



ONEIDA NATION



2022 Semi-Annual Report

www.oneida-nsn.gov

Message from the Chairman 2

The Oneida Business Committee 4

The American Rescue Plan Act 6

QoL, CDPC, Audit 8

Legislative Operating Committee 10

Legislative Reference Office 12

Oneida Law Office 13

Semi-Annual Treasurer’s Report 16

Charitable Giving 19

Finance Administration Office 20

Judiciary 22

GTC Legal Resource Center 24

Gaming 26

Oneida Retail Enterprise 28

Big Bear Media 30

Comprehensive Health Division 32

Comprehensive Housing Division 34

Digital Technology Services 36

Education & Training Area 38

Environmental, Health, Safety, Land & Agri . . . 40

Governmental Services Division 42

Tribal Action Plan 44

Internal Services Division/Grants Office 46

Department of Public Works 48

Emergency Management Department 50

Human Resources Department 52

Security Department 54

Intergovernmental Affairs & Communications . 56

Oneida Election Board 58

Oneida Nation Gaming Commission 60

Oneida Land Claims Commission 62

Oneida Land Commission 64

Oneida Nation Commission on Aging 66

Oneida Trust Enrollment Committee 68

Oneida Trust Enrollment Department 70

Oneida Nation School Board 75

Oneida Nation School System 74

Boards, Committees & Commissions 76

Anna John Resident Centered Care Board . . . 78

Oneida Nation Arts Board 80

Pardon & Forgiveness Screening Committee . . 82

Oneida Police Commission 84

Oneida Police Department 86

SEOTS Advisory Board 88

Oneida Nation Veterans Affairs Committee . . 90

Finance Committee 92

Oneida Youth Leadership Institute 94

Bay Bancorporation 96

Oneida Airport Hotel Corporation 97

Oneida ESC Group, LLC 98

Oneida Golf Enterprise 99





Shekoli Swakwekhe—

I hope this welcome message finds you and your families well. The past two years our community, along with the world have struggled, yet persevered through the pandemic. Case numbers have stayed relatively low on the reservation, and may they continue on the downward trend, as we hopefully transition into an endemic phase.

I would like to acknowledge and thank the employees of the Oneida Nation. Throughout the COVID-19 pandemic, our employees have continued to show their dedication to support our organization and community, and to practice and reflect our Core Values. Thanks to you all, the Nation continues to recover. Yawwakó for your dedication to the Nation.

I also want to extend appreciation, gratitude, and heartfelt thoughts to our Oneida Nation community. Through the efforts of the entire Oneida community we have provided a healthy and thriving environment for raising a family. Although we have many challenges still to overcome, Oneida is one of the best communities to live, work and raise a family.

The Tribal Action Plan team continue to work on healing our loved ones, through outreach and other activities. Oneida nation leadership continues to fight for and protect our Oneida Children and tribal sovereignty, through the Indian Child Welfare Act (ICWA). We are actively defending ICWA from litigation aimed at eroding our sovereignty and the protection of our children and families by reversing the ICWA.

COVID caused many interruptions in our community, but we are now ready to see the efforts of hard work to create a better environment for our people. Oneida Lake will be opening and has been expanded, providing families a safe and fun place to visit during the warm months.

We continue to utilize technology to conduct business and help create efficiencies throughout the organization, at the same time ensuring that the nation stays ahead of cyber attacks. The future is in technology and is something that the nation has embraced since the onset of the pandemic. Just a few months ago Oneida Casino was recognized as the home to the first legal sports book in Wisconsin. Our nation continues to remain in the forefront of many things we do. Other tribes and organizations continue to look at what we have accomplished and applaud and mirror our efforts. Yawwakó to all who continue to keep our nation thriving and growing.

In conclusion, I am always reminded that we are a nation of strong families built on Tsiṛniyukwalihó-tł and a strong economy and it is our mission to strengthen and protect our people, reclaim our land, and enhance our environment by exercising our sovereignty. As we continue to move forward, we are hopeful for a strong recovery of our people and our nation. We must remain hopeful that the numbers stay low, as we can continue to rebuild our fire, and with the love of who we are as Oneida people, we continue to have compassion for one another, and strength in our Nation.

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

Tehassi tasi Hill

Tehassi tasi Hill
Chairman
Oneida Nation





May 19, 2022

Oneida Nation Members:

Sagoli. This is the second year of the impact of the COVID-19 virus and many of us have returned to more normal activities enjoying the Spring and Summer weather that are before us. As we till our gardens, play with our children and grandchildren, rejoice in our gatherings we should take time to give thanks for all that we have. And we should take time to remember the family members who have passed on. Thank you for listening, learning, and partnering with us to be safe and healthy.

The organization has provided information to you in this Semi-Annual report. You will see re-opening information, programming changes, and additional opportunities to participate in the activities of the Oneida Nation. We have brought on new personnel to guide our organization into our future.

- General Manager - Mark Powless, son of Lloyd and Sharon Powless comes to us from Milwaukee and our SEOTS office. He has a Master's in Business Administration and many years of experience in managing programs.
- Retail General Manager – Debra Powless, daughter of Pearl and Warren House, married to Mark A. Powless, Sr., brings back to Oneida Retail experience from California and other business operations, as well as her knowledge of the history of our Retail operations and possesses a Master of Science degree in Community Economic Development.
- Chief Information Officer – Shane Archiquette, son of Leslie Bryan Archiquette, great grand-son Aphia 'Effie' Doxtator Archiquette, brings international business information management experience. He has worked for corporate giants in the computer world, data security and knowledge, and internet services.

In addition, we have new faces and ideas in many areas of the Oneida Nation organization that will re-energize and provide new guidance. We look forward to the positive impacts and influences they will bring to and inspire within us. Please welcome them.

In the past year or two you have also seen a broad change in how we provide financial assistance to members previously in the form of per capita payments. Today, the Oneida Business Committee has fully committed to addressing the needs of members through programming that falls within the General Welfare Exclusion Act of 2014 and the regulations of the Internal Revenue Services. These types of direct payments are not taxable income and will go farther to address individual needs. The Legislative Operating Committee, Oneida Law Office and Finance Department are working hard to identify as many different programs as we can to transition into GWE services. One of the more challenging actions will be changing the Elder Per Capita payment program into a GWE service. In addition, Trust Enrollment Committee and the department are researching how to address the taxation of Minor Trust Accounts.

There are also actions we can take as a result of receiving the American Rescue Plan Act funds for tribal governments. You have already seen many of these actions through membership assistance payments and additional education scholarship opportunities. We have also approved two larger projects involving an apartment complex and food center that will be located near the Little Bear Development Offices and Nori Damrow Food Distribution/Food Pantry building. This will also include additional housing opportunities in that area. You can find additional information on the Nation's website and in articles in the Kalihwisaks. There are more projects being developed that will allow us to approve the infrastructure, living conditions, educational opportunities for children in Early Head Start through high school.

Finally, in the past six months and as a continuing activity, we have also worked on the following projects.

- Indian Child Welfare Act legislative amendments to address constitutional changes to this important federal legislation.
- State roadway signage that recognizes the Oneida language in identifying places and landmarks within the Oneida Reservation.
- Government-to-government relations with federal, state and local governments to ensure recognition of Tribal sovereignty and Tribal governments responsibilities.
- Developing tribal legislation that protect, regulate and guide activities within the Oneida Reservation.

We look forward to the Semi-Annual General Tribal Council meeting, the discussions we will have regarding this report and the Nation's activities and developing guidance for the Nation as we move forward. Most of all, we look forward to meeting and gathering together with you.

Oneida Business Committee



The Oneida Business Committee



2020 – 2023 TERM

Chairman	Tehassi Hill
Vice Chairman	Brandon Stevens
Secretary	Lisa Liggins
Treasurer	Tina Danforth
Councilmember	David Jordan
Councilmember	Jennifer Webster
Councilmember	Daniel Guzman-King
Councilmember	Kirby Metoxen
Councilmember	E. Marie Summers

BACKGROUND

In the process of strategic planning this term, it was realized that creating a strategic plan with SMART goals may not be effective due to the unpredictability of the external environment. Therefore, the Business Committee identified their priorities and created broad goal statements - similar to vision statements – to express their hopes and aspirations of what can be accomplished in this term. These statements are expected to be communicated throughout the Nation so operations can use them as a guide in programming, budgeting, and decision-making. The priorities listed below are not ranked as they are equally important to the Nation.

OVERALL PRIORITY GUIDANCE

We believe that land, infrastructure and sovereignty are obvious priorities that shall be considered in programming, budgeting and decision-making for all priorities.

#1 HEALTH AND SAFETY

We want healthy Tribal members and will provide an independent health care system to nurture the health of all native people by reducing drug addictions, providing disability support, and improving mental, physical, social, spiritual and emotional health to help them feel safe in their environment.

#2 HOUSING

We want Tribal members of all income levels and family sizes to be given the opportunity for affordable housing by filling vacant homes and meeting all housing needs by fully funding existing and future programs by the end of this term to give them a feeling of security.

#3 FOOD AND AGRICULTURE

We want Tribal members to have accessibility to food and resources that include cash cropping, providing medicines, and creating a sustainable food system by educating our people, improving existing structures and continuing to explore hemp through the application of sustainable practices to nourish bodies and souls.

#4 EDUCATION

We want to provide education from birth to grave by expanding current opportunities for continuous learning by allowing duplicate degrees, certifications, licenses, and through nonconventional ways; to improve relationships with area schools and technical colleges; and through the Oneida Language Program so our members have a feeling of accomplishment.



#5 CULTURE AND LANGUAGE

We want comprehensive language reform by creating a foundation to establish the importance of culture and language by giving increased educational opportunities across the organization, in school systems, offices, the community and in homes; by creating a commission to provide guidance nation-wide; by having a language or culture code to assist in strengthening relationships with other Oneida Tribes; and to support our language immersion program for our communities to come together in harmony to secure our identity and have a sense of belonging.

#6 REVENUE GENERATION

We want to gain financial security by leveraging our assets and strengths, such as agriculture, tourism, entertainment, and the ability to create our own corporate and tax laws to provide financial independence from Gaming and from the federal government to provide a strong economy where the Nation and community members can succeed and have individual independence and self-reliance.

#7 GOVERNMENT ROLES AND RESPONSIBILITIES

We strive to be a responsive, transparent, and efficient government by improving GTC meeting space post-pandemic and amending and reviewing laws that have an adverse effect on citizens because we apply good governance principles to enhance the government structure which increases effectiveness and efficiency to allow for change so our membership feels heard by the government; has a sense of involvement in the government; and has an understanding of the Nation's laws and processes.

FY 2022 BUSINESS COMMITTEE TRAVEL REPORT

This report is for travel that occurred from Oct 1, 2021 – March 31, 2022. The BC's travel report includes transportation, lodging, per diem and registration costs for BC members' travel.

Tehassi Hill, Chairman - FY 21-22 Budget \$12,000.00			
Washington, DC	11-07-21	White House Meeting	\$1360.91
Sarasota, FL	03-25-22	National Republic Congressional	\$2123.73
Total			\$3484.70
Balance			\$8515.30
Brandon Stevens, Vice-Chairman - FY 21-22 Budget \$12,000.00			
Las Vegas, NV	10-01-21	G2E-Sports Betting	\$549.45
Lawrence, KS	10-13-21	Board of Regent Meeting	0
Washington, DC	11-05-21	White House Staff Meeting	\$1056.07
Temecula, CA	11-10-21	NIGA Mid-Year \$785.99 reimbursed	\$0.01
Washington, DC	03-23-22	Tribal Leader Dinner Dem Campaign	\$1627.39
Total			\$1842.47
Balance			\$10,398.07
Cristina Danforth, Treasurer - FY 21-22 Budget \$12,000.00			
	10-01-21	Native American Bank Quarterly	0
Milwaukee, WI	11-17-21	Food Card Distribution	\$555.01
	12-01-21	Native American Officers Mtg	0
Madison, WI	2-21-22	State of the Tribes	\$422.30
Total			\$977.31
Balance			\$11,022.69
Lisa Liggins, Secretary - FY 21-22 Budget \$12,000.00			
Grapevine, TX	11-07-21	2021 Tribal Net Conference	\$2745.36
Total			\$2745.36
Balance			\$9254.64

Kirby Metoxen - FY 21-22 Budget \$8,200.00			
Scottsdale, AZ	10-13-21	Annual American Indian Tourism	0
Milwaukee, WI	11-10-21	Food Card Distribution	\$516.43
Madison, WI	02-09-21	State of the Tribes	\$670.88
Madison, WI	02-24-22	Governor's Conference (GLITC pd \$738.25)	\$19.65
Anaheim, CA	03-31-22	Indian Gaming Tradeshow	\$3118.20
Total			\$1302.91
Balance			\$6897.09
David Jordan - FY 21-22 Budget \$8,200.00			
Total			\$0.00
Balance			\$8200.00
Ethal (Marie) Summers - FY 21-22 Budget \$8,200.00			
Madison, WI	02-21-22	State of the Tribes	\$588.38
Total			\$588.38
Balance			\$7611.62
Jennifer Webster - FY 21-22 Budget \$8,200.00			
Total			\$0.00
Balance			\$8200.00
Daniel Guzman - FY 21-22 Budget \$8,200.00			
Las Vegas, NV	11-24-21	Intertribal Ag Council Conference	\$1993.02
Madison, WI	02-21-22	State of the Tribes	\$659.30
Total			\$2652.32
Balance			\$5547.68



The American Rescue Plan Act



BACKGROUND:

The American Rescue Plan Act of 2021 (ARPA) was designed to facilitate the United States’ recovery from the devastating economic and health effects of the COVID-19 pandemic. The plan, which passed the House on Feb. 27, 2021, and the Senate on March 6, 2021, was signed into law by President Biden on March 11, 2021. The package costs \$1.9 trillion, making it one of the largest economic rescue plans in U.S. history. It mixes efforts to mitigate the economic effects of the pandemic with strategies to fight the virus itself. It includes \$32.5 billion in aid specifically for American Indian and Alaska Native Tribal government programs, and \$166 billion allocated to federal agencies, which Tribal governments and organizations are eligible to receive.

The Business Committee took action in June 2021, to set goals for the application of these funds. BC Resolution 06-09-21-B These were amended later that month to accommodate a one-time general welfare payment. BC Resolution 06-23-21-C

The Oneida Nation has received a substantial amount of aid from the set aside for American Indian and Alaskan Native Tribal government programs. Of the 32.5 billion, Oneida has received a total of \$134,195,035.73. The Oneida Nation has also applied for and received ARPA funds from the Bureau of Indian Affairs (BIA), Indian Health Services (I.H.S.) and the US Department of Health and Human Services (DHHS). This amounts to another \$29,593,447 in aid, for a total of \$163,788,482.73. These funds will be used to support current and new projects and services for the Nation and our members as well as build infrastructure.

The Oneida Business Committee adopted Broad Goal statements at its May 26, 2021 regular meeting to provide guidance to the organization in programming and budgeting for the next three years. These Broad Goal Statements provided a sound basis for utilization of the ARPA Tribal Contribution Savings (TCS) and percentages of the total funds were assigned to each goal.

Broad Goal Category	%	Amount Allocated
Direct Membership Assistance	45.00%	\$60,387,766.08
Affordable Housing	18.00%	\$24,155,103.43
Food & Agriculture	11.42%	\$15,325,073.08
Education	6.70%	\$8,991,067.39
Culture & Language	9.22%	\$12,372,782.29
Revenue Generation	1.77%	\$2,375,252.13
Government Roles & Responsibilities	3.09%	\$4,146,626.60
Overall Priority: Land, Infrastructure & Sovereignty	4.80%	\$6,441,361.72
Total		\$134,195,035.73



APPROVED PROJECTS

There have been several projects the OBC has obligated ARPA-TCS funds to be used. These include:

- 06-30-21-B Adoption of Direct Membership Assistance Payments Utilizing American Rescue Plan Act of 2021 Federal Relief Funds Lost Revenue
- 06-30-21-BC Adoption of the Oneida Nation Vaccination Incentive Program for Oneida Nation Members: 09-22-21-B Extension of the Oneida Nation Vaccination Incentive Program for Oneida Nation Members; and 12-08-21-C Extension of the Oneida Nation Vaccination Incentive Program for Oneida Nation Members Utilizing American Rescue Plan Act of 2021 Fiscal Recovery Funds Lost Revenue
- 08-25-21-B Obligation for CIP #15-001, Food Innovation Center, Utilizing Tribal Contribution Savings
- 08-25-21-C Obligation for CIP #23-005, Residential Home Sites, Utilizing Tribal Contribution Savings
- 08-25-21-D Obligation for CIP #21-111, Multi-Family Housing, Utilizing Tribal Contribution Savings
- 10-13-21-B Adoption of the 2021 Pandemic Relief Food Card Distribution Utilizing American Rescue Plan Act of 2021 Federal Relief Funds; 12-02-21-A Amendment of BC Resolution # 10-13-21-B Adoption of the 2021 Pandemic Relief Food Card Distribution Utilizing American Rescue Plan Act of 2021 FRF Lost Revenue
- 10-13-21-C Obligation for Pandemic Pay, Utilizing American Rescue Plan Act of 2021 Fiscal Recover Funds Lost Revenue
- 11-01-21-A Obligation for Adolescent Wellness Treatment Center Tribal Partnership, Utilizing American Rescue Plan Act of 2021 Fiscal Recovery Funds Tribal Contribution Savings
- 11-10-21-E Obligation for Government Infrastructure, American Rescue Plan Act of 2021 Fiscal Recover Funds Tribal Contribution Savings
- 12-08-21-D Obligation for the Oneida Nation Student Relief Fund, Utilizing American Rescue Plan Act of 2021 Fiscal Recovery Funds Tribal Contribution Savings
- 03-23-22-D Obligation for Amelia Cornelius Culture Park & Veterans Wall Enhancements Utilizing Tribal Contribution Savings
- 03-23-22-E Obligation for Big Bear Media Upgrades Project Utilizing Tribal Contribution Savings
- 03-23-22-C Obligation to Support Oneida Early Childhood Programs Utilizing Tribal Contribution Savings
- 03-23-22-F Obligation for Security Improvement Maturity and Cybersecurity Risk Reduction Utilizing Tribal Contribution Savings

Direct Members Assistance - 45.00%	\$60,387,766.08
Direct Membership Assistance Payment	(\$43,800,000.00)
Vaccination Incentive	(\$7,857,500.00)
2021 Food Card	(\$4,693,500.00)
Total Remaining:	\$4,036,766.08

Affordable Housing - 16.84%	\$24,155,103.43
Residential Home Site	(\$1,579,000.00)
Multi-Family Housing	(\$7,367,335.72)
Total Remaining	\$15,208,770.71

Food & Agriculture - 11.71%	\$15,325,073.08
Food Innovation Center	(\$7,155,000.00)
Total Remaining	\$8,170,073.08

Education - 6.60%	\$8,991,067.39
Student Relief Fund	(\$4,000,000.00)
Early Childhood Programs	(\$2,500,000.00)
Total Remaining	\$2,491,067.39

Culture & Language - 9.57%	\$12,372,782.29
A. Cornelius Park & Veteran's Wall	(\$2,682,210.00)
Total Remaining	\$9,690,572.29

Revenue Generation - 2.02%	\$2,375,252.13
Pandemic Pay	(\$2,000,000.00)
OPD-Retention/ Pandemic Pay	(\$68,000.00)
Total Remaining	\$307,252.13

Gov't Roles & Responsibilities - 3.30%	\$4,146,626.60
Gov,t Infrastructure	(\$2,214,218.09)
Total Remaining	\$1,932,408.51

Land, Infrastructure & Sovereignty - 4.97%	\$6,441,361.72
Adolescent Treatment Partnership	(\$50,000.00)
Digital Store Front	(\$93,847.00)
DTS-Cybersecurity	(\$160,000.00)
Total Remaining	\$6,137,514.72

UNOBLIGATED ARPA-TCS FUNDS

The total unobligated ARPA-TCS funds equals \$47,974,424.92. The Oneida Business Committee will be considering proposals for ARPA-TCS projects on a quarterly basis, the next dates for proposal review will be June 2022 and September 2022. They will continue to consider proposals quarterly until all funds have been obligated.

The Oneida Business Committee will consider proposals for projects from Oneida Tribal members. To submit a project idea, tribal members would need to:

1. Determine which usage category your project proposal corresponds to.
2. Prepare a cover letter or memo with your project proposal and usage category, it would be best to be detailed yet concise.

3. Complete the BC agenda request form.
4. Email both items to the following email address: BC_Agenda_Requests@oneidanation.org
5. Make sure to provide your contact information.

The Tribal Member would need to attend the BC meeting and present their proposal. The BC will consider the proposal and if accepted, they will direct the project to the General Manager. The GM will assess the ability of the organization to undertake the project. If the GM determines it is possible, the project will undergo planning and preparations. The GM will then submit to the ARPA-TCS Finance portal by the quarterly deadline for processing and to determine if it meets the requirements of ARPA-TCS funding. It will then be submitted to the next BC work session for discussion and to determine support. The project will then move on to the next regular BC meeting for approval or denial. If approved, the resolution and funds will be obligated, and the project will be created.





QUALITY OF LIFE (QOL)

MEMBER

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

ACCOMPLISHMENTS

Inspiring Yukwatsístya

QOL supported many activities throughout the year; the Food Security project was completed and now a Food Sovereignty project is being established to strengthen and expand the community food system network; Tribal Action Plan which included working with Oneida Behavioral Health and the Green Bay Treatment Center for Medically Assisted Treatment (MAT); Recreating is working with Cultural Heritage to implement traditional activities and teachings into their curriculum and will replace the six (6) Pillars of character development with the Core Values, in addition they are working towards opening the County H recreation center; Completion of the Oneida Cultural Heritage Department re-organization, it now includes: Cultural Wellness, Cultural Advisor, Tribal Historian Preservation Officer, Museum, Library and Arts Program; and finally QOL is gathering feasibility information to determine next steps for a request for a Detox Facility for the Nation.

CDPC

MEMBER

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

ACCOMPLISHMENTS

The CDPC receives Cemetery updates to ensure the multi-year and multi-phase project continues moving forward. The Bicentennial Planning Team provides updates regarding the Bicentennial commemoration that will take place next summer. We were presented with the Amelia Cornelius Culture Park master plan. Another initiative we are focusing on is Multi-Family Housing; we are working with several Oneida entities including OESC Group, LLC, 1822 Land and Development Group, LLC, MS2 and our Engineering Department on development proposals.

The CDPC has continued to work on several initiatives. Two of those were: Focus on the Oneida Nation Broadband Initiative wireless network coverage for the reservation. We currently partnered with MuralNet and Geo Partners, LLC to implement this project. An alternative plan/model will have to be developed to move beyond the wireless, so it will be run like a utility for paying customers. Then also working with the General Managers' Office to finalize a strategic plan for the Oneida Food Innovation Center to provide a visible anchor to expand the facility to teach people how to process and prepare healthy native foods.





AUDIT

ACCOMPLISHMENTS

Complete Performance Assurance, operational and controls assessments, financial, compliance audits and special projects. Follow up on high-risk findings. Audit activities for the first half of FY2022 are included in the grid below, along with previous 3 years as comparison.

UPDATE ON GOAL

	FY 22	FY 21	FY 20	FY 19
Gaming Compliance	18	34	38	47
Operational		2		1
Investigative/Analytics	1	2		
Consultation/Hotline			1	1
Performance Assurance	4	8	15	24
TOTALS		46	54	73

Annual Gaming Compliance audits are mandated by the National Indian Gaming Commission (NIGC). By completing these audits in-house, the Nation is reducing overall costs.

Continue in-house and webinar-based education of audit staff to stay current on fraud, IT basics, project management, risk, construction auditing, asset misappropriation, marketing, remote working business continuity, and agile auditing. In-house and webinar-based education allows IA to continue learning while saving the Nation training dollars. Training increases the skill level of the staff and allows for more special projects to be completed.

Continue to improve Internal Control Environment to enforce accountability of Management and Governance. Two (2) Performance Assurance audits have been followed up on and all eight (8) medium risk findings have been corrected/reduced to low risk, which is a 100% improvement. All Oneida Nation departments and/or entities will be accessed to give Management the opportunity to develop the missing tools to enable them to carry out their functions effectively and efficiently. A new audit, Controls Assessment, developed by Internal Audit has been approved by the Audit Committee. This audit works with management to review their processes and procedures to ensure risks are mitigated or eliminated.



