement to EEE location which include a new canopy, lighting and repaving of parking lot

This impacted the community by reducing any trip hazards and have brighter lighting in the area.

Goals for FY-2022

GOAL 1

Customer appreciation and improve vendor relationships
Promoting Positive Community Relations

GOAL 2

Improve the E/EE Site
Improving Organizational Changes

GOAL 3

Reinvest in our employees through training
Inspiring Yukwatsístayλ

Contact

MAIN CONTACT: Debra Powless
MAIN CONTACT TITLE: Retail General Manager
MAIN PHONE: 920-496-7313
MAIN EMAIL: dpowles2@oneidanation.org
WEBSITE: oneidanation.org



*Debra Powless,
Retail General Manager*



General Manager

Purpose: Provide support and guidance to the program and service areas reporting to the General Manager.

Areas of Focus

- ▶ Environmental, Health, Safety, Land, and Agriculture
- ▶ Governmental Services Division
- ▶ Comprehensive Health Division
- ▶ Management of Information Systems
- ▶ Department of Public Works
- ▶ Education and Training
- ▶ Tribal Action Plan
- ▶ Big Bear Media

Funding Sources for FY-2021

TRIBAL CONTRIBUTION: 100%
GRANTS: 0%

Total Budget

TOTAL BUDGET FOR FY-2021: \$397,904
TOTAL EXPENDITURES FOR FY-2021: \$559,995
VARIANCE: \$162,091

VARIANCE EXPLANATION: Operational Analyst and Administrative Assistant moved under General Manager budget.

Employees

NUMBER OF EMPLOYEES TOTAL: 759
NUMBER OF EMPLOYEES WHO ARE ENROLLED ONEIDA: 401

Who we serve

The Office of the General Manager reports to the Oneida Business Committee and provides support and guidance to the programs and service areas reporting to the General Manager.

Accomplishments for FY-2021

ACCOMPLISHMENT #1

Mark W. Powless hired as General Manager in May 2021.

Filled the general manager vacancy, providing support and guidance to the areas reporting to the general manager. Removed the responsibility of guidance over day-to-day activities from the Oneida Business Committee.

ACCOMPLISHMENT #2

Completed restructure of Environmental Health, Safety, Land, and Agriculture, creating a new Food and Agriculture Division.

The restructure creates a more efficient focus on the development and delivery of sustainable food and agricultural practices, ensuring food security and sovereignty moving forward.

Accomplishment #3

Developed An In-Depth Understanding Of The Programs And Services Of The Oneida Nation By Meeting Individually With All Directors And Managers Under The General Manager.

These Initial Meetings Set The Table For A Restructure/ Reorganization Of The Areas Under The General Manager To Provide More Efficient And Better Quality Services To Oneida Nation Members.

Goals for FY-2022

GOAL 1

Develop and implement an assessment of workplace culture. The assessment will include a measure of alignment with the Oneida Nation core values and a trauma informed approach to service delivery.

Improving Organizational Changes

GOAL 2

Develop and implement minimum data collection standards and reporting. This process will include an assessment of the types of data the Oneida Nation collects and how the data is used in decision making.

Improving Organizational Changes

GOAL 3

Develop a plan restructure and reorganize the programs and services under the General Manager to submit to the Oneida Business Committee for approval.

Improving Organizational Changes

Contact

MAIN CONTACT: Mark W. Powless

MAIN CONTACT TITLE: General Manager

MAIN PHONE: 920-496-7414

MAIN EMAIL: mpowles1@oneidanation.org



Mark W. Powless, General Manager



General Manager – Comprehensive Health Division

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.

Areas of Focus

- ▶ Oneida Community Health Center
- ▶ Oneida Behavioral Health
- ▶ Anna John Resident Centered Care Community
- ▶ Employee Health Nursing

Funding Sources for FY-2021

Funding Sources for FY-2021

TRIBAL CONTRIBUTION:	9.09%
GRANTS:	3.17%
OTHER SOURCES:	
Indian Health Service (IHS)	49.79%
Ext Sales/3RD Party/Other	37.94%

Total Budget

TOTAL BUDGET FOR FY-2021:	\$74,998,196
TOTAL EXPENDITURES FOR FY-2021:	\$56,765,709
VARIANCE:	\$18,232,486

VARIANCE EXPLANATION: Positive variance is due to numerous Covid funds received from Federal and State governments.

Employees

NUMBER OF EMPLOYEES TOTAL:	345
NUMBER OF EMPLOYEES WHO ARE ENROLLED ONEIDA:	109

Who we serve

Oneida Membership, Oneida Descendants, members of federally recognized tribes, and Oneida Nation Employees

Accomplishments for FY-2021

ACCOMPLISHMENT #1

As of the Fourth quarter of FY 2021, our current employee count is at 345. Prior to Covid, we were at 362 employees which was our HRD cap for employee base. We are still short staffed in specific areas of the division and these positions have been posted. Enhancing, engaging, and developing our workforce has continued to face some challenges throughout the fourth quarter, however we are continuing to look at various methods to engage our workforce and support their mental health needs during the pandemic. Staff shortages in many areas of the division continue to pose challenges in meeting patient access to care. We continue to fill those critical positions which have been lost and/or employees have chosen to retire from their positions. Access continues to slowly be improving in some areas throughout the Division

but still remains difficult due to shortages of providers and loss of staff and fear of potential exposure to COVID.

ACCOMPLISHMENT #2

All areas of OCHD to complete Strategic Plans to align with OCHD. The OCHD Strategic Plan was presented to the Division staff at Town Hall meeting and will continue to be revisited with each Town Hall meeting. The Comprehensive Health Division's Communication Philosophy was created and presented to Division staff. The Comprehensive Health Division's Communication Philosophy is the belief that all forms of communication are timely, complete, concise, considerate, clear, and honest.

Accomplishment #3

The implementation of the Electronic Health Record has accomplished the following major areas of optimization over the 4th quarter FY 21. The patient surveys are being revised due to the pandemic. We continue to send out surveys to patients, however, since our service delivery area has changed, we are in the process of making appropriate upgrades to obtain the most actionable information from our patients.

Goals for FY-2022

GOAL 1

Develop and implement an assessment of workplace culture. The assessment will include a measure of alignment with the Oneida Nation core values and a trauma informed approach to service delivery.

Improving Organizational Changes

GOAL 2

Revitalizing Values-Driven Leadership: Enhance the Quality & Communication of our Leadership Team; Promote & Prioritize Decision Making of OCHD.

Improving Organizational Changes

GOAL 3

Analyzing & Improving Health Technology: Improve Information Technology Services to meet OCHD Needs.

Promoting Positive Community Relations

Contact

MAIN CONTACT: Debra Danforth RN, BSN,
Ravinder Vir, MD, MBA, FACP

MAIN CONTACT TITLE:
Oneida Comprehensive Health Division Directors

MAIN PHONE: 920-869-2711

MAIN EMAIL: ddanfort@oneidanation.org,
rvir@oneidanation.org

WEBSITE: oneida-nsn.gov/resources/health/

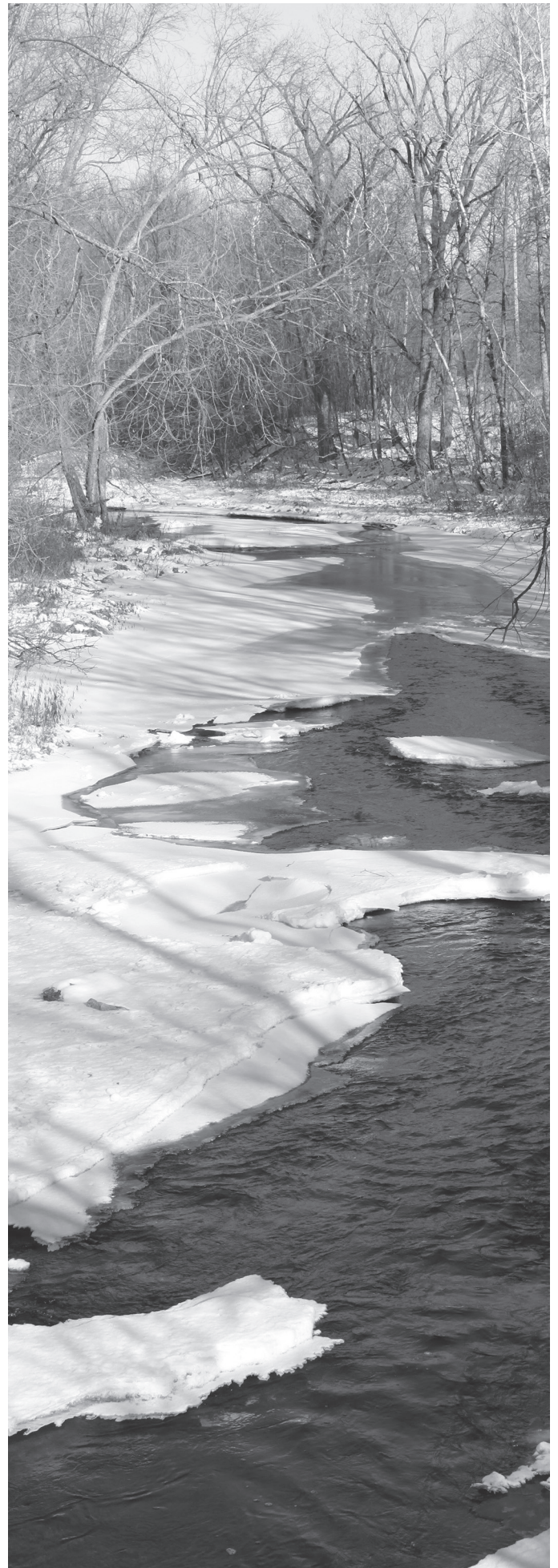




*Debra Danforth RN, BSN, and Ravinder Vir, MD, MBA, FACP,
Oneida Comprehensive Health Division Directors*



YawΛ?kó
 (Thanks very much)
Health Division Staff
 For taking care of the Oneida Community
 we appreciate you!



General Manager – Public Works Division

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.

Areas of Focus

- ▶ Groundskeeping and Parks
- ▶ Automotive Department
- ▶ Custodial Department
- ▶ Engineering
- ▶ Community Development
- ▶ Facilities Department
- ▶ Plumbing, Wells, and Septic Department
- ▶ Utilities Department
- ▶ Tribal Transportation
- ▶ GIS/Planning

Funding Sources for FY-2021

TRIBAL CONTRIBUTION:	100%
GRANTS:	0%
OTHER SOURCES:	
BIA – TRIBAL TRANSPORTATION – ROADS	7%
IHS – Groundskeeping – Self Governance Parks	Less than 1%
BIE – Turtle School Custodial & Maintenance	Reported in Turtle School Budget
IHS – Health Center Custodial & Maintenance	Reported in Health Center Budget

Total Budget

TOTAL BUDGET FOR FY-2021:	\$11,403,829
TOTAL EXPENDITURES FOR FY-2021:	\$9,671,377
VARIANCE:	\$1,732,452

VARIANCE EXPLANATION: The major contributing factor to the variance are the personnel expense lines. This is due to the delay in approvals to fill vacant positions, difficulty in filling posted positions due to lack of applicants, and fringe expense variances. Note: The actual expenses and variance have been adjusted to account for the "lost revenue" entries to certain business units.

Employees

NUMBER OF EMPLOYEES TOTAL:	130
NUMBER OF EMPLOYEES WHO ARE ENROLLED ONEIDA:	107

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.

Accomplishments for FY-2021

ACCOMPLISHMENT #1

Managing Capital Improvement Projects through the planning, designing, and construction phases as efficiently as possible. The CIP active list: Food distribution remodeling, Safe Shelter, VIP lounge, Bread Creek Village, Elder Village Cottages, Oneida Fishery, Oneida Nation Schools accessibility, Cemetery Improvements, Pearl Street Quarry, Community Wells, Food Innovation Center, Transit Garage, Museum relocation, and Sacred Burial Grounds Expansion.

The Completion Of These Projects Provides Housing, Recreation Opportunities, Improved Accessibility In Buildings, Safe Drinking Water, Food Sovereignty, And Preservation Of Culture. The Cip Process Is A Team Effort And Includes The Project Owner And Other Stake Holders In Creating The Plans And Designs Which Encourages Involvement And Stewardship Within The Community.

ACCOMPLISHMENT #2

Advanced the use of technology to deliver more effective customer service, reduce labor costs, and improve reporting capabilities. Utilities implemented an on-line payment process; Indian Preference forms have been improved for customer accessibility and ease of use; Identifying an automated process for POWTS inspections for regulatory purposes is being established; Network capabilities are being added to the Housing Warehouse; and the computerized Facility Management Systems at DPW and Housing are expanding in their use.

Customers have the option to pay utility bills on-line which saves on trips to make payments. Custodial services are provided with a reduced workforce and still meet the cleaning and sanitation needs of the buildings for employees, customers, and students. Mapping and tracking of data assists with snow removal routes, OPD reporting, land use planning, and fire response to Oneida Nation facilities.

ACCOMPLISHMENT #3

Maintained and increased the overall value of the Oneida Nation facilities and infrastructure. The major building maintenance and improvement projects that have been completed: Installed new electrical service to the bridge lights, Replaced Skenandoah roof top units, installed new electrical service at Mission Park, HVAC upgrades at Community Education Center, replaced fluorescent fixtures throughout the buildings with LED flat panel fixtures for energy savings, replaced boilers at the



General Manager – Public Works Division

Turtle school, Equipment replacement and upgrades at Wastewater Treatment Plant, and installed new Generator at the Health Center.

ACCOMPLISHMENT #3 continued

The completion of the building and maintenance improvements ensures the facilities are safe for employees and customers, retain their value, are energy efficient, and allow for continued services to be delivered to the community. Emergency maintenance and repairs costs are reduced.

Goals for FY-2022

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

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 TsiʔniyukwalihoTá

GOAL 3

Increase capacity and upgrade water and wastewater systems to address additional needs of planned Housing development and other new construction. This includes installing a new well, additional water storage, a new water tower, and treatment plant equipment replacements.

Exercising Sovereignty

Contact

MAIN CONTACT: Jacque Boyle

MAIN CONTACT TITLE: Public Works Director

MAIN PHONE: 920-869-1059

MAIN EMAIL: jboyle@oneidanation.org

WEBSITE: oneida-nsn.gov



Jacque Boyle, DPW Division Director



General Manager – Comprehensive Housing Division

Purpose: Provide safe and affordable housing opportunities to enrolled Oneida Members within the reservation boundaries. This is achieved through services such as community outreach, maintenance, new housing development, mortgages, and income based housing provided by our dedicated and knowledgeable Housing staff.

