

Oneida Business Committee



Executive Session
8:30 AM Tuesday, September 27, 2022
 BC Conference Room, 2nd floor, Norbert Hill Center

Regular Meeting
8:30 AM Wednesday, September 28, 2022
 BC Conference Room, 2nd floor, Norbert Hill Center

Agenda

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

I. CALL TO ORDER

II. OPENING

III. ADOPT THE AGENDA

IV. OATH OF OFFICE

- A. Oneida Police Commission - Dan Skenandore**
 Sponsor: Lisa Liggins, Secretary

V. MINUTES

- A. Approve the September 14, 2022, regular Business Committee meeting minutes**
 Sponsor: Lisa Liggins, Secretary

VI. RESOLUTIONS

- A. Adopt resolution entitled Wisconsin Alzheimer's Disease Research Center Community Engaged Recruitment**
 Sponsor: Mark W. Powless, General Manager
- B. Adopt resolution entitled Intergovernmental Cooperative Agreement to Satisfy Eligibility for the Wisconsin Recycling Consolidation Grant for Calendar Year 2023**
 Sponsor: Mark W. Powless, General Manager

- C. **Adopt resolution entitled Emergency Adoption of the Oneida Life Insurance Plan Law**
Sponsor: David P. Jordan, Councilman
- D. **Adopt resolution entitled Adoption of Standard Operating Procedure: Employment Cap and Labor Allocations Level – Budget and Finances Law, Chapter 121**
Sponsor: Jo Anne House, Chief Counsel

VII. APPOINTMENTS

- A. **Determine next steps regarding one (1) vacancy - Oneida Nation Veteran Affairs Committee**
Sponsor: Lisa Liggins, Secretary

VIII. STANDING COMMITTEES

A. FINANCE COMMITTEE

- 1. **Accept the September 6, 2022, regular Finance Committee meeting minutes**
Sponsor: Larry Barton, Chief Financial Officer
- 2. **Accept the September 19, 2022, regular Finance Committee meeting minutes**
Sponsor: Larry Barton, Chief Financial Officer

B. LEGISLATIVE OPERATING COMMITTEE

- 1. **Accept the September 7, 2022, regular Legislative Operating Committee meeting minutes**
Sponsor: David P. Jordan, Councilman

C. QUALITY OF LIFE COMMITTEE

- 1. **Accept the July 21, 2022, regular Quality of Life Committee meeting minutes**
Sponsor: Marie Cornelius, Councilwoman

IX. STANDING ITEMS

- A. **ARPA FRF and Tribal Contribution Savings Submissions (*none*)**

X. TRAVEL REPORTS

- A. **Approve the travel report - Councilwoman Marie Cornelius - Wis DOT Inter-Tribal Task Force (ITTF) meeting - Lac Du Flambeau, WI - May 11-12, 2022**
Sponsor: Marie Cornelius, Councilwoman
- B. **Approve the travel report - Councilwoman Marie Cornelius - 16th WisDOT Tribal Consultation Meeting - Wabeno, WI - August 7-8, 2022**
Sponsor: Marie Cornelius, Councilwoman