Legislative Operating Committee



PURPOSE

The Legislative Operating Committee's mission is to enhance the capability of the Oneida Nation to fulfill its sovereign authority to review and enact its laws in a planned and orderly manner. The Legislative Reference Office is the support office for the Legislative Operating Committee.

LOC MEMBERS

- Chairman** David P. Jordan
- Vice-Chairman** Kirby Metoxen
- Member** ennifer Webster
- Member** Marie Summers
- Member** Daniel Guzman King

BUDGET — \$0.00

Funding Sources for FY-2022

Tribal Contribution	0%
Grants	0%
Other Sources	N/A

The Legislative Operating Committee does not have a budget. Historically, there had been an LOC budget. However, 100% of the budget was managed and spent by the Legislative Reference Office (LRO). The LOC budget was renamed "LRO" to reflect accurately that the LOC does not have a budget, but that the LRO does. Refer to the LRO's annual report for budget information.

EMPLOYEES — 3

The Legislative Reference Office is the support staff of the Legislative Operating Committee and has 3 employees. See Legislative Reference Office annual report for more information on employees.

ENROLLED ONEIDA EMPLOYEES:

See Legislative Reference Office annual report for more information on employees.

Regular Stipend Amount: \$0 per meeting.

The Legislative Operating Committee members do not receive a stipend.

	Total Dollar Amount Paid	Number of Meeting		
		Regular	Special/ Emergency	Hearings/ Other
Oct 2021	\$0	2	0	0
Nov 2021	\$0	2	0	0
Dec 2021	\$0	2	0	0
Jan 2022	\$0	1	0	0
Feb 2022	\$0	2	0	0
Mar 2022	\$0	2	0	0



STRATEGIC GOAL UPDATES - FY22

GOAL 1

Prepare for and conduct Legislative Operating Committee meetings.

Advancing Oniyoteʔa-ká Principles

Update on Goal: Eleven (11) Legislative Operating Committee meetings were held during the first half of FY22. Due to the COVID-19 pandemic, the Legislative Operating Committee meetings were closed to the public in the beginning of FY22 in accordance with Oneida Business Committee resolution BC-12-08-21-B, Updating Public Gathering Guidelines during Public Health State of Emergency - COVID-19. The Legislative Operating Committee allowed employees of the Nation and the community to still access and participate in the

Legislative Operating Committee meetings through Microsoft Teams. Additionally, any individual who had comments or questions regarding open session items on a Legislative Operating Committee meeting agenda could submit comments or questions to LOC@oneidanation.org no later than the close of business the day prior to any Legislative Operating Committee meeting, and those comments received would then be noticed to the Legislative Operating Committee. Legislative Operating Committee meetings have since been opened again to the public.

GOAL 2

Research, analyze, and draft proposed laws and amendments to existing laws.

Exercising Sovereignty

Update on Goal: During the first half of FY22 the Legislative Operating Committee has successfully completed legislative actions on six (6) items. The Legislative Operating Committee brought forward the Oneida General Welfare law for adoption, and the Furlough law for amendments. The Legislative Operating Committee brought forward emergency amendments to the Oneida Personnel Policies and Procedures, and extended the emergency amendments to the Pardon and Forgiveness law, Oneida Nation Gaming Ordinance, and the Budget Management and Control law. During the first half of FY22 the Legislative Operating Committee has been actively working on ten (10) other legislative items and currently has thirty-two (32) legislative items on its Active Files List. A complete list of what the Legislative Operating Committee is working on can be found on the Nation's webpage at <https://oneida-nsn.gov/government/business-committee/standing-committees/legislative-operating-committee/#What-is-the-LOC-working-on>.

GOAL 3

Gather input from community and stakeholders during the legislative process.

Promoting Positive Community Relations

Update on Goal: During the first half of FY22 the Legislative Operating Committee held fifty-four (54) work meetings, many of which were held in collaboration with various departments or areas within the Nation's organization that have an interest or are affected by legislation such as: Oneida Business Committee, Treasurer, Secretary, Chief Financial Officer, Assistant Chief Financial Officer, Budget Analyst, Oneida Law Office, Oneida Nation Judiciary, Oneida Trust Enrollment Committee, Oneida Trust Enrollment Department, Oneida Police Department, Oneida Police Commission, Oneida Gaming Commission, Tribal Action Plan, Human Resources Department, Retail, Oneida Behavioral Health, Conservation Wardens, and the Environmental, Health, Safety, Land and Agriculture Division. There were also four (4) public comment periods held open. In person public meetings did not occur during the first half of FY22 due to the COVID-19 pandemic and Oneida Business Committee resolution BC-12-08-21-B, which prohibited indoor public meetings unless certain conditions were met. Public comment periods where individuals could submit written comments, questions, data, or input on proposed legislation to the LOC via e-mail still occurred in accordance with the COVID-19 Core

Decision Making Team's declaration, Suspension of Public Meetings under the Legislative Procedures Act. At this point in time the Legislative Operating Committee is back to scheduling in-person public meetings in accordance with the Legislative Procedures Act.

MEETINGS

HELD: Every 1st and 3rd Wednesday of the month.
TIME: 9:00 a.m.
MEETINGS: Open.
LOCATION: Norbert Hill Center,
N7210 Seminary Road, Oneida, WI
Business Committee Conference Room

CONTACT

DAVID JORDAN, CHAIR
PHONE: (920) 869-4483
EMAIL: LOC@oneidanation.org
WEBSITE: www.oneida-nsn.gov/LOC and www.oneida-nsn.gov/Register





PURPOSE

Provide support for the Legislative Operating Committee in developing clear and consistent legislation that reflects Onyotezaka values, builds upon the Nation’s strong foundation, and reaffirms our inherent sovereignty.

BUDGET — \$553,729

Funding Sources for FY-2022

Tribal Contribution	100%
Grants	0%
Other Sources	N/A

Budget as of 3/31/22 \$391,074
 Expenditures as of 3/31/22. \$162,655

VARIANCE EXPLANATION

Positive variance of \$228,419 due to the Legislative Reference Office not being fully staffed during the first six (6) months of FY22, and savings on supplies and materials and other costs.

EMPLOYEES — 3

Enrolled Oneida	Non-Oneida
0	3

ENROLLED
 1 DESCENDENT

WHO WE SERVE

The Legislative Reference Office serves and supports the Legislative Operating Committee, who then serve any area within the Nation’s organization and the Oneida community at-large.

CONTACT

CLORISSA N. SANTIAGO, SENIOR STAFF ATTORNEY
 PHONE: (920) 869-4417
 EMAIL: csantia1@oneidanation.org or
 LOC@oneidanation.org
 WEBSITE: www.oneida-nsn.gov/LOC and www.oneida-nsn.gov/Register





PURPOSE

The Oneida Law Office provides legal services on behalf of the Oneida Nation through legal representation of General Tribal Council, the Nation’s elected representatives, the Business Committee, and all entities of the organization, as well as assist in government-to-government relations and external legal issues.

BUDGET — \$1,963,487

Funding Sources for FY-2022

Tribal Contribution	100%
Grants	0%
Other Sources	N/A

Budget as of 3/31/22 \$981,743

Expenditures as of 3/31/2: \$704,947

VARIANCE EXPLANATION

The major area with a positive variance is identified in the external legal service account. This variance is the result of fewer litigation related expenses than anticipated during this period. The Law Office estimates ongoing litigation costs within the budget and utilizes the Legal Reserve for unanticipated legal costs.

EMPLOYEES — 9

Enrolled Oneida	Non-Oneida
6	3

WHO WE SERVE

The ONEIDA LAW OFFICE provides legal services to all aspects of the Oneida Nation’s organization which includes General Tribal Council and the Oneida Business Committee and programs and gaming operations in matters such as environmental, land-into-trust litigation, health regulations, gaming issues, retail, Indian Child Welfare, child support program and finance, to name a few. Also, this office reviews all contracts entered into by the Oneida Nation and its programs and gaming operations.

Subrogation Cases. The Oneida Law Office is currently monitoring 19 pending files in which the Nation may have a subrogated interest/right of recovery for medical or worker’s compensation benefits. In 2021, the Oneida Law Office assisted in the recovery of \$23,011.50 in 11 cases.

Indian Child Welfare Cases. The Oneida Law Office represents the interests of the Oneida Nation in Indian Child Welfare cases. Currently there are a total of 178 cases with 22 of these cases out-of-state. There are 32 cases in Oneida Family Court, 84 cases in Brown or Outagamie County and 40 cases in other Wisconsin Counties.



UPDATE ON THREE STRATEGIC GOALS FOR FY-22

GOAL 1

Represent the Oneida Nation in all legal matters regarding tribal sovereignty

Exercising Sovereignty

Update on Goal: *Oneida Nation v. Oneida Indian Nation of New York*, Cancellation No. 9206411, United States Patent and Trademark Office, Trademark Trial and Appeal Board. In 2015, the Oneida Indian Nation of New York (OIN) sent a letter to the Ladies Professional Golf Association asserting that OIN has the exclusive right to use the terms “Oneida” and “Oneida Nation” in conjunction with golf events based upon OIN’s registration of trademarks for those terms. The Nation proposed a coexistence agreement under which both the Nation and OIN would have the right to use those terms, but OIN refused to consider such an agreement. The Nation then filed a petition with the United States Patent and Trademark Office’s Trademark Trial and Appeal Board (TTAB) seeking cancellation of OIN’s trademarks. TTAB denied a motion to dismiss filed by OIN, but granted a motion by OIN to suspend the proceedings pending the outcome of a lawsuit filed by OIN against the United States Department of Interior (DOI) regarding approval of the Nation’s name-change constitutional amendment. OIN lost its lawsuit against DOI, and TTAB reinstated the trademark cancellation proceedings. The Nation again proposed a coexistence agreement to OIN, OIN again refused to consider such an agreement. The proceedings are now in the discovery phase and will move to trial phase later this year. *Brackeen v. Haaland, et al.*, Case No. 18-11479, United States Court of Appeals for the Fifth Circuit. The States of Texas, Indiana, and Louisiana and several individual plaintiffs filed a lawsuit against the Department of Interior (DOI) and various federal officials asserting the Indian Child Welfare Act (ICWA) and the Final Rule promulgated by DOI for implementation of ICWA are unconstitutional and unenforceable because they violate the 10th Amendment, the Equal Protection Clause of the 5th Amendment, and other provisions of the United States Constitution. They claimed ICWA and the Final Rule are based upon impermissible racial classifications and violate states’ rights. The United States filed a motion to dismiss on the grounds the state and individual plaintiffs lack standing and have otherwise failed to state a claim for relief. The Nation, together with Quinault Indian Nation, the Morongo Band of Mission Indians and the Cherokee Nation, intervened in the case and also filed a motion to dismiss. The plaintiffs moved for summary judgment. The district court denied the motions to dismiss and granted the plaintiffs’ motions for summary judgment. The district court ruled ICWA and the Final Rule are unconstitutional because they are based on racial classifications which are not narrowly tailored to achieve a compelling governmental interest, they improperly delegate legislative authority to Indian tribes, and they commandeer state courts to apply federal standards in state cases. The Navajo Nation then intervened in the case, and the United States and the intervening Tribes appealed. A three-judge panel of the United States Court of Appeals for

the Fifth Circuit granted a stay of the district court’s ruling pending appeal, and then reversed the district court’s ruling. The three-judge panel held that ICWA is based upon political classifications and does not violate the Equal Protection Clause, and ICWA does not impermissibly delegate legislative authority to Indian tribes or commandeer state governments. The individual plaintiffs and State plaintiffs filed petitions for rehearing en banc, and the Fifth Circuit granted the petitions. After briefing and oral argument, the Fifth Circuit issued a lengthy, complicated and divided en banc decision in which it ruled: 1) ICWA’s provisions regarding “active efforts”, qualified expert witnesses, placement preferences, recordkeeping, notice to Indian tribes, and transmittal of records unconstitutionally commandeer States to implement a federal regime; 2) the plaintiffs have standing to raise equal protection challenges to ICWA; 3) ICWA is based on political classifications, not racial classifications, and therefore is subject to rational-basis review as opposed to strict scrutiny; 4) the majority of ICWA’s provisions are rationally related to legitimate government purposes and therefore do not violate equal protection; and 5) ICWA’s adoptive-placement preference for “other Indian families” and foster-care preference for licensed “Indian foster home[s]” are not rationally related to a legitimate government interest and therefore violate equal protection. The United States, the Nation and other intervening Tribes, the State of Texas, and the individual plaintiffs filed petitions for certiorari seeking review by the United States Supreme Court. The United States and the intervening Tribes contend the Fifth Circuit erred by ruling ICWA commandeers States, by finding the plaintiffs have standing to raise equal protection challenges to ICWA, and by finding ICWA’s adoptive-placement preference and foster-care preference violate equal protection. The State of Texas and the individual plaintiffs argue that Congress lacks authority under the Indian Commerce Clause to enact laws governing state child-custody proceedings, ICWA is based upon impermissible racial classifications and violates equal protection, ICWA impermissibly commandeers States to implement a federal regime, and ICWA violates the non-delegation doctrine by allowing individual Tribes to alter the placement preferences. The Supreme Court granted all petitions for review and the case will be briefed this summer and argued during the next term of the Supreme Court which begins in October, 2022. *Oneida Nation v. AmerisourceBergen Drug Corp., et al.*, Case No. 1:18-op-46034-DAP, United States District Court for the Northern District of Ohio, Eastern Division. The Nation and other Indian tribes, states, and municipal governments sued opioid manufacturers and distributors alleging negligence, gross negligence, public nuisance, civil conspiracy, deceptive practices, fraud, unjust enrichment, and violation of the Racketeer Influenced and Corrupt Organizations Act. The court has divided the cases into separate tracks, including a tribal track, and has selected bellwether cases in each track which will establish liability determinations. The court denied motions to dismiss the claims in the tribal bellwether cases (Muscogee Creek Nation and Blackfeet Tribe), and the cases are being prepared for trial. The Nation has also filed a lawsuit against McKinsey and Company, LLC, for its role in



promoting the sale of opioids, and anticipates this lawsuit will be transferred to multi-district litigation in the United States District Court for the Northern District of California. The manufacturers Purdue Pharma and Mallinckrodt have filed for bankruptcy, and we anticipate the Nation will receive a share of funds set aside to resolve opioid claims against the companies in the bankruptcy proceedings. Settlement negotiations have resulted in the proposed settlement of claims against the manufacturer Johnson & Johnson, and the distributors AmerisourceBergen, McKesson, and Cardinal Health. These settlements will become effective when they are approved minimum thresholds of the Tribal plaintiffs, and pursuant to the settlements, the Nation will receive in excess of \$3,000,000 over time to be used to address opioid addiction. Settlement negotiations with other defendants are pending, and it is possible the claims against these defendants will also be settled prior to trial. Hawk v. Collins, Case No. 2021-CV-000626, Brown County Circuit Court. Hawk sued Oneida Family Court Judge Collins claiming that Judge Collins impermissibly recommended that a party engaged in a family court action with Hawk seek a restraining order against Hawk from the Brown County Circuit Court. Collins moved to dismiss on the grounds Hawk's lawsuit is barred by sovereign immunity and judicial immunity and Hawk failed to state a claim for relief. The court granted the motion and dismissed the lawsuit, and Hawk filed a notice of appeal. Hawk's appeal has been dismissed. Hawk v. Hunter, Case No. 2021-CV-000978, Brown County Circuit Court. Hawk sued Judge Hunter because she was assigned as a pro tem judge to hear an Oneida Family Court action in which Hawk is involved when Oneida Family Court Judge Collins recused himself based on the fact Hawk had sued him in the Brown County Circuit Court. Hunter moved to dismiss on the grounds Hawk's lawsuit is barred by sovereign immunity and judicial immunity and Hawk failed to state a claim for relief. The court granted the motion and dismissed the lawsuit. The court also granted a motion for attorney's fees and ordered Hawk to pay attorney's fees and costs for filing a frivolous lawsuit. Hawk has filed a notice of appeal.

GOAL 2

Exercising Sovereignty

Update on Goal: Fee-to-Trust Appeals pending before the Interior Board of Indian Appeals. The Village of Hobart and appealed notices of decisions issued by the Bureau of Indian Affairs (BIA) to take land into trust for the Nation. The village is arguing that the Nation is not eligible to have land taken into trust under the Indian Reorganization Act because the Oneida Reservation was supposedly disestablished and the Nation was supposedly not under federal jurisdiction in 1934, the BIA failed to follow the regulatory criteria for taking land into trust, and the processing of fee-to-trust applications under the consortium agreement between the BIA and the Nation and other tribes creates impermissible bias in favor of the Nation. Both the United States and the Nation are contesting the village's claims. The village's appeals have been fully briefed and are awaiting decision by the Interior Board of Indian Appeals. Subrogation Cases. The

Oneida Law Office is currently monitoring 19 pending files in which the Nation may have a subrogated interest/right of recovery for medical or worker's compensation benefits. In 2021, the Oneida Law Office assisted in the recovery of \$23,011.50 in 11 cases. Indian Child Welfare Cases. Children are the Nation's most precious resource as they are the future of the Nation. The Oneida Law Office represents the interests of the Oneida Nation in Indian Child Welfare cases. Currently there are a total of 178 cases with 22 of these cases out-of-state. There are 32 cases in Oneida Family Court, 84 cases in Brown or Outagamie County and 40 cases in other Wisconsin Counties.

GOAL 3

Provide legal advice and analysis to assist the Nation's government in developing and implementing policies and programs.

Improving Organizational Changes

Update on Goal: The Oneida Law Office continues to assist and advise the Oneida Nation's programs and gaming operations in drafting policies, interpretations of laws, including local, state, federal and the Nation's laws and how they apply to or affect day-to-day operations.

CONTACT



JO ANNE HOUSE,
CHIEF COUNSEL

PHONE: 920-869-4327
EMAIL: Oneida_law@oneidnation.org
WEBSITE: oneida-nsn.gov





Semi-Annual Treasurer's Report

SAKOLI SWAKWEKU ONEIDA NATION:

My office continues to work to provide financial information to General Tribal Council that provides an overview on the financial areas of the Nation by following the Constitution, Laws of the Nation, and/or GTC directives. With that in mind, the Semi Annual Treasurer's Report for 2022 will include an update on the overall Nation's budget, the enterprise areas, the goals of our investment portfolios, our business investments, as well as, information of the Finance Area and the overall Tribal budget for the first six months of Fiscal Year 2022. Please note that all financial information provided in this report for the period end of March 31, 2022 is preliminary and not audited at the time of this submission. The audited financial statements will be presented by the external auditors, RSM US LLP, at the Annual Meeting in January 2023.

Cristina Danforth, Tribal Treasurer

FIRST SIX MONTHS FISCAL YEAR 2022

Due to the Public Health Emergency, the Oneida Business Committee adopted the Fiscal Year 2022 budget on Wednesday, December 22, 2021 with BC Resolution 12-22-21-B.

The total budget for the first six months of Fiscal Year 2022 is \$243,390,031 in sources and \$258,487,218 in uses. The actual revenue sources on March 31, 2022 are \$258,832,576 and the actual uses are

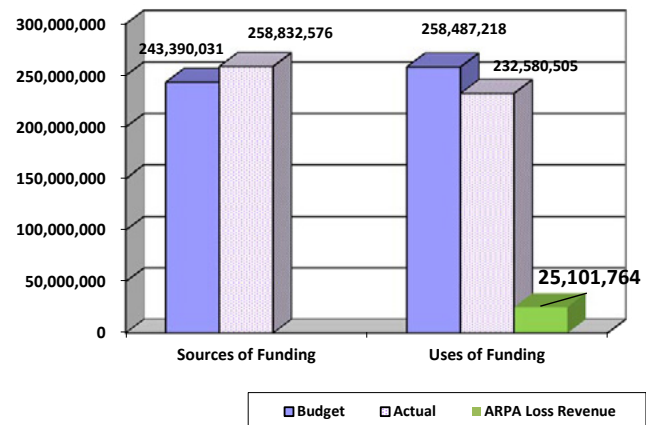
\$232,580,505 representing a \$26,252,071 positive variance overall. The ARPA Funding is \$25,101,764 of the positive variance. The Positive Variance from operations is \$1,423,307. The positive variance due to ARPA funding is transferred to the Tribal Contribution (TC) Savings in the Investments and is used to fund the various BC approved ARPA projects.

Of Particular Interest:

Tribal Contribution

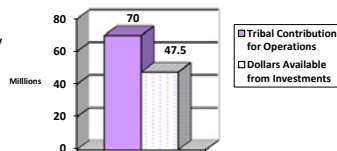
As of March 31, 2022 Retail has an overall negative variance of \$1,458,518 compared to budget. Retail's net income year over year as of March 31, 2022 is \$1,317,484 less than March 31, 2021.

As of March 31, 2022 Gaming has an overall positive variance of \$10,144,619 compared to budget. Revenues have a positive variance of \$2.69 million and expenses have a positive variance of \$7.3 million.



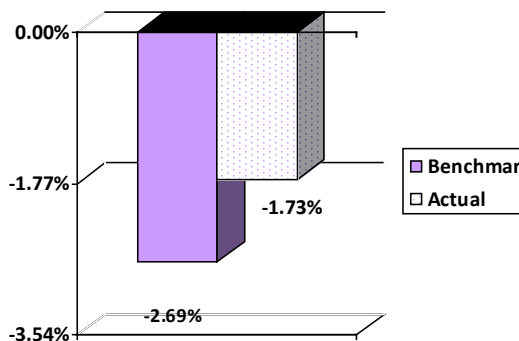
OUR INVESTMENT GOAL

Our objective was to protect the future by having funds available to operate the organization if a crisis occurred, such as diminished revenue sources. It is the goal of the Oneida Nation to have enough available invested funds from Tribal Contribution to operate the organization for one (1) full year without any additional revenue generation. For Fiscal Year 2021, our annual expenses totaled approximately \$70.2 million in Tribal Contribution for operations and mandates. As of March 31, 2022, unrestricted cash and short-term investment funds that are not currently supporting resolutions and operational obligations were approximately \$47.5 million. During the Pandemic, the Nation's reserves were utilized for operational costs during the 68-day Gaming closure. The Nation's ability to respond to a crisis is in a very delicate condition as our reserves are not enough to cover our annual operational expenses and GTC mandates. The Nation has been able to make improvements in the status of working capital, erasing the \$20 million negative working capital in FY2019 as of March 31, 2022 the Nation has a positive working capital of \$16.1 million. Positive working capital is a critical factor in the Nation's ability to address short term liquidity issues through access to a source of cash to fund operations on a temporary basis.



INVESTMENT PORTFOLIO

The Finance Committee Investment Policy approved by the Oneida Business Committee on October 10, 2012 states that investment portfolios will be created using cash, stocks, and bonds. We currently have portfolios in the following classes: Short Term Bonds, Small Value Stocks (smaller businesses within their industry and the stock price is lower than book value), Large Value Stocks (well established companies within their industry and stock price maybe lower than the perceived value), International Stocks, and Large Growth Stocks (typically companies with values greater than \$10 billion with expected growth in revenues or earnings).



The short term investments will be invested in easily accessible funds in the event that cash flows fall short of our needs we are able to quickly liquidate to meet operational cash needs. The Finance Committee will use reasonably sound judgment to create a mixture of assets that have a 95% probability of achieving a minimum return of 0.50% over any 5 year period. The portfolios are invested in a conservative, prudent fashion with below average expected volatility (projected increases

and/or decreases in market price). The primary goal is to maximize returns while maintaining a reasonable level of risk. For the period October 1, 2021 to March 31, 2022 the portfolios expected rate of return, or index, was a loss of 2.69 % in value. Our actual rate of return on our investments was a loss gain of 1.73 % in value after all administrative fees were paid. Therefore, our investment portfolio slightly out-performed the market for the same time period.