Areas of Focus

- ▶ Income based and general rentals
- ▶ Maintenance
- ▶ HUD Housing Development housing
- ▶ Home ownership mortgages Outreach
- ▶ Rehab and modernization
- ▶ Residential Leasing
- ▶ HBO sites
- ▶ Rent-to-own
- ▶ Community
- ▶ HUD VASH

Funding Sources for FY-2021

TRIBAL CONTRIBUTION:	0%
GRANTS:	0%
OTHER SOURCES:	
HUD	87%
General Rentals	5%
Residential Sales	8%

Total Budget

TOTAL BUDGET FOR FY-2021:	\$10,963,061
TOTAL EXPENDITURES FOR FY-2021:	\$7,400,607
VARIANCE:	\$3,562,454

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:	44
NUMBER OF EMPLOYEES WHO ARE ENROLLED ONEIDA:	38

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.

Accomplishments for FY-2021

ACCOMPLISHMENT #1

Improved monthly Occupancy Rate of Oneida rental units and homes. The goal is to have a 97% monthly occupancy rate which is 13 vacant units at any given time. In May of 2020 the occupancy rate was 91.8% and it has improved

to an average of 94% for fiscal year 2021. Additional staff have been assigned to work on vacant rental units, the assessment process of vacant units has improved, vacant unit information is tracked and reviewed each month, and contractors are being used as needed.

Comprehensive housing maintains 341 income based rental units and 102 general rental units for a total of 443 rental units. By increasing the average occupancy rate, it allows for members on the housing waiting list to be offered a housing option sooner. The variables that impact the occupancy rate include the size and condition of the unit, the reason it was vacated, material availability, and number of units vacated in any given month

ACCOMPLISHMENT #2

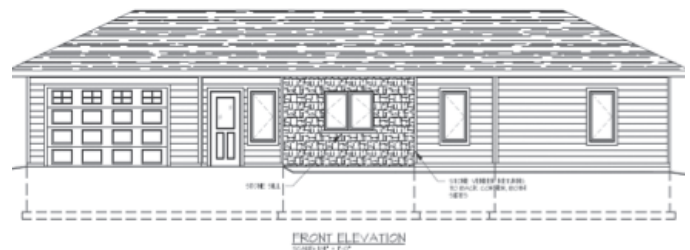
Reduced the number of evictions and foreclosures that would have occurred due to the financial impact Covid related hardships had on Oneida Nation Members. Mortgage deferrals, rental assistance, utility assistance, and mortgage assistance were made available through IHBG CARES and ARPA funding.

By offering homeowners and renters the financial assistance they needed, they were able to remain in their current home and not be displaced. Obtaining the funding, establishing the plan according to guidelines, administering the program, and reporting the results were all necessary steps in providing successful assistance to the membership.

ACCOMPLISHMENT #3

Comprehensive Housing has used IHBG-CARES funds to provide the project budget necessary for the renovation of the Hutson Road Facility to a Safe Shelter with construction being completed the Fall of 2021. HUD funded Housing Development for FY21 included the construction of 8 Elder cottages and 25 HBO sites.

The safe shelter will provide the community homeless population a place to stay overnight and receive supportive services as needed. Additional housing development allows elders on the waiting list an opportunity to move into a new housing unit. The HBO sites will provide members an opportunity to build their own homes on a site with infrastructure already available.



General Manager – Comprehensive Housing Division

Goals for FY-2022

GOAL 1

Comprehensive Housing will construct Housing units utilizing HUD funds and pursue other funding opportunities for additional Housing Development options.

Promoting Positive Community Relations

GOAL 2

Implement operational changes, add necessary personnel, and utilize outside contractors to further increase average occupancy rates and reduce unit turnaround time.

Improving Organizational Changes

GOAL 3

Provide HBO lots, Home Independent Purchase program (HIP), home mortgages, and home loans to Oneida nation members to increase home ownership opportunities.

Advancing On'nyote'a-ka Principles

Contact

MAIN CONTACT: Jacque Boyle

MAIN CONTACT TITLE: Public Works Director

MAIN PHONE: 920-869-1059

MAIN EMAIL: jboyle@oneidanation.org

WEBSITE: oneida-nsn.gov



Jacque Boyle, DPW Division Director



General Manager – Education & Training Area

Purpose: Building a strong Nation by providing and promoting quality education and training opportunities for all tribal members.

Areas of Focus

- ▶ Education and Training Administration
- ▶ Child Care
- ▶ Youth Enrichment Services
- ▶ Higher Education
- ▶ Early Intervention
- ▶ Head Start
- ▶ Vocational Rehabilitation Services

Funding Sources for FY-2021

TRIBAL CONTRIBUTION:	81%
GRANTS:	18%
OTHER SOURCES: EXTERNAL SALES	1%

Total Budget

TOTAL BUDGET FOR FY-2021:	\$14,871,044
TOTAL EXPENDITURES FOR FY-2021:	\$9,116,077
VARIANCE:	\$5,754,967

VARIANCE EXPLANATION: Positive variance is due to personnel and personnel related expenses for vacant positions and \$.30/hr. increase not in effect until March 2021 (increase was budgeted for entire FY 2021). Remainder of positive variance comes from Education Fund. Due to Covid-19 Education Fund tiered funding was discontinued for the first 3 months of the fiscal year, full tiered funding was put back in place January 2021.

Employees

NUMBER OF EMPLOYEES TOTAL:	48
NUMBER OF EMPLOYEES WHO ARE ENROLLED ONEIDA:	30

Who we serve

The Education & Training Area serves all ages (infant thru adulthood)

Accomplishments for FY-2021

ACCOMPLISHMENT #1

Support Kindergarten readiness through curricula focused on cognitive, social-emotional, and physical domains

Child care provided care to 29 children. Due to covid-19 restrictions and staff shortage the center was unable to open to full capacity.

Head start/early head start served an average of 111 children for FY 2021. On average 69 HS children and 46 EHS children.

Due to covid-19 protocols head start and early head start provided services virtually for part of the FY 2021. Also due to staff shortage and limited bussing availability head start was not able to operate centers at full capacity.

ACCOMPLISHMENT #2

Implement Individual Education Plans (IEP's) for children with educational disabilities.

Early Intervention received 91 referrals with 76 children receiving a variety of services throughout the year. The program also sent out literacy/cultural learning packets to early childhood families averaging 300 packets per month.

Head Start/Early Head Start had 10 children on an IPE or IFSP.

Accomplishment #3

Students eligible for Youth Enrichment Services are on track to graduate and Higher Education scholarships are awarded for post-secondary education.

30 out of 48 (63%) of YES eligible seniors graduated.

On average the YES staff served 329 students monthly with average contacts at 1,969 per month. These contacts ensure students are on track to graduate as measured by attendance, grades, and social behaviors.

987 Tribal members received the Higher Education Scholarship (27% Freshman, 23% Sophomore, 15% Junior, 12% Senior, 16% Graduate, 7% Doctorate)

Goals for FY-2022

GOAL 1

Build Core Capacity of Customer Centricity—understand customers educational barriers and develop responsive programming to meet customer needs.

GOAL 2

Build Core Capacity of Team Members—create environments of qualified, engaged team members within area. Promote training and development opportunities that are aligned with the Area's mission.

Contact

MAIN CONTACT: Jacqueline Smith

MAIN CONTACT TITLE: Area Manager Education & Training

MAIN PHONE: 920-869-4037

MAIN EMAIL: jsmith@oneidanation.org



General Manager – 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 Tł 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.

Areas of Focus

- ▶ Aging and Disability Services
- ▶ Cultural Heritage (includes: Arts, Museum, and Library)
- ▶ Economic Support (includes: CEC, WIOA, and Community Support)
- ▶ Oneida Family Fitness (includes Experiential Education)
- ▶ Food Distribution (includes Oneida Emergency Pantry)
- ▶ Recreation
- ▶ SEOTS
- ▶ Veteran Services
- ▶ Family Services
- ▶ Transit
- ▶ Child Support

Funding Sources for FY-2021

TRIBAL CONTRIBUTION:	47%
GRANTS:	52%
OTHER SOURCES: SALES	1%

Total Budget

TOTAL BUDGET FOR FY-2021:	\$17,843,642.00
TOTAL EXPENDITURES FOR FY-2021:	\$12,688,392
VARIANCE:	\$13,469,473

VARIANCE EXPLANATION: The budgeted amount doesn't equal the total expenses/variances due to receiving unexpected grant funds (Family First Prevention, Emergency Rental Assistance, Child Care CARES) as well as in-kind/cash match waivers (Transit, Food Distribution, & Child Support). Most of the positive variance is due to budgeting personnel and not being able to hire or recall employees until the FY21 workforce levels were approved which didn't happen until end of January 2021. Other positive variances are due to budgeting for travel/training and the trainings offered virtually, microchip shortages result in Transit buses not getting finished, and hiring issues due to low wage scales (i.e. Recreation Specialists).

Employees

NUMBER OF EMPLOYEES TOTAL:	121
NUMBER OF EMPLOYEES WHO ARE ENROLLED ONEIDA:	84

Who we serve

All of GSD serves Oneida enrolled and descendents. There are several programs/services that may allow funding to serve other natives, general public, etc.

Accomplishments for FY-2021

NOTE: Goals reported for the 2020 Annual Report were based of Triennial Strategic Plan for GSD. After creating a Strategic Plan, these were revised. The accomplishments below are based on the revised Goals/Accomplishments.

ACCOMPLISHMENT #1

Goal: Develop an engaged and successful workforce.

GSD implemented the following:

- 1. Division-wide Town Hall meetings to share information with all employees.**
- 2. Yukhiyo-tłsté? teyethito-kłste? (Employee Recognition). Each month nominated employees are being recognized for leadership, creativity, collaboration, excellent customer service, and/or exceeding expectations.**
- 3. 360' evaluations (Division Director to Director/Manager).**

The community can expect a compassionate, understanding employee base that provides excellent customer service. GSD employees are more engaged and employee retention will improve.

ACCOMPLISHMENT #2

Goal: Strengthen our efficiencies and effectiveness.

GSD implemented a Program Performance Management System. Each department set performance standards/measures. Quality Improvement studies will be done when targets are not met.

The community can expect program accountability and quality improvement. The performance management system will help directors and managers improve their services, determine the impact of their programs and services, and make data driven decision to services and programs.

Accomplishment #3

Goal: Prioritize excellent customer service.

GSD implemented a 5-Star Customer Service model. All employees received an expectation from the Division Director and will be trained on the new policy.

Several departments within GSD provided drive thru events and our Pantry and Food Distribution provided food boxes throughout the year to the community.

Food Distribution restructured to a Store Concept for their customers.

The community can expect the best customer service from GSD departments and employees. All employees will receive annual customer service training.



General Manager – Governmental Services Division

Accomplishment #4

Goal: Create financial stability.

GSD departments continue to work with Grants to obtain external funding to assist with programming needs. There have been several requests for cash/in-kind match to be waived. Three areas that received these waivers include Food Distribution (\$92,174), Child Support (\$338,243), and Transit (\$539,120).

The community can expect less reliance on tribal contribution for GSD operations.

Goals for FY-2022

GOAL 1

Develop an engaged and successful workforce.

Accomplishments:

1. Enhance cultural competence by implementing a cultural awareness SOP and begin providing education/training to employees.
2. Implement phase 2 of 360° evaluations. Directors/Managers to Supervisors.

GOAL 2

Prioritize excellent customer service.

Accomplishments:

1. Create a marketing plan for all GSD programs and services.
2. Implement assessment of services and gain customer feedback.

Promoting Positive Community Relations

GOAL 3

Strengthening our efficiencies and effectiveness.

Accomplishment:

1. Each department will conduct a Quality Improvement Study.

Improving Organizational Changes

Contact

MAIN CONTACT: Tina Jorgensen, MS, RDN

MAIN CONTACT TITLE: Governmental Services Division Director

MAIN PHONE: 920-490-3904

MAIN EMAIL: tjorgens@oneidanation.org

WEBSITE:

<https://oneida-nsn.gov/divisions/governmental-services/>



General Manager – 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 in order to meet the needs of the Oneida Community as stated in the National Priorities.

Funding Sources for FY-2021

TRIBAL CONTRIBUTION:	100%
GRANTS:	0%
OTHER SOURCES:	0%

Total Budget

TOTAL BUDGET FOR FY-2021:	\$333,689
TOTAL EXPENDITURES FOR FY-2021:	\$208,501
VARIANCE:	\$125,287

VARIANCE EXPLANATION: A few months before the Covid pandemic hit, an employee left the office which left us with a vacancy. I was working on revising the job description when the pandemic hit, and everything was frozen. Although a different staff position was laid off then eventually eliminated, we still had that initial vacancy. I will be working on updating the job description and hopefully will be able to post.

Employees

NUMBER OF EMPLOYEES TOTAL:	3
NUMBER OF EMPLOYEES WHO ARE ENROLLED ONEIDA:	2

Who we serve

Grants provide us 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

Accomplishments for FY-2021

ACCOMPLISHMENT #1

Our goal was to enhance tribal services with external grant funding of \$5 million dollars per year from our grant writing efforts. With the closing of FY 2021, the Grants Office staff has assisted in obtaining \$15,378,987 in grant dollars for the organization. This number far exceeds our goal, however due to the Covid-ARP monies, this number is higher than usual.

These grant dollars bring an increase in services provided to community members, as well as additional grand-funded job opportunities for the nation.

ACCOMPLISHMENT #2

Our next goal was to increase program staff's knowledge by providing grants training to programs/departments in need. Due to the cut in staff and significant increase in grant activity due to Covid-ARP monies, 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.

Once the pandemic passes and workloads return to normal, we will be able to meet this goal. We can measure the tools and sessions that will be provided on a quarterly basis thru surveys and/or on-going communication.

Accomplishment #3

Provide administrative and fundraising support to the Oneida Youth Leadership Institute (OYLI), a 7871 charitable organization of the Oneida Nation.

We managed to come together for a board meeting to look at our progress so far, to provide assignments, and to introduce our new board member. With the board being a volunteer board, most members have regular full time jobs, and with the work overload due to staff shortages, it has been hard to come together.