- C. Approve the travel report - Councilwoman Marie Cornelius - WisDOT Inter-Tribal Task Force (ITTF) meeting - Carter, WI - September 7-8, 2022**
Sponsor: Marie Cornelius, Councilwoman
- D. Approve the travel report - Councilman Daniel Guzman King - Great Lakes Area Opioid Conference - Bloomington, MN - April 27-29, 2022**
Sponsor: Daniel Guzman King, Councilman
- E. Approve the travel report - Councilman Daniel Guzman King - Great Lakes Inter-Tribal Council (GLITC) Board of Directors meeting - Baraboo, WI - May 11-12, 2022**
Sponsor: Daniel Guzman King, Councilman
- F. Approve the travel report - Councilman Daniel Guzman King - FY 2023 Bemidji Area Pre-Negotiation meeting - Bloomington, MN - June 8-10, 2022**
Sponsor: Daniel Guzman King, Councilman
- G. Approve the travel report - Councilman Daniel Guzman King - Local Government Advisory Committee (LGAC) and Small Community Advisory Subcommittee (SCAS) public meeting - Washington, D.C. - June 22-24, 2022**
Sponsor: Daniel Guzman King, Councilman
- H. Approve the travel report - Councilman Kirby Metoxen - Annual American Indian Tourism Conference - Scottsdale, AZ - October 24-28, 2021**
Sponsor: Kirby Metoxen, Councilman
- I. Approve the travel report - Councilman Kirby Metoxen - SEOTS Food Card Distribution - Milwaukee, WI - November 17-20, 2021**
Sponsor: Kirby Metoxen, Councilman
- J. Approve the travel report - Councilman Kirby Metoxen - 2022 Wisconsin Governor's Conference on Tourism - Madison, WI - March 13-16, 2022**
Sponsor: Kirby Metoxen, Councilman
- K. Approve the travel report - Councilman Kirby Metoxen - Indian Gaming Tradeshow & Convention - Anaheim, CA - April 17-20, 2022**
Sponsor: Kirby Metoxen, Councilman
- L. Approve the travel report - Councilman Kirby Metoxen - Native American Tourism of Wisconsin (NATOW) 2022 Annual Conference - Wabeno, WI - June 20-22, 2022**
Sponsor: Kirby Metoxen, Councilman
- M. Approve the travel report - Councilman Kirby Metoxen - 2022 Wisconsin State Fair - Milwaukee, WI - August 5-7, 2022**
Sponsor: Kirby Metoxen, Councilman
- N. Approve the travel report - Councilwoman Jennifer Webster - Great Lakes Area Tribal Health Board: Indian Health Services Pre-Negotiations - Minneapolis, MN - June 7-10, 2022**
Sponsor: Jennifer Webster, Councilwoman

- O. **Approve the travel report - Councilwoman Jennifer Webster - 2022 Tribal Self-Governance Conference - Burlingame, CA - July 31-August 5, 2022**
Sponsor: Jennifer Webster, Councilwoman
- P. **Approve the travel report - Councilwoman Jennifer Webster - 2022 Secretary's Tribal Advisory Committee (STAC) meeting - Albuquerque, NM - September 5-10, 2022**
Sponsor: Jennifer Webster, Councilwoman

XI. TRAVEL REQUESTS

- A. **Approve the travel request - Chairman Tehassi Hill - 79th Annual National Congress of American Indians (NCAI) Convention & Marketplace - Sacramento, CA - September 30-October 4, 2022**
Sponsor: Tehassi Hill, Chairman
- B. **Approve the travel request - Councilman Kirby Metoxen - Annual American Indian Tourism Conference - Funner, CA - October 23-28, 2022**
Sponsor: Kirby Metoxen, Councilman
- C. **Approve the travel request - Councilman Kirby Metoxen - Smithsonian National Museum of the American Indian Veterans Memorial - Washington, D.C. - November 9-13, 2022**
Sponsor: Kirby Metoxen, Councilman
- D. **Enter the e-poll results into the record regarding the approved travel request for Chairman Tehassi Hill to attend the Inflation Reduction Act Passage Event in Washington, D.C. - September 13-14, 2022**
Sponsor: Lisa Liggins, Secretary
- E. **Enter the e-poll results into the record regarding the approved travel request for Chairman Tehassi Hill to meet with U.S. Department of the Interior Assistant Secretary of Indian Affairs in Washington, D.C. - September 22, 2022**
Sponsor: Lisa Liggins, Secretary

XII. NEW BUSINESS

- A. **Review the Environmental, Health, Safety, Land, and Agriculture Environmental Resource Board assessment and determine next steps**
Sponsor: Mark W. Powless, General Manager
- B. **Approve two (2) requested actions - CDC # 20-101 Museum Relocation**
Sponsor: Mark W. Powless, General Manager
- C. **Enter the e-poll results into the record regarding the granted thirty (30) day extension to the After Action Report presentation deadline for the June 15, 2022, storm per § 302.8-4 of the Emergency Management law**
Sponsor: Lisa Liggins, Secretary

- D. **Enter the e-poll results into the record regarding the approved exception to 3.6.1. of the American Rescue Plan Act (ARPA) and Fiscal Recovery Funds (FRF) Lost Revenue Projects SOP to allow for late submission to the FRF Program Office by the Executive HR**
Sponsor: Lisa Liggins, Secretary