BUSINESS INVESTMENT REPORTS

HOSPITALITY

Oneida Airport Hotel Corporation (OAHC)

Nation's Investment \$11.9 million
 Increase in Equity Value. \$4.6 million
 Total Return to Nation. \$3.1 million

The Corporate Charter was issued in 1984. The Nation's contribution was to loan funds for the original 200 room hotel and the 1994 expansion project. Another \$24 million expansion project started in 2003 where the loan funding was obtained and backed solely by the OAHC. The OAHC contributes back to the Nation 80% of the annual net income less debt service payments and the following years' capital investment. In addition, the hotel collects Room Tax dollars. After a contracted amount is submitted to the Green Bay Visitor and Convention Bureau, the remaining balance is retained by the Nation and used to fund Tourism. Please note that in the Total Return to Nation amount, the room tax is included. The OAHC purchased the Wingate by Wyndham which is located on the property of the Austin Straubel Airport.

Four Fires Business Venture

Total Nation's Investment. \$3.1 million
 Total Return to Nation. \$8.4 million

In Fiscal Year 2002, the Nation approved the investment for the formation and funding of Four Fires, LLC. Four Fires, LLC is represented by four Tribes: Oneida, Potawatomi, Viejas, and San Manuel. These Tribes are 46.829% of the investment with Oneida being a 25% shareholder within that percentage. The other 53.171% is split between other outside investors. The limited liability company was established to take part in the developing, constructing, and operating of a Marriott Residence Inn located in Washington D.C. The Hotel opened in January 2005. It was estimated that it would take approximately 7 years to see our return on investment. As noted above, the Nation has already received this return. The return to the Nation for fiscal year 2021 was \$125,000.

Oneida Golf Course Enterprises (OGE)

Total Nation's Investment. \$5 million
 Total Return to Nation. \$0
 Decrease in Equity Value \$3.2 million

In Fiscal Year 2009, the Nation purchased Thornberry Creek Golf Course. The Oneida Golf Course Enterprise charter was approved by the Business Committee on January 14, 2009. To date, the return to the Nation is \$0.

BANKING

Bay Bank Business Venture

Total Nation's Investment. \$8.7 million
Increase in Equity Value. \$7.8 million
Total Return to Nation. \$1 million

Oneida was major shareholder of a group of investors which formed Bay Bank in 1995. Original investment was \$1,634,000, which was a 35% share of Bay Bancorporation. In 2001, Oneida exercised an option to purchase the remaining shares to become the sole shareholder of Bay Bancorporation. This additional cost was \$7,079,046. The current book value of Bay Bank is approximately \$12.6 million.

Native American Bank

Total Nation's Investment. \$1,069,509
Decrease in Equity Value \$975,377
Total Return to Nation. \$0

In Fiscal Year 2001 the Nation purchased 100 shares of stock in the Native American Bancorporation for \$100,000. In August of 2001, the Nation purchased an additional 900 shares for \$900,000. In July 2004, the Nation purchased an additional 161 shares for \$69,000, making Oneida a 8.43% shareholder.

ENGINEERING

***Oneida Engineering, Science & Construction (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 inequity 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. Energy





Wisconsin Flight Elite Basketball Team Fees	\$500	Behind the Wheel Registration for Son	\$350
YMCA Development Class Fees	\$500	Wisconsin Hypnosis Center - for weight loss.	\$500
YMCA Monthly Membership Fees	\$500	Taekwondo Class Fees for Son	\$500
New Fusion Dance Class Fees for Daughter	\$500	Taekwondo Class Fees for Son	\$500
Impact Fastpitch Fees for Daughter	\$500	1848 Basketball Registration for Son.	\$500
WI Legends AAU Basketball Fees for Daughter	\$500	Boy Scout Outings & Camp for Son	\$435
Air Force Gymnastics Fees for Son	\$500	Tai Chi Monthly Class Fees	\$500
Select-Sheboygan Area Girls 11U Soccer Fees.	\$500	Volleyball Club Fees for Daughter	\$266
Various Sports Registrations in FY22 for Son	\$459	Yoga Loft - Class Fees	\$500
Various Sports Registrations in FY22 for Son	\$500	Blizzard Basketball Fees for Daughter	\$500
Various Sports Registrations in FY22 for Son	\$423	One-on-One Frame making	
Various Sports Registrations in FY22 for Son	\$230	Beading LesSons	\$500
Various Sports Registrations in FY22 for Son	\$230	1848 Youth Basketball	
YWCA Swimming Classes for Son	\$500	AAU Registration Fees.	\$500
Pure Barre-Green Bay Membership Fees	\$500	Green Bay Fusion LLC Athletics Class Fees	\$500
Cannabis U Online training Classes	\$360	Youth Golf Tournament Fees for Daughter.	\$500
Pure Barre-Norfolk Membership/Class Fees	\$500	Starting a New Fruit Orchard Registration Fee.	\$62
FC Elite Volleyball Club Fees	\$500	Y.M.C.A. Gymnastic Classes for Grandson	\$40
Green Bay Youth Hockey Assn Team Fees for Son.	\$500	Wisconsin Purple Aces Fees for Daughter	\$500
One Wisconsin Volleyball Fees for Granddaughter	\$500	36U Softball Registration for Daughter	\$500
Verus Strength & Fitness Training Lab Membership Fees . .	\$500	Y.M.C.A. Basketball Registration for Son	\$355
F.I.R.E. Fitness Class Fees.	\$497	Green Bay Volleyball Camp Registration for Daughter. . . .	\$204
Basketball & Softball Fees for Daughter	\$145		
QUARTER 1 TOTAL	\$10,343	QUARTER 2 TOTAL	\$8,212





PURPOSE:

The Finance Office provides exceptional financial management and support while safeguarding the assets and ensuring financial integrity. Finance provides the Treasurer, the Oneida Business Committee, and General Tribal Council with honest, unbiased, competent financial expertise and direction utilizing best practices and aligns the goals within the Nation's strategies.

DEPARTMENTS IN DIVISION/OFFICE/AREA

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

BUDGET — \$ 5,388,020

Funding Sources for FY-2022

Tribal Contribution	18%
Grants	20%
Other Sources (Licensing Fees)	2%

Budget as of 3/31/22 \$2,694,010

Expenditures as of 3/31/22. \$2,302,619

VARIANCE EXPLANATION

4 vacant positions.

EMPLOYEES — 43

Enrolled Oneida	Other Native	Non-Native
21	7	15

WHO WE SERVE

Finance Administration, Central Accounting, Purchasing, Risk Management, and Licensing serve internal and external customers. This includes the Treasurer, Oneida Business Committee, General Tribal Council, divisional and non-divisional business units, the Oneida community, and external stakeholders.



STRATEGIC GOAL UPDATES - FY22

GOAL 1

Unmodified opinion for FY2021 audit

Encouraging Tsiṅniyukwalihó-ta

Update on Goal: Late announcement of federal regulations and additional testing required due to ARPA and CARES has delayed completion of the audit

GOAL 2

Maintain financial accountability

Encouraging Tsiṅniyukwalihó-ta

Update on Goal: On March 31, 2022 Tribal Assets were \$1.27 billion, Tribal Equity was \$1.155 billion, and working capital was \$16.1 million. Paid Time Off Liability is fully funded and all investments are fully funded with resources.

GOAL 3

Continue implementing purchasing and procurement best practices

Encouraging Tsiṅniyukwalihó-ta

Update on Goal: Pursuant to BC motion on 9-22-2021, created addendum to Purchasing and Procurement manual to comply with Resolution 04-08-20K Appointing OESC Group LLC as Nation's General Contractor for Construction Projects. Federal or State grant funded projects require a granting agency letter of approval/acceptance. Tribal contribution projects application of the 04-08-20K resolution is to OESC (OTIE) and only OESC (OTIE). Finance expressed concerns with the resolution prior to adoption and again on August 31, 2021.

CONTACT

LAWRENCE BARTON
CHIEF FINANCIAL OFFICER

PHONE: (920) 869-4491
EMAIL: lbarton@oneidanation.org
WEBSITE: www.oneida-nsn.gov





ABOUT US

On August 19, 1991, the Oneida General Tribal Council adopted a resolution creating the Oneida Appeals Commission, later known as the Oneida Tribal Judicial System. The judicial system was created to enhance and protect the self-government and sovereignty of the Oneida Nation while also providing for a governmental separation of powers.

On January 7, 2013, the Oneida General Tribal Council created the Oneida Judiciary to better serve the needs of the Oneida people and expanded the exercise of the Tribe's authority. The creation of the Judiciary built on the foundation that was laid by the Oneida Tribal Judicial System by granting the Trial Court and Court of Appeals expanded subject matter jurisdiction and further developing a process for peacemaking and mediation. A branch of the Court was also created to address matters affecting the Oneida people as it pertains to the family and children. This is the Oneida Family Court.

The Oneida Judiciary began hearing cases in 2015 with the mission to provide a fair, orderly, and neutral forum for the resolution of issues that may arise out of governance of the Oneida Nation and civil actions amongst its members, other people residing on the Oneida Reservation, and those doing business with Oneida Nation entities. It is our mission to operate as an independent branch of our government entrusted by the General Tribal Council to protect the sovereignty of the Oneida Nation and the rights of its citizens.

The Oneida Judiciary is guided by the wisdom of our heritage and traditions as well as the requirements of modern circumstances, laws and statutes.

JUDGES

Chief Judge-Court of Appeals <i>August 27, 2026</i>	Patricia Garvey
Judge-Court of Appeals <i>August 27, 2026</i>	Chad Hendricks
Judge-Court of Appeals <i>August 27, 2026</i>	Diane House
Judge-Court of Appeals <i>August 10, 2023</i>	Leland Wigg-Ninham
Judge-Court of Appeals <i>August 10, 2023</i>	Michele Doxtator
Chief Judge-Trial Court <i>August 27, 2026</i>	Layatalati Hill
Judge – Trial Court <i>August 10, 2023</i>	John E. Powless, III
Judge – Trial Court <i>August 27, 2026</i>	Patricia Hoeft
Family Court Judge <i>June 15, 2024</i>	Robert J. Collins
Family Court Judge <i>October 23, 2027</i>	Rodney Dequaine

CONTACT

PHONE (920) 496-7200
 E-MAIL Judicial_System@oneidanation.org
 WEBSITE: <https://oneida-nsn.gov/government/judiciary>



DISCIPLINARY PANEL REPORT (REQUIRED)

There have been no Complaints against any Judge pursuant to the complaint process outlined in Oneida Code of Laws – Chapter 801 in this reporting period. There has however, been litigation against a judge in an outside jurisdiction. For purposes of transparency, the following is disclosed: Daniel D. Hawk v. Mary Jo Hunter - Pro Tem Judge (Judiciary-Family Court), Brown County Case No. 2021CV000978. Order to Dismiss signed on April 22, 2022. Order for Sanctions against Mr. Hawk in the amount of \$5,060.55 signed on April 22, 2022.

COURT CASE ACTIVITY OCT 2021-MAR 2022

The Judiciary has maintained its COVID-19 restrictions for the first two quarters of FY22 and access to the courthouse lobby remains limited. Case filings can be done in person (by appointment), electronically or by U.S. mail. Some court hearings are on-site, but the majority are conducted virtually or over the telephone. The Trial Court had 79 case filings and 81 court hearings. These consist of general civil matters, small claims actions, garnishment actions, citations and employment issues. The Trial Court also received 29 Peacemaking referrals and held 75 session for litigants as an alternative to standard civil procedure. Thirteen (13) of these cases were able to reach agreements avoiding further litigation. The Family Court conducted 239 court hearings. These case types are child support, paternity, custody, placement and visitation, divorce, legal separation, annulments, and matters related to the Children’s Code. The Court of Appeals rendered 28 rulings and decisions on their docket. Six (6) new cases were filed in this time period. Even though access to the courthouse lobby was restricted, we serviced 607 tribal and community member court users.

POST COVID PLANNING

The Oneida Nation’s Public Health State of Emergency has been extended until May 24, 2022. The Oneida Judiciary is considering options for fully reopening the courthouse lobby to the public for court services and will notice the community when we are prepared to do so. Staff resources and safe practices for all court users is the primary concern. Watch for upcoming announcements.

NEW INITIATIVES

The Court of Appeals has all elections completed and is fully staffed. All judges have completed training and are hearing cases which will result in less reliance on pro-tem judges. The Trial Court continues to work with the LOC and Brown and Outagamie County Circuit Courts to create a Healing to Wellness Court to address substance abuse issues. The Wellness Court will offer intensive case management, treatment, and court supervision to individuals who committed an offense directly or indirectly related to a substance abuse or addiction issue; provide access to holistic, structured, and phased substance abuse treatment and rehabilitation services that incorporate culture and traditions; encourage and support each participant in the goal of their recovery to lead lawful productive lives free of substance abuse and

addiction. The Oneida Healing to Wellness Court is scheduled for implementation this fall. After two years of exercising jurisdiction over child welfare legal matters pursuant to the Children’s Code, the Legislative Operating Committee (LOC) is looking at revising the code to better meet the needs of the community. The LOC has consulted with the Judiciary and the Oneida Nation Indian Child Welfare Department.

BUDGET — \$822,159

Judiciary & Family Court Business Units Combined for the Period October 2021-March 2022

Funding Sources for FY-2022

Tribal Contribution	?
Grants	?
Other Sources	?

Budget as of 3/31/22 \$103,148?

Expenditures as of 3/31/22. \$719,011.00

STIPEND EXPENSE*:

*Part Time Court of Appeals Judges
and Pro Tem Judges \$19,876.50





GTC Legal Resource Center

PURPOSE

The GTC Legal Resource Center provides NO COST legal advocacy to Oneida Nation Enrolled Members and Oneida Nation employees. The Attorney and Advocates provide legal advice and/or assistance in addition to Representation before the Oneida Judiciary Courts.

All requests for service are reviewed by the Supervising Attorney and Advocates by means of a weekly intake process to determine eligibility and jurisdiction.

BUDGET — \$ 658,341

Funding Sources for FY-2022

Tribal Contribution	100%
Grants	0%
Other Sources	N/A

Budget as of 3/31/22 \$423,497

Expenditures as of 3/31/22. \$234,844

VARIANCE EXPLANATION

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.

EMPLOYEES

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

Advocates Wesley T. Martin, Jr.
2nd Term – August 27, 2020 to July 31, 2024

Advocates Tsyoslake G. House
2nd Term – August 25, 2021 to July 31, 2025

Legal Assistant Bridget A. Mendolla-Cornelius
Permanent Full Time Employee

STATISTICAL INFORMATION

The Statistical Information provided below reflects requests for General Legal Advice and/or Representation regarding the following: Bankruptcy, Business Concerns, Child Support, CHIPS (Child in Protective Custody), Client Referrals, Custody & Placement, Divorce, Elder Issues, Employment Related Concerns, Enrollment, Family, Garnishments, Grandparent Rights, 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.

The first two quarter of FY22 are provided.

FY22 Statistical Information

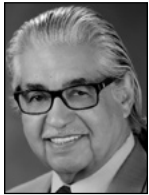
	1st Qrt	2nd Qrt	Total
Intakes	39	50	89
Office Visits	77	70	147
Phone & E-Mail	61	29	90
TOTALS	177	149	326
FY21 SA STATS	116	131	247



COVID-19 PANDEMIC EFFECTS/PHASES

Attorney Gerald L. Hill was elected into the Supervising Attorney position in August 2020. This was at the peak of the COVID-19 Pandemic. He addressed the necessary procedures and protocols required to ensure the safety of Employees — and Tribal Members. During this reporting timeframe safety protocols continue to change. However, the office maintained their hours of operation but requested potential customers to schedule appointments to ensure everyone's safety. Appointments are available in person, over the telephone or virtually to accommodate the safety of all. Despite the fluctuation of restrictions, the department has made adjustment to assist Tribal Members and Employees — .

CONTACT



GERALD L. HILL
SUPERVISING ATTORNEY

PHONE: 920-496-5320
E-MAIL: GTC_LRC@oneidanation.org
WEBSITE: Oneida-nsn.gov/LRC





PURPOSE

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

DEPARTMENTS IN DIVISION/OFFICE/AREA

- Accounting
- Administration
- Bingo
- Food & Beverage
- Custodial
- Customer Service
- Employee Services
- Marketing
- Player Development
- Poker
- Shuttle
- Slots
- Sportsbook
- Table Games
- Facilities

BUDGET — \$228,807,442

Funding Sources for FY-2022

Tribal Contribution	100%
Grants	0%
Other Sources	N/A

Total Budgeted Expenditures	\$119,789,680
Total Budgeted Net Profit	\$109,017,762
Budgeted Revenue as of 3/31/22.	\$112,932,065
Actual Revenues as of 3/31/22	\$115,695,202
Budgeted Expenditures as of 3/31/22.	\$60,347,249
Actual Expenditures as of 3/31/22	\$52,829,553
Budgeted Net Profit as of 3/31/22	\$52,584,816
Actual Net Profit as of 3/31/22	\$62,865,649

VARIANCE EXPLANATION

Gaming Net Profit has a \$10,280,833 positive variance in comparison to the Budgeted Net Profit. \$2,763,137 of the variance is due to exceeding revenues, as we are starting to see more customers returning after COVID, as well as the success of Sports Bet Booking. Gaming has recognized significant labor savings due to the fact that there is a shortage in the labor market.

EMPLOYEES — 715

Enrolled Oneida	Non-Oneida
385	330

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.



STRATEGIC GOAL UPDATES - FY22

GOAL 1

Grow Gaming Revenue by focusing on our most valuable resources

Improving Organizational Changes

Update on Goal: We continue to meet Gaming's budget numbers; however, this is due to personnel savings. We continue to struggle to hire to our optimal employee levels throughout Gaming. Mask requirements ended on March 4, 2022, for both employees and guests.

GOAL 2

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

Improving Organizational Changes

Update on Goal: A Gaming-wide SOP was approved allowing our employees to wear black jeans on Fridays. This was implemented from our Employee Engagement Survey results which we received in February. Overall, the top three engagement drivers for Gaming Employees — are: 1) I am treated fairly at Oneida Casino, 2) My opinion counts, and 3) I have fun at work. Department Directors are working on additional action plans to ensure these top engagement drivers are addressed in each of their areas.

GOAL 3

[Click here to enter a goal for FY-20xx – Brief summary, 25 words or less](#)

[Choose a Strategic Direction](#)

Update on Goal: [Click here to enter your update on Goal – short, less than 200 words.](#)

CONTACT



LOUISE CORNELIUS
GAMING GENERAL MANAGER

PHONE: 920-494-4500
EMAIL: Lcornel3@oneidanation.org
WEBSITE: OneidaCasino.net



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.

BUDGET — \$5,609,724

Funding Sources for FY-2022

Tribal Contribution	0%
Grants	0%
Other Sources	N/A

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 — 95.25

Enrolled Oneida	Non-Oneida
92.25	3

WHO WE SERVE

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

ACCOMPLISHMENT #1

Minimum start wage increase to \$15 new employees.

Increased recruitment efforts to bring new associates on in a more streamline effort.

This impacts the community and family, by keeping our smokeshops and stores open and provide for meaningful employment with benefits to our tribal employees.

ACCOMPLISHMENT #2

Continuing customer appreciation at the One Stops and improved vendor relationships.

Customers are our important resource. We want satisfied customers, returning customers who value the services we provide to them. We continue to work on improving our relationship with our vendors which benefits our customer by increased product discounts sold in the stores. Ultimately, this increases the bottom line and contributes to more net profit to the Nation.

ACCOMPLISHMENT #3

Assessment of EEE location will require a new building for Health and Safety reasons and will us to increase product offerings.

This will impact community by reducing any potential hazards and overall safety with brighter areas outside the store.



STRATEGIC GOAL UPDATES - FY22

GOAL 1

To look for opportunity to expand the Retail Enterprise model for increased revenue generation.

Promoting Positive Community Relations

GOAL 2

Increase promotional efforts that reward the customer and provide increased profitability.

Promoting community support initiatives.

GOAL 3

Increased training and development of employee base.

Inspiring Yukwatsístayá

CONTACT



DEBRA POWLESS
RETAIL GENERAL MANAGER

PHONE: 920-496-7000
EMAIL: dpowles2@oneidanation.org
WEBSITE: oneidanation.org





PURPOSE

Big Bear Media is a consolidation of four departments; Oneida Printing, Mail Center, Tourism and Kalihwisaks. Our function is to provide marketing, print, mail, media services and events for the Oneida Nation.

DEPARTMENTS IN DIVISION/OFFICE/AREA

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

EMPLOYEES — 10

Enrolled Oneida	Non-Oneida
10	0

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.



Printing (\$643,583) Funding Sources for FY-2022	
Tribal Contribution	73%
Grants	0%
Other Sources (Sales)	27%

Budget as of 3/31/22 \$314,291
 Expenditures as of 3/31/22. \$70,672

Mail Center (\$1,231,240) Funding Sources for FY-2022	
Tribal Contribution	100%
Grants	0%
Other Sources	N/A

Budget as of 3/31/22 \$615,620
 Expenditures as of 3/31/22. \$243,206

Tourism (\$444,727) Funding Sources for FY-2022	
Tribal Contribution	99%
Grants	0%
Other Sources (Sales)	1%

Budget as of 3/31/22 \$222,367
 Expenditures as of 3/31/22. \$48,324

Kalihwisaks (\$160,291) Funding Sources for FY-2022	
Tribal Contribution	99%
Grants	0%
Other Sources (Ads)	1%

Budget as of 3/31/22 \$71,908
 Expenditures as of 3/31/22. \$125,539

VARIANCE EXPLANATION

Print variance due to price increases and additional paper has been purchased due to mill shortages to ensure stock. Mail Center continues to process large quantities of mail but due to Covid-19 less postage has been used due to GTC. Tourism positive variance is due to large expenses for advertising/ display projects will occur in the summer 2022. Kali \$56,361 variance is due to budgeting to low due to cover additional staff needs for new design print quality

GOAL 1

Operational Sustainability with limited staff. As all areas, Oneida Big Bear Media continues to forge ahead providing the best services possible to the Nation.

Improving Organizational Changes

Update on Goal: Reopening tours for the summer of 2022. In addition, refining the staffing model is the top priority as our focus to connectivity and training opportunities has emerged. This should be completed in Q3.

GOAL 2

Advancing Onnyoteʔa-ká Principles is one of the cornerstones of Big Bear Media. This includes the development of the Amelia Cornelius Culture Park, tours, on-line media and historical documents and developing new media about Oneida culture & history.

Advancing Onnyoteʔa-ká Principles

Update on Goal: \$2.6M obligated by OBC for ACCP.

GOAL 3

Advancing Forward Using Technology – With a smaller workforce, the need for new software and equipment will assist with production efficiencies.

Choose a Strategic Direction

Update on Goal: Funding has been obligated to create a digital storefront within Big Bear Media. This will streamline the print/media ordering process and alleviate stresses on Employees — from job duties once performed by a FTE pre-Covid.

CONTACT



MICHELLE DANFORTH-ANDERSON
 MARKETING & TOURISM DIRECTOR

PHONE: 920-496-4006
 EMAIL: mdanfor8@oneidanation.org
 WEBSITE: Exploreoneida.com



Oneida Comprehensive Health Division



PURPOSE

A responsive, sustainable health system that is positioned to respond to current and future health challenges and protects and promotes the holistic health and well-being of OUR Oneida Community.

DEPARTMENTS IN DIVISION/OFFICE/AREA

- Medical
- Dental
- Eye Care
- WIC/Nutrition
- Community Health Services (CHSD)
- Pharmacy
- Oneida Behavioral Health
- Anna John Resident Centered Care Community (AJRCCC)
- Employee Health Nursing

BUDGET — \$99,685,500

Funding Sources for FY-2022

Tribal Contribution	8.7%
Grants	1.87%
Indian Health Services	51%
Ext. Sales/3rd Party/Other	38.5%

Budget as of 3/31/22 \$49,842,704

Expenditures as of 3/31/22. \$35,540,079

VARIANCE EXPLANATION

Consolidated Health Services Business Unit has its normal funding sources as well as the COVID-19 funding sources added into its annual budget amount. Consolidated Health does not have all its budgeted amounts entered so the variance comes from the fact that the budgets are not in the R&E.