Goals for FY-2022

GOAL 1

Our 2022 goal continues to obtain at least \$5 million/year in grant dollars. This remains as a steady number due to the level of competition increasing yearly. Oneida holds a good reputation within the granting agencies, and we feel this is a fair goal to reach to provide an increase in services/opportunities to community member. – Exercising Sovereignty

GOAL 2

Our next goal has been adjusted in order to meet the need within the office itself. As all three of the staff are reaching retirement age, we will need to train new staff in the art of grant writing to take over as we prepare to retire within the next few years. A recruitment and succession plan will be developed in order to help us meet this goal. – Improving Organizational Changes

GOAL 3

Continue to provide administrative and fundraising support to the Oneida Youth Leadership Institute (OYLI). When the pandemic passes, we look forward to regaining our momentum in fundraising efforts for community youth programming that will develop young Oneida leaders. – Promoting Positive Community Relations

Contact

MAIN CONTACT: Cheryl Stevens

MAIN CONTACT TITLE: Manager

MAIN PHONE: 920-496-7331

MAIN EMAIL: cstevens@oneidanation.org

WEBSITE: oneidanation.org



General Manager – Tribal Action Plan

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.

Funding Sources for FY-2021

TRIBAL CONTRIBUTION: 0%
GRANTS: 100%

Total Budget

TOTAL BUDGET FOR FY-2021: \$464,280
TOTAL EXPENDITURES FOR FY-2021: \$97,163
VARIANCE: Negative

VARIANCE EXPLANATION: Our COIPP grant does not have a GTC approved budget as it was added after, therefore all our variances are negative.

Employees

NUMBER OF EMPLOYEES TOTAL: 3
NUMBER OF EMPLOYEES WHO ARE ENROLLED ONEIDA: 3

Who we serve

The Tribal Action Plan is to create awareness on the drug epidemic for the Oneida Nation community.

Accomplishments for FY-2021

ACCOMPLISHMENT #1

Conducted a Community Readiness Assessment for 2020 – In October of 2020, the TAP staff conducted a Community Readiness Assessment to see where our community's knowledge is on the drug and alcohol epidemic is on the Awareness Scale. A previous assessment was conducted in 2017 and scored a 2 (Denial/Resistance) on the scale. After we completed the assessment in 2020, we scored a 3 (Vague Awareness) on the scale. Our next assessment will be done again in 2022.

The accomplishment allows the community members to know that we have moved up on the community readiness scale by 1 level. It also helps the tap staff and the TCC members know where some of the gaps are that can be worked on with the tribal action plan.

ACCOMPLISHMENT #2

Re-assembled the Tribal Coordinating Committee (TCC) – The last time the TCC met regarding the Tribal Action Plan was in 2017. With the hiring of a full time TAP manager and full time TAP Specialist, they have been able to re-assemble

the TCC back and have consistent monthly meetings to report what the TCC subcommittees are working on in regard to the TAP Goal/Objectives.

With the TCC subcommittees formed and meeting monthly to work on the goals/objectives, the community can now see that there is work being started on the goals and objectives of the tap.

Accomplishment #3

TAP started to have events that have been consistent throughout the year that involve community members. TAP has organized community clean ups and smudge walks throughout 2021. These events help to raise awareness that there are drugs in our community such as Meth and heroin and TAP has been able to incorporate some awareness during these events of the used syringes that could be found and what to do with them. TAP has also incorporated having presentations to those in attendance of what opioids are and what Narcan is.

These events are a way of getting the community members to be involved with the awareness of drugs and it also is a way for community members to help keep our neighborhoods clean from debris.

Goals for FY-2022

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 Tsi?Niyukwaliho TÁ

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

GOAL 3

Develop midrange and long-term objectives for the Tribal Action Plan with each objective subcommittee.

Improving Organizational Changes

Contact

MAIN CONTACT: Renita Hernandez

MAIN CONTACT TITLE: Tribal Action Plan Manager

MAIN PHONE: 920-490-3796

MAIN EMAIL: rhernan1@oneidanation.org

WEBSITE: www.oneidanation.org



General Manager – Big Bear Media

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.

Areas of Focus

- Oneida Printing
- Oneida Mail Center
- Oneida Tourism
- Kalihwisaks

Funding Sources for FY-2021

PRINT TRIBAL CONTRIBUTION:	12.7%
PRINT SALES	87.3%
MAIL CENTER TRIBAL CONTRIBUTION:	100%
KALIHWSAKS TRIBAL CONTRIBUTION:	98.8%
KALIHWSAKS Ads	1.2%
GRANTS:	0%
OTHER SOURCES:	
TOURISM:	100% ROOM TAX

Total Budget

TOTAL BUDGET FOR FY-2021:

Print Revenue Budget	\$464,000
Actual:	\$523,404
Mail	100% indirect
	– \$381K reimbursed/casino direct marketing
Tourism	\$93,571
Kalihwisaks	\$152,169
TOTAL EXPENDITURES FOR FY-2021:	
Print	\$599,624
Mail	\$715,888
Tourism	\$132,269
Kalihwisaks	\$183,812
Virtual Pow Wow –	Financial not available prior to creating this report.

VARIANCE: Print Net loss \$76,220 improvement from FY20 \$354,514. \$15K of the net loss is the stocking up on paper due to paper shortages around the U.S. \$25K depreciation not included in expense budget.

Tourism \$ 85,019 positive value back to TC – Actual Room Tax \$212,000

Kalihwisaks \$31,643 – Miscalculation of budgeted printing costs/graphics expenses and \$9K short fall of budgeted revenue.

VARIANCE EXPLANATION: See Above

Employees

NUMBER OF EMPLOYEES TOTAL: **8**
(DOWN FROM 18 PRE-PANDEMIC)

NUMBER OF EMPLOYEES WHO ARE ENROLLED ONEIDA: **8**

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.

Accomplishments for FY-2021

ACCOMPLISHMENT #1

Operational Sustainability: The Mail Center and Kali services will never be sustainable with outside funds for they are internal services. Tourism functions continue to be supported by room tax dollars with this year’s expenses 100% covered and returning \$85K back to the tribe. Printing continues to be an internal printing operation with some external customers. Internal revenue continues to support tribal departments with all their needs while providing jobs to tribal members.

The most important accomplishment was keeping up with the level of WORKFLOW in 4 areas with very limited staff. 10 Less staff to be exact.

ACCOMPLISHMENT #2

Advancing Onáyote?a-ka Principles – Big Bear Media continues to use all areas to develop and create media of all forms about Oneida. Media/Events about Oneida have been created by Oneidas. Includes: Website, graphics, stories, limited tours, events and more.

Loretta Metoxen “if we tell their version of our story then we are truly assimilated.” We continue to tell and create media to tell our story.

Accomplishment #3

Advance forward using technology – Pandemic response to face to face tours created Harry Potter style talking Oneida Historical Panels, 3D printing capacity, virtual pow wow, elder videos on YouTube and access to scanned historical documents via exploreoneida.com.

Goals for FY-2022

GOAL 1

Operational Sustainability. We will continue to strive to close the gap between revenue and tribal contribution for the print operation and Tourism. Developing a niche market for cultural materials and securing grant funding. Continue to promote Oneida and all our offering, keeping our Native face out in the public.

Exercising Sovereignty



General Manager – Big Bear Media

GOAL 2

Expand Cultural offerings by Oneida: Accessibility and expansion of the Amelia Cornelius Culture Park for the 200 Year Anniversary. Work with Cultural Heritage to create an on-line educational module for schools that can be utilized to create more Oneida subjects. Continue building the on-line archives with a data base of elder videos created from 1994-2007.

Advancing On'nyote'a-ka Principles

GOAL 3

Advance forward using technology – Implement a digital store front and other equipment to offer more services through Big Bear. Cross train staff to increase technological capacity. Develop a program to offer Media/History/English students an opportunity to grow from practical experience.

Promoting Positive Community Relations

Contact

MAIN CONTACT: Michelle Danforth-Anderson

MAIN CONTACT TITLE: Marketing & Tourism Director

MAIN PHONE: 920.494.4006

MAIN EMAIL: mdanfor8@oneidation.org

WEBSITE: www.exploreoneida.com

Big Bear Media (Print/Mail/Tourism/Kali)

Tribal Action Plan



General Manager – Management Information Systems

Purpose: To be recognized and endorsed by our customers as a valued and responsible business partner by providing quality service delivery, applying technology to empower our employees, and sparking digital transformation throughout the Oneida Nation.

Areas of Focus

- MIS Administration
- Network Services
- Information Security
- Health Information Systems (H.I.S.)
- Applications Services
- Desktop Support Services
- Gaming MIS

Funding Sources for FY-2021

TRIBAL CONTRIBUTION:	100%
GRANTS:	0%
OTHER SOURCES: MIS BUDGET SUPPORTED BY IHS FUNDING AND GAMING CONTRA ACCOUNTS	not listed%

Total Budget

TOTAL BUDGET FOR FY-2021:	No Information Given
TOTAL EXPENDITURES FOR FY-2021:	No Information Given
VARIANCE:	No Information Given
VARIANCE EXPLANATION:	No Information Given

Employees

NUMBER OF EMPLOYEES TOTAL:	47
NUMBER OF EMPLOYEES WHO ARE ENROLLED ONEIDA:	18

Who we serve

The MIS Department exists to directly service all Oneida Nation employees with their technology needs and indirectly services all Oneida Nation tribal members through the support of technology and technology related services.

Accomplishments for FY-2021

ACCOMPLISHMENT #1

IT Assessment – Completed an IT assessment through TribalHub/TribalFocus to better understand the Oneida Nation’s strategic technology direction.

IT Assessment will help the Oneida Nation provide more efficient and effective technology solutions.

Core Findings

1. Single MIS Leader
2. Executive Technology Steering Committee
3. Project Management Resources
4. Data Management/Accessibility
5. Hybrid MIS Structure
6. MIS Re-Branding

Additional Findings

1. IT Procurement
2. Contract Negotiation and Review
3. Self Service Password Resets
4. MIS Policies and Procedures
5. Training – Technology and Soft Skills
6. In-House Application Review

ACCOMPLISHMENT #2

General Welfare Assistance Application Development

Through the combined efforts of the Business Committee, General Managers Office, MIS, Economic Support, Enrollments and Accounting; the # of Applications for GWA (General Welfare Assistance) funds has increased 14% over the # of Applications for the 1st PRAP payment. The efforts of the team also resulted in an 95% automated solution from Application, Validation, and Payment Processing saving 1,000s of hours of manual labor. The GWA app has help distribute over 50 million dollars to Oneida Nation Members.

Accomplishment #3

NTIA TBCP – Broadband Grant Application – Submitted a grant application request for 12.5 million dollars to provide better high-speed Internet on the Oneida Nation Reservation for areas of need with slow or limited Internet access.

If approved, this grant will allow the Oneida Nation to better service its membership through high-speed Internet access.

Goals for FY-2022

GOAL 1

Oneida Nation Broadband Initiatives – Provide wireless Internet access via 2.5 GHz spectrum and fiber plant inventory. – Promoting Positive Community Relations

GOAL 2

Gaming MIS – Sports Bet Booking – Exercising Sovereignty

GOAL 2

Gaming MIS – Sports Bet Booking – Exercising Sovereignty

GOAL 3

Expansion of Online Citizen Services through the .gov Website – Encouraging Tsi?niyukwalihotÁ

Contact

MAIN CONTACT: Mark Powless

MAIN CONTACT TITLE: General Manager

MAIN PHONE: 920-496-7000

MAIN EMAIL: MPOWLES1@oneidanation.org

WEBSITE: <https://oneida-nsn.gov/>



Intergovernmental Affairs and 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.

Areas of Focus

- ▶ Legislative Affairs
- ▶ Communications
- ▶ Self-Governance

Funding Sources for FY-2021

TRIBAL CONTRIBUTION:	38.1%
GRANTS:	0%
OTHER SOURCES:	
SELF-GOVERNANCE COMPACT	13.4%
LOSS REVENUE – ARPA FRF	48.5%
SALES REVENUE	<1%

Total Budget

TOTAL BUDGET FOR FY-2021:	\$3,595,641
TOTAL EXPENDITURES FOR FY-2021:	\$2,959,636
VARIANCE:	\$636,004

VARIANCE EXPLANATION: City of Green Bay and Village of Ashwaubenon Cooperative Agreements were not expensed in FY21.

Employees

NUMBER OF EMPLOYEES TOTAL:	7
NUMBER OF EMPLOYEES WHO ARE ENROLLED ONEIDA:	6

Who we serve

IGAC serves the Oneida Nation tribal members, Business Committee and organization.

Accomplishments for FY-2021

ACCOMPLISHMENT #1

Enhance government to government relationships

IGAC coordinated the development and negotiation of cooperative agreements with the City of Green Bay and the

Greater Green Bay Visitors & Convention Bureau (VCB). The City of Green Bay Cooperative Governance Agreement was aimed to re-establish the good working relationship with the City, create understandings related to sovereignty and jurisdiction (such as zoning, fee to trust, etc.) and encourage the governments to utilize collective resources to benefit the community that lives on the Nation's Reservation and within the City of Green Bay limits.

The Visitors & Convention Bureau agreement will provide a means for the Nation to utilize the experienced marketing staff of the VCB to drive tourism dollars to the Nation and expand upon our staffing resources that have been impacted by the COVID-19 pandemic.

IGAC served on the Nation's Sports Wagering team that resulted in an amendment to the Oneida/State of WI Gaming Compact of 1991 to allow for Sports Wagering.

President Biden issued an Executive Order requiring all federal agencies to consult with Tribes to strengthen the agency's tribal consultation policies. IGAC coordinated and drafted over 30 consultation responses to federal agency's such as the U.S. Environmental Protection Agency, Health & Human Services, Department of Defense, Department of the Treasury, and more. This also included participating in the consultation sessions and framing talking points for Business Committee participation.

ACCOMPLISHMENT #2

Enhance the nation's get out the vote efforts

The Oneida Nation encourages all Tribal Citizens and Oneida Reservation Residents to become part of the political process. Our approach to elections is non-partisan. We build rapport with candidates and elected officials who have an understanding of Oneida and a willingness to learn about our government and organization.

Getting our community mobilized is priority for our Nation, starting with registration, as our people are unregistered at higher rates than other communities. 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. We have a wide variety of policy issues ranging from environmental to agricultural, and education to health, which are universal issues impacting our community.

- IGAC worked with the City of Green Bay to erect a ballot box on the Nation's reservation at the Oneida Fitness Center parking lot. This would allow community members to drop off their absentee ballot at this location. This is a step toward having a voting location on the Nation's reservation on tribally owned property.

- For the first time, IGAC took its initial step in purchasing the state voter files to establish the Oneida Nation's voting bloc. Data on voter registration and voter turnout for Native American communities has historically been complex and incomplete. Understanding the voting patterns of Native people is key to understanding the impact of Native Vote, this will help better streamlining future efforts, and will assist in developing a robust Get out the Vote campaign.