XIII. EXECUTIVE SESSION

A. REPORTS

1. **Accept the Chief Counsel report**
Sponsor: Jo Anne House, Chief Counsel
2. **Accept the General Manager report (10:00 a.m.)**
Sponsor: Mark W. Powless, General Manager
3. **Accept the Intergovernmental Affairs, Communications, and Self-Governance September 2022 report**
Sponsor: Melinda J. Danforth, Director/Intergovernmental Affairs
4. **Accept the Treasurer's August 2022 report (11:00 a.m.)**
Sponsor: Larry Barton, Chief Financial Officer

B. NEW BUSINESS

1. **Review HRD proposal regarding Time and Attendance and determine next steps (9:30 a.m.)**
Sponsor: Todd VanDen Heuvel, Executive HR Director
2. **Review applications for one (1) vacancy - Oneida Nation Veteran Affairs Committee**
Sponsor: Lisa Liggins, Secretary
3. **Approve contract - Oneida Gaming Commission Legal Services- file # 2022-0730 (9:00 a.m.)**
Sponsor: Mark A. Powless, Sr., Chair/Oneida Gaming Commission
4. **Accept closeout report for complaint # 2022-DR08-03**
Sponsor: Kristal Hill, Executive Assistant

XIV. ADJOURN

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

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

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

Oneida Police Commission - Dan Skenandore

Business Committee Agenda Request

1. Meeting Date Requested: 09/28/22

2. General Information:

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

Justification: *Choose reason for Executive.*

3. Supporting Documents:

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

4. Budget Information:

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

5. Submission:

Authorized Sponsor: Lisa Liggins, Secretary

Primary Requestor: Shannon Davis, Recording Clerk

Additional Requestor: (Name, Title/Entity)

Additional Requestor: (Name, Title/Entity)

Submitted By: SDAVIS



Memorandum

TO: Oneida Business Committee

FROM: Brooke Doxtator, BCC Supervisor

DATE: September 20, 2022

RE: Oath of Office – Oneida Police Commission

Background

On September 14, 2022, the Oneida Business Committee appointed Dan Skenandore to the Oneida Police Commission.

Approve the September 14, 2022, regular Business Committee meeting minutes

Business Committee Agenda Request

1. Meeting Date Requested: 09/28/22

2. General Information:

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

Justification: *Choose reason for Executive.*

3. Supporting Documents:

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

4. Budget Information:

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

5. Submission:

Authorized Sponsor: Lisa Liggins, Secretary

Primary Requestor: _____

Additional Requestor: (Name, Title/Entity)

Additional Requestor: (Name, Title/Entity)

Submitted By: CELLIS1

DRAFT**Oneida Business Committee**

Regular Meeting
8:30 AM Wednesday, September 14, 2022
Virtual Meeting – Microsoft Teams¹

Minutes**REGULAR MEETING**

Present: Vice-Chairman Brandon Stevens, Secretary Lisa Liggins, Council members: Daniel Guzman King, David P. Jordan, Kirby Metoxen, Marie Cornelius, Jennifer Webster;

Not Present: Chairman Tehassi Hill, Treasurer Tina Danforth;

Arrived at: n/a

Others present: Jo Anne House, Larry Barton, Melinda J. Danforth, Mark W. Powless, Todd Vandenheuvel, Katsitsiyo Danforth, Kaylynn Gresham, Danelle Wilson, Rhiannon Metoxen, Kristal Hill, Rae Skenandore, Justin Nishimoto, Lisa Summers, Clorissa Santiago, Loucinda Conway, Carl Artman, Lisa Duff, Joshua Cottrell, Maureen Metoxen, Tana Aguirre, Brandon Wisneski, Melanie Burkhart, Lori Hill, Troy Parr, Vanessa Miller, Michelle Danforth-Anderson, Carolyn Salutz, Grace Elliott, Jameson Wilson, Christopher Johnson, Patricia King, Debbie Melchert, Brooke Doxtator, Shannon Davis, Victoria Flowers, Amy Spears, Marilyn King, Kathy Hughes, Michelle Braaten, Pearl Webster, Debra Fabian, Valerie Groleau, Mike Debraska, Aliskwet Ellis;

I. CALL TO ORDER

Meeting called to order by Vice-Chairman Brandon Stevens at 8:31 a.m.