EMPLOYEES — 332

Enrolled Oneida	Non-Oneida
108	224

WHO WE SERVE

Oneida Membership, Oneida Descendants, members of other Federally Recognized Tribes, and Oneida Nation Employees —

STRATEGIC GOAL UPDATES - FY22

GOAL 1

Engaging & Developing a Successful Workforce: Improve Human Resource Service to Meet the OCHD Needs of the Division; Promotion of Health Careers; Enhance Employee Engagement.

Inspiring Yukwatsístayλ

Update on Goal: At this time, our current employee count is at 332. Prior to Covid-19, we were at 362 Employees — . The implementation of the CMS Covid Vaccine Mandate impacted our staffing levels as well as the inability to fill vacant positions. We had a total of 9 positions impacted that are currently in the process of being posted and filled. With the onset of Covid-19 we have several positions throughout the Comprehensive Health Division (Division) that have become extremely difficult to recruit and fill. We are still short staffed in specific areas of the Division. Enhancing engagement and developing our workforce has continued to face some challenges throughout FY 2022, however we are continuing to look at various methods to engage our workforce and support their mental health needs during the pandemic. We continue to work on improving communication within the Division through enhancing employee engagement. We continue in our Incident Command Structure and have specific areas that continue



to work on Staff Enhancement as well as communication. Our next Town Hall Teams meeting with all staff is scheduled for May 18, 2022. In addition, increased opportunities for student internships and clinical rotations for all health careers are being considered on a case-by-case basis due to Covid concerns. The Comprehensive Health Division's Executive Management Team meets with the Human Resource Department on a quarterly basis. The Division Compensation Analysis was rolled out to most positions on January 16, 2022. We still have a few positions remaining that we are working with HRD to resolve. Enhancement of our workforce allows Health care to be provided to the Oneida Nation and to meet our requirements to the Indian Health Services by providing our required programs, services, functions, and areas in accordance with our Multi-year Funding Agreement with the Department of Health and Human Services/Indian Health Services.

GOAL 2

Revitalizing Values-Driven Leadership

Improving Organizational Changes

Update on Goal: All areas of Division to complete Strategic Plans to align with OCHD. Community Health recently completed their update to their Strategic Plan to align with the OCHD Strategic Plan. The Executive Management Team is in the process of updating the Division Strategic Plan and is collecting data from all of the areas within the Division for input. This includes OCHC, Employee Health Nursing, Community Health, Behavioral Health, AJRCCC to name a few. All the areas continue to work on the development of their Strategic plans. The Comprehensive Health Division's Communication Philosophy is the belief that all forms of communication are timely, complete, concise, considerate, clear, and honest. The OCHD team continues their work on the development of an integrated comprehensive Health campus concept to expand services and the footprint of the existing OCHC. The Operations Analyst is finalizing the tracking of Covid and ARPA funds and then will begin rolling out the Strategic Plan, working this into the Budget process as we prepare for FY 2023 budgets. OCHD staff were invited along with Chairman Hill to attend the Thank You Tour sponsored by the Department of Health Services with Secretary of Health Karen Timberlake. OCHD received a certificate of Commendation for their efforts with the State and partnerships with Brown County, the City of De Pere and Prevea Health during the Covid Pandemic. The OCHD Team will continue to utilize the OCHD Strategic Plan to prioritize their decision making. OCHD plans to host quarterly Town Hall virtual meetings with OCHD staff to help to increase communication throughout the Division.

GOAL 3

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

Improving Organizational Changes

Update on Goal: The implementation of the Electronic Health Record (EHR) has accomplished optimization over the 2nd quarter - FY 22. Population Health Management project continues. Government Performance and Results Act/ Indian Health Services (GPRA/IHS) exports & Tribal Opiate Response (TOR) grant reporting continues. Encouragement of the Patient Portal adoption to the community continues. We have continued to send out surveys to patients;

however, since our service delivery has changed, we are in the process of making appropriate upgrades to obtain the most actionable information from our patients. The Project Charter has been completed for a new lab system to replace DSM. In process of upgrading Radiology mammography machine from 2D to 3D imaging. Upgrading the Pharmacy Interactive Voice Response (IVR) process to a cloud-based service. We continue to add programs for Population Health Management (Care Manager and Central Worklist). Thus far, the following programs have been implemented; Pre-Visit - Chart Prep, Diabetes Care Coordination, and Primary Care Integration on the Medical side, Integrated Recovery Support Services, Medication Management, residential referrals, 3 chart status reviews and Safe Care Pathway on the Behavioral Health side. Work continues to be done to convert Health Promotion/Disease Prevention (HPDP) from an Access database to AthenaPractice Electronic Medical Record (EMR). A Telehealth Solution was selected and, we are currently working on an implementation plan. Implementation of Document Management is still in the testing phase, Go-live date to be determined. Provider Flow a secure digital faxing solution is in the testing phase to determine workflow changes, this will replace Biscom which is at the end of life. The Medical and Behavioral Health Teams are waiting to be onboarded to WI State Health Information Network (WISHIN). DocuSign has been implemented for electronic signatures. PolicyStat SOP management software is being implemented, Go-live date to be determined. IntelligentContracts contract management solution was also kicked off and is being implemented. Working on the Request For Proposal (RFP) process for a Credentialing Software Solution for Healthcare. Working on the RFP process for an Inventory Software solution for OCHD. Working on RFP process to replace the Encore System for Purchased/ Referred Care. Accepted by IHS to onboard for the Catastrophic Health Emergency Fund (CHEF) Online Process. Working on a secured connection for data transmission to IHS. Continue to improve disaster recovery preparedness by doing departmental data recovery drills. The Nurse Call System for AJRCCC upgrade has been completed. Optimizing Technology allows the Division to provide updated information of the areas, assists in developing OCHD reports and provides the Executive Management Team the ability to address any issues/ concerns pro-actively. We track customer feedback to continually monitor where there may be trends that need to be addressed and/or improved based upon the customer feedback. We will continue to monitor and track where improvements need to be made to continue to improve the quality of patient care. Improving efficiencies with revised workflows, a Medical Triage Software is being reviewed to further improve workflows.

CONTACT



DEBRA J. DANFORTH, RN, BSN
OPERATIONS DIRECTOR
and DR. JAY KENNARD
INTERIM MEDICAL DIRECTOR



PHONE: 920-869-2711
EMAIL: DDANFORTH@ONEIDANATION.ORG
or JKENNARD@ONEIDANATION.ORG
WEBSITE: <https://oneida-nsn.gov/resources/health>





PURPOSE

To provide safe and affordable housing opportunities to enrolled Oneida Tribal Members within the reservation boundaries. This is achieved through services such as new housing development and neighborhoods, maintenance, mortgages, income-based housing and community outreach by our dedicated and knowledgeable staff.

DEPARTMENTS IN DIVISION/OFFICE/AREA

- Residential Finance
- Resident Services
- Maintenance
- Residential Development
- Community Outreach
- Rehabilitation and Modernization
- Residential Sales
- Residential Leasing

BUDGET — \$12,074,258.00

Funding Sources for FY-2022

Tribal Contribution	12%
Grants	70%
Other Sources (Rental & Investment)	19%

Budget as of 3/31/22 \$6,037,124.00

Expenditures as of 3/31/22. \$3,771,677.00

VARIANCE EXPLANATION

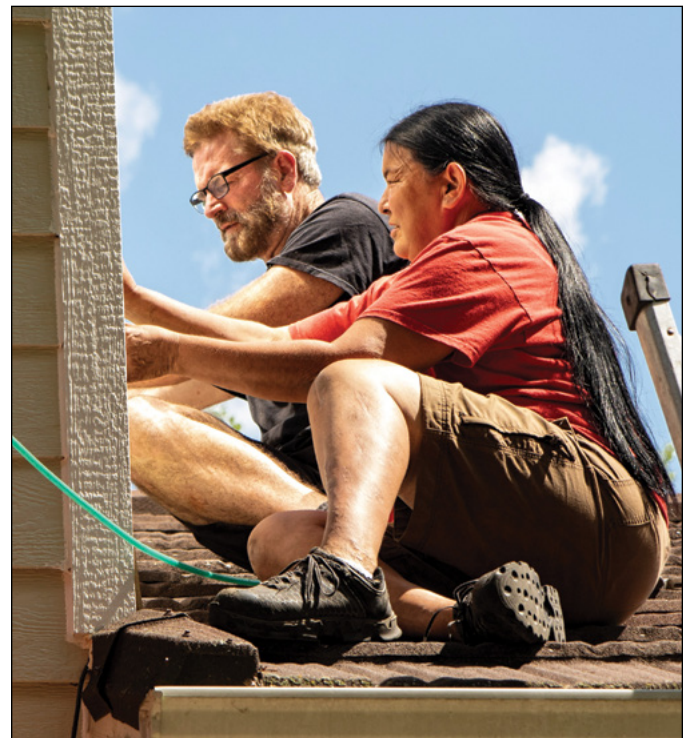
The majority of the variance is from the HUD budget in the sub-contract expense line. There are on-going construction projects that will be completed and invoiced in the next several months.

EMPLOYEES — 47

Enrolled Oneida	Non-Oneida
43	4

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.



STRATEGIC GOAL UPDATES - FY22

GOAL 1

Increase housing opportunities in FY 2022 to include new development, Home Building Opportunity and Home Independent Purchase.

Inspiring Yukwatsístayλ

Elder Village Phase III - Was completed and occupied, 8 cottages consisting of both 1-bedroom and 2-bedroom units. Landscaping will be completed this spring.

Elder Village Phase IV – The design phase is complete, and the project is out for bid. This consists of the construction of 6 additional one- and two-bedroom cottages.

Townhome Apartments – This project is currently in the design phase; the project will construct four, 4-unit (2-bedroom) Townhomes on Metoxen Lane.

Bread Creek Village Infrastructure project yielded 25 buildable lots, Green Valley Infrastructure yielded 4 buildable lots. The Home Building Opportunity (HBO) Program advertised 12 of 29 vacant lots and will be advertising the remaining lots in the end of FY 2022. Additionally, implemented the updated and improved Home Independent Purchase Program (HIP)

Contributed over \$800,000 of IHBG/CARES Grant to the renovation of a tribally owned building on Hutson Road, to make possible the Safe Shelter for homeless

GOAL 2

Stabilize Organizationally

Improving Organizational Changes

Reposition as a division by separating from DPW, which Comprehensive Housing Division was placed under since early 2020.

Under the direction of the General Manager Identify and hire director.

Director focus on CHD organizational restructuring.

GOAL 3

Adapting and evolving from the restrictions of the pandemic while continually promoting a positive community connection

Promoting Positive Community Relations

Increased connectivity with: community, applicants, tenants, lessee, and homebuyers through alternative methods for communicating and processing applicable paperwork to provide housing and homeownership needs

Informational outreach through various media sources such as social media, CHD website, etc.

Adapting to the paradigm shift of in person interaction to virtual conferencing i.e. telecommuting and Teams mtgs with vendors, employee and interagency

Responsible reopening of the community outreach centers and Comprehensive Housing main office

CONTACT



LISA RAUSCHENBACH,
COMPREHENSIVE HOUSING DIVISION DIRECTOR

PHONE: 920-869-2227
MAIL: lrausche@oneidanation.org
WEBSITE: <https://oneida-nsn.gov/resources/housing/>





PURPOSE

Digital Technology Services (DTS) provides innovative service solutions and leadership that drives growth and success of the Oneida Nation. DTS will relentlessly drive value to Oneida Nation Business Units through unprecedented innovation with sustainable and secure technology. DTS provides support of Operations to enable and progress Nations top initiatives and projects and building business partnerships that support improved operations while reducing risks. DTS will develop strong technology Leadership to support our Nations’ long-term goals of supporting our Sovereignty and Tribal Members.

DEPARTMENTS IN DIVISION/OFFICE/AREA

- DTS Administration
- Digital Infrastructure/ Network Services
- Digital Solutions/ Application Services
- Digital Services/Desktop Support
- Digital Security/ Information Security
- Digital Gaming Services

BUDGET — \$8,231,797

Funding Sources for FY-2022

Tribal Contribution	70%
Grants	30%
Other Sources	19%

Budget as of 3/31/22 \$4,115,893
 Expenditures as of 3/31/22. \$2,511,937

VARIANCE EXPLANATION

Increase in Labor costs due to changing market conditions, adaption of newer technology knowledge. DTS Budget Supported by HIS Funding and Gaming Contra Accounts.

EMPLOYEES — 52

Enrolled Oneida	Non-Oneida
21	31

WHO WE SERVE

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



GOAL 1

Key Initiative #1 - Digital Transformation – Enable a ‘Digital First’ strategy by systematically transforming paper based and manual processes to digitized and automated processes to provide more efficiency and reduction of costs in our operations.

Improving Organizational Changes

Update on Goal: A first phase step towards Digital Transformation has been started within the DTS department to evaluate and organize our processes and workflows to develop working models and Standard Operating Procedures (SOPs) that other Business Units can utilize.

GOAL 2

Key Initiative #2 – Cloud Migration – For the purpose of modernizing and increasing security and resiliency in our technology operations, migrating our applications and workflows to the Cloud will enable more streamlined provisioning and application development as well as disaster recovery and business continuity.

Encouraging Tsìniyukwalihótà

Update on Goal: Working with Microsoft DTS has held a ‘Cloud Adoption Framework’ Executive Briefing Session to understand what is required for evaluating our current applications and processes that can be migrated to the Cloud. Approximately 25% of the Nations’ applications are already Cloud based.

GOAL 3

Key Initiative #3 – Data Governance – The Oneida Nation’s data is one of the most important assets in sustaining and preserving our culture, language, land, government, and our identity. Creating a strategy and execution plan about how to manage our data for ease of access and manageability is essential for our future.

Exercising Sovereignty

Update on Goal: A data and document management standards initiative has been started and in-progress within DTS to evaluate and place our data within specific digital repositories that enable safe and secure locations. The data and document standards are the foundation of creating a Data Governance strategy and will become a Standard Operating Procedure for other Business Units.

CONTACT



DR. SHANE ARCHIQUETTE
CHIEF INFORMATION OFFICER

PHONE: +1-949-516-1110
EMAIL: sarchiq3@oneidanation.org
WEBSITE: https://oneida-nsn.gov

CIO Focused Priorities:

- ❖ Leadership & Team Effectiveness & Hybrid Workforce Excellence
- ❖ IT Strategy, IT Organizational Design & IT Governance
- ❖ IT Culture, Values and Vision, IT Organizational Change Management
- ❖ Digital Transformation, Cloud Migration

Goals:

Enable our business through the effective use of technology
Build, Mature & Secure Services

Phase I. Prioritization:

- ❖ Data Management → Determine Strategy & Implementation Plan
- ❖ Cloud Strategy → Formulating our Cloud Strategy
- ❖ Security → Determine the right security posture for IT



Education & Training Area



PURPOSE:

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

WHO WE SERVE

The Education & Training Area serves Oneida community members of all ages, infant through adults.

DEPARTMENTS IN DIVISION/OFFICE/AREA

- Child Care
- Early Intervention
- Head Start/Early Head Start
- Youth Enrichment Services (Y.E.S.)
- Vocational Rehabilitation Services
- Higher Education
- Education & Training Administration

BUDGET — \$16,012,848

Funding Sources for FY-2022

Tribal Contribution	78%
Grants	21%
Other Sources (Sales & Services)	1%

Budget as of 3/31/22 \$8,443,004

Expenditures as of 3/31/22. \$7,905,443

VARIANCE EXPLANATION

Positive variance is due to personnel and personnel related expenses for vacant positions.

EMPLOYEES — 60

Enrolled Oneida	Non-Oneida
36	24



STRATEGIC GOAL UPDATES - FY22

GOAL 1

Build Core Capability to Promote Customer Focus – understand customers educational barriers and develop responsive programming to meeting customer needs.

Advancing Oniyoteʔa-ká Principles

Update on Goal: Airport Road Child Care Center currently provides quality child care services to 31 children. Child Care has recently acquired new software to help childcare providers track, measure, and evaluate learning and developmental progress for children attending the center. Additionally, staff will begin to use digital communication to share updates and children's progress with parents who have children at the Center. Child Care continues to update staffing levels with the goal of opening a few more classrooms. Oneida Head Start/Early Head Start currently provides services to promote school readiness of infants, toddlers, and pre-school aged children for families with low income. Services include early learning and development, health, family well-being for 191 children in the first half of this year in 4 classrooms located at Norbert Hill Center and Three Sisters. 354 Home visits were conducted through Early Head Start. 57 EHS children participated in group socializations as well. Early Intervention served 76 students the first 6 months and provided 2,024 therapy and evaluation sessions. Quarterly early intervention related evaluations are conducted while schools are in session. Youth Enrichment Services staff have met with or monitored the progress of an average of 400 students during this time, with an average of 3,000 contacts per month. For this reporting period, 80% of the 51 YES eligible seniors are on track to graduate. Five (5) of those seniors have already graduated. Many of the seniors not on track to graduate are working with their school's resource staff or participating in alternative school programming. Oneida Higher Education scholarship is funding 408 tribal members and the Student Relief Fund is funding 114. Vocational Rehabilitation acquired a new grant in this current fiscal year for a five-year term. The program is being developed to primarily focus on transition students which includes teens in middle and high school that have individual education plans.

GOAL 2

Build Internal Core-Capability of Education & Training (E&T) Team Members by creating a team of qualified, engaged leaders within the Area. Promote E&T employee training and development opportunities that match with the Area's mission and goals. Develop and implement long-term workforce plans for the area which includes the development of succession plans for key leadership positions.

Improving Organizational Changes

Update on Goal: Education & Training Administration identifies the need to have a qualified team of professionals that specialize in education for early childhood, school-aged

children, children with special needs, young adult/adult vocational rehabilitation, and post-secondary counseling in key leadership jobs. To ensure the leadership team is well-qualified, plans are being developed for training and development opportunities to support current staff to improve their job-related skills and abilities. Short and long-range strategic workforce plans are 75% completed for all E&T programs. These plans identify talent and workforce needs for the program to be successful in providing services to the Oneida community. Additionally, a succession plan is currently being crafted that will identify how to fill key leadership jobs in the future as current Employees — retire.

CONTACT

JACQUELINE SMITH
AREA MANAGER, EDUCATION & TRAINING

PHONE: 920-869-4037

EMAIL: jsmith@oneidanation.org





PURPOSE

We provide quality, professional services to reclaim the land and to restore and protect the environment for the people of our Nation.

DEPARTMENTS IN DIVISION/OFFICE/AREA

- Food and Agriculture Area
- Environmental, Health & Safety Area
- Land Management/Conservation Area

BUDGET — \$8,956,343

Funding Sources for FY-2022

Tribal Contribution	0%
Grants	19%
Loss Revenue	11%
Sales & Inter/Intra Sales, Gov't Subsidy, Insurance Rev., Enterprise Cont. Rev., Space Rent, Intra Same Space Rent, Land Lease Other Income, Cap Ex, Plot Purchase & Grave Marking	70%

Budget as of 3/31/22 \$6,281,286

Expenditures as of 3/31/22. \$5,456,431

VARIANCE EXPLANATION

Due to Covid we did not budget for the Oneida Lake Expenditures and some of the projects that were budgeted for will be completed this summer.

EMPLOYEES — 46

Enrolled Oneida	Non-Oneida
30	16

WHO WE SERVE

We provide direct services to the Oneida Nation, the surrounding community, and enrolled members to protect, restore and enhance human health, the environment, and natural resources.



STRATEGIC GOAL UPDATES - FY22

GOAL 1

Implement the Oneida Nation Food Sovereignty Strategic Plan using action planning tools to identify areas needed for the outcomes of each objective, identify responsible staff, and create timelines to complete objectives.

Advancing Oniyoteʔa-ká Principles

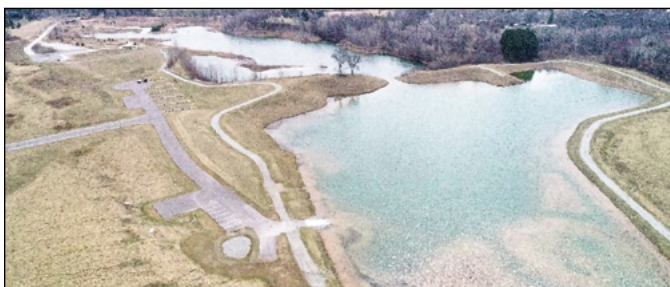
Update on Goal: The Food and Agriculture Area includes the Oneida Nation Farm, Tsyunhehkwa, Oneida Cannery, OCIFS, and the Oneida Nation Orchard. These areas have been working on action items to meet the goals detailed in the strategic plan. Staff members from each area will be participating in group practical visioning meetings scheduled to start in May 2022. The goal of the meetings is to collaboratively create an area vision and mission and formalize the action plans by determining what each department will do to meet the goals and objectives of the strategic plan. The process has started to have Business/Operation Plans completed in FY 2022 for the Oneida Nation Farm, Tsyunhehkwa, and the Oneida Nation Orchard using the strategic plan as direction. An Operation Plan has already been completed for the Oneida Cannery.

GOAL 2

Manage and restore land and natural resources, including but not limited to, land protection, sustainable forestry management, water quality, and plant and animal resource management. As stated in the Oneida Nation Rights of Nature Proclamation, it is our responsibility to defend and speak for those things that cannot speak for themselves.

Encouraging Tsiṅniyukwalihó-ta

Update on Goal: The Departments working on this goal include, Eco-Services, Environmental Quality, and Conservation. Some of the projects worked on in the first half of FY 2022 are as follows: Planted 33 trees along Silver Creek, worked with the BIA on prairie burns, prepared for the Oneida Lake opening on May 20, 2022, the Natural Resources area completed hazardous tree work at 28 properties, the number of trees removed from each site ranged from 1 tree to 9 trees, wood turtle and bird monitoring studies and habitat enhancement continues, 500 pounds of minnows stocked in Oneida Lake, 927 gun deer hunting tags issued, 233 deer harvested from August 2021 to January 2022, 54 Spring turkey licenses issued, 50 turkeys harvested, 13 fishing only licenses issued, Elder wood delivery: 150 loads of wood split, 140 loads delivered, 10 loads picked up, Funeral Burn Wood: 40 loads delivered, 6 loads picked up.



GOAL 3

Acquire and manage Oneida Nation land for the benefit of the community.

Exercising Sovereignty

Update on Goal: The Land Management area oversees the work on this goal. Some of the highlights in the first half of FY 2022 are as follows: 7 properties went into trust, 5.66 acres were purchased, process for culvert replacement on Duck Creek Trail was started, provided 29 new property acquisitions and/or updates to the Oneida Land Commission, processed 10 service line, land use, or easement requests, worked on 12 commercial leases which includes new leases and/or updates, worked on 12 probate files, 23 plots sold and 4 burials (plot markings) at the Oneida Nation Sacred Burial Grounds.

CONTACT

NICOLE ROMMEL
EHSLA DIVISION DIRECTOR

PHONE: (920) 869-4590

EMAIL: nrommel@oneidanation.org

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



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 Tsiṛniyukwalihó-ta instilled with respect, education, and self-awareness. Mission: To provide holistic services to ensure the needs of individuals and families are being met while encouraging involvement and self-sufficiency through our Core Values to support the overall wellbeing of our community.

DEPARTMENTS IN DIVISION/OFFICE/AREA

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

BUDGET — \$19,300,156

Funding Sources for FY-2022

Tribal Contribution	29.5%
Grants	70.5%
Other Sources (Sales & Services)	0%

Budget as of 3/31/22 \$6,069,029

Expenditures as of 3/31/22. \$13,231,127

VARIANCE EXPLANATION

There is a significant negative variance in tribal contribution due to the GWA payments coming out of Community Support Funds that were not part of the budget. The cost to distribute GWA (including operations) was \$4,955,704. Without the GWA, there is a positive variance of \$11,024,733. The positive variance is due to difficulties in hiring both TC and grant funded positions and receiving extra funding through ARPA.

EMPLOYEES — 145

Enrolled Oneida	Non-Oneida
100	45

WHO WE SERVE

All of Governmental Services Division serves Oneida enrolled and descendants. There are several programs/services that may allow funding to serve other native, general public, etc.