ACCOMPLISHMENT #3

COVID-19 RESPONSE & RECOVERY

IGAC staff aided the Business Committee and organization during the COVID-19 pandemic to respond and recover from the COVID-19 pandemic. Legislative Affairs and Communications served in the Emergency Management Emergency Operations Response structure, staffed the COVID-19 Call Center, assisted in the development of direct membership programs, served on the COVID-19 communication teams, created, coordinated and staffed the Facebook live updates, coordinated the Nation's applications for federal funding for the Coronavirus Relief Fund and the Fiscal Recovery Funds, assisted in the development of the COVID-19 tribal members reports, produced COVID-19 statistics and information, participated in COVID-19 updates with the White House, Governor and federal/state agencies, national organizations and more. The Self Governance Office identified available funds to support the response to COVID-19, worked with Federal agencies to locate resources, and developed programs to best meet the needs of the community during the pandemic. In addition to the normal tasks of Self-Governance, staff had to monitor and track funds received through BIA CARES and IHS CARES. Some uses of these funds included the COVID Welfare Assistance Program, the Quarantine Assistance Program, personal protective equipment for Oneida programs, and technology expansion projects.

Goals for FY-2022

GOAL 1

Enhance Government Relations

Continue enhancing our relationship with governments through networking and increasing engagement with political leadership.

Exercising sovereignty

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

GOAL 3:

Enhance Get Out The Vote

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

Contact

MAIN CONTACT: Melinda J. Danforth

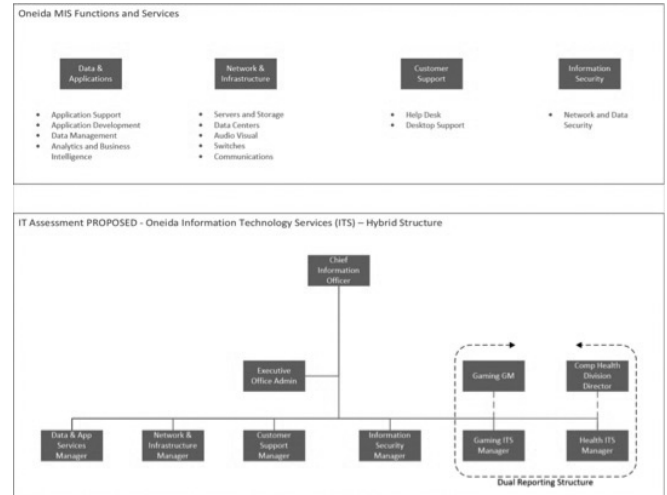
MAIN CONTACT TITLE: Intergovernmental Affairs & Communication Director

MAIN PHONE: 920-869-4022

MAIN EMAIL: mdanforj@oneidanation.org

WEBSITE: <https://oneida-nsn.gov/pressroom/>

Management Information Systems (M.I.S.)



Intergovernmental Affairs and Communications



Emergency Management

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.

Funding Sources for FY-2021

TRIBAL CONTRIBUTION:	89%
GRANTS:	11%

Total Budget

TOTAL BUDGET FOR FY-2021:	\$159,582
TOTAL EXPENDITURES FOR FY-2021:	\$90,702
VARIANCE:	\$68,878

VARIANCE EXPLANATION: The positive variance is due to funding received thru the ARPA funds awarded to the Oneida Nation and funding received from the Emergency Management Performance Grant and Emergency Management Performance Supplemental Grant which reimburses the Nation a portion of the salaries of the Director and Assistant Director.

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.

Accomplishments for FY-2021

ACCOMPLISHMENT #1

Renew and adopt the Oneida Nation Emergency Response Plan

Re-adoption of the Oneida Nation Emergency Response Plan ensures that the Oneida Nation is Eligible to apply for and receive Funding from FEMA should the Oneida Nation experience a disaster on the reservation. The Emergency Response Plan (ERP) was adopted by the Oneida Business Committee on January 27, 2021.



ACCOMPLISHMENT #2

Update and re-adopt the Oneida Nation Pre-Disaster Mitigation Plan (PDMP)

The Oneida Nation PDMP is required to be evaluated, updated and adopted every 5 years to be FEMA compliant. The plans was adopted by the Oneida Business Committee on June 23, 2021 and approved by FEMA on August 4, 2021. The approval of this plan ensures the Oneida Nation the continued availability of non-emergency funding eligibility for FEMA Grant programs. The PDMP is applicable for the next 5 years.

ACCOMPLISHMENT #3

Personal Protective Equipment (PPE) for employees and community members

Emergency Management Staff provided PPE to departments of the Nation for employees working in Nation Facilities during the Pandemic. Emergency Management facilitated PPE collection and distribution for the Nation's Facilities, employees and community members. PPE was ordered from the State Emergency Operations Center by Emergency Management and distributed on a weekly basis and/or as requested.

Goals for FY-2022

GOAL 1

In collaboration with Oneida Police Department, Risk Management and Training and Development: ensure that all Oneida Nation Buildings have threat assessments conducted and that all Oneida Nation employees receive Active Threat training tailored to their area.

Inspiring Yukwatsístayλ

GOAL 2:

Provide Table-Top Exercises and Emergency Operation Activation Training to the Oneida Nation Response entities that are responsible for providing assistance to the Oneida Nation and Oneida Community members should an emergency or disaster occur within the reservation boundaries.

Promoting Positive Community Relations

GOAL 3:

Emergency Management Staff coordinate with all departments of the Nation to ensure all employees receive training and education on Emergency Response initiatives.

Encouraging Tsi?niyukwalihotÁ

Contact

MAIN CONTACT: Kaylynn Gresham

MAIN CONTACT TITLE: Emergency Management Director

MAIN PHONE: 920-869-6650

MAIN EMAIL: kgresham@oneidation.org

WEBSITE: <https://oneida-nsn.gov/divisions/emergency-management>



Human Resources Department

Purpose: Human Resources Department 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

- ▶ HRD Administration (3)
- ▶ Employment and Recruitment (6)
- ▶ Training and Development (6)
- ▶ Employee Assistance Program (2)
- ▶ Post Grad Program/Student Intern (29)
- ▶ HRIS (3)
- ▶ Compensation and Benefits (5)
- ▶ Background Investigations (3)
- ▶ Equal Employment Opportunity (2)
- ▶ Employee Incentive and Testing (0)

Funding Sources for FY-2021

TRIBAL CONTRIBUTION: 100%
GRANTS: 0%

Total Budget

TOTAL BUDGET FOR FY-2021: \$3,138,928
TOTAL EXPENDITURES FOR FY-2021: \$2,700,770
VARIANCE: \$438,158

VARIANCE EXPLANATION: Compensation Study Project in progress and final payment is pending finalization of study. Filling of Post-graduate positions is pending.

Employees

NUMBER OF EMPLOYEES TOTAL: 30
NUMBER OF EMPLOYEES WHO ARE ENROLLED ONEIDA: 29

Who we serve

HR customers are both internal and external. They include all departments, employees, and people seeking employment opportunities with the Nation.

Accomplishments for FY-2021

ACCOMPLISHMENT #1

Provided support to business units and departments in navigating employment challenges associated with Pandemic.

ACCOMPLISHMENT #2

Monitored and provided HR oversight of maintaining workforce levels as required under the annual budget.

Goals for FY-2022

GOAL 1

Incorporation of new Global HR system into organization and in turn creating process efficiencies.

Improving Organizational Changes

GOAL 2:

Create an updated compensation program to better align with current competitive employment market and demand.

Improving Organizational Changes

GOAL 3:

Align and create strategic partnerships to support organizational needs of the Nation.

Promoting Positive Community Relations

Contact

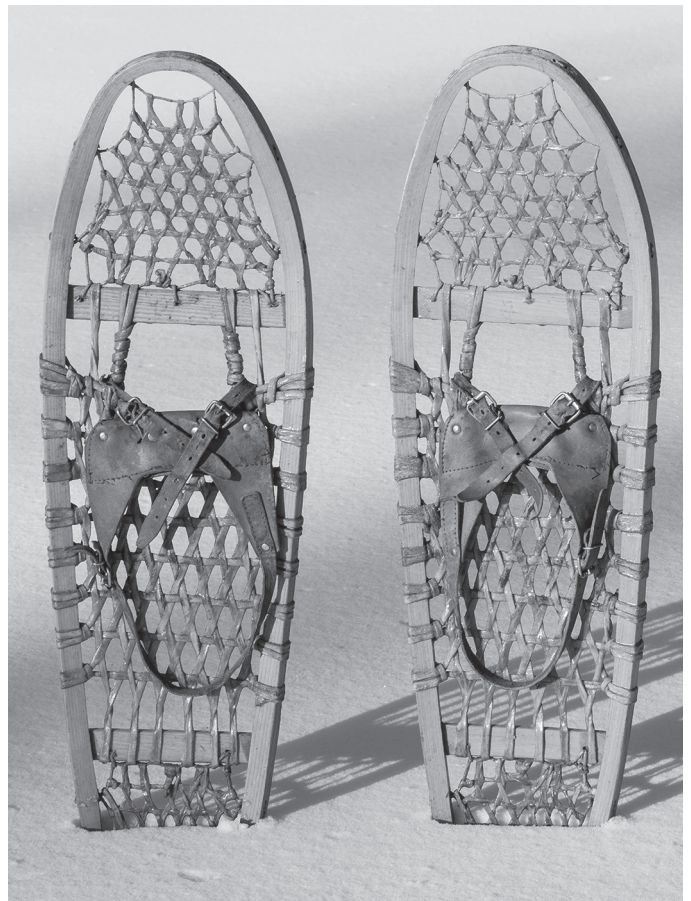
MAIN CONTACT: Todd VanDen Heuvel

MAIN CONTACT TITLE: Executive Human Resources Director

MAIN PHONE: 920-496-7358

MAIN EMAIL: tvandenh@oneidanation.org

WEBSITE: Oneida-nsn.gov



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.

Funding Sources for FY-2021

TRIBAL CONTRIBUTION: 100%
GRANTS: 0%

Total Budget

TOTAL BUDGET FOR FY-2021: \$10,985,851
TOTAL EXPENDITURES FOR FY-2021: \$9,250,114
VARIANCE: \$1,735,737

VARIANCE EXPLANATION: The Security Department continues to face hiring challenges and struggles to maintain budgeted security officer positions which contribute to the department currently being less than budget. Hiring challenges have been evaluated and improvements are on-going.

Employees

NUMBER OF EMPLOYEES TOTAL: 139
NUMBER OF EMPLOYEES WHO ARE ENROLLED ONEIDA: 38

Who we serve

The Security Department provides services at select tribal entities, community events, all Gaming facilities and parking lots.

Accomplishments for FY-2021

ACCOMPLISHMENT #1

Health & Safety compliance checks at all Gaming locations and select Tribal entities.

Consistently performing Health & safety checks at all gaming locations and designated tribal entities provides safety and protects the integrity, assets, employees and patrons of the Oneida Nation.

ACCOMPLISHMENT #2

Duty-bound to meet internal and external daily customer demands at all Gaming locations and select Tribal entities.

The mission of the Security Department is to provide safety and protect the integrity, assets, employees, and patrons of the Oneida Nation.

ACCOMPLISHMENT #3

Identified methods at each Gaming location that allows for a more efficient response time for law enforcement and rescue services.

The mission of the security department is to provide safety and protect the integrity, assets, employees, and patrons of the Oneida Nation.

Goals for FY-2022

GOAL 1

Enhance Security documents utilizing technology to streamline current procedures.

Improving Organizational Changes

GOAL 2:

Focus on department activities and communications that will boost employee morale and retain employees.

Inspiring Yukwatsístayλ

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

Contact

MAIN CONTACT: Katsi Danforth

MAIN CONTACT TITLE: Security Director

MAIN PHONE: 920-429-3396

MAIN EMAIL: kdanfor4@oneidanation.org



Katsi Danforth, Security Director



Finance

Purpose: The Finance Office provides exceptional financial management and support while safeguarding the assets and ensuring financial integrity. Finance provides the Treasurer and the Oneida Business Committee with honest, unbiased, competent financial expertise and direction utilizing best practices and aligns the goals within the Nations Strategies.

Areas of Focus

- ▶ Central Accounting
- ▶ Finance Administration
- ▶ Oneida Licensing
- ▶ Purchasing
- ▶ Risk Management

Funding Sources for FY-2021

TRIBAL CONTRIBUTION: 18%
GRANTS: 80%
OTHER SOURCES: LICENSE/VENDOR FEES 2%

Total Budget

TOTAL BUDGET FOR FY-2021:	\$1,090,413
TOTAL EXPENDITURES FOR FY-2021:	\$1,002,039
VARIANCE:	\$88,374

VARIANCE EXPLANATION: Impact of Public Health Emergency .

Employees

NUMBER OF EMPLOYEES TOTAL:	44
NUMBER OF EMPLOYEES WHO ARE ENROLLED ONEIDA:	21

Who we serve

The Finance Administration Office serves both internal and external customer. This includes: the Treasurer; Oneida Business Committee; divisional & non-divisional directors and managers; the Oneida members; and our external stakeholders.

Accomplishments for FY-2021

ACCOMPLISHMENT #1

Clean FY2020 annual financial statement audit

Strong Financial Reporting Process Supports Financial Accountability And Supports Competitive Grant Award Decisions

ACCOMPLISHMENT #2

Continued adherence to Tier V staffing levels in Finance Administration and Purchasing

Economic stewardship

ACCOMPLISHMENT #3

Vendor, Marriage and Motor Vehicle licensing

Supports Sovereignty

Goals for FY-2022

GOAL 1

Maintain Fiscal Accountability
Encouraging TsiʔniyukwalihoTá

GOAL 2:

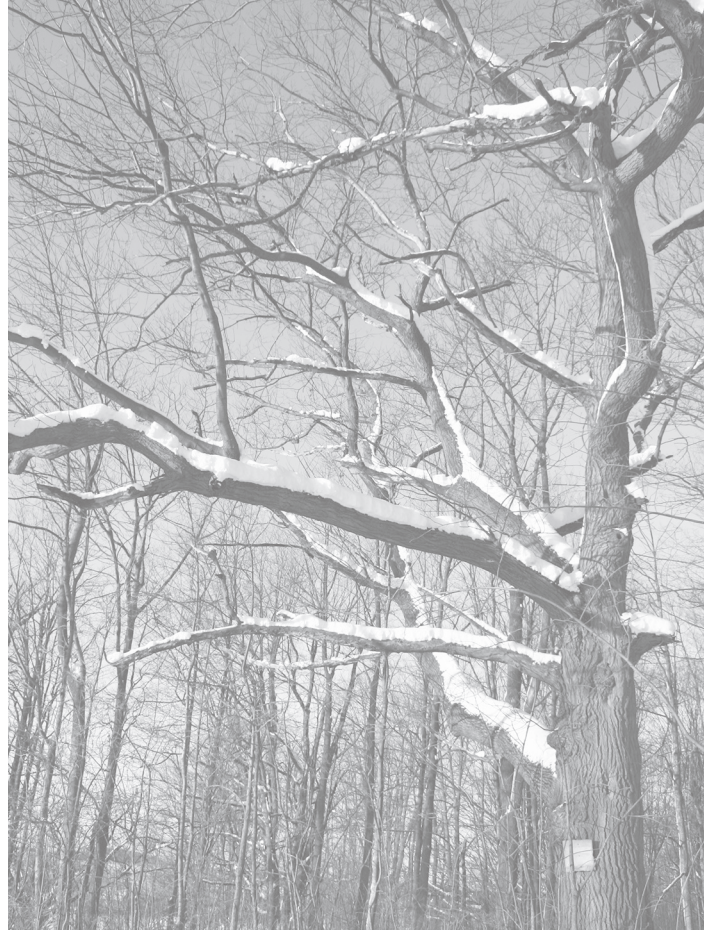
Continue implementing Purchasing and Procurement best practices
Encouraging TsiʔniyukwalihoTá

GOAL 3:

Continue implementing accounting and financial reporting governmental and general accepted accounting principles
Encouraging TsiʔniyukwalihoTá

Contact

MAIN CONTACT: Lawrence Barton
MAIN CONTACT TITLE: Chief Financial Officer
MAIN PHONE: 920-869-4300 x4491
MAIN EMAIL: lbarton@oneidanation.org
WEBSITE: www.oneida-nsn.gov







Elected
**Boards,
Committees &**
Commissions



Oneida Land Commission

Purpose: The 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 BC Liaison

Marie Summers BC Liaison Alternate

Jennifer Webster BC Liaison Alternate

Funding Sources for FY-2021

TRIBAL CONTRIBUTION: 100%

Total Budge FY-2021

TOTAL BUDGET: \$8,400

TOTAL EXPENDITURES: \$15,200

VARIANCE: \$6,800

VARIANCE EXPLANATION: Stipends budgeted at \$50.00, instead of \$100.00, in accordance with BC Resolution 08-12-20-C.

Accomplishments for FY-2021

ACCOMPLISHMENT #1

Closing on 31.55 acres to increase current Oneida Nation owned land to 27,641.88 acres or 42.5% of the reservation.

Increased overall land base of the Oneida Nation.

ACCOMPLISHMENT #2

Reporting to general membership primarily through online and/or the Kalihwisaks.

No general update to the membership since the last General Tribal Council (GTC) meeting. Potential updates via Oneida-nsn.gov website and/or the Kalihwisaks. Communicate to membership any "high-profile" land acquisition matters to ensure transparency.

ACCOMPLISHMENT #3

Delays continue to be expected on new rules being enacted and implemented due the COVID-19 pandemic and response effort. There was no substantial progress made on new rules this past fiscal year.

Anticipate changes and rules to promote positive impact on the Nation and neighbors for the future. Plan for programs and expansion pending COVID-19 pandemic response and recovery.

Goals for FY-2022

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

GOAL 2

Increase Oneida Nation land ownership from 42.5% or 27,641.88 acres to 43.27% or 28,141.79 acres

Exercising Sovereignty

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

Meetings

Held every 2nd and 4th Monday of each month at 5:00 pm. Hearings are held the second (2nd) Monday of each month at 4:00 p.m. Meetings and 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 Commissions

MAIN PHONE: 920.869.2214, ext. 4452

MAIN EMAIL: BDOXTAT1@oneidanation.org

WEBSITE: <https://oneida-nsn.gov/government/boards-committees-and-commissions/elected/#Oneida-Land-Commission>

Stipends

\$100.00 per meeting/\$50.00 per hearing

FY21 Meeting Stipend Information

Month	Amount Paid	Reg.	Special/Emergency	Hearings/Other
October 2020	\$500	1	0	1
November 2020	\$1900	2	1	0
December 2020	\$1300	2	0	1
January 2021	\$700	1	0	0
February 2021	\$1400	2	0	0
March 2021	\$2000	2	0	2
April 2021	\$1900	2	1	0
May 2021	\$700	2	0	0
June 2021	\$1450	2	0	1
July 2021	\$1400	2	0	0
August 2021	\$650	1	0	1
September 2021	\$2200	2	0	2
Total	\$16,100	21	2	8

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 General Tribal Council (GTC) meetings.

BCC Members

- Pamela Nohr, Chair
- 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

Funding Sources for FY-2021

TRIBAL CONTRIBUTION: 100%

Total Budge FY-2021

TOTAL BUDGET: \$81,200
TOTAL EXPENDITURES: \$24,117
VARIANCE: \$57,083

VARIANCE EXPLANATION: No Information

Accomplishments for FY-2021

ACCOMPLISHMENT #1

In Quarter 2 of FY-21, the Election Board has been working on preparations for the 2021.

Special Election. In January and February, the board had reviewed and revised the application for elected positions and forwarded onto the BC for approval. The board has also requested emergency amendments to the Election Law to ensure membership safety during the COVID-19 pandemic is accounted for and done in compliance with the law.

Safe Elections for the community during the pandemic.

ACCOMPLISHMENT #2

The FY 2021 Special Elections were conducted with no challenges.

All vacancies were filled while also keeping the community safe during the pandemic.

ACCOMPLISHMENT #3

Because there was a tie for two of the vacancies for the ONCOA board ballots were recounted and it was determined one of them really was not a tie. One of them had one more vote than the other.

Elections were done fair.

Goals for FY-2022

GOAL 1

Conduct Oneida Elections in compliance with Oneida Law, Policy and/or Resolution.

GOOD GOVERNANCE PRINCIPLE:

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

Exercising Sovereignty

GOAL 2

Develop, adopt, review, and amend applicable standard operating procedures (SOPs).

GOOD GOVERNANCE PRINCIPLE:

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

SUMMARY

The board is updating and reviewing SOP's on a monthly basis, working with the Law Office on definitions. The board conducted the 2021 Special Election.

Improving Organizational Changes

Meetings

Held every 2nd and 4th Monday of the month.

Meeting Location: Microsoft Teams

Meeting Time: 5:00 PM

Meetings are OPEN.

Contact

MAIN CONTACT: Pamela Nohr

MAIN CONTACT TITLE: Chair

MAIN PHONE: 929-869-4324

MAIN EMAIL:

Election_Board@oneidanation.org

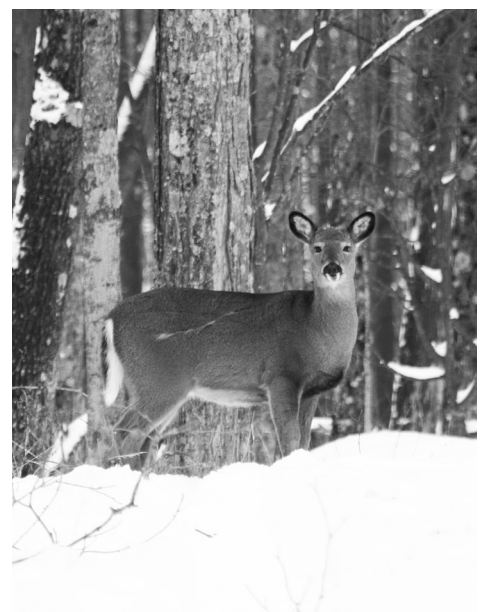
WEBSITE: <https://oneida-nsn.gov/government/boards-committees-and-commissions/elected/>

Stipends

\$100 per meeting / \$50 per hearing / \$25 per hour for election activities

FY21 Meeting Stipend Information

Month	Amount Paid	Reg.	Special/Emergency	Hearings/Other
October 2020	\$1400	2	0	0
November 2020	\$1700	2	0	0
December 2020	\$1500	2	0	0
January 2021	\$1300	2	0	0
February 2021	\$1800	2	0	0
March 2021	\$1700	2	0	0
April 2021	\$1400	2	0	0
May 2021	\$1500	2	0	0
June 2021	\$2700	2	2	1
July 2021	\$3535	2	0	2
August 2021	\$500	1	0	0
September 2021	\$700	1	0	0
Total	\$19,735	22	2	3



Oneida 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.

BCC Members

Mark A. Powless, Chairman
 Reynold T. Danforth, Vice Chairman
 Michelle M. Braaten, Secretary
 Jonas G. Hill, Commissioner

Funding Sources for FY-2021

TRIBAL CONTRIBUTION: 100%

Total Budge FY-2021

TOTAL BUDGET: \$1,178,156
TOTAL EXPENDITURES: \$869,883
VARIANCE: \$308,273

VARIANCE EXPLANATION: Staffing levels, fringe Benefits, Legal Services, Consultants, and Indirect Cost not being utilized.

Employees

NUMBER OF EMPLOYEES TOTAL: 51
NUMBER OF EMPLOYEES WHO ARE ENROLLED ONEIDA: 49

Accomplishments for FY-2021

ACCOMPLISHMENT #1

We have completed several chapters in the OGMIC, currently still working on a few of them, the new addition will be Sports book.

Clear and COMPREHENSIVE REGULATIONS ensures fairness and consistency.

ACCOMPLISHMENT #2

In the Back Grounds and Investigations area there have been Several SOP's drafted and implemented to meet the requirements of the Criminal History Record Information. This federal regulation has been met to 95%. Goal is to be 100%.

Prevents Criminal Elements from entering the Oneida Nations Gaming Operations.

ACCOMPLISHMENT #3

Determine staff competencies and expectations, evaluate staff and identify gaps, and train accordingly.

Ensures that the Surveillance is correctly trained to Uphold all policies and procedures, also by protecting the assets of the Nation.

Goals for FY-2022

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

GOAL 2

Implement department-wide software system/technology for streamlined communication and regulatory processes and information sharing, budget permitting.

Improving Organizational Changes

GOAL 3

Determine staff competencies and expectations, evaluate staff and identify gaps, and train accordingly.

Improving Organizational Changes

Meetings

Held every first and third Monday of the month we hold our Regular Meetings.

Meeting Location: 2669 W. Mason St. Green Bay WI 54313

Meeting Time: 9:00 a.m.

Meetings are OPEN.

Contact

MAIN CONTACT: Mark A. Powless Sr.

MAIN CONTACT TITLE: Oneida Gaming Commission Chairman

MAIN PHONE: 920-497-5850

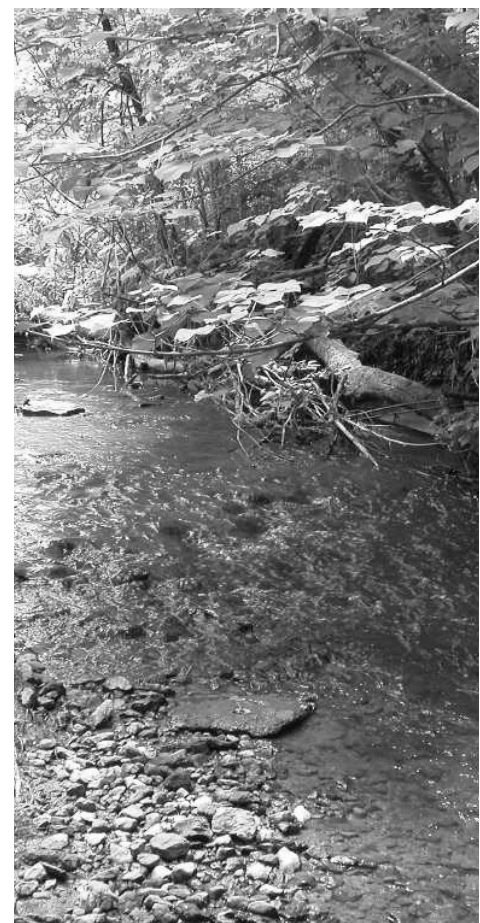
MAIN EMAIL: MPowles5@oneidanation.org

Stipends

\$150.00 per meeting

FY21 Meeting Stipend Information

Month	Amount Paid	Reg.	Special/Emergency	Hearings/Other
October 2020	0	2	0	10/6/20
November 2020	0	2	0	0
December 2020	0	2	0	0
January 2021	0	2	0	0
February 2021	0	2	0	0
March 2021	0	2	0	0
April 2021	0	2	0	0
May 2021	0	2	0	0
June 2021	0	2	0	0
July 2021	0	2	0	7/18/21
August 2021	0	2	0	8/21/21 No Show
September 2021	0	2	0	9/24/21
Total	0	24	0	0



COMPLIANCE

Purpose: To protect assets and integrity of the Nation

Funding Sources for FY-2021

TRIBAL CONTRIBUTION: 100%

Total Budget For FY-2021

See Commission Budget

Who we serve

The Nation and Patrons, the Gaming organization, and the Commission.

Contact Info

MAIN CONTACT: Ivory Kelly

MAIN CONTACT TITLE: Compliance Manager

MAIN PHONE: 920-497-5850

MAIN EMAIL: Ikelly@Oneidanation.org

INVESTIGATIONS & LICENSING

Purpose: To Protect the assets and integrity of Oneida Gaming.

Funding Sources for FY-2021

TRIBAL CONTRIBUTION: 100%

Total Budge FY-2021

TOTAL BUDGET: \$537,344

TOTAL EXPENDITURES: \$329,241

VARIANCE: \$208, 103

VARIANCE EXPLANATION: Staffing levels, fringe Benefits, Search fee line not utilized.

Employees

NUMBER OF EMPLOYEES TOTAL: 4

NUMBER OF EMPLOYEES WHO ARE ENROLLED ONEIDA: 3

Who we serve

Primarily we serve the Oneida Gaming Commission for licensing employees and vendors. We provide background and badging services for the Radisson staff and Spectra Food Services for gaming related duties. We also provide badging services for the entire Oneida workforce.

Contact Info

MAIN CONTACT: Steve Hill

MAIN CONTACT TITLE: Investigations & Licensing Manager

MAIN PHONE: 920- 496-5660

MAIN EMAIL: Shill1@oneidanation.org

SURVEILLANCE DEPARTMENT

Purpose: To protect the assets of our Gaming Operation for the Nation.