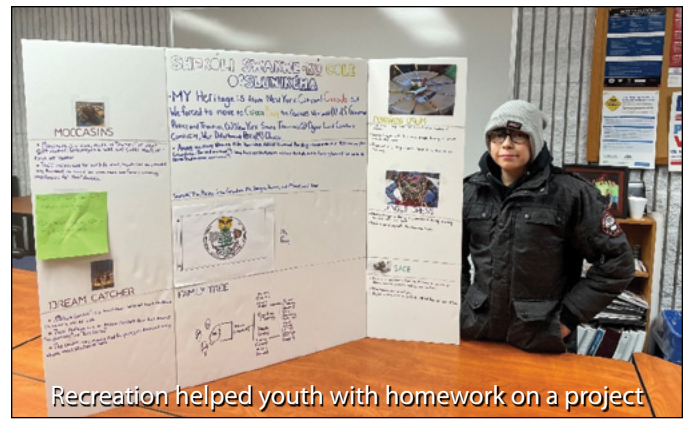
STRATEGIC GOAL UPDATES - FY22

GOAL 1

Enhance cultural competence by implementing a cultural awareness standard operating procedure and begin education/training to employees.

Inspiring Yukwatsistaya

Update on Goal: A team under the General Manager was created to revise Cultural Awareness training that was developed by Comprehensive Health Division and Cultural Heritage. The team is meeting monthly and plans to have the training available to all Employees effective January 1, 2023.



Recreation helped youth with homework on a project

GOAL 2

Implement assessment of services and gain customer feedback.

Promoting Positive Community Relations

Update on Goal: Governmental Services Leadership Team has revised the Customer Service standard operating procedure, provided training to all employees, and is developing a standard for assessing customer service throughout the Division.



Food Distribution's Store Concept

GOAL 3

All Governmental Services departments will conduct a Quality Improvement Study.

Improving Organizational Changes

Update on Goal: All Governmental Services Departments are collecting data within their departments using a Performance Management system. At the end of this fiscal year, the outcomes will be used to determine what areas will conduct a Quality Improvement Study. Beginning next fiscal year, all data collection will be a part of this system.



SEOTS Food Giveaway

CONTACT

TINA JORGENSEN, MS, RDN
GOVERNMENTAL SERVICES DIVISION DIRECTOR

PHONE: 920-490-3904
EMAIL: tjorgens@oneidanation.org
WEBSITE: <https://oneida-nsn.gov/divisions/governmental-services/>



Family Services Event – Families Strengthening



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.

BUDGET — \$464,280.00

Funding Sources for FY-2022

Tribal Contribution	0%
Grants	100%
Other Sources (Sales & Services)	N/A

Budget as of 3/31/22 \$214,738.02

Expenditures as of 3/31/22. \$249,541.98

VARIANCE EXPLANATION

There is a positive variance. \$134,760.00 was set aside for Medically Assisted Treatment Services. We were not able to meet with an outside agency until later in the year to discuss contracting these services out. \$79,978.02 was set aside to be used for events, activities throughout the year. For most of the year, we were not able to have in person events due to Covid – 19 restrictions.

EMPLOYEES — 3

Enrolled Oneida	Non-Oneida
3	0

WHO WE SERVE

Our goal is to reach out to the whole community that is within reservation boundaries. This number is roughly around 4,616. We also try to reach those community members who live in both brown and Outagamie county through social media.



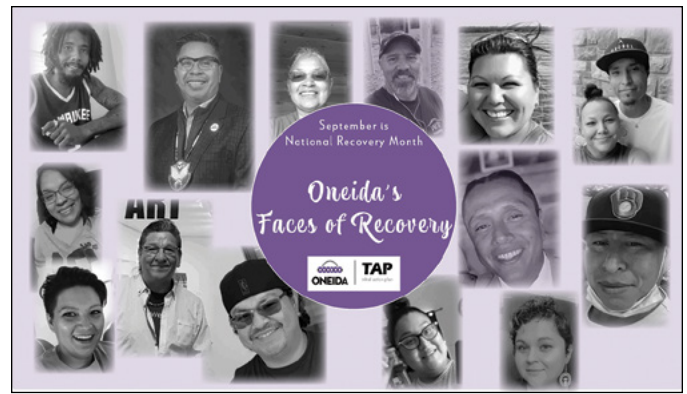
STRATEGIC GOAL UPDATES - FY22

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 Tsìṛniyukwalihó-tà

Update on Goal: The TAP specialist and the TAP Administrative Assistant worked together to come up with a communication plan. TAP staff presented this communication plan at the March Tribal Coordinating Committee meeting. TAP staff will be bringing this to the next Quality of Life meeting in May.



GOAL 2

To make sure TAP is collaborating with other departments within the organization to assist with events, activities and to promote their resources to the community.

Promoting Positive Community Relations

Update on Goal: TAP started to have monthly presentations for both the recreation youth and adults beginning in November 2021. TAP has also incorporated having cultural activities to be a part of the presentation. Examples of presentations held are Drug awareness, Drug Identification, Harm Reduction, and vaping.



GOAL 3

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

Improving Organizational Changes

Choose a Strategic Direction

Update on Goal: TAP staff started to have the subcommittees update the items under the Goals and Objectives for each subcommittee for year 2. These items are things that can be worked towards for the second year.



CONTACT



RENITA HERNANDEZ
TRIBAL ACTION PLAN MANAGER

PHONE: 920-490-3796
EMAIL: rhernan1@oneidanation.org
WEBSITE: <https://oneida-nsn.gov>



Internal Services Division/ Grants Office



PURPOSE

The Internal Services Division is a support service that creates synergies between Oneida Nation's programs and departments. Through information technology, sustainable development, and by driving organizational efficiencies, we create a collaborative learning organization that maximizes resources to build a nation of strong families. The mission of the Oneida Grants Office is to ensure that the Oneida Tribe maximizes external forms of revenue to meet the needs of the Oneida Community as stated in the National Priorities.

WHO WE SERVE

Grants provides opportunities to bring in grant funded positions and services to the community, minimizing our essential services impacts, and directly lessen the burden of tribal contribution for services that are needed by the community and necessary for self-governance and sovereignty. Grants also help improve the life of our community members by providing services and amenities that they would otherwise not be privy to.

DEPARTMENTS IN DIVISION/OFFICE/AREA

- Grants Office

BUDGET — \$333,689

Funding Sources for FY-2022

Tribal Contribution	100%
Grants	0%
Other Sources (Sales & Services)	N/A

Budget as of 3/31/22 \$231,219.34

Expenditures as of 3/31/2: \$102,469.66

EMPLOYEES — 3

Enrolled Oneida	Non-Oneida
3	1



STRATEGIC GOAL UPDATES - FY22

GOAL 1

Our goal was to enhance tribal services with external grant funding of \$5 million dollars per year from our grant writing efforts. These grant dollars bring an increase in services provided to community members, as well as additional grand-funded job opportunities for the nation.

Encouraging Tsiniyukwalihó-ta

Update on Goal: As of the end of April we have assisted with \$13,812, 128.00 in grant dollars that will provide a wide array of services to our organization and membership. This far exceeds our yearly goal.

GOAL 2

Goal 2 was to increase program staff's knowledge by providing grants training to programs/departments in need.

Advancing Onnyoteʔa-ká Principles

Update on Goal: Again, due to 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.

GOAL 3

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

Promoting Positive Community Relations

Update on Goal: Due to the pandemic and with members having regular fulltime jobs and workloads increasing greatly during this past year, it has been hard to come together. With our workloads slowly returning to somewhat normal duties, we can start to meet again.

CONTACT

CHERYL STEVENS
MANAGER

PHONE: 920-496-7331
EMAIL: cstevens@oneidanation.org
WEBSITE: <https://oneida-nsn.gov>



Oneida Emergency Food Pantry Received \$35,000 Grant for Traditional Food Equity from The First Nations Development Institute



Oneida Emergency Food Pantry Received \$35,000 Grant for Traditional Food Equity from The First Nations Development Institute



Phase 2 Oneida Lake improvement - BIA Great Lakes Restoration Initiative





PURPOSE

DPW provides essential services in a safe, efficient, and cost-saving manner through its skilled and dedicated Employees DPW designs, constructs, maintains, and operates the Oneida Nation’s public infrastructure in a manner that respects the environment, asserts sovereignty, and preserves our resources for future generations.

DEPARTMENTS IN DIVISION/OFFICE/AREA

- Groundskeeping and Parks
- Utilities
- Indian Preference
- Engineering
- Tribal Transportation
- Plumbing Wells & Septic
- Facilities and Custodial
- Automotive and Fleet Management
- Zoning
- Community Development/GIS/ Planning

BUDGET — \$11,010,000

Funding Sources for FY-2022

Tribal Contribution	100%
Grants	0%
BIA - Tribal Transportation	7%
IHS - Wells/Septic & Parks	<1%

Budget as of 3/31/22 \$5,505,000

Expenditures as of 3/31/22. \$5,521,000

VARIANCE EXPLANATION

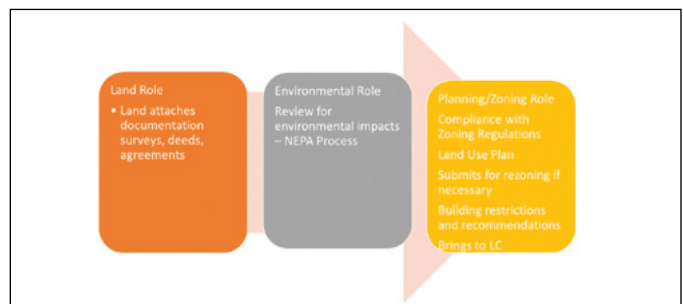
The variance is mainly due to increased material/supply and personnel expenses. There are vacant positions throughout the Division creating a positive variance but this is being offset by increased wages, pandemic pay, and increased shift differential rates.

EMPLOYEES — 135

Enrolled Oneida	Non-Oneida
112	23

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.



STRATEGIC GOAL UPDATES - FY22

GOAL 1

Expand the use of technology to enhance our existing capabilities throughout the Division along with optimizing the use of limited resources. For example, utilize our current GIS System to be more connected, expand access to data and mapping for informed Planning and Zoning decisions, utilize for departmental metrics, and improve collaboration with fewer available staff throughout the Divisions.

Improving Organizational Changes

The Land use process has been developed online and has been used for the evaluation and land use recommendation for numerous properties. The process is continually being improved upon by a cross functional team of Housing, Community Development, GIS, Land Management, and Environmental. It has greatly reduced the time needed to review a property and bring back recommendations to the Land Commission. The POWTS information has been updated and is ready to be used to send the first Zoning letters to customers on the need for inspections to be completed. Quotes are being obtained for the GPS systems to be installed in DPW vehicles and budgeted in the FY23. The Planning/GIS department continues to build new capabilities and add data that is accessible to Oneida Team members including recent additions: all POWTS (Private On-site Waste Treatment Systems, aka septic system) data, all private well data, legal drainage boundaries for Brown and Outagamie Counties. GIS is working collectively and have had recent meetings with Brown & Outagamie GIS colleagues, Indian Health Service Engineers and BIA BOGS (Bureau Of Geospatial Systems) staff. This relationship building expands our professional connections and improves opportunities for collaboration. A significant layer improvement that has been worked on this quarter has been the update of our water and sewer infrastructure layer. This includes more detailed data (please see included image) to allow Oneida Utilities to troubleshoot utility problems more easily for the Oneida Membership. Update on Goal: Click here to enter your update on Goal – short, less than 200 words.

GOAL 2

Create employee development programs along with succession planning for critical positions. With the reduced labor force, anticipated number of retirements in the next 5 years, and decreased number of applicants for vacant positions, it is critically important to retain existing personnel and prepare them for future opportunities.

Encouraging Tsiniyukwalihó:ta

Retention of existing Employees — has been a focus and the implementation of the \$15 minimum wage and increase in differential pay for Custodial Employees — has improved retention. Critical positions have been filled through postings, job reassignments, and interim position assignments. The staff have utilized virtual training as much

as possible to advance knowledge and skill levels. Training programs are vital due to the retirements and new staff being hired. Certifications in the various industries are being reviewed to develop standardized requirements by position to ensure safety, customer service, and effectiveness are a foundation for all positions.

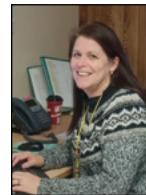
GOAL 3

Maintain and increase the value of the Oneida Nation Infrastructure. This includes increasing the capacity and upgrading Oneida water and wastewater systems to address additional needs of planned Housing development and other new construction.

Exercising Sovereignty

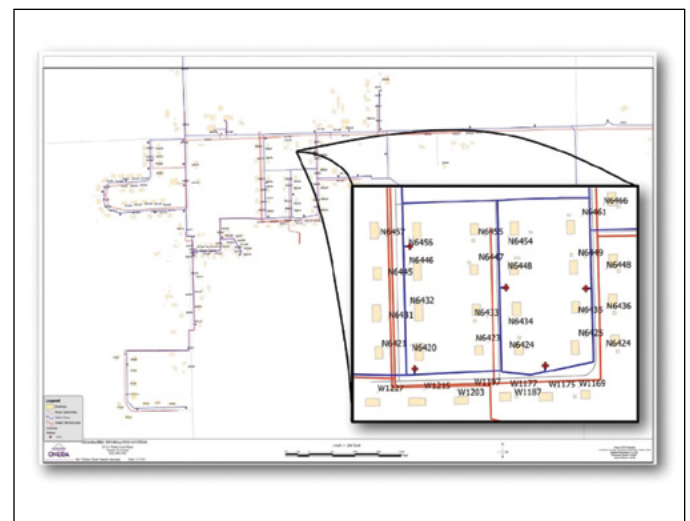
The building maintenance and improvement projects that have been in progress the 2nd quarter of FY22 include flat panel LED lighting replacements at SSB, HVAC control upgrades, and the development of project scope and bidding documents for HVAC, asphalt, electrical, and flooring FY22 budgeted projects. The 16 CIP active project updates can be found on the Oneida Nation website under Business, Community Development, project updates and then the name of the project. The Green Valley HBO sites, Bread Creek Village HBO sites, ONSS-Accessibility renovations, and VIP Lounge renovations are all in the construction completion/close out phase.

CONTACT



JACQUE BOYLE
PUBLIC WORKS DIVISION DIRECTOR

PHONE: (920) 562-4655
EMAIL: jboyle@oneidanation.org
WEBSITE: oneida-nsn.gov



Emergency Management Department



PURPOSE

To ensure the Oneida Nation is in a constant state of readiness to respond to emergencies or disasters that threaten the life safety of community members, the environment, and/or assets of the Oneida Nation. Emergency Management works with Oneida Nation responding entities as well as surrounding jurisdictions to provide a tiered response to large scale emergencies or disasters that occur within the Oneida Community. Emergency Management provides cooperative direction to the response agencies assisting areas affected by emergencies or disasters in the most effective way possible using all available resources.

BUDGET — \$201,096

Funding Sources for FY-2022

Tribal Contribution	89%
Grants	11%
Other Sources (Sales & Services)	N/A

Budget as of 3/31/22 \$100,548

Expenditures as of 3/31/22. \$74,144

VARIANCE EXPLANATION

Due to COVID EM Staff and supporting department staff have attended trainings via a virtual platform rather than in-person. The positive variance is due to reduced expenses for training, and funding received thru the ARPA funding awarded to the Oneida Nation.

EMPLOYEES — 2

Enrolled Oneida	Non-Oneida
2	0

WHO WE SERVE

Emergency Management serves the Oneida Nation Community and the Oneida Nation employees.



Human Resources Department



PURPOSE:

HRD serves as a strategic partner supporting the Oneida Nation by attracting, sustaining, and inspiring great people, with great passion, and working for a great purpose.

DEPARTMENTS IN DIVISION/OFFICE/AREA

- HR Administration
- Compensation and Benefits
- Training and Development
- Background Investigations
- HR Informational Systems and Records
- Recruitment and Employment
- EEO - Equal Employment Opportunity

BUDGET — \$3,175,092

Funding Sources for FY-2022

Tribal Contribution	100%
Grants	11%
Other Sources (Sales & Services)	N/A

Budget as of 3/31/22 \$1,872,718

Expenditures as of 3/31/22. \$1,302,374

VARIANCE EXPLANATION

Positive variance due the inability to take time off due to GHR Project, etc. Also currently working on filling vacant positions in HRD.

EMPLOYEES — 30

Enrolled Oneida	Non-Oneida
29	1

WHO WE SERVE

The customers of Human Resources are both internal and external. They include all departments, Employees — , and people seeking employment opportunities with the Nation.



STRATEGIC GOAL UPDATES - FY22

GOAL 1

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

Improving Organizational Changes

Update on Goal: HRD has fully implemented a fully online application tool and is continuing to build the comprehensive Global HR system. The initial go live date for the new system is anticipated to be July 2022 which includes the initial data migration of all employee data along with various employee and manager service functions. In the coming months, additional modules will be implemented including position budgeting, Learning and Development, Talent Management, etc.

GOAL 2

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

Improving Organizational Changes

Update on Goal: In December 2021, the Nation updated the minimum wage to \$15.00/hour. The Gaming Division and Comprehensive Health Division's compensation studies were completed earlier in the year and the Program/Non-Divisional area's compensation study was implemented in April 2022. All of these compensation projects resulted in a revamped and updated wage scale for all positions across the Nation. Additional planning efforts are underway for fiscal year 2023 regarding continued initiatives for sustainable compensation practices.

GOAL 3

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

Promoting Positive Community Relations

Update on Goal: HRD continues to focus on identifying areas to partner with the organization to promote effective internal support. With the onset of GHR along with other streamlined internal changes, HRD is continuing with ongoing efforts to move to simplify HR processes and eliminate redundancies.

CONTACT



TODD VANDEN HEUVEL
EXECUTIVE HR DIRECTOR

PHONE: (920) 496-7358
EMAIL: tvandenh@oneidanation.org
WEBSITE: Oneida-nsn.gov/divisions/hr-employment/

**NOW
HIRING**

**APPLY ONLINE AT
ONEIDANATION.ORG/JOBS**

**NOW AVAILABLE
ONLINE JOB
APPLICATIONS**

ONEIDANATION.ORG/JOBS

The Oneida Nation has gone completely digital with all job applications. You can find and apply to jobs at [Oneidanation.org/jobs](https://oneidanation.org/jobs)

Scan to see job openings!





PURPOSE

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

BUDGET — \$ 11,253,184

Funding Sources for FY-2022

Tribal Contribution	100%
Grants	0%
Other Sources (Sales & Services)	N/A

Budget as of 3/31/22 \$5,626,570

Expenditures as of 3/31/22. \$4,871,110

VARIANCE EXPLANATION

The Security Department continues to face hiring challenges and struggles to maintain budgeted security officer positions. This contributes to the department currently being less than budget.

EMPLOYEES — 135

Enrolled Oneida	Non-Oneida
36	99

WHO WE SERVE

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

STRATEGIC GOAL UPDATES - FY22

GOAL 1

Enhance Security documents utilizing technology to streamline current procedures.

Improving Organizational Changes

Update on Goal: With the assistance of DTS, the Security Incident Report has been updated and the approval process streamlined utilizing on-base. Anticipated start date for Security employees to start using the updated report is mid-June.

GOAL 2

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

Inspiring Yukwatsístayλ

Update on Goal: Most recently, in April, a mid-year thank you and appreciation was shared with all Security Personnel for their continued dedication to the department and Nation. employees continue to navigate through staffing shortages, and unexpected day to day absences while still meeting the demands of our internal/external customers.

GOAL 3

Review/update current department Standard Operating Procedures and determine/recommend changes that will have a positive impact on resources and standards

Improving Organizational Changes

Update on Goal: Security department standards operating procedures continue to be updated and weekly. Prioritization of standard operating procedures is also determined by processes changing within gaming.



CONTACT



KATSI DANFORTH
SECURITY DIRECTOR

PHONE: 920-429-3338
EMAIL: kdanfor4@oneidanation.org





PURPOSE

Intergovernmental Affairs & Communications promotes the legal, legislative, and political agenda of the Oneida Nation at the local, state, and federal levels of government. Intergovernmental Affairs compiles and provides accurate data and statistics to leadership for planning and decision-making purposes. Communications supports the outreach and education to the community about Oneida, promotes the image of the Oneida Nation, and manages the Nation’s communication efforts through public relations, community relations, media relations, internal communications, and branding. Self-governance ensures that the Nation’s funding agreements and compacts with federal agencies are negotiated to our Nation’s benefits and protects our Nation’s resources through analyzing federal legislation that may impact our Nation’s resources, land, and people.

DEPARTMENTS IN DIVISION/OFFICE/AREA

- Legislative Affairs
- Self-Governance
- Communications

BUDGET — \$4,029,687.00

Funding Sources for FY-2022

Tribal Contribution	87.6%
Grants	0%
Self-Governance Compact Funding	12.4%

Budget as of 3/31/22 \$2,014,843.50
 Expenditures as of 3/31/22. \$1,077,134.82

VARIANCE EXPLANATION

Positive variance due to new position vacancies and intergovernmental agreements that are currently being negotiated.

EMPLOYEES — 8

Enrolled Oneida	Descendant
7	1

WHO WE SERVE

Intergovernmental Affairs and Communications serves the Oneida Business Committee, Oneida tribal members, Oneida community members, and the Tribal organization. IGAC also serves as the point of contact for federal/state agencies and local governments.



STRATEGIC GOAL UPDATES - FY22

GOAL 1

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

Exercising Sovereignty

Update on Goal: IGAC continues to provide the lead support in negotiating cooperative governance and service agreements with the surrounding counties and municipalities. 2 additional agreements (Village of Ashwaubenon and Brown County) will be negotiated in FY22 and FY23. IGAC also is the lead support staff responsible to facilitate, execute and advocate the Nation's federal and state political agenda as well as create networking opportunities for our political leadership. Of note, the Oneida Nation is actively engaged in leading the efforts to protect the Indian Child Welfare Act through federal legislative efforts that require engaging with Congress, congressional staff, national Indian organizations such as the National Congress of American Indian (NCAI), National Indian Child Welfare Association (NICWA), and other Tribal Nations and their staff. IGAC assists the Business Committee in maintaining and developing new relationships with newly elected leadership at the local, state, national and federal level.

GOAL 2

Expansion of Self-Governance programming in federal agencies such as Health & Human Services, Department of Transportation and the U.S. Department of Agriculture.

Exercising Sovereignty

Update on Goal: The Oneida Nation is participating in a demonstration project that is designed to expand Self-Determination and Self-Governance into the USDA. The Nation is actively working with a small group of Self-Governance tribes to introduce legislation in Congress that would expand Self-Governance authority within the U.S. Department of Health and Human Services. These efforts will strengthen sovereignty and flexibility in how the Nation provides certain programs, services, functions, and activities.

GOAL 3

Enhance our "Get Out the Vote" efforts through increasing our voter turnout in local, state and federal elections, establish a baseline of the Nation's voting bloc, utilize technology to educate the Oneida Community on candidates and the voting process.

Promoting Positive Community Relations

Update on Goal:

The Oneida Nation encourages all Tribal Citizens and Oneida Reservation Residents to become part of the political process. IGAC assists in building rapport with candidates

and elected officials who understand Oneida and have a willingness to learn about our government and organization.

Creating a strong voter coalition is essential to encourage our elected representatives to be attentive to our key issues as we continue to lay a robust foundation for our people. IGAC continues to work with the Trust/Enrollments Department to analyze the voter files to determine the baseline of our community's voter blocs. Once the baseline is established and a demographic profile of our voting population is complete, the Nation can be more targeted with technology to assist in communicating relevant information to the Nation's voting blocs in a timely and effective manner.

CONTACT



MELINDA J. DANFORTH,
DIRECTOR OF INTERGOVERNMENTAL AFFAIRS

PHONE: (920) 869-4022

EMAIL: mdanforj@oneidanation.org

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





PURPOSE

Responsible for conducting fair and orderly elections for the Oneida Nation, and responsible to count hand and/or ballot votes at the General Tribal Council (GTC) meetings.

BCC MEMBERS

- Chair** Pamela Nohr
- Vice-Chair** Tonya Webster
- Secretary** Tina Skenandore
- Member** Melinda K. Danforth,
- Member** Racquel Hill
- Member** Candace House
- Member** Christina Liggins
- Member** Stephanie Metoxen
- Member** Patricia Moore

STIPENDS — \$100/MTG

	Total Dollar Amount Paid	Number of Meeting		
		Regular	Special/ Emergency	Hearings/ Other
Oct 2021	\$800	1	0	0
Nov 2021	\$1400	2	0	0
Dec 2021	\$700	1	0	0
Jan 2022	\$1700	2	0	0
Feb 2022	\$0	1	0	0
Mar 2022	\$1200	1	0	0

BUDGET — \$81,200

Funding Sources for FY-2022

Tribal Contribution	100%
Grants	0%
Self-Governance Compact Funding	N/A

Budget as of 3/31/22 \$40,598

Expenditures as of 3/31/22. \$6500

VARIANCE EXPLANATION

Meetings were fewer the first quarter, there was no travel in the first or second quarters, Expenses paid were just meeting stipends.



STRATEGIC GOAL UPDATES - FY22

GOAL 1

The Election Board will conduct all Oneida Nation Elections in compliance with Oneida Law, Policy and/or Resolution

Advancing Onnyoteʔa-ká Principles

Update on Goal: The Election Board has updated the Election Application, updated the Special Election Timetable, discussed the importance of activating the Election Board page on social media, updated the election application notice, and election notice packet. The membership can expect efficient, orderly elections.

GOAL 2

Develop, adopt, review, and amend applicable standard operating procedures (SOPs) and our By-Laws.

Advancing Onnyoteʔa-ká Principles

Update on Goal: The Election Board has been reviewing and ensuring that the By-Laws and Standard Operating Policies are updated and comply to all policies, laws and governing documents of Boards, Committees and Commissions and are in alignment with our mission and purpose. A continuation of reviewing our By-Laws and SOPs will ensure the boards alignment with all policies, laws and governing documents of Boards, Committees and Commissions.

MEETINGS

HELD Every 2nd & 4th Monday of the Month.
TIME 5:00 p.m.
MEETINGS Open
LOCATION Microsoft Teams/Virtual Meeting





PURPOSE

The Oneida Gaming Commission and its departments collectively promote and ensure the integrity, security, honesty and fairness of the regulation and administration of all Gaming activities within the jurisdiction of the Oneida Nation.

ONEIDA GAMING COMMISSIONERS

- Chair** Mark A. Powless Sr.
- Vice Chair** Reynold T. Danforth
- Secretary** Michelle M. Braaten
- Commissioner** Jonas G. Hill

BUDGET — \$1,248,324.00

Funding Sources for FY-2022

Tribal Contribution	100%
Grants	0%
Self-Governance Compact Funding	N/A

Budget as of 3/31/22 \$808,243.00

Expenditures as of 3/31/22. \$442,025.00

EMPLOYEES — 46

Enrolled Oneida	Non-Oneida
44	3

STIPENDS — \$0

Stipends are only paid to Protems

	Total Dollar Amount Paid	Number of Meeting		
		Regular	Special/ Emergency	Hearings/ Other
Oct 2021	\$0	2	0	0
Nov 2021	\$0	2	0	0
Dec 2021	\$0	2	0	0
Jan 2022	\$0	2	0	0
Feb 2022	\$0	2	0	0
Mar 2022	\$0	2	0	0



STRATEGIC GOAL UPDATES - FY22

GOAL 1

Develop/Finalize and revise all regulations, as necessary, including the OGMICS and regulations for Compliance and Enforcement, Employee Licensing, Hearings, Administration/ Staffing, and Raffles and Sports book.

Improving Organizational Changes

Update on Goal: OGMICS is on track to be completed by end of FY22 3rd quarter. New project plan is being drafted to develop OGC policies and procedures for enforcement, licensing, hearings, and administrative tasks. Once this is completed the OGC compliance department will work to develop and implement departmental policies and procedures for compliance checks, audit reviews, and regulatory updates.

GOAL 2

Implement department-wide software system/technology for streamlined communication

and regulatory processes and information sharing, budget permitting

Improving Organizational Changes

Update on Goal: Due to recent requirements for the acquisition of FBI records, we are required to comply with procedures for the possession and handling of such records. This forces our department to prioritize strict compliance needs as set forth by the NIGC and FBI. This will provide added protection to FBI as well as other data obtained for licensing gaming Employees — .

GOAL 3

Assess staff according to job competencies. Train employees to improve skills, job knowledge and build confidence.

Improving Organizational Changes

Update on Goal: Annual and semi-annual employee training is being set up to share department goals and provide the necessary resources and tools to improve job skills and knowledge. An interactive training session, to include house rules and games, is arranged to provide the hands-on experience.

MEETINGS

HELD Every 1st & 3rd Monday of the Month.
TIME 9:00 a.m.
MEETINGS Open
LOCATION 2669 W. Mason Street, Green Bay WI 54155

CONTACT

MARK A. POWLESS SR.
CHAIRMAN

PHONE: 920-497-5850
EMAIL: mpowles5@oneidanation.org





PURPOSE

The Oneida Land Claims Commission, which evolved from the former Litigation Committee created by motion of the Oneida Business Committee on March 21, 1977, was originally established to supervise all activities involving the New York Land Claims, including post settlement. Reestablished as the OLCC, its purpose was expanded to include developing strategy and providing direction, as well as recommendations for litigation, negotiation and/or settlement to the Oneida Business Committee and Oneida General Tribal Council, with the New York Land Claims as the established priority, and Wisconsin land claims/other future land claims as the second priority.

BCC MEMBERS

- Chair** Chris Cornelius
- Vice Chair** Donald McLester
- Secretary** Dakota Webster
- Commissioner** Kerry Kennedy
- Commissioner** Sheila Shawanokasic

BUDGET — \$43, 360

Funding Sources for FY-2022

Tribal Contribution	100%
Grants	0%
Self-Governance Compact Funding	N/A

Budget as of 3/31/22 \$21,682.00
 Expenditures as of 3/31/22. \$2,614.00

VARIANCE EXPLANATION

The Oneida Land Claims Commission (OLCC) was temporarily closed due to Covid Health restrictions and the Commission had several vacancies due to the closure and passing of two Board members. The Commission was unable to start meeting officially until January 2022. Part of the 1st and 2nd quarters was spent revisiting and reviewing the OLCC by-laws, duties, and responsibilities. The Commission was unable to host community events during the 1st and 2nd quarters. More expenses (providing more direct reports to the membership and outreach events) will be used in the 3rd and 4th quarters of the year in order to meet our duties and responsibilities in accordance with our Bylaws.

STIPENDS — \$100/MTG

	Total Dollar Amount Paid	Number of Meeting		
		Regular	Special/ Emergency	Hearings/ Other
Oct 2021	\$0	0	0	0
Nov 2021	\$0	0	0	0
Dec 2021	\$0	0	0	0
Jan 2022	\$800	2	0	0
Feb 2022	\$700	2	0	0
Mar 2022	\$700	2	0	0



STRATEGIC GOAL UPDATES - FY22

The Commission was shut down by OBC for FY-2022; there was no Annual Report submitted for FY-2022. The OLCC Goals are derived from the OLCC By-laws, purpose and mission.

GOAL 1

Educate the Membership and the General Tribal Council on any and all Land Claims pertaining to land claims here in Wisconsin and New York State.

Choose a Strategic Direction

The Commission was not fully staffed until the end of the 2nd Quarter. We did not meet in over a year and vacancies needed to be filled with the passing of two of our board members, Chairwoman Loretta V. Metoxen, and Commissioner Charles Wheelock. The Commission's first steps were to fill all vacancies and immediately revisit and update our by-laws. All vacancies have been filled, and the revised by-laws were submitted to Legislative Reference Office for review and approval. Due to Covid restrictions we were not able to organize or conduct any public presentations. Also, Covid restrictions prohibited the Commission from accessing our office, our records, our research, and all our educational materials at the Norbert Hill Center. These health restrictions hindered our efforts to work on this goal. We are seeking other alternatives to conduct outreach with our membership. Alternatives, such as social media, direct mail outs and the Kalihwisaks will be utilized to provide updates and seek membership input. This goal is on-going.

GOAL 2

Gather input from the Oneida membership regarding Oneida land claims

Choose a Strategic Direction

The Commission was not fully staffed until the end of the 2nd Quarter. We did not meet in over a year and vacancies needed to be filled with the passing of two of our board members, Chairwoman Loretta V. Metoxen, and Commissioner Charles Wheelock. The Commission's first steps were to fill all vacancies and immediately revisit and update our by-laws. All vacancies have been filled, and the revised by-laws were submitted to Legislative Reference Office for review and approval. Due to Covid restrictions we were not able to organize or conduct any public presentations. Also, Covid restrictions prohibited the Commission from accessing our office, our records, our research, and all our educational materials at the Norbert Hill Center. These health restrictions hindered our efforts to work on this goal. We are seeking other alternatives to conduct outreach with our membership. Alternatives, such as social media, direct mail outs and the Kalihwisaks will be utilized to provide updates and seek membership input. This goal is on-going.

GOAL 3

Compile and forward all community recommendations, and research on Oneida Land Claims to the OBC and GTC.

Choose a Strategic Direction

The Commission was not fully staffed until the end of the 2nd Quarter. We did not meet in over a year and vacancies needed to be filled with the passing of two of our board members, Chairwoman Loretta V. Metoxen, and Commissioner Charles Wheelock. The Commission's first steps were to fill all vacancies and immediately revisit and update our by-laws. All vacancies have been filled, and the revised by-laws were submitted to Legislative Reference Office for review and approval. Due to Covid restrictions we were not able to organize or conduct any public presentations. Also, Covid restrictions prohibited the Commission from accessing our office, our records, our research, and all our educational materials at the Norbert Hill Center. These health restrictions hindered our efforts to work on this goal. We are seeking other alternatives to conduct outreach with our membership. Alternatives, such as social media, direct mail outs and the Kalihwisaks will be utilized to provide updates and seek membership input. This goal is on-going.

MEETINGS

HELD 1st & 3rd Thursday each Month
TIME 5:30 p.m.
MEETINGS Open
LOCATION Microsoft Teams

CONTACT

ONEIDA LAND CLAIMS COMMISSIONERS

PHONE: 920-869-4430
EMAIL: LandClaims_Comm@oneidanation.org
WEBSITE: <https://oneida-nsn.gov/government/boards-committees-and-commissions/elected/#Oneida-Land-Claims-Commission>



Oneida Land Commission



PURPOSE

The Oneida Land Commission was established for the purpose of managing the Nation's land resources, with authority to carry out all the powers and duties as delegated under the following laws of the Nation: The Real Property law; The Leasing law; The Building Code; The Condominium Ordinance; The Zoning and Shoreland Protection law; The Eviction and Termination law; The Landlord-Tenant law; The Mortgage and Foreclosure law; The Cemetery Law; and All any other delegating law, policy, rule and/or resolution of the Nation.

BCC MEMBERS

- Chair** Becky Webster
08/01/2019 to 07/31/2022
- Vice Chair** Frederick Muscavitch
08/01/2021 to 07/31/2024
- Secretary** Sid White
08/01/2020 to 07/31/2023
- Member** Pat Cornelius
08/01/2019 to 07/31/2022
- Member** Julie Barton
08/01/2020 to 07/31/2023
- Member** Sherrole Benton
08/01/2021 to 07/31/2024
- Member** Donald McLester
08/01/2021 to 07/31/2024
- BC Liaison** Cristina Danforth
- BC Liaison** Marie Summers
Alternate
- BC Liaison** Jennifer Webster
Alternate

BUDGET — \$16,800

Funding Sources for FY-2022

Tribal Contribution	100%
Grants	0%
Self-Governance Compact Funding	N/A

Budget as of 3/31/22 \$8,900
Expenditures as of 3/31/22. \$7,900.00

VARIANCE EXPLANATION

We budget for Stipends — \$ and are in line with where we should be as of March 31, 2022.

STIPENDS — \$100/MTG

Regular Stipend Amount: \$100.00 per meeting, \$100 per Joint meeting and \$50.00 per Probate Hearing

	Total Dollar Amount Paid	Number of Meeting		
		Regular	Special/ Emergency	Hearings/ Other
Oct 2021	\$1,300	2	0	2
Nov 2021	\$1,200	2	0	0
Dec 2021	\$1,350	1	0	2
Jan 2022	\$1,200	2	0	0
Feb 2022	\$1,350	2	0	1
Mar 2022	\$1,200	2	0	0



STRATEGIC GOAL UPDATES - FY22

GOAL 1

Initiate Tribal Housing Reacquisition of Individual Fee and Trust Title (THRIFTT) program for Oneida Nation members to increase land base available for fee-to-trust process.

Exercising Sovereignty

Update on Goal: We are working on Rule for this program. The rule will need to go through the Legislative Operating Committee and Business Committee for approval.

GOAL 2

Increase Oneida Nation land ownership from 42.5% or 27,647.60 acres to 43.27% or 28,141.79 acres.

Exercising Sovereignty

Update on Goal: We closed on two (2) properties. Oneida Nation Reservation land ownership is 42.5% or 27,647.60 acres, pending other offers and accepted offers.

GOAL 3

Return of Homeownership by Independent Purchase (HIP) program for Oneida Nation members to increase homeownership and land base available for the fee-to-trust process. Goal is 14 Oneida Nation member homeownership and additional 5 acres of land.

Exercising Sovereignty

Update on Goal: HIP acreage is at 0.46. This program recently re-opened and we have made offers to purchase. Closings will occur this fiscal year.

REGULAR MEETINGS

HELD 2nd & 4th Monday of each Month
TIME 5:00 p.m.
MEETINGS Open
LOCATION Microsoft Teams/Virtual

PROBATE MEETINGS

HELD 2nd Monday of each Month
TIME 4:00 p.m.
MEETINGS Open
LOCATION Microsoft Teams/Virtual

CONTACT

BROOKE DOXTATOR
BOARDS, COMMITTEES, AND COMMISSIONS SUPERVISOR

PHONE: (920) 869-2214, ext. 4452
EMAIL: BDOXTAT1@oneidanation.org
WEBSITE: <https://oneida-nsn.gov/government/boards-committees-and-commissions/elected/#Oneida-Land-Commission>



Oneida Nation Commission on Aging



PURPOSE

The purpose of ONCOA is to adhere to the Oneida Nation's Vision, Mission, Core Values and to be knowledgeable and supportive of all programs and services that place priority on the well-being of our Oneida Elders. ONCOA must exist based on State statutory requirement for the Oneida Nation to receive funds for Elder Services.

BCC MEMBERS

Chair	Carole Liggins
Vice Chair	Michael Denny
Secretary	Barbara Cornelius
Member	Julie Barton
Member	Dellora Cornelius
Member	Carol Elm
Member	Janice McLester
Member	Winnifred Thomas
Member	Donald White

BUDGET — \$72,150

Funding Sources for FY-2022

Tribal Contribution	100%
Grants	0%
Self-Governance Compact Funding	N/A

Budget as of 3/31/22 \$36,072

Expenditures as of 3/31/22. \$8,808

VARIANCE EXPLANATION

STIPENDS — \$

	Total Dollar Amount Paid	Number of Meeting		
		Regular	Special/ Emergency	Hearings/ Other
Oct 2021	\$0	1	0	0
Nov 2021	\$1,600	2	0	0
Dec 2021	\$1,300	2	0	0
Jan 2022	\$1,700	2	0	0
Feb 2022	\$1,700	2	0	0
Mar 2022	\$1,700	2	0	0

Stipends were not paid out until November 2021, meetings were all held virtually and there's been no travel.



STRATEGIC GOAL UPDATES - FY22

GOAL 1

To socialize, learn and seek wellness information: ONCOA will advocate for the development of educational seminars for Alzheimer's research and awareness, Stroke prevention research and awareness as well as other long term care services and supportive opportunities for our Tribal elders

Advancing Oniyoteʔa-ká Principles

Update on Goal: As discussed in the first quarter ONCOA has had 2 strategic planning sessions in the second quarter. Our expectation is to determine what the expectations are in conjunction to what the determined outcomes and goals are. All ONCOA Members have the same understanding as to what ONCOA is as an advisory board and how they can best advocate for the Nation's elder community.

GOAL 2

Create a Strategic Plan for the Oneida Nation Commission on Aging

Choose a Strategic Direction

Update on Goal: ONCOA had two meetings with Amy Spears to on February 11, 2022 and February 22, 2022, for strategic planning. We have started creating a strategic plan that will help us to establish and evaluate our goals and objectives to better serve our Oneida Elders and community.

MEETINGS

HELD 2nd & 4th Tuesday of the Month
TIME 1:00 p.m.
MEETINGS Open
LOCATION Microsoft Teams/Virtual Meeting

CONTACT

CAROLE LIGGINS
CHAIRPERSON

EMAIL: oca-clig@oneidanation.org





PURPOSE

To maintain the official roll of the Oneida Nation and to administer exclusive control of the Oneida Nation trust funds and endowment funds a directed by the GTC. As fiduciaries over the Oneida Nation trust and endowment funds, OTEC is a long- term investor. If you have questions as to the merits of an investment, please contact the Trust Enrollment Department at 920-490-3930.

BCC MEMBERS

- Chair** Jennifer Hill-Kelley
- Vice Chair** William "Bill" Gollnick
- Secretary** Pamela Ninham
- Member** Bobbi Webster
- Member** Norbert Hill Jr.
- Member** Sandra Skenadore
- Member** Geraldine Danforth
- Member** Dylan Benton
- Member** Jennifer Webster
- Liaison*

BUDGET — \$954, 236

Funding Sources for FY-2022

Tribal Contribution	75%
Grants	0%
Elder Per Cap, Higher Education & General Welfare Trust	25%

Budget as of 3/31/22 \$477,118
 Expenditures as of 3/31/22. \$380,316

VARIANCE EXPLANATION

Payroll has been much lower than budgeted. One of our Administrative Assistants left in January and has not yet been replaced. Others have worked <40 hours.

STIPENDS — \$

	Total Dollar Amount Paid	Number of Meeting		
		Regular	Special/ Emergency	Hearings/ Other
Oct 2021	\$500	1	0	0
Nov 2021	\$500	1	0	0
Dec 2021	\$1,300	1	0	1
Jan 2022	\$500	1	0	0
Feb 2022	\$700	1	0	0
Mar 2022	\$800	1	0	1



STRATEGIC GOAL UPDATES - FY22

GOAL 1

Progression and continued momentum with the Sustain Oneida Project, with the goal of presenting the demographer results and current survey results to the membership at a GTC meeting.

Advancing Oniyoteʔa-ká Principles

Update on Goal: The Sustain Oneida Project has been holding weekly virtual meetings, and most recently rescheduled their weekly meeting dates to Fridays with the intent to gain more attendees to engage the conversation. A survey was recently sent out to the membership in March to gather more feedback. Questions on the survey included options that have been collected and discussed at weekly meetings. Lastly, with the ease of pandemic restrictions regarding in-person gatherings a Sustain Oneida GTC Meeting is scheduled to take place in June 2022.

GOAL 2

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

Exercising Sovereignty

Update on Goal: Manager reviews by asset class have continued, now ~85% complete (by AUM). Two asset classes remain yet.

GOAL 3

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

Promoting Positive Community Relations

Update on Goal: The ease of pandemic restrictions in the beginning of 2022, allowed for the Trust Enrollment Department to return to providing all in-person services instead of a select few. Currently the committee is working on offering a few alternative times and location(s) for members to obtain new tribal ID's.

MEETINGS

HELD 4th Tuesday of the Month
TIME 5:00 p.m. Regular Monthly Mtg
4:30 p.m. Following Joint OBC-O TEC Qrt Mtg
MEETINGS Open
LOCATION Microsoft Teams/Virtual Meeting

CONTACT

KEITH DOXTATOR
TRUST ENROLLMENT DIRECTOR

PHONE: (920) 869-6200 or 1-800-571-9902
EMAIL: TrustEnrollments@oneidanation.org
WEBSITE: <https://oneida-nsn.gov>



Trust Enrollment Department



PURPOSE

To maintain the official roll of the Oneida Nation and to administer exclusive control of the Oneida Nation trust funds and endowment funds as directed by GTC. As fiduciaries over the Oneida Nation trust and endowment funds, OTEC is a long-term investor. If you have questions as to the merits of investment, please contact the Trust Enrollment Department at 920-490-3930.

BUDGET — \$954,236

Funding Sources for FY-2022

Tribal Contribution	75%
Grants	0%
Elder Per Cap, Higher Education & General Welfare Trust	25%

Budget as of 3/31/22 \$477,118

Expenditures as of 3/31/22. \$380,316

VARIANCE EXPLANATION

Payroll has been much lower than budgeted. One of our Administrative Assistants left in January and has not yet been replaced. Others have worked < 40 hours.

EMPLOYEES — 7

Enrolled Oneida	Non-Oneida
7	0

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

KEITH DOXTATOR
TRUST ENROLLMENT DIRECTOR

PHONE: (920) 869-6200

EMAIL: TrustEnrollments@oneidanation.org

WEBSITE: <https://oneida-nsn.gov> Semi-Annual GTC Endowment Report

REPORT CREATED BY KEITH DOXTATOR, DIRECTOR



ACHESON ENDOWMENT FUND

Fund Purpose: The purpose of this endowment is to provide a resource that is used to assist the Oneida Nation of creating programs and activities which shall support programs for persons pursuing higher education or educational advancement.

Governing Policy: OBC Resolution 12-13-17-C established the Acheson Education Endowment, in accordance with the Endowments law. The resolution outlines several education priorities for funding in addition to several other stipulations including: no disbursements shall be made until Fiscal Year 2028; 50% of the interest income shall be used for disbursements; procedures for distribution; and the Treasurer shall budget at least \$100,000.00 each fiscal year to the Acheson Education Endowment for a minimum of 10 years.

The OBC later amended the Acheson Endowment revising the funding priorities with OBC Resolution 11-13-19-B. The resolution outlines the following educational funding priorities:

- Priority 1: costs associated with vocational and technical trades for adult members, and advanced placement and college level courses for members who are high school students; and
- Priority 2: upon generating sufficient income to pay for Priority 1 expenses, excess disbursements shall be allocated for costs associated with professional exams and licensing; and
- Priority 3: upon generating sufficient income to fund Priority 1 and Priority 2 expenses, excess disbursements shall be allocated to fund the higher education scholarship program; and
- Priority 4: upon generating sufficient income to fund Priority 1, Priority 2, and Priority 3 expenses, excess disbursements shall be allocated to fund expenses related to all educational needs.

Risk Assessment: The overall investment period is long-term. With a 10-year distribution moratorium placed on the endowment, the risk profile should allow for growth versus income. Once the distributions begin on an annual basis, the Trust Enrollment Committee may consider amending the investment model.

Investment Objective: Based on the factors above, the overall objective is growth. This is accomplished by investing in a diversified portfolio consisting of the broad asset classes of equity, fixed income and cash.

Asset Class	Min (%)	Target (%)	Max (%)
Domestic Equity	55	65	75
International Balance	0	10	20
Domestic Fixed	15	20	45
Cash/Cash Equivalents	2	5	10

Principal/Distributions/Income: The endowment's inception date (January 12, 2018) through March 31, 2022. Investment manager fees were paid to Boston trust totaling \$2,064 in FY20, \$1,988 in FY21, and \$5,946 in FY22. All remaining distributions were custody fees paid to Northern Trust.

	Acheson Bequest	Contributions	Distributions	Income	Ending Balance
FY18	\$ 1,145,157		\$ (3,383)	\$ 12,476	\$ 1,156,702
FY19		\$ 200,000	\$ (4,622)	\$ 25,908	\$ 1,378,912
FY20		\$ 250,000	\$ (9,089)	\$ 108,394	\$ 1,727,841
FY21			\$ (8,278)	\$ 502,250	\$ 2,221,813
FY22		\$ 100,000	\$ (9,301)	\$ (95,572)	\$ 2,235,542

Endowment Expectation: Assuming funding continues at \$100,000 per year pursuant to BC Resolution 12-13-17-C, and assuming a 4.5% net rate of return annually, and assuming 50% of income will be distributed in FY28, then we're expecting an account valued ~\$3,500,000 and distributes ~\$75,000 annually.