Funding Sources for FY-2021

TRIBAL CONTRIBUTION: 100%

Total Budge FY-2021

TOTAL BUDGET: \$537,344

TOTAL EXPENDITURES: \$329,241

VARIANCE: \$14,307

VARIANCE EXPLANATION: Variances have occurred due to Repairs/ maintenance/equipment line, mileage holidays not being utilized.

Employees

NUMBER OF EMPLOYEES TOTAL: 38

NUMBER OF EMPLOYEES WHO ARE ENROLLED ONEIDA: 37

Who we serve

Gaming Operation and Gaming Commission

Contact Info

MAIN CONTACT: Jason King

MAIN CONTACT TITLE: Surveillance Director

MAIN PHONE: 920-429-3226

MAIN EMAIL: jking1@oneidanation.org



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 as 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

Vacant, Chair

Vacant, Vice Chair

Pamela Ninham, Secretary

Barbara "Bobbi" Webster, Member

Norbert Hill Jr., Member

Jennifer Hill-Kelley, Member

William "Bill" Gollnick, Member

Dylan Benton, Member

Jennifer Webster, Liaison/Member

Vacant, Member

Vacant, Member

Funding Sources for FY-2021

TRIBAL CONTRIBUTION: \$440, 453

OTHER SOURCES :ELDER PERCAP,

HIGHER EDUCATION &

GENERAL WELFARE TRUST: \$126, 122

Total Budge FY-2021

TOTAL BUDGET: \$720, 089

TOTAL EXPENDITURES: \$566, 576

VARIANCE: \$153, 513

VARIANCE EXPLANATION: The majority of our positive variance was from the personnel categories. Due to positions being temporarily unfilled or working less than the 40 hours/week expected. Also contributing to the positive variance was not using our consultant budget and internal indirect costs.

Employees

NUMBER OF EMPLOYEES TOTAL: 7

NUMBER OF EMPLOYEES

WHO ARE ENROLLED ONEIDA: 7

Accomplishments for FY-2021

ACCOMPLISHMENT #1

Approximately 30 weekly virtual Sustain Oneida meetings were held. Data and feedback continue to be gathered awaiting a GTC presentation. Discussed 10 solutions and vetted each twice in community meetings.

Sustain Oneida aims to bring awareness to an ongoing issue that notably will impact both membership and community. By hosting meetings and gathering input Sustain Oneida continues to involve the membership & community.

ACCOMPLISHMENT #2

Six (6) of eight (8) asset class due diligence reviews completed, representing 86% of assets.

Asset class reviews are necessary and assist determining if current investments need to change.

ACCOMPLISHMENT #3

Enrollment services re-opened to public by appointment, email and phone. Zero reported Covid cases in office.

Met membership demands; opened with 2 week wait time for appointments. Presently most appointments can be made with availability the same day.

Goals for FY-2022

GOAL 1

Move forward and continue momentum with the Sustain Oneida Project. The next anticipated step would to present at a GTC Meeting to gain feedback for the direction that membership would prefer to see the project proceed in.

Advancing Onáyote?á-ka Principles

GOAL 2

Comprehensive review of Elder Percap, Higher Education & General Welfare Trust allocation and investment manager due diligence reviews.

Exercising Sovereignty

GOAL 3

Phasing Trust Enrollment Department personnel back to servicing hiring capacity post Covid-19 pandemic safely.

Promoting Positive Community Relations

Meetings

Held every 4th Tuesday of the month.

Meeting Location: Virtual/Teams until approved for in-person.

909 Elm St. Oneida, WI 54155

Meeting Time: 5:00 p.m.

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@oneidation.org

WEBSITE: Oneida Nation | Elected (oneida-nsn.gov)

Stipends

\$100.00 per meeting

FY21 Meeting Stipend Information

Month	Amount Paid	Reg.	Special/Emergency	Hearings/Other
October 2020	\$700	1	0	0
November 2020	\$500	1	0	0
December 2020	\$1200	1	0	1
January 2021	\$600	1	0	0
February 2021	\$1300	2	0	0
March 2021	\$500	0	0	1
April 2021	\$400	1	0	0
May 2021	\$600	1	0	0
June 2021	\$500	1	0	0
July 2021	\$500	1	0	0
August 2021	\$600	1	0	0
September 2021	\$1400	2	0	1
Total	\$8,800	13	0	3

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 an investment, please contact the Trust Enrollment Department at 920-490-3930.

Funding Sources for FY-2021

TRIBAL CONTRIBUTION: \$440,453
OTHER SOURCES: ELDER PERCAP,
HIGHER EDUCATION &
GENERAL WELFARE TRUST: \$126,122

Total Budget FY-2021

TOTAL BUDGET: \$720,089
TOTAL EXPENDITURES: \$566,576
VARIANCE: \$153,513

VARIANCE EXPLANATION: The majority of our positive variance was from the personnel categories. Due to positions being temporarily unfilled or working less than the 40 hours/week expected. Also contributing to the positive variance was not using our consultant budget and internal indirect costs.

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 Info

MAIN CONTACT: Keith Doxtator
MAIN CONTACT TITLE: Director
MAIN PHONE: 920-869-6200
MAIN EMAIL: TrustEnrollment@oneidation.org
WEBSITE: oneida-nsn.gov/resources/enrollments



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

Aaron Manders, Interim School Board Chair

Sacheen Lawrence, Vice Chair

Sylvia Cornelius, Interim Secretary

Melinda K. Danforth, Parent Member

Vicki L. Cornelius, Community At-large Member

Barbara Cornelius, Community At-large Member

Funding Sources for FY-2021

TRIBAL CONTRIBUTION: 0%
GRANT: 100%

Total Budge FY-2021

TOTAL BUDGET: \$54,652
TOTAL EXPENDITURES: \$12,775
VARIANCE: \$41,877

VARIANCE EXPLANATION: No legal fees, supplies or meeting expenses. All meetings are virtual.

Employees

NUMBER OF EMPLOYEES TOTAL: .5

NUMBER OF EMPLOYEES WHO ARE ENROLLED ONEIDA: .5

Accomplishments for FY-2021

ACCOMPLISHMENT #1

The Oneida Nation School System was able to pivot its instructional practices from in-person to virtual to maintain the safety of the students, staff and community for the entirety of the 2020-2021 school year.

The district's technology team was able to get devices in the hands of our students so that they could continue to learn from home. With the onset of the pandemic, our staff had to diligently work to find instructional methods of teaching virtually versus in-person. This was very challenging for everyone, including parents.

ACCOMPLISHMENT #2

The Oneida Nation School System has continued to develop a Strategic Plan to continue to grow and evolve to better meet the needs of the Nation's children. This has helped to determine and create better long-term and short-term goals, plans and opportunities for our staff, students and families.

ACCOMPLISHMENT #3

The Oneida Nation School System successfully brought students back to in-person learning to start the 2021-2022 school year during the COVID-19 pandemic. The school district continues to monitor the state of the virus on a daily basis and makes decisions to ensure the overall safety of students and staff.

Virtual learning for the 2020-2021 school year has been quite challenging for both parents and staff. As the pandemic continues, the virtual education plans remain at the top of our agenda in case we need to revert to that method.

Goals for FY-2022

GOAL 1

Finalize the strategic planning process and include key stakeholders to ensure the Oneida Nation School System is equipped to meet the needs of our students' academic, social, emotional, educational and cultural well-being.

Promoting Positive Community Relations

GOAL 2

Ensure the Oneida Language Immersion Program has the funding and space to continue to grow through 2025 and continue to explore opportunities for further expansion.

Improving Organizational Changes

GOAL 3

Increase the overall enrollment in the Oneida Nation School System as we work to be an integral part of the Nation's goal of language revitalization and increasing cultural awareness.

Encouraging Tsi?niyukwalihoTā

Meetings

Held every first Monday of the month. A second meeting is called whenever deemed appropriate by School Board Chair.

Meeting Location: Currently, due to the pandemic, all meetings are held virtually via Microsoft Teams.

Meeting Time: 5:00 p.m.

Meetings are OPEN.

Contact

MAIN CONTACT: Jolene Hensberger

MAIN CONTACT TITLE: School Board Administrative Assistant

MAIN PHONE: (920) 869-4654

MAIN EMAIL: jhensber@oneidanation.org

Stipends ►

\$100 per meeting, \$50.00 per training and \$25.00 per screening session and per interview session



ONEIDA NATION SCHOOL SYSTEM

Purpose: The purpose of our Bureau of Indian Education, Public Law 100-297 locally controlled, Grant School system is to educate students from birth through 12th grade in academic subjects as well as the Oneida Language/Culture and Social Dance traditions daily. While the 2020-21 school year was virtual until last quarter, due to the pandemic, we did return to person-to-person instruction in August of 2021. We continue to work with public health to promote a safe learning environment. Funded grants have added additional Oneida Language staff, as well as Immersion classes which are housed in the Norbert Hill Center and do engage ONHS students in the program. All teaching staff and administrators are licensed through the Wisconsin Department of Public Instruction. Board members, administrative staff and teachers are completing a year-long strategic planning process that was recessed during the pandemic. A CESA 7 facilitator is working with action planning teams on the final stages of the plan. We continue to pride ourselves at being a community school, integrating our Oneida Identity as part of daily instruction. As the Mission Statement reads: The Oneida Nation School System will be the learning system of choice for our children by embracing the guiding principle that all young people have limitless potential and opportunities. The Oneida Nation School system upholds this philosophy through the implementation of the highest standards of excellence in academics, culture, and an integrated, holistic, collaborative approach to life-long learning for the individual student, family, community, and Nation. This commitment to excellence creates a path to responsible leadership to plan and design the future in which the Oneida way of life is reflected and sustained.

Funding Sources for FY-2021

TRIBAL CONTRIBUTION: 17%
 GRANTS: 83%

Total Budge FY-2021

TOTAL BUDGET: \$16,573,026
TOTAL EXPENDITURES: \$13,032,575
VARIANCE: \$3,540,451

VARIANCE EXPLANATION: School was virtual for most of FY21. Vacancies were not filled due to COVID. COVID related grants received that were not originally budgeted for.

Employees

NUMBER OF EMPLOYEES TOTAL: 114
NUMBER OF EMPLOYEES WHO ARE ENROLLED ONEIDA: 65

Who we serve

We serve families in the Oneida community who value the importance of our children learning Oneida language, culture, social dance and traditions on a daily basis. These topics are integrated throughout the curriculum. CORE subjects are also offered with State of Wisconsin graduation requirements followed.

Contact

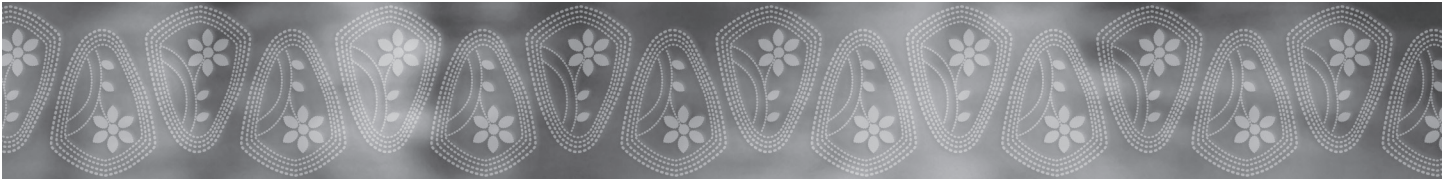
MAIN CONTACT: Sharon A. Mousseau
 MAIN CONTACT TITLE: Superintendent
 MAIN PHONE: 920-869-1676
 MAIN EMAIL: smousseau@oneidanation.org
 WEBSITE: www.oneida-nsn.gov

FY21 Meeting Stipend Information

Month	Amount Paid	Reg.	Special/ Emergency	Hearings/ Other
October 2020	\$1000	2	0	3
November 2020	\$925	2	0	2
December 2020	\$1075	2	0	1
January 2021	\$1350	2	0	3
February 2021	\$900	2	0	0
March 2021	\$1375	2	1	1
April 2021	\$1075	2	0	1
May 2021	\$1300	2	0	5
June 2021	\$975	2	0	3
July 2021	\$1350	2	0	4
August 2021	\$625	1	0	2
September 2021	\$700	1	0	3
Total	\$12,650	22	0	28







Appointed
**Boards,
Committees &**
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, Chairman

Kim Rae Nishimoto, Vice-Chairwoman

Beverly Anderson, Secretary

Kory Wesaw , Member

Vacant Position

Funding Sources for FY-2021

TRIBAL CONTRIBUTION: 100%

GRANT: 0%

Total Budge FY-2021

TOTAL BUDGET: \$5,500

TOTAL EXPENDITURES: \$900

VARIANCE: \$4,600

VARIANCE EXPLANATION: Positive Variance due to COVID – 19.

Accomplishments for FY-2021

ACCOMPLISHMENT #1

GOOD GOVERNANCE PRINCIPLE:

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

OUTCOME/GOAL SUPPORTS THE GOOD GOVERNANCE PRINCIPLE:

The Oneida Police Commission is appointed by the Oneida Business Committee and entrusted with oversight of the Oneida Police Department. Duties include evaluating appointments and promotions, standard operating procedures and work standards (SOP/WS), Memorandum of Agreements (MOA), expenditures and grant opportunities. The Commission is a “checks and balances” of the Police Department because it is composed of Tribal members who are vested in the Oneida Community, which in turn encourages citizen input. The Oneida Police Department had several unfilled police officer positions. To address the vacant positions, the Commission has given approval to hire non-tribal members at entry level positions.

ACCOMPLISHMENTS REGARDING THE OUTCOME/GOAL:

The Police Commission has open mandatory monthly meeting with the Police Chief and/or Assistant Police Chief to review and approve the Oneida Police Departments monthly report and to keep the Police Commission informed of all the duties and responsibilities of the department and provide guidance. In accordance with the Law Enforcement Ordinance, the Commission worked with the Police Department to approve and fill vacant positions and approve standard operating procedures and work standards (SOP/WS).

EXPECTATIONS/FUTURE PLANS REGARDING THE OUTCOME/GOAL:

In the future, the Police commission will continue to develop a positive relationship with the community and the Police Department. The Police Commission can plan and attend events together showing support.

ACCOMPLISHMENT #2

GOOD GOVERNANCE PRINCIPLE:

Responsiveness - Availability to the public and timeous reaction to the needs and opinions of the public

OUTCOME/GOAL SUPPORTS THE GOOD GOVERNANCE PRINCIPLE:

The Oneida Police Commissioners are dedicated to building a strong community built on Tsi?Niyukwaliho TĀ by participating in community events and sharing our knowledge and experience. The Oneida Police Commission and Oneida Police Department collaborates with other tribal entities and other municipalities to strengthen our community.

ACCOMPLISHMENTS REGARDING THE OUTCOME/GOAL:

The community event aspect of this goal has been placed on hold due to the COVID-19 pandemic, however, it remains a priority for the Commission and we hope to resume these activities as soon as it safe to do so.

EXPECTATIONS/FUTURE PLANS REGARDING THE OUTCOME/GOAL:

The Oneida Police Commission will continue to collaborate with other tribal entities and municipalities. We can also investigate alternative methods to reach out to community in a safe manner during the pandemic.

Goals for FY-2022

GOAL 1

Each Commissioner will have training to become more familiar with law enforcement. Results: The Police Commission will be highly qualified and receive continuous training to oversee the activities and services of the Police Department.

Promoting Positive Community Relations

GOAL 2

Each year the Police Commission will participate in community events with the Oneida Police Department to build a positive relationship among the Community, Police Commission and Oneida Police Department. The Results: A stronger relationship with the Community, Commission and Police Department.

Promoting Positive Community Relations



Oneida Police Commission

GOAL 3

Provide fair and impartial hearings for Sworn Law Enforcement Personnel and hear and address citizen's complaints submitted to the Commissioners. Results: Team work and good customer service
Advancing On'nyote?a-ka Principles

Meetings

Held every 4th Wednesday of the month.

Meeting Location: 3759 Ridgeview Plaza, due to COVID 19, meetings are held thru teleconference

Meeting Time: 5:00PM

Meetings are OPEN.
Closed when in Executive Session.

Contact

MAIN CONTACT: Brooke Doxtator

MAIN CONTACT TITLE: Boards, Committee, and Commission supervisor

MAIN PHONE: 920-869-4452

MAIN EMAIL: police_commission@oneidanation.org

WEBSITE: <https://oneida-nsn.gov/government/boards-committees-and-commissions/appointed/#Oneida-Police-Commission>

Stipends

\$75 per meeting

FY21 Meeting Stipend Information

Month	Amount Paid	Reg.	Special/Emergency	Hearings/Other
October 2020	\$0	0	0	0
November 2020	\$0	1	0	0
December 2020	\$0	0	0	0
January 2021	\$0	0	0	0
February 2021	\$375	1	0	0
March 2021	\$0	1	0	0
April 2021	\$0	0	0	0
May 2021	\$0	1	0	0
June 2021	\$0	1	0	0
July 2021	\$300	1	0	0
August 2021	\$0	1	0	0
September 2021	\$225	1	0	0
Total	\$900	8	0	0



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.

Funding Sources for FY-2021

TRIBAL CONTRIBUTION: \$3,519,739
GRANTS: \$133,348.50

Total Budge FY-2021

TOTAL BUDGET: \$3,519,739
TOTAL EXPENDITURES: \$2,708,694
VARIANCE: \$811,045

VARIANCE EXPLANATION: Adjustments were made to the R&E reports to replace Tribal Contribution from April through July with ARPA Revenue Loss funds. There is also savings due to position vacancies.

Employees

NUMBER OF EMPLOYEES TOTAL: 29 OF 31
NUMBER OF EMPLOYEES WHO ARE ENROLLED ONEIDA: 21

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
WEBSITE: <https://Oneida-nsn.gov/divisions/policedepartment/>



▲ Community Resource Officer Powless, had a meet and greet with local students. Officer Muenster volunteered time in Milwaukee to assist families arriving for the annual C.O.P.S Kids camp.



► The ONES students provided D.A.R.E. Officer Metoxen with handwritten thank you & encouragement letters. A local daycare provided Officer Woelfel and Sgt. Ness snacks in honor of National Police Week.



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, Chairwoman
- Beverly Anderson, Vice-Chairwoman
- Patricia Moore, Board Member
- Valerie Groleau, Board Member
- Jeanette Ninham, Board Member
- Joshua Hicks, Board Member

Funding Sources for FY-2021

TRIBAL CONTRIBUTION: 0%
GRANT: 0%

Total Budge FY-2021

TOTAL BUDGET: Line item in AJRCCC Budget
TOTAL EXPENDITURES: \$2,550
VARIANCE: \$0
VARIANCE EXPLANATION:

Accomplishments for FY-2021

ACCOMPLISHMENT #1

Board was able to restart meetings after being halted due to the COVID 19 pandemic. Meetings have been virtual in accordance with BC Directive.

It allowed the residents and AJRCCC administration know that the board was available for concerns and to participate in the resident's care during the pandemic.

ACCOMPLISHMENT #2

Was able to work with Oneida Child Care to have children make decorative items for the residents for the holidays: Christmas Cards, Valentines, Easter décor for rooms and windows.

Allowed the residents and community know that they were not forgotten during the pandemic.

Goals for FY-2022

GOAL 1

Board will continue to meet on a monthly basis and the opportunity to attend the Resident Council Meetings to hear directly from the residents.

Encouraging Tsi?niyukwalihoTá

GOAL 2

Have discussions with community members who can assist with advocating for the residents and community

Encouraging Tsi?niyukwalihoTá

Meetings

Held every 2nd Wednesday of the month.

Meeting Location: Via Microsoft Teams

Meeting Time: 5:00 pm

Meetings are OPEN.

Contact

MAIN CONTACT: Kristin Jorgenson-Dann

MAIN CONTACT TITLE: Chairwoman

MAIN PHONE: 920-562-4677

MAIN EMAIL: ajc-kjor@oneidanation.org

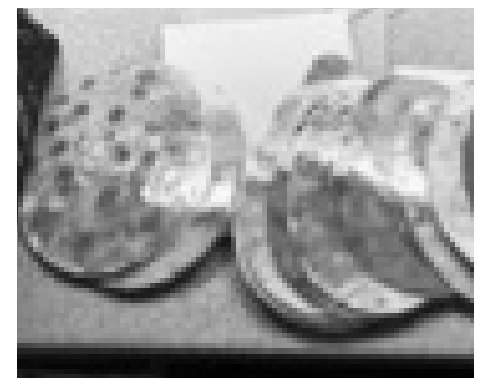
WEBSITE: Oneida-nsn.gov

Stipends

\$75per meeting

FY21 Meeting Stipend Information

Month	Amount Paid	Reg.	Special/Emergency	Hearings/Other
October 2020	\$0	0	0	0
November 2020	\$0	0	0	0
December 2020	\$300	1	0	0
January 2021	\$300	1	0	0
February 2021	\$300	1	0	0
March 2021	\$0	0	1	0
April 2021	\$300	1	0	0
May 2021	\$375	1	0	0
June 2021	\$300	1	0	0
July 2021	\$300	1	0	0
August 2021	\$0	0	0	0
September 2021	\$375	1	0	0
Total	\$2,550	8	0	0



Oneida Nation Arts Board

Purpose: The Oneida Nation Arts Board was established to assist in the promotion of a community that embraces art as a pathway to sovereignty, where traditional and contemporary arts are woven into the fabric of everyday life and embolden a sense of belonging. The Board was further established to provide advisory guidance and support to the Oneida Nation Arts Program (“ONAP”), staff and to oversee the WI Regranting Program and the “Dollars for Arts Program” (DAP) in accordance with the Oneida DAP Law.

BCC Members

Kelli Strickland, Chair

Kent Hutchinson, Vice-Chair

Dawn Walschinski, Member

Amy Wilde, Member

Christopher Powless, Member

Funding Sources for FY-2021

TRIBAL CONTRIBUTION: 0%

GRANT: 0%

Total Budge FY-2021

TOTAL BUDGET: \$0

TOTAL EXPENDITURES: \$0

VARIANCE: \$0

VARIANCE EXPLANATION: The Oneida Nation Arts Board doesn't have a budget don't receive stipends.

Accomplishments for FY-2021

ACCOMPLISHMENT #1

After the ONAB board was reinstated, they followed through on approving the DAP grant awards per the Oneida DAP law and in accordance with the WI Regranting Program from the WI Arts Board.

The Dollars for Arts Program (DAP) awards from the WI Regranting Program were distributed to 8 local Native American artists and non-profit organizations. The DAP grants encourage artists in our local community to sustain their art and/or create new works of art.

ACCOMPLISHMENT #2

The Board, as a sounding board, provided guidance to ONAP staff on ways to accomplish grant activities and programming in the face of the pandemic that has caused many limitations and barriers to be working with the public. Board Chair also expanded networking opportunities with UWGB staff and faculty.

There will be some new grant opportunities and programming opportunities as a result of the new networks formed with UWGB.

Goals for FY-2022

GOAL 1

Fill vacant board seats

GOAL 2

Update and change ONAP By-laws to reflect new technology, online meeting formats, change the meeting schedule, and stipends.

GOAL 3

Update the “Planting Seeds of Knowledge” (SEEDS) SOP funded by the WI Regranting Program, and administered by ONAP Staff or grants to public schools for presentations by Native American artists and scholars..

Meetings

Held every 2nd Tuesday of the month.

Meeting Location: Meetings are held via MS Teams online

Meeting Time: 5:00 pm

Meetings are OPEN.

Contact

MAIN CONTACT: Shannon Davis

MAIN CONTACT TITLE: OBC Records, Clerk

MAIN PHONE: 920-869 4324

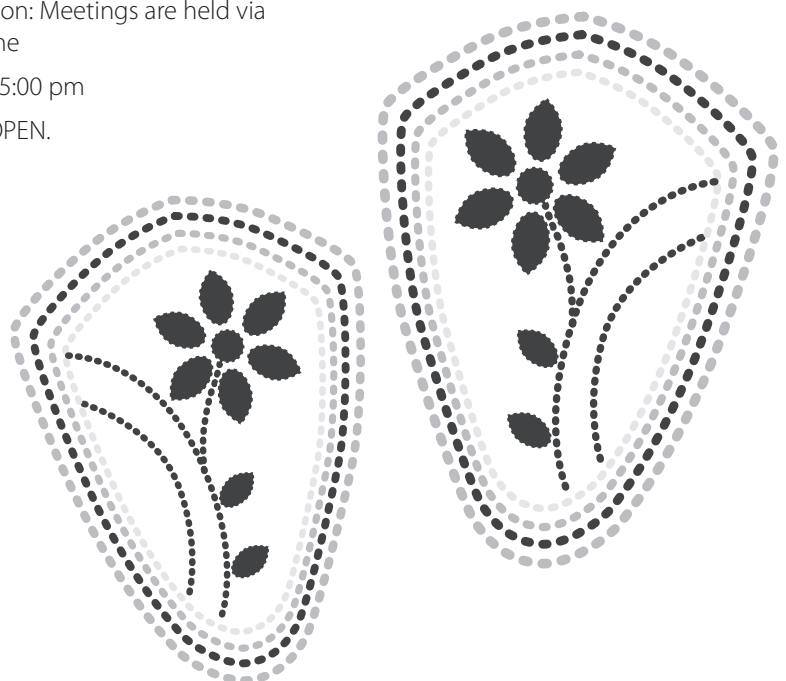
MAIN EMAIL: boards@oneidanation.org

Stipends

\$0 per meeting

FY21 Meeting Stipend Information

Month	Amount Paid	Reg.	Special/Emergency	Hearings/Other
October 2020	\$0	0	0	0
November 2020	\$0	0	0	0
December 2020	\$0	0	0	0
January 2021	\$0	0	0	0
February 2021	\$0	0	0	0
March 2021	\$0	0	1	0
April 2021	\$0	0	0	0
May 2021	\$0	0	0	0
June 2021	\$0	0	0	1
July 2021	\$0	0	0	0
August 2021	\$0	0	0	1
September 2021	\$0	0	0	0
Total	\$0	0	0	2



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 Rep, 8/31/23

Elijah Metoxen, Social Services Rep
8/31/23

Sandra Skenadore,
Community-at-large 55+ 8/31/2023

Rosa Laster,
Community-at-large 25+ 8/31/2023

Ronald King Jr., OPD Alternate 8/31/2023

Julie King,
Social Services Alternate 8/31/2023

Brandon Stevens, BC Liaison

Jennifer Webster, BC Liaison Alternate

Funding Sources for FY-2021

TRIBAL CONTRIBUTION: 0%

GRANT: 0%

Total Budge FY-2021

TOTAL BUDGET: Stipends paid from
BC Special Projects

TOTAL EXPENDITURES: \$0

VARIANCE: \$0

VARIANCE EXPLANATION:

Accomplishments for FY-2021

ACCOMPLISHMENT #1

The Committee was inactive for most of FY-2021 due to being in Temporary Closure Status and not having a full committee, dues to the previous committees' terms expiring during the pandemic. Emergency amendments were made to the Pardon and Forgiveness Law which allowed us to start operating using our alternates. In June 2021 we held our first Hearing since the pandemic began and as of October 13, 2021 we have a full committee, however we are still looking community-at-large alternates.

When we became active were able to start holding hearing again,

Goals for FY-2022

GOAL 1

Create and update standard operating procedures

Advancing On'nyote'a-ka Principles

GOAL 2

Create transition plan for newly appointed Pardon and Forgiveness Screening Committee members.

Improving Organizational Changes

Meetings

Held every 3rd Monday of February, May, August, and November.

Meeting Location: Due to COVID the Committee is meeting virtually through Microsoft Teams

Meeting Time: 10:00 am

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

WEBSITE: <https://oneida-nsn.gov/government/boards-committees-and-commissions/appointed/#Pardon-and-Forgiveness-Screening-Committee>

Stipends

\$75 per meeting / \$50 per hearing for Community-at-large members

FY21 Meeting Stipend Information

Month	Amount Paid	Reg.	Special/Emergency	Hearings/Other
October 2020	\$0	0	0	0
November 2020	\$0	0	0	0
December 2020	\$0	0	0	0
January 2021	\$0	0	0	0
February 2021	\$0	0	0	0
March 2021	\$0	0	0	0
April 2021	\$0	0	0	0
May 2021	\$0	0	0	0
June 2021	\$0	0	0	0
July 2021	\$0	0	0	0
August 2021	\$0	0	0	0
September 2021	\$0	0	0	0
Total	\$0	0	0	0



Boards, Committees and Commissions – Summary of Inactive Statuses

As reported over the past 18 months, there are several Boards, Committees, and Commissions (BCC's) that became inactive during most of the COVID-19 pandemic; many 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.

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

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





Other Entities

ONEIDA YOUTH LEADERSHIP INSTITUTE

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.