ONEIDA NATION SCHOOL SYSTEM ENDOWMENT

Fund Purpose: The purpose of this fund is for long-term planning and funding of the programming and education support services of the Oneida Nation School system. Further, the Oneida Nation School System Endowment shall be used for the purposes of creating programs and activities which shall support Priority K-12 in the Oneida Nation School System.

Governing Policy: BC Resolution # 02-27-19-B. Creation of the Oneida Nation School System Endowment in Accordance with the Endowments Law. Disbursements shall only be made if the Oneida Nation School Board (ONSB) has adopted a resolution identifying a three-year spending plan which may include programming, educational support services, and infrastructure. The ONSB resolution may also designate the amount of the endowment's annual income for disbursement with a maximum 75% of income available for disbursement. The remainder will be reinvested in the Oneida Nation School System Endowment. If ONSB does not adopt a resolution identifying a three-year spending plan, then all income from the Oneida Nation School System shall be reinvested into the endowment. As of this report, an ONSB resolution identifying a three-year spending plan has not been adopted.

Risk Assessment: Originally, the specific need and time horizon had not been established in accordance with a resolution adopted by the Oneida School Board. Therefore, the OTEC invested with two goals. The first goal is to minimize inflationary risk and one-year downside risk, so that the principal maintains its value. The second goal is to maintain liquidity in case the purpose of the fund requires significant investment allocation changes. This resulted in an allocation of ~20% equities and ~80% fixed income.

In 2021, the School Board provided the Trust Enrollment Committee further direction. No short-term plans were being developed to begin taking distributions, instead OTEC should plan for at least a 5-year, perhaps 10-year time horizon with principal growth being the goal in the meantime.

Asset Allocation: The School System Endowment will be invested in a passive index fund that contains of mix of Domestic and International Equities, Domestic and International Fixed Income, and Cash/Equivalents.



Investment Objective: Based on the factors above, the overall objective is moderate growth. This is accomplished by investing in a diversified portfolio consisting of the broad asset classes of equity and fixed income.

Asset Class	Min (%)	Target (%)	Max (%)
Domestic Equity	29	36	43
International Balance	19	24	29
Domestic Fixed	22	28	34
Cash/Cash Equivalents	9	12	15

Principal/Distributions/Income: The endowment's inception date (April 29th, 2019) through March 31, 2022. BC Resolution 5-22-19-C transferred \$269,346 to the Tribal account. All other distribution are custodian expenses paid to Northern Trust.

	Acheson Bequest	Contributions	Distributions	Income	Ending Balance
FY19	\$ 1,901,360		\$ (271,011)	\$ 78,850	\$ 1,709,199
FY20			\$ (3,875)	\$ 115,835	\$ 1,821,159
FY21			\$ (3,900)	\$ 97,296	\$ 1,914,555
FY22			\$ (1,975)	\$ (103,368)	\$ 1,809,212

Endowment Expectation: Assuming a 4.5% net rate of return annually, we're expecting an account valued ~\$2,250,000 in five years and ~\$2,800,000 in ten years.

2022 ANNUAL REPORT

Account	12/31/20	Net Additions & (Withdrawals) ¹	12/31/21	1 Yr TWR ² %
EPC Higher Ed & General Welfare	\$ 133,259,180.19	\$ (5205335.91)	\$ 149,888,425.45	13.83
Minors 0-14	\$ 29,958,777.01	\$ (5877181.04)	\$ 28,116,897.86	14.42
Minors TAM 15+	\$ 32,562,140.23	\$ (1241166.77)	\$ 33,164,406.06	5.60
Language Revitalization Fund	\$ 3,668,043.86	\$ (4,870.49)	\$ 3,928,506.04	7.24
Geral Per Capita	\$ 9,368,839.30	\$ (3,943.16)	\$ 10,729,226.33	14.56
Acheson Edu End	\$ 1,889,146.95	\$ 88,800.01t	\$ 2367,848.61	20.52
School System	\$ 1,886,720.53	\$ (3,900.00)	\$ 1,919,002.63	192

1. Cumulative value of all money inflows (contributions) and outflows (spending and fees)
2. Time Weighted Return based on reliable sources and for information perposes only





PURPOSE

The purpose of the Bureau of Indian Education P.L. 100-297 Grant funded Oneida Nation School System is to educate Native students, birth through 12th grade, daily. The Mission of ONSS states we are a learning system of choice for our children by embracing the guiding principle that all young people have limitless potential and opportunities. The school system is accredited through the AdvancED Accreditation program with annual goals of improving attendance, increasing academic progress, enhancing Oneida Language and Culture. During the pandemic, additional funds from the BIE assisted the school in becoming more technology competent with instruction and student use of online learning for assignment completion. A system wide Houghton-Mifflin-Harcourt curriculum for CORE academics was purchased for students, due to the available online content for instruction. The school did provide meals and technical assistance to families during the pandemic. We were happy to return to in person learning in fall of 2021, with safety precautions in place. Students kept masks on until after spring break in April, when we went masks optional. We hope the 22 – 23 school year will see the return of our normal parental involvement activities such as Harvest Dinner, Maple Luncheon and Culture Day activities. Parents are our partners in the education of our children.

BUDGET — \$13,144,293

Funding Sources for FY-2022

Tribal Contribution	28%
Grants	72%
Other Sources	N/A

Budget as of 3/31/22 \$10,012,807.19
 Expenditures as of 3/31/22. \$8,144,354.91

VARIANCE EXPLANATION

The current budget is on track to be expended at the end of the fiscal year with no variances.

EMPLOYEES — 116

Enrolled Oneida	Non-Oneida
66	50

WHO WE SERVE

Our ‘customers’ are our students, who need to be at least ¼ Native Blood from a federally recognized Tribe or Nation, from birth through 12th grade. They attend our school to learn not only academics, but also learn about the Oneida Nation traditions, language/culture and government. Our students are from birth through 3 years-old in our Family And Child Education (FACE) program parent educators. This grant also has other staff including an adult education teacher and early childhood classroom for 3 to 5-year-olds. This program services 45 infants/toddlers, birth through 5 years old. They will have 9 graduates in May, 2022. The K-8 program is located in the elementary ‘turtle’ building with approximately 270 students. 8th grade will have 24 graduates on June 2nd. The high school, located in the Norbert Hill Center has approximately 140 students. High school athletes participate in the M & O conference for sports. There are currently 21 students who will graduate with the full diploma and 14 scheduled for graduation from the alternative program in June.

CONTACT



SHARON MOUSSEAU
 SUPERINTENDENT

PHONE: 920)869-1676 ext. 4623
 EMAIL: smousseau@oneidation.org
 WEBSITE: www.oneida-nsn.gov





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

- Chair** Sacheen Lawrence
- Vice Chair** Sylvia Cornelius
- Secretary** Melinda K. Danforth
- Member** Vicki L. Cornelius
- Member** Barbara Cornelius
- Member** Teresa Schuman

BUDGET — \$ 54,652

Funding Sources for FY-2022

Tribal Contribution	0%
Grants	100%
Other Sources	N/A

Budget as of 3/31/22 \$27,326
 Expenditures as of 3/31/22. \$7,825

VARIANCE EXPLANATION

School Board has used no attorney expenses that have been budgeted for.

EMPLOYEES — 0.5

Enrolled Oneida	Non-Oneida
0.5	0

STIPENDS — \$100/MTG

	Total Dollar Amount Paid	Number of Meeting		
		Regular	Special/ Emergency	Hearings/ Other
Oct 2021	\$1,350	2	0	2
Nov 2021	\$1,250	2	0	2
Dec 2021	\$575	1	0	1
Jan 2022	\$1,275	2	0	1
Feb 2022	\$1,750	2	0	6
Mar 2022	\$1,500	2	1	0

Regular stipend amount is \$100.00 per meeting; \$50.00 per training ; \$25.00 per screening; \$25.00 per interview.



STRATEGIC GOAL UPDATES - FY22

GOAL 1

Finalize and implement the strategic process to ensure the School System is equipped to meet the academic, social/emotional, athletic, and Oneida language & culture needs.

Promoting Positive Community Relations

Update on Goal: Since the last report, School Board was diligently attending business which paused the planning of the strategic process. However, the School Board foresees being able to continue the planning to finalize its goals for implementation starting with the 2022-2023 school year.

GOAL 2

Ensure the Oneida Language Immersion Program has the opportunities for funding and space to continue its growth through FY2025.

Improving Organizational Changes

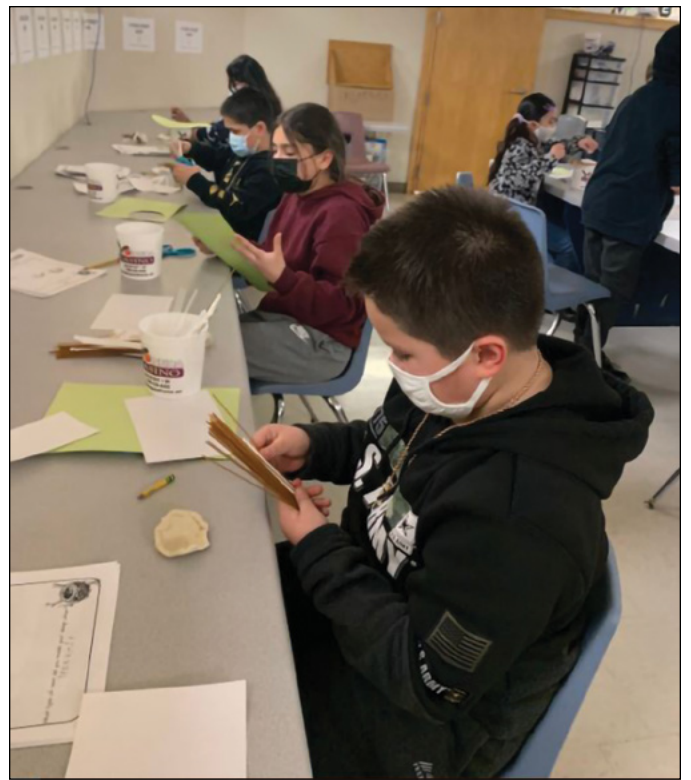
Update on Goal: The Oneida Language Immersion Program continues to receive grants to maintain classes for teaching. Current teaching methods are in-person and video clips posted on social media. This is a project that will take time, support, and resources to keep moving forward. This program is still working in expanding staff in numbers as well as in training and education.

GOAL 3

A new goal the School Board is to improve the functionality of the school system, a reorganization that will be better for students, staff and the community.

Improving Organizational Changes

Update on Goal: The School Board has recently received the elementary school K-5 Principal resignation. Upon receiving it, the School Board agreed to change that position back to K-8. Continued discussions for needs of improvements will be made as the next school year approaches.



MEETINGS

HELD	1st Monday and 3rd Monday of the month
TIME	5:00 p.m.
MEETINGS	Open
LOCATION	Microsoft Teams due to pandemic starting May 2022, meetings will be in-person and virtually as deemed appropriate





As reported over the past two (2) years, there are several Boards, Committees, and Commissions (BCC's) that became inactive during most of the COVID-19 pandemic; a few remain inactive as of the submission of this report. As these BCC's slowly become reactivated, their regular reporting to the General Tribal Council (GTC) via the annual and semi-annual reports will resume. GTC's continued consideration for the circumstances due to the pandemic is appreciated and helpful in allowing the Nation to ensure the general health, safety, and welfare of our community, including the BCC's who serve. Listed herein is a summary of the actions for the inactive BCC's that have occurred during this time.

BACKGROUND

On April 8, 2020, the Oneida Business Committee (OBC) adopted BC resolution # 04-08-20-B Placing Listed Boards, Committees, and Commissions in Temporary Closure Status. This resolution was effective immediately for the remainder of Fiscal Year 2020 and during any continuing resolution for Fiscal Year 2021. This resolution affected the following BCC's:

1. Oneida Community Library Board;
2. Oneida Environmental Resources Board;
3. Oneida Nation Arts Board;
4. Oneida Nation Veterans Affairs Committee;
5. Oneida Personnel Commission;
6. Oneida Pow Wow Committee;
7. Pardon and Forgiveness Screening Committee;
8. Southeast Wisconsin Oneida Tribal Social Services Advisory Board;
9. Oneida Land Claims Commission; and
10. Oneida Nation Commission on Aging.

On November 24, 2020, the OBC adopted BC resolution # 11-24-20-C Continuation of Temporary Closure of Listed Boards, Committees and Commissions for Fiscal Year 2021. This

resolution also removed the temporary closure status for the Pardon and Forgiveness Screening Committee and authorized them to begin meeting virtually.

On February 10, 2021, the OBC adopted BC resolution # 02-10-21-E Authorizing Exemption from Temporary Closure – Oneida Nation Arts Board. The Oneida Nation Arts Board was removed from the temporary closure status and was authorized to begin meeting virtually.

On April 14, 2021, the OBC adopted BC resolution # 04-14-21-B Authorization of Boards, Committees and Commissions to Meet and Superseding the Temporary Closure. This resolution removed the temporary closure status for all the remaining BCC's referenced above effective June 14, 2021. On April 14, 2021, the OBC reaffirmed the action previously taken on February 12, 2020, of implementing the pilot project that removed the Oneida Pow Wow Committee from under the direction of the Boards, Committees and Commissions Law and moved them under the Tourism program.

As of March 31, 2022, the following boards, committees, and commissions remain inactive due to a lack of members.

1. Oneida Community Library Board
2. Oneida Environmental Resource Board
3. Oneida Personnel Commission

Your consideration of this report is appreciated. Questions about any of the actions or activity can be directed to the Government Administrative Office at 920-869-4364, or via email at: boards@oneidanation.org







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

- Chair** Kristin Jorgenson-Dann, Chairperson
- Vice Chair** Beverly Anderson, Vice-Chair
- Member** Valeri Groleau
- Member** Patricia Moore
- Member** Jeanette Ninham
- Member** Brenda Vanden Langenberg

STIPENDS — \$

	Total Dollar Amount Paid	Number of Meeting		
		Regular	Special/ Emergency	Hearings/ Other
Oct 2021	\$300	1	0	0
Nov 2021	\$0	0	0	0
Dec 2021	\$300	1	0	0
Jan 2022	\$375	1	0	0
Feb 2022	\$300	1	0	0
Mar 2022	?	1	0	0

BUDGET — ?

Funding Sources for FY-2022

Tribal Contribution	100%
Grants	0%
Other Sources	N/A

Expenditures as of 3/31/22. \$1,275

VARIANCE EXPLANATION

The variance is due to not having a full board or members not able to attend a meeting.



STRATEGIC GOAL UPDATES - FY22

GOAL 1

Community and organizational buy-in will be formed and economic sustainability will be promoted.

Advancing Oniyoteʔa-ká Principles

Update on Goal: The Board hears the concerns of the residents and then finds ways to address them. Also make sure that the residents are aware that the Board is there for them. For the second quarter, cards and other items were sent to the residents on behalf of the board (Birthdays, Valentines)

GOAL 2

Continue and update the education of the AJRCCC Board members.

Advancing Oniyoteʔa-ká Principles

Update on Goal: Dependent on the COVID pandemic, the board would like to continue attending trainings to receive the education, whether it be in person or virtual.

MEETINGS

HELD 2nd Wednesday of the Month
TIME 5:00 p.m
MEETINGS Open
LOCATION Microsoft Team/Virtual

CONTACT

KRISTIN JORGENSON-DANN
CHAIRPERSON

EMAIL: ajc-kjor@oneidanation.org





PURPOSE

The purpose of the Oneida Nation Arts Board is to provide guidance and support to the Oneida Nation Arts Program. The Oneida Nation Arts Board performs the responsibilities granted to the Board under the Dollars for Arts Program.

BCC MEMBERS

- Chair** Kelli Strickland
- Vice Chair** Kent Hutchison
- Member** Cody Cottrell
- Member** Harmony Hill

BUDGET — \$0

Funding Sources for FY-2022

Tribal Contribution	0%
Grants	0%
Self-Governance Compact Funding	N/A

VARIANCE EXPLANATION

Currently the Arts Board does not have a stipend budget, but one is being included in FY2023.

STIPENDS — \$0

STRATEGIC GOAL UPDATES - FY22

GOAL 1

Successful management of the Wisconsin Regranting program, that involves Dollars for Arts (DAP) and Planting Seeds of Knowledge (SEEDS) grants.

Advancing Onnyoteʔa-ká Principles

Update on Goal: Due to the Covid Pandemic we were not able to conduct the regranting program for Fiscal Year FY21, we skipped a year of grant funding from Wisconsin Arts for FY22. We are on time to meet the upcoming Final Grant report & Application for the FY21 Regranting Program, and ONAP will be applying for funds to continue our regranting programs DAP & Planting Seeds of Knowledge (SEEDS) grants for FY23. A total of 8 DAP Grant awards were provided = 6 artists and 2 non-profit community organizations were awarded DAP funds. Six local schools were awarded funds for SEEDS programming for presenting Native American SEEDS Artists. There were 31 days of residencies scheduled for this school year. SEEDS grant awards of \$11,400 funds went directly to Native American SEEDS Artists in our local community. ONAP received a new Regranting grant award from WI Arts Board this year. This award funds both the Dollars for Art (DAP) program and the Planting Seeds of Knowledge (SEEDS) re-granting program. ONAP will begin promoting the DAP grant program this year and accept applications from community members. Moving forward the Arts Board wants to look at finding new ways to do fund raising and find ways to expand grant matching.



GOAL 2

Develop, adopt, review, and amend applicable standard operating procedures (SOPs) and our By-Laws.

Advancing Oniyoteʔa-ká Principles

Update on Goal: Upon completing of the review, the Oneida Nations Art Board By-Laws were submitted to begin the final review and approval process through the Legislative Operating Committee and the Oneida Business Committee, anticipating completion in quarter two (2). A continuation of reviewing their By-Laws and SOPs to ensure the boards alignment with all policies, laws and governing documents of Boards, Committees and Commissions. The Board is also going to research and find ways to promote vacant positions, assist with fundraising for ONAP, and develop artists-in-residency (AIR) and mentorship programs.

MEETINGS

HELD 2nd Tuesday of the Month
TIME 5:30 p.m.
MEETINGS Open
LOCATION Microsoft Teams/Virtual

CONTACT

SHERROLE BENTON
RTS PROGRAM SUPERVISOR

PHONE: 920-490-3832
EMAIL: Sbenton@oneidanation.org
WEBSITE: <https://oneida-nsn.gov/resources/arts-program/>





PURPOSE

The purpose of the PFSC is to provide a fair, efficient and formal process for considering pardons and forgiveness.

BCC MEMBERS

- Chair** Eric Boulanger
OPD Representative
- Vice Chair** Rosa Laster
Community-at-large 25+
- Member** Elijah Metoxen
Social Services Representative
- Member** Sandra Skenadore
Community-at-large 55+
- Member** Ronald King Jr.
OPD Alternate
- Member** Julie King
Social Services Alternate
- Vacant**
Community-at-large 25+ Alternate
- Vacant**
Community-at-large 55+ Alternate
- BC Liaison** Brandon Stevens
- BC Liaison** Jennifer Webster
Alternate

BUDGET — \$0

Funding Sources for FY-2022

Tribal Contribution	0%
Grants	0%
Self-Governance Compact Funding	N/A

VARIANCE EXPLANATION

The PFSC does not have their own budget, however, community-at-large members are eligible for stipends. These stipends are paid from the BC Special Projects budget.

STIPENDS — \$75/MTG

	Total Dollar Amount Paid	Number of Meeting		
		Regular	Special/ Emergency	Hearings/ Other
Oct 2021	\$0	0	0	0
Nov 2021	\$0	0	0	0
Dec 2021	\$0	0	0	1
Jan 2022	\$0	0	0	0
Feb 2022	\$0	1	0	0
Mar 2022	\$0	0	0	1



STRATEGIC GOAL UPDATES - FY22

GOAL 1

Create and update standard operating procedures

Advancing Oniyoteʔa-ká Principles

Update on Goal: Since the PFSC only meets quarterly we held a couple work meetings to review our bylaws and draft SOP's.

GOAL 2

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

Improving Organizational Changes

Update on Goal: The PFSC is working with Government Administrative Office on drafting SOP's and instructions on our process which will be provided to new members upon their appointment.

MEETINGS

HELD 3rd Monday of Feb, May, Aug, & Nov
TIME 10:00 a.m.
MEETINGS Open
LOCATION Microsoft Teams/Virtual

CONTACT

BROOKE DOXTATOR,
BOARDS, COMMITTEES, AND COMMISSIONS SUPERVISOR

PHONE: (920) 869-4452
EMAIL: Boards@oneidanation.org
WEBSITE: <https://oneida-nsn.gov/government/boards-committees-and-commissions/appointed/#Pardon-and-Forgiveness-Screening-Committee>





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

- Chair** Richard Van Boxtel
- Vice Chair** Kim Nishimoto
- Secretary** Beverly Anderson
- Member** Kory Wesaw,
- Member** Jeanette Ninham

BUDGET — \$15,800

Funding Sources for FY-2022

Tribal Contribution	100%
Grants	0%
Other Sources	N/A

Budget as of 3/31/22 \$14,115.00
 Expenditures as of 3/31/22. \$1,685.00

VARIANCE EXPLANATION

We are under budget due to pandemic we haven't been participating in as much training or holding special events with the community, however, as the Nation re-opens, we hope to resume these activities

STIPENDS — \$75/MTG

	Total Dollar Amount Paid	Number of Meeting		
		Regular	Special/ Emergency	Hearings/ Other
Oct 2021	\$300	1	0	0
Nov 2021	\$0	1	0	0
Dec 2021	\$0	0	0	0
Jan 2022	\$300	1	0	0
Feb 2022	\$375	1	0	0
Mar 2022	\$300	1	0	0



STRATEGIC GOAL UPDATES - FY22

GOAL 1

Continuous Training

Advancing Oniyotezaka Principles

Update on Goal: The Commission reviewed their bylaws which identifies trainings for the Commissioners. The Commission needs to identify which trainings are available so they can assign and schedule the appropriate trainings for each Commissioner. The Commissioners participated in HRD to training required to participate in interviews for sworn Employees.

GOAL 2

Participate in community events with the Oneida Police Department to build a positive relationship among the Community, Police Commission and Oneida Police Department.

Promoting Positive Community Relations

Update on Goal: This goal was on hold due to the pandemic. Many community events had been cancelled or postponed. As the Nation begin to re-open the Commission intends to start participating and collaborating in community events once again.

GOAL 3

Provide fair and impartial hearings for Sworn Law Enforcement Personnel

Improving Organizational Changes

Update on Goal: The Commission has been developing standard operating procedures since October 2021 to improve our operations. One of the SOP's we have been working on is a Hearing SOP.



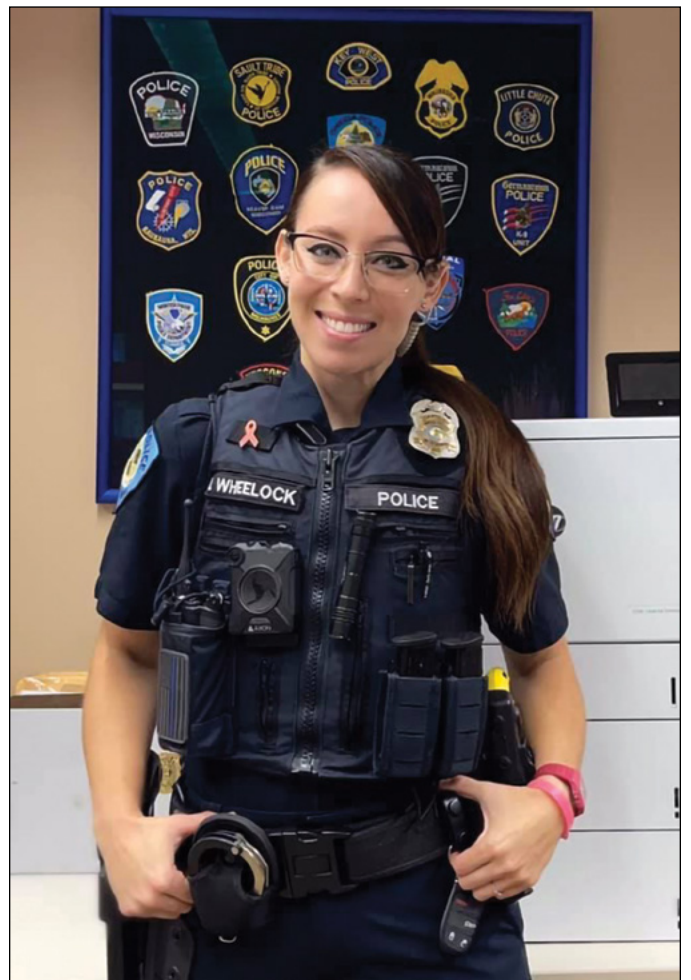
MEETINGS

HELD 4th Wednesday of the Month
TIME 5:00 p.m.
MEETINGS Open
LOCATION Microsoft Teams/Virtual

CONTACT

BROOKE DOXTATOR,
BOARDS, COMMITTEES, AND COMMISSIONS SUPERVISOR

PHONE: (920) 869-4452
EMAIL: police_commission@oneidanation.org
WEBSITE: <https://oneida-nsn.gov/government/boards-committees-and-commissions/appointed/#Oneida-Police-Commission>





PURPOSE

To enforce federal, state, local and tribal laws and ordinances. Provide immediate response to crimes, medical emergencies, administers basic life support, paper service, vehicle lockout service, special events security, medicine disposal, house checks, community education and youth programs to the Oneida Community. To enhance the quality of life in Oneida by reducing crime, drugs, and gang activity through education, prevention, and intervention. We provide 24/7 service, with Wisconsin certified Law Enforcement Officers and a fully operational Dispatch Center. We chair the Native American Drug and Gang Initiative (NADGI) which was established in 2007.