Members

- Margaret Ellis, Treasurer
- Marlon Skenandore, Board Member
- Elijah Metoxen, Board Member
- Melissa Metoxen, Board Member
- Paul Ninham, Board Member
- Aliskwet (Cheryl) Ellis, Board Member
- Jeff House, Board Member (extended)

Contact Info

Cheryl Stevens, Grants Office Manager/
OYLI Executive Manager

PHONE NUMBER: 920-496-7331

E-MAIL: OYLI@oneidanation.org

WEBSITE: <http://oneidayouthleadership.org/>

Meetings

Held every 3rd Thursday of the month. Meetings are open. Currently with Covid precautions, meetings have been on hold.

STRATEGIC GOAL #1

Community Engagement—The Oneida Youth Leadership Institute (OYLI) if fully engaged with the community as we are a community tool for tax-exempt fundraising efforts. 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. Currently OYLI has reached \$129,909 in Restricted Funds and \$17,746 in Unrestricted Funds. The Board continues to run as a Volunteer Board only, and no Board Member receives any form of stipend nor are there any costs are incurred.

STRATEGIC GOAL #2

Operational Sustainability—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. This effort has been derailed due to the loss of staff and increased workload within our office.

STRATEGIC 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. We had another new appointment this 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 still looking for one more appointment to make a full board.

Budget Info

FY-2021 BUDGET: No tribal contribution

FY-2021 EXPENDITURES: No expenditures





Corporate Boards

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 in Green Bay.

The Radisson works with the Oneida Tribe Gaming 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, Transient, Tribal, State and Federal Governments, Social, Military, Education, Religious and Fraternal

Wingate



Board Members

Kathy Hughes, Chairwoman

01/2022

Pat Lassila, Vice Chairman

01/2026

Marlene Garvey, Secretary/Treasurer

01/2022

Kateri Baker, Member

01/2025

Vern Doxtator, Member

01/2023

Meetings

Held every 4th Wednesday of the month.

Stipend

\$500 per meeting

Contact Info

MAIN CONTACT: Kathy Hughes

MAIN CONTACT TITLE: OAHC Chairwoman

MAIN PHONE: 920-405-6410

MAIN EMAIL:

Jeanne.calhoun@rhccgb.com

Looking Back: Accomplishments in FY-2021

FY2021 started strong for Radisson Hotel.

The renovation was complete and all rooms and public spaces were open.

Room Revenue did very well through out the year. The Average Daily Rate (ADR) ended \$5.25 above budget. The tragic incident on May 1st affected the second half of the fiscal year with the closing of our restaurant which affected the Food & Beverage Budget. During the closure the restaurant was rebranded and is now Cedar & Sage Grill House. It reopened in September. The Radisson continues to work closely with Oneida Casino to be the state's premier gaming entertainment destination.

The Master Plan for the Merger between Oneida casino and O.A.H.C. will look for approval at the next G.T.C. meeting. FY – 2021 was challenging with Renovation, COVID, Active shooting, and now staffing issues that hinder the hotel from maximizing revenues.

The Wingate by Wyndham Green Bay is an award-winning limited-service hotel. FY2021 Wingate received Trip Advisor Certificate of Excellence, Hotels.com Loved by Guest Award, Wyndham's AAA Best of Housekeeping for the 2nd year in a row, and Best of Wingate for the 3rd year in a row. Wingate continues to make capital improvements and stand on its own financially.



**Looking Forward: Goals/
Announcements for FY-2022**

Goals for FY2022 Radisson Hotel & Conference Center is looking to grow revenues by 13% from our prior year. We will do this through a combination of transient and group revenues based on the efforts of our Sales department as well as our Revenue Management team.

With guestroom renovations complete, this will assist in acquiring a higher ADR for the revenues budgeted. Partnerships with the Oneida Casino assist us in strategizing growth for the Casino as well as leveraging overnights for the hotel in our food & beverage and transient market. We will continue to partner with the Green Bay CVB to keep our property on top of the market for booking regional and national conventions in the Green Bay area. Food and beverage focus will be to give exposure to the new Cedar & Sage Grill House making it an attraction in itself through its enhanced branding as Indigenous – Sustainable – Local. Staffing will be key during the pandemic we are currently experiencing.

The Wingate by Wyndham is looking to grow revenues by 14% from prior year. We will do this by increasing group business as well as transient and contract business. Wingate will implement cost reduction measures to reduce cost and increase profit.

Wingate Lobby.



Radisson Lobby.



**BAY
BANCORPORATION INC**

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 \$195 million as of quarter end 9/30/2021. 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.

Board Members

Robert Jossie, Chairman
10/24/2020

Jeff Bowman, President & CEO
7/23/2022

**Elaine Skenandore-Cornelius,
Board Member**
7/13/2021

Fern Orie, Board Member
7/31/2022

Todd VanDen Heuvel, Board Member
7/23/2021

Meetings

Held every third Thursday of the month.

Stipend

\$550 per meeting, \$600 for the Board Chair.
\$100 fee for other committee meetings.

Dividends

\$125,000 paid in December 2021

Contact Info

Jeff Bowman, President/CEO

PHONE NUMBER: 920-490-7600

E-MAIL: jeff.bowman@baybankgb.com

WEBSITE: www.baybankgb.com



**Looking Back: Accomplishments in
FY-2021**

Our most significant accomplishment was the opening of the new branch in Keshena and the partnership with the Menominee tribe. This new relationship brings significant new deposits to help grow the bank. It also provides a new geographic market with individuals and small businesses that meets our target market. We implemented a modern suite of cash management products that allowed us to pursue larger customers with sophisticated needs. We created a technology roadmap to prioritize numerous upgrades to several consumer facing products with features such as mobile check deposit, real-time text alerts, credit score monitoring and instant-issue debit cards. We also made significant strides with our “tell our story” initiative that highlighted our new our brand and utilized digital channels for its implementation. We also significantly increased profits – in 2020 we made a profit of \$1.5 million and in 2021 our profit will be \$2.5 million.

**Looking Forward: Goals/
Announcements for FY-2022**

We will continue to enhance our brand presence with increased marketing and digital presence. We have several technology upgrades in progress including contactless debit cards, installation of another Interactive Teller Machine to add more options for the customers and we will implement an online account opening process. We want to increase our small business market share in the Green Bay market and increase the number of personal banking relationships at the new branch location. We will continue to focus on increasing banking services to the tribes and their businesses.



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, and construction services worldwide. We maximize responsiveness to our customers' requirements by creating synergy between our companies and harnessing our diverse network of resources to meet customers' challenges, we transfer best practices across our companies and reinforce customer focus for creative, cost-effective project delivery.

Board Members

John L. Breuninger, Chairman,
Present to 2024

Jacquelyn Zalim, Board Member,
Present to 2022

Leslie Wheelock, Board Member,
Present to 2023

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.

Stipend

\$300 per month

Contact Info

Heather Cotey, Corporate Secretary
PHONE NUMBER: 414-607-6728
E-MAIL: HCotey@oescgroup.com
WEBSITE: www.OESCGroup.com

Looking Back: Accomplishments in FY-2021

We were profitable even though several large projects were at risk to closing due to the COVID 19 pandemic and grew our backlog to record levels for FY22. We established an additional 8a company (Oneida Engineering Services). We grew our operational footprint into the East Coast by gaining new customers. We launched a new subsidiary, Oneida Professional Services and finalized the 1822 Land and Development Company of Oneida.

Looking Forward: Goals/Announcements for FY-2022

Continue to search for potential acquisition, establish a new 8a company (General Mechanical Corporation), establish a affordable multi-family housing project, grow revenue and profit.

ONEIDA

ESC Group

ONEIDA GOLF ENTERPRISE

Oneida Golf Enterprise (OGEC) d.b.a. Thornberry Creek at Oneida (TCO) is a wholly owned corporation of the Oneida Nation of Wisconsin, purchased in 2009. TCO is a 27-hole premier golf facility located in Oneida, Wisconsin with a property expanding over 300 acres. TCO offers entertainment through a winning golf facility, a sports pub and a 14,000 square feet of banquet space for corporate, wedding, and social events. TCO is the proud Official Golf Course of the Green Bay Packers and has hosted the Thornberry Creek LPGA Classic.

Board Members

Justin Nishimoto, Agent 2021

Meetings

Held as needed.

Contact Info

Holly Williams, General Manager
PHONE NUMBER: 920.434.7501 ext. 117
E-MAIL: hwilliams@golfthornberry.com
WEBSITE: www.golfthornberry.com

Looking Back: Accomplishments in FY-2021

Thornberry Creek at Oneida (TCO) continues to strive to be best in class in Northeast Wisconsin. During the pandemic TCO has overcome their challenges, due to staffing and the stay-at-home order, and have had a very successful year. TCO has beaten budgeted numbers for green fees, range, events, and food and beverage revenues. KemperSports and TCO continue to train staff with the TrueService program to develop the staff's customer service.

The management has increased rounds and revenue on the Iroquois (9) golf course and opened for outings and events to be done on the Legends golf course, which has increased profits for Food and Beverage. Even with the pandemic, TCO was able to have events, weddings, and catering, ultimately providing more for the customers and increasing revenues for the facility. Being open and under KemperSports and TCO management they have accomplished a positive net income in the FY20-21. KemperSports and TCO continue to strive to make the facility profitable and be the best in Northeast Wisconsin.

Looking Forward: Goals/Announcements for FY-2022

Thornberry Creek and KemperSports for FY-2022 have budgeted to have another successful year. The facility has overcome many challenges from FY-2021 and have goals to again a positive net profit. TCO has projected to have a small decrease in golf revenue but have goals to slightly increase the round and annual pass rates due to the increase in demand. TCO will also increase the number of outing rounds. The Food and Beverage area will continue to be successful and in FY-2022 they are having a very high inquiry for weddings. TCO and KemperSports will still minimize the expenses and look forward for a prosperous FY-2022.



Thornberry Creek



Shanshan Feng of China poses with the Thornberry Creek LPGA Classic trophy on July 7, 2019 in Hobart, Wis.





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.

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.

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 non conventional ways; to improve relationships with area schools and technical colleges; and through the Oneida Language Program so our members have a feeling of accomplishment.

HEALTH & 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.

Broad Goals 2020-2023

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.

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.

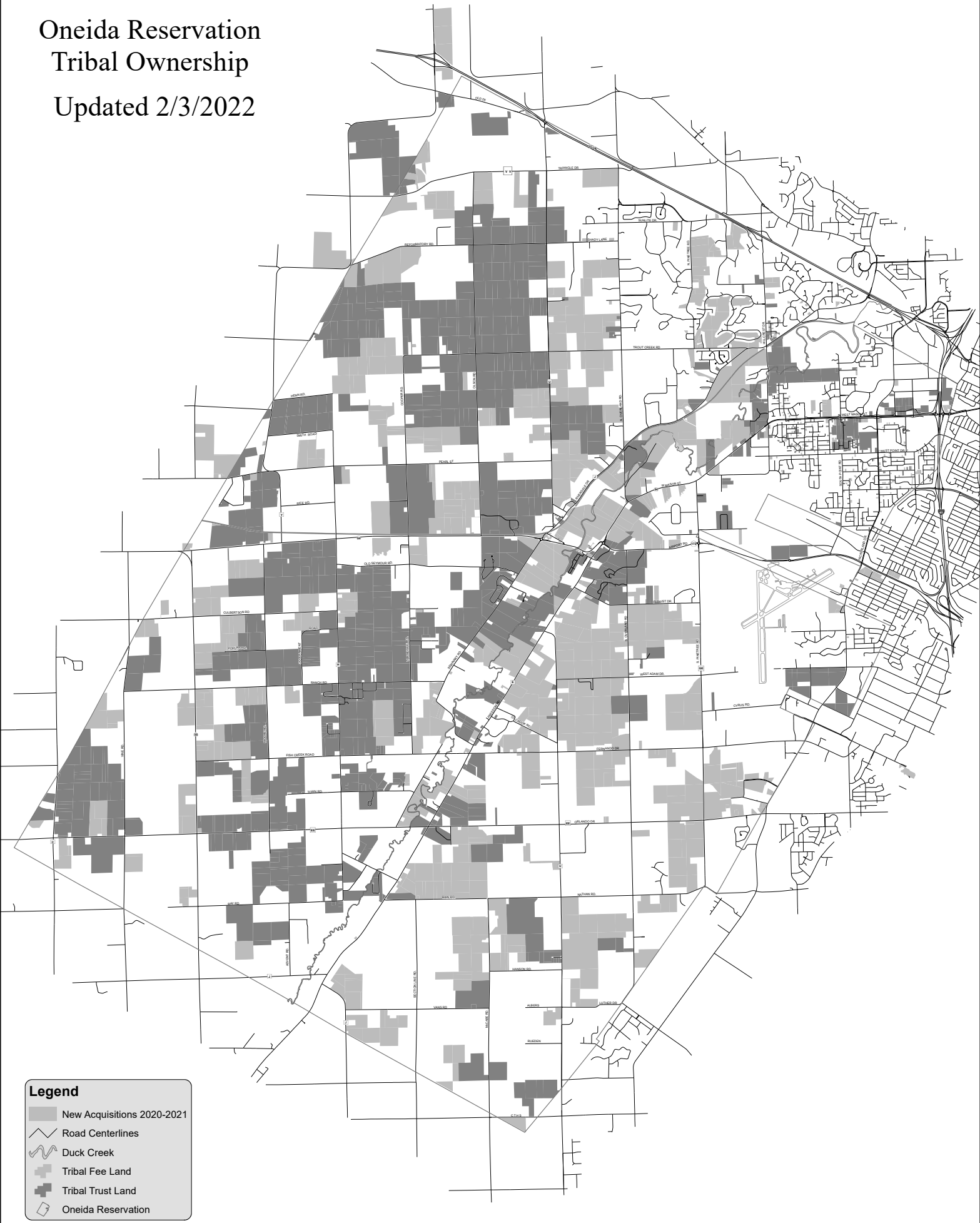
REVENUE GENERATION

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.









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

Oneida Reservation Tribal Ownership Updated 2/3/2022



Legend

-  New Acquisitions 2020-2021
-  Road Centerlines
-  Duck Creek
-  Tribal Fee Land
-  Tribal Trust Land
-  Oneida Reservation

GEOGRAPHIC LAND INFORMATION SYSTEMS

N7330 Water Circle Place
Oneida, Wisconsin
(920) 869-1600

INTERNAL USE ONLY

Date: Revised 02/03/2022

1 inch = 2,000 feet



Source: Division of Land Management - County Parceled Data
Coordinate System: Wisconsin State Plane, Central Zone
Lambert Projection, U.S. Foot
Horizontal Datum: NAD83
Vertical Datum: NAV88



File: Own3x4.mxd