BUDGET — \$3,670,402

Funding Sources for FY-2022

Tribal Contribution	81%
Grants	19%
Other Sources	N/A

Budget as of 3/31/22 \$1,845,968

Expenditures as of 3/31/22. \$1,780,427

VARIANCE EXPLANATION

The variance is due to unspent operating expenses.

EMPLOYEES — 27

Enrolled Oneida	Non-Oneida
20	7

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

ERIC BOULANGER
CHIEF OF POLICE

PHONE: 920-869-2239
EMAIL: eboulan1@oneidanation.org
WEBSITE: <https://Oneida-nsn.gov/divisions/policedepartment/>





Southeastern Wisconsin Oneida Tribal Services Advisory Board



PURPOSE

The Board was established for purposes of providing advice and constructive input to the Southeastern Wisconsin Oneida Tribal Services (SEOTS) Director working in partnership to formulate social services programs for the Oneida people residing in Southeastern Wisconsin by, including, but not limited to:

- Acting as an ambassador for the SEOTS program by promoting its mission whenever possible;
- Reviewing the SEOTS program's budget;
- Guiding and advising the SEOTS administration;
- Adhering to the appropriate chain of command in any and all relative communications with the Oneida Business Committee; and
- Carrying out all other powers and/or duties delegated to SEOTS by the laws and/or policies of the Nation.

BCC MEMBERS

- Chair** Diane S Hill
Vice Chair Michael A Coleman
Secretary Lloyd D Ninham
Member Kathleen M Hill
Member Judy Dordel

BUDGET — \$9,800

Funding Sources for FY-2022

Tribal Contribution	100%
Grants	0%
2019 Fundraiser	\$326

Budget as of 3/31/22 \$4,898
 Expenditures as of 3/31/22. \$900

VARIANCE EXPLANATION

Due to Temporary Closure of the Southeastern Wisconsin Oneida Tribal Services Advisory Board and vacancies resulting from the closure, the Board was unable to start meeting officially until January 2022 and hosting events for the community. More expenses will be used in the 3rd and 4th quarter of the year.

STIPENDS — \$75

	Total Dollar Amount Paid	Number of Meeting		
		Regular	Special/ Emergency	Hearings/ Other
Oct 2021	\$0	0	0	0
Nov 2021	\$0	0	0	0
Dec 2021	\$0	0	0	1
Jan 2022	\$300	1	0	0
Feb 2022	\$300	1	0	0
Mar 2022	\$300	1	0	1



STRATEGIC GOAL UPDATES - FY22

GOAL 1

Support the community by communicating about the resources via social media, word of mouth, and mailers.

Promoting Positive Community Relations

Update on Goal: A Facebook Page has been created for the SEOTS Advisory Board to aide in communicating with the community far and wide. Over the next months as things change in the Nation messages and updates for those on social media platforms can access shared information sooner than a mailer. For those not on social media platforms emails and mailers will continue being sent to those that opt in. Two (2) board members are currently providing administrative support for the SEOTS Facebook page and we encourage the membership to visit it often to keep up-to-date on current events.

GOAL 2

Engage with the community for services available: food, health, clothing, etc.

Encouraging Tsinnyukwalihótá

Update on Goal: Having regular communication with the South Eastern Oneida community. This way over the next three (3) months and beyond the community will be more confident in the Nation's support of those not living directly on or in close proximity to the reservation as not all benefits are available to non-reservation members. Sharing community resources available to tribal members to receive elder food boxes, Hunger Task Force food drive in the local community and/or from the reservation.

GOAL 3

Host community engagement events; August community picnic and an October Halloween event in collaboration with other Tribal agencies located in Milwaukee.

Promoting Positive Community Relations

Update on Goal: A warm environment establishes trust and reignites unity. So, if there are things that need to be done, which requires a specific approval, a representative or two (2) would be able to attend the event. Doing so would clear the path to allow the development of the most precious resource, our people. Such events would bolster the spirits of those who would attend, from our elders, to the infants and everyone in-between.

MEETINGS

HELD 2nd Monday of the Month
TIME 6:00 p.m.
MEETINGS Open
LOCATION Microsoft Teams/Virtual

CONTACT

SOUTHEASTERN WISCONSIN ONEIDA TRIBAL SERVICES
ADVISORY BOARD MEMBERS

PHONE: (414) 329-4101
EMAIL: SEOTS@oneidanation.org
WEBSITE: <https://oneida-nsn.gov/government/boards-committees-and-commissions/appointed/#Southeastern-Wisconsin-Oneida-Tribal-Services-Advisory-Board>





*Oneida Nation
Veterans Affairs Committee*

PURPOSE

The purpose of the Veterans Affairs Committee is to serve as an advisory body to the Oneida Veterans Service Office (“Office”) in all matters relating to Oneida Nation Veterans’ rights and benefits and veterans’ affairs issues, and to protect the honor and integrity of the Oneida Nation and all veterans who served honorably in the United States Uniformed Services. Among other services, the Veterans Affairs Committee is to provide advice and constructive input to the Oneida Veterans Service Office Director on all veterans’ affairs issues so the

Office can formulate veterans’ services and programs; and to coordinate veterans’ events with the Office and veterans’ organizations that are representatives of Oneida Veterans and the Oneida Nation.

BCC Members

- Chair** Gerald Cornelius
- Vice Chair** Floyd J Hill II
- Secretary** John Breuninger
- Member** Arthur W Cornelius
- Member** Kenneth G House
- Member** Benjamin J Skenandore
- Member** Dale A Webster

BUDGET — \$51,524

Funding Sources for FY-2022

Tribal Contribution	100%
Grants	0%
Other Sources	N/A

Budget as of 3/31/22 \$25,760
Expenditures as of 3/31/22. \$1,350

VARIANCE EXPLANATION

Due to Temporary Closure of the ONVAC and vacancies resulting from the closure, the Committee was unable to start meeting officially until January 2022 and hosting events for the community. More expenses will be used in the 3rd and 4th quarter of the year.

STIPENDS — \$75

	Total Dollar Amount Paid	Number of Meeting		
		Regular	Special/ Emergency	Hearings/ Other
Oct 2021	\$0	0	0	0
Nov 2021	\$0	0	0	0
Dec 2021	\$0	0	0	0
Jan 2022	\$450	1	0	0
Feb 2022	\$450	1	0	0
Mar 2022	\$450	1	0	0



STRATEGIC GOAL UPDATES - FY22

GOAL 1

Engage community with services provided and develop a positive relationship with the Oneida Community.

Promoting Positive Community Relations

Update on Goal: ONVAC remains engaged in extracurricular activities within our Oneida Community and continuously assists the Veterans Service Officer with Veteran meetings, celebrations, funerals, meals, community events (Christmas Tree lighting), color guard responsibilities at Tribal Meetings (GTC), organizational events as well as "other" requests for color guard participation.

GOAL 2

Continuously developing and maintaining positive relationships with our Oneida Veteran population, their families and our community as well as with the Oneida Nation's departments, programs and services, external entities and our surrounding governments, veteran's organizations, schools and communities.

Promoting Positive Community Relations

Update on Goal: VISIBILITY and PARTICIPATION: Although the ONVAC, as other BCCs have been inoperative during the Covid-19 Pandemic, we have continued to be involved in "safely" providing our support services to our Veterans, their families and our Community. We are a "service" organization which continuously serves our People and Community. Just recently, we have supported the Nation's Tribal Action Plan (TAP) staff with community involvement and support; furthermore, we continuously work to improve our Nation's Veterans Memorial Site with the addition of the Wisconsin State Purple Heart Monument, the planting of a "tree" within the memorial site, which was dedicated to the Oneida Nation from the Daughters of the American Revolution; and finally, supporting a Ceremony within which, the Sons of the American Revolution presented a DISTINGUISHED PATRIOTIC LEADERSHIP AWARD and an ONEIDA WARRIOR PLAQUE to the Oneida Nation.

GOAL 3

The development and implementation of additional enhancements to the Veterans Memorial Wall and Site. The ONVAC has and will continue to work with the Tourism and the Department of Public Works in completing projects within the site.

Exercising Sovereignty

Update on Goal: Prior to the Covid-19 Pandemic "closure" of the ONVAC, a DRAFT Site Plan was completed by the Oneida Planning Department. This Plan will continue to be the basic footprint to all of the enhancements to be made within the site. Currently, the enhancements will include positioning of two additional memorials, one to Dr. Josiah Powless and the

second to the Oneida Code Talkers. An Eagle will be placed at the eastern end of the existing wall and upgrades will also be made to the wall. In addition, sidewalks, lighting and re-painting of the individual "bricks" located on the north side of the wall will be accomplished. The inclusion of picnic tables, seating around the monuments and perhaps a veranda or gazebo in the open space.

MEETINGS

HELD 2nd Tuesday of the Month
TIME 5:00 p.m.
MEETINGS Open
LOCATION Microsoft Teams/Virtual

CONTACT



GERALD CORNELIUS, ONVAC CHAIR
or JOHN L. BREUNINGER, ONVAC SECRETARY

PHONE: (920) 615-652
(920) 562-7536

EMAIL: onv-gcor@oneidanation.org
onv-jbre@oneidanation.org

WEBSITE: <https://oneida-nsn.gov/government/boards-committees-and-commissions/appointed/#Oneida-Nation-Veterans-Affairs-Committee>



Finance Committee



PURPOSE

The Finance Committee (FC) is a working Sub-Committee of the Oneida Business Committee. Responsibilities as delegated by the BC include recommending financial decisions related to Nation policies, and oversight /guidance of organizational expenditures in support of the mission, values, and strategic goals of the Oneida Nation.

BCC MEMBERS

- Chair** Cristina Danforth
BC Treasurer
- Vice Chair** Larry Barton
CFO
- Member** Jennifer Webster
BC Councilwoman
- Member** Kirby Metoxen
BC Councilman
- Member** Chad Fuss
Gaming CFO & GGM Alternate
- Member** Patrick Stensloff
Purchasing Manager
- Vacant**
Elder member

BUDGET — \$1,800

Funding Sources for FY-2022

Tribal Contribution	100%
Grants	0%
Other Sources	N/A

Budget as of 3/31/22 \$1,800.
Expenditures as of 3/31/22. \$0

VARIANCE EXPLANATION

No variance, funding is to pay for elder member meeting stipend; the elder member position has been vacant since the beginning of FY2022.

STIPENDS — \$0



STRATEGIC GOAL UPDATES - FY22

GOAL 1

To support & improve all processes, procedures, laws, budgets and resolutions that pertain to responsible financial oversight /expenditures for the Oneida Nation

Improving Organizational Changes

Update on Goal: In the first six months of FY2022 the Finance Committee reviewed, provided advice and approved sixty-four budgeted expenditure requests from the organization totaling \$22,765,066.40; reviewed twenty-nine informational requests /reports and reviewed two investment updates

GOAL 2

Demonstrate Community commitment by providing giving through Donations and the Oneida Finance Fund to local charitable organizations, local veteran's groups and to Oneida tribal members and families.

Inspiring Yukwatsístayλ

Update on Goal: In the first six months of FY2022 the FC provided \$15,000 in Donations to five local charitable groups that provide direct services to the Oneida community and provided \$18,554.60 in Oneida Finance Funding to 43 Oneida members/families to support positive self-development activities.

GOAL 3

Continue to develop endowments for the Nation in the areas of Language, Land, and Health to sustain funding for these important areas for future generations.

Advancing Oniyotezaka Principles

Update on Goal: With the interruption in basic services following the Covid-19 pandemic the FC did not address this goal as their main focus for the first six months of FY 2022 was to ensure financial processes for the Oneida Nation were expedited to provide services to the Oneida Community.

MEETINGS

HELD Twice each month on Mondays one week prior to the BC meetings
TIME 9:00 a.m.
MEETINGS Open
LOCATION Microsoft Teams/Virtual - 1st half of FY22

CONTACT

CRISTINA DANFORTH
TREASURER

PHONE: 920-8693-4300
EMAIL: FAO@oneidanation.org
WEBSITE: www.oneida-nsn.gov/





Oneida Youth Leadership Institute

PURPOSE

Oneida Youth Leadership Institute Mission Statement: Investing in the development of our youth to enhance nation building by learning from our past, embracing our present, and leaving a legacy for the future. The Oneida Youth Leadership Institute is a tax-deductible 7871 entity of the Oneida Nation actively planning for the 7th generation by providing opportunities, initiatives, and trainings that can help inspire our Native youth to become strong, progressive leaders. The Youth Leadership Institute will foster Tradition Heritage/Culture; Healthy Minds/Healthy Bodies; Citizen Engagement; Leadership; Academic Excellence; Entrepreneurship; Networking

BUDGET — \$0

Funding Sources for FY-2022

Tribal Contribution	0%
Grants	0%
Self-Governance Compact Funding	N/A

Budget as of 3/31/22 \$0
 Expenditures as of 3/31/22. \$0

STIPENDS — \$0

BCC MEMBERS

- Member** Marlon Skenandore
- Member** Margaret Ellis
- Member** Melissa Metoxen
- Member** Jeff House
- Member** Paul Ninham
- Member** Elijah Metoxen
- Member** Aliskwet (Cheryl) Ellis



STRATEGIC GOAL UPDATES - FY22

GOAL 1

Community Engagement – The Oneida Youth Leadership Institute (OYLI) is fully engaged with the community being a community tool for tax-exempt fundraising efforts. When fully up and running, we provide enhanced services to groups seeking to fundraise for youth activities/events and assist in the development of initiatives that will create leadership qualities in our youth. Prior to the Pandemic, OYLI had reached \$129,909 in Restricted Funds and \$17,746 in Unrestricted Funds. The Board is a volunteer Board only, and no Board Member receives any form of stipend or payment, nor are there any costs incurred.

Promoting Positive Community Relations

Update on Goal: We are currently at \$248,801.62; with \$197,740.02 being restricted and \$51,055.60 being unrestricted.

GOAL 2

Operational Sustainability – Prior to the pandemic, we were finalizing our policies and procedures and operating manual so that grant fundraising could begin in order to build and sustain OYLI efforts. As a non-profit entity we can apply for external funding from corporations and foundations. Our challenge here would be to help these entities to understand that a 7871 organization has the same tax-exempt qualifications as a 501c3 organization.

Advancing Onyote?aká Principles

Update on Goal: This effort continues to be on hold due to the loss of staff and increased workload within our office

GOAL 3

Development – With the development of a full procedure manual we can begin to raise funds for the OYLI and provide grants/sponsorships/donations to youth groups and activities that meet our overall purpose.

Improving Organizational Changes

Update on Goal: We had a new appointment last year in Aliskwet Ellis, however we have one board member whose term is currently extended as he would like to step down once we have a full board. So we are still looking for one more appointment to make a full board.

MEETINGS

HELD 3rd Thursday of the Month - currently on hold
TIME 12:00 p.m.
MEETINGS Open
LOCATION Various meeting locations

CONTACT

CHERYL STEVENS
EXECUTIVE MANAGER

PHONE: 920-496-7331
MAIL: cstevens@oneidanation.org
WEBSITE: oneida-nsn.gov





Bay Bancorporation Inc is the parent company for Bay Bank. We operate 2 banking locations in Green Bay and a branch office in Keshena. The Bank had total assets of \$200 million as of quarter end 3/31/2022. We are a full-service bank that offers deposit accounts, online and mobile banking, consumer loans, mortgage loans, business loans and cash management services for business customers. The majority of our customers are in the Green Bay area but we also offer banking services to the other Tribes in Wisconsin. The Bank is profitable and financially strong.

CORPORATE BOARD MEMBERS

Board Chairman	Robert Jossie
<i>Term ending:</i>	10/24/2020
President & CEO	Jeff Bowman
<i>Term ending:</i>	7/23/2022
Member	Elaine Skenandore-Cornelius
<i>Term ending:</i>	7/13/2021
Member	Fern Orie
<i>Term ending:</i>	7/31/2022
Member	Todd Van Den Heuvel
<i>Term ending:</i>	7/23/2021

DIVIDENDS

In December of 2021, Bay Bancorporation paid a \$125,000 dividend to the shareholder.

STIPEND — \$550/MTG

\$600 for the Board Chair. \$100 fee for other committee meetings.

STRATEGIC GOAL UPDATES - FY22

GOAL 1

We implemented several new technology upgrades since the start of the Nation's fiscal year. We now offer instant issue contactless debit cards, ability for customers to externally transfer money to and from another financial institution and upgrade our online banking capabilities that inaugurates stronger cybersecurity features. A second Interactive Teller Machine was deployed. We are implementing a Financial Crimes Management Software to help monitor fraudulent activity and meet Bank Secrecy Act reporting requirements. On the marketing and advertising front, we are utilizing digital marketing opportunities to grow our brand and product awareness, which is yielding positive results.

The Bank is in excellent financial condition and is generating consistent profits. For the 12 months ending 12/31/21, we generated total revenue of \$9,908,000, we had expenses of \$6,826,000 and a Net Profit of \$3,082,000. In the banking industry, ROI is calculated as Return on Equity (ROE). Our ROE in F2021 was 17.2%. In the first quarter of fiscal year 2022 (3/31/22) we had total revenues of \$1,669,000, expenses of \$1,464,000 and a Net Profit of \$205,000. Our Return on Equity in Q1 of 2022 was 4.5%. The Bank has a very strong equity position of \$17,296,000.

MEETINGS

HELD 4th Thursday of the Month

CONTACT

JEFF BOWMAN, PRESIDENT & CEO
 PHONE: 920-490-7600
 EMAIL: jeff.bowman@baybankgb.com
 WEBSITE: www.baybankgb.com





The Oneida Airport Hotel Corporation (OAHC) serves the Oneida membership by providing economic diversification through the profitable operation of its business ventures.

Businesses owned by OAHC include: Radisson Hotel & Conference Center Green Bay and Three Clans Airport d/b/a Wingate by Wyndham Airport Hotel Green Bay.

The Radisson works with Oneida Casino Management and marketing staff to enhance the overall customer experience of the Gaming customer. Additional markets served in the hospitality industry by both the Radisson and Wingate include Corporate, Association, Tour & Travel, Tribal, State and Federal Governments, Social, Military, Education, Religious and Fraternal.

CORPORATE BOARD MEMBER

Chairwoman Kathy Hughes
Term ending: January, 2027

Vice Chairwoman Patricia Lassila
Term ending: January, 2026

Secretary/Treasurer Kateri Wheelock
Term ending: January, 2025

Member Vern Doxtator
Term ending: January, 2023

Member Susan House
Term ending: January, 2027

STIPENDS — \$500

MEETINGS

HELD 4th Wednesday of the Month

STRATEGIC GOAL UPDATES - FY22

GOAL 1

The Radisson Green Bay has met and exceeded Revenue expectation for the property, through Average Daily Rate and Occupancy. The remaining 6 months, will have the Revenue and Sales Department continue to work with the strategies in place for growing occupancy at a higher ADR, both in transient and group. The Sales team continues to work with Discover Green Bay for leads as well as Corporate franchise and Management Company, to gain leverage in the Green Bay market. Cedar & Sage Grill House and Sky World Coffee & Custard, continue to perform well. Purcells Beer Garden is now open for the summer Friday Through Sunday and we are close to opening Cedar & Sage for Breakfast daily as well as Brunch on Sunday.

The Wingate Green Bay has met and exceeded Revenue expectations for the property, mostly through an increase in the Average Daily Rate. They will be working alongside the Radisson Sales Team for leads along with the Visitor Center and Management Company. Wingate Green Bay will continue their cost reduction measures to reduce cost and increase profit.

Both properties maintained operations through COVID and are starting to recover to pre-covid business.

CONTACT

KATHY HUGHES
OAHC CHAIRWOMAN

PHONE: 920-405-6410
EMAIL: jeanne.calhoun@rhccgb.com





Oneida ESC Group, LLC

Oneida ESC Group is a family of companies, owned by the Oneida Nation of Wisconsin, that delivers customer-focused engineering, science, real estate developer, construction services worldwide. Environmental services included remediation and restoration services across the regulatory spectrum, natural resource evaluations, ecological studies, Threatened and Endangered species studies, watershed, environmental and biological assessments; Engineering services include civil, transportation, mechanical, electrical, plumbing, and structural engineering design. Construction services include Construction and demolition, construction management, and construction oversight (Title II) services for commercial and governmental facilities. Real estate development includes managing and developing mixed-use commercial, retail and office spaces.

CORPORATE BOARD MEMBERS

Chairman John Breuninger
Term ending: June 2024

Member Jacqueline Zalim
Term ending: June, 2022

Member Leslie Wheelock
Term ending: June 2023

STIPENDS — \$300

MEETINGS

HELD Quarterly

STRATEGIC GOAL UPDATES - FY22

Establish a new 8a company (General Mechanical Corporation) – application submission in May 2022, establish an affordable multi-family housing project – Working with the Oneida Nation leadership on a comprehensive plan.

Dividends

Oneida ESC Group has paid \$6.1M in total dividends to the Oneida Nation which includes those dividends paid by Oneida Total Integrated Enterprises (OTIE) since its inception in 2007. 2021 Dividend - \$0.

CONTACT

JEFF HOUSE
PRESIDENT AND CEO

PHONE: 920-884-3968
EMAIL: jhouse@oescgroup.com
WEBSITE: www.OESCGroup.com





Thornberry Creek at Oneida is a 27-hole golf facility with a challenging 18-hole Championship course and a 9-hole family-friendly course. The clubhouse has a full-service restaurant and two event spaces, which includes the Hawks Crest Ballroom and the Tap Room & Beer Garden on the lower level.

STRATEGIC GOAL UPDATES - FY22

GOAL 1

The primary goal for FY22 is to meet or exceed EBITDA and NOI budget for the year. This will be done by exceeding revenue goals while minimizing payroll and operating expense as much as possible. Staffing, supply chain and increased price of goods have been the biggest challenges for the organization this year and we foresee those challenges continuing throughout the remainder of the fiscal year.

Thornberry Creek will be experiencing turnover in senior management positions in the second half of the fiscal year, including General Manager, Head Golf Professional, Director of Food & Beverage, and Executive Chef. While disruptive to ongoing operations and staff morale, we are encouraged by the opportunity to rebuild the team while focusing on the current strength of the golf and hospitality market. Industry trends for the golf, restaurant, and catering segments of our industry remain very strong and we will seize the opportunity to take advantage of that strong demand.

Aside from turnover, the other challenge to the operations at Thornberry Creek at Oneida relates to the difficulty of finding available staff, while realizing that labor rates are much higher for many of the positions that are being hired, as compared to prior years.

CONTACT

JUSTIN NISHIMOTO
AGENT

PHONE: (920) 869-4429
EMAIL: jnishimo@oneidanation.org
WEBSITE: GOLFTHORNBERRY.COM