For the record: Chairman Tehassi Hill is out on approved travel attending the Inflation Reduction Act Passage Event in Washington, D.C. and Treasurer Tina Danforth is out on leave.

II. OPENING (00:00:16)

Opening provided by Councilman Kirby Metoxen.

III. ADOPT THE AGENDA (00:00:39)

Motion by Marie Cornelius to adopt the agenda with one (1) addition [1] under Executive Session, New Business add item entitled Review the 2023 State Map Updates - Tribal Input and determine next steps], seconded by Jennifer Webster. Motion carried:

Ayes: Marie Cornelius, Daniel Guzman King, David P. Jordan, Lisa Liggins,
Kirby Metoxen, Jennifer Webster

Not Present: Tina Danforth, Tehassi Hill

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

DRAFT**IV. OATH OF OFFICE**

- A. Anna John Resident Centered Care Community Board - Valerie Groleau (00:04:29)**
Sponsor: Lisa Liggins, Secretary
- B. Southeastern Wisconsin Oneida Tribal Services Advisory Board - Debra Lynn Fabian (00:04:29)**
Sponsor: Lisa Liggins, Secretary

Oaths of office were administered by Secretary Lisa Liggins. Valerie Groleau and Debra Lynn Fabian were present.

V. MINUTES

- A. Approve the August 24, 2022, regular Business Committee meeting minutes (00:08:07)**
Sponsor: Lisa Liggins, Secretary

Motion by Marie Cornelius to approve the August 24, 2022, regular Business Committee meeting minutes, seconded by Kirby Metoxen. Motion carried:

Ayes: Marie Cornelius, Daniel Guzman King, David P. Jordan, Lisa Liggins,
Kirby Metoxen, Jennifer Webster
Not Present: Tina Danforth, Tehassi Hill

- B. Approve the August 26, 2022, emergency Business Committee meeting minutes (00:08:53)**
Sponsor: Lisa Liggins, Secretary

Motion by Marie Cornelius to approve the August 26, 2022, emergency Business Committee meeting minutes, seconded by Jennifer Webster. Motion carried:

Ayes: Marie Cornelius, Daniel Guzman King, David P. Jordan, Lisa Liggins,
Kirby Metoxen, Jennifer Webster
Not Present: Tina Danforth, Tehassi Hill

VI. RESOLUTIONS

- A. Adopt resolution entitled Amendments to the Children's Code (00:11:47)**
Sponsor: David P. Jordan, Councilman

Motion by Jennifer Webster to adopt resolution entitled 09-14-22-A Amendments to the Children's Code, seconded by Kirby Metoxen. Motion carried:

Ayes: Marie Cornelius, Daniel Guzman King, David P. Jordan, Kirby
Metoxen, Jennifer Webster
Abstained: Lisa Liggins
Not Present: Tina Danforth, Tehassi Hill

Motion by Jennifer Webster to direct the Legislative Operating Committee to bring back the Children's Code for review in one year, seconded by Marie Cornelius. Motion carried:

Ayes: Marie Cornelius, Daniel Guzman King, David P. Jordan, Lisa Liggins,
Kirby Metoxen, Jennifer Webster
Not Present: Tina Danforth, Tehassi Hill

DRAFT**B. Adopt resolution entitled Emergency Amendments to the Emergency Management Law (00:23:04)**

Sponsor: David P. Jordan, Councilman

Motion by Lisa Liggins to adopt resolution entitled 09-14-22-B Emergency Amendments to the Emergency Management Law, seconded by Marie Cornelius. Motion carried:

Ayes: Marie Cornelius, Daniel Guzman King, David P. Jordan, Lisa Liggins,
Kirby Metoxen, Jennifer Webster
Not Present: Tina Danforth, Tehassi Hill

C. Adopt resolution entitled Extension of Declaration of Public Health State of Emergency Until November 19, 2022 (00:31:09)

Sponsor: Kaylynn Gresham, Director/Emergency Management

Motion by Jennifer Webster to adopt resolution entitled 09-14-22-C Extension of Declaration of Public Health State of Emergency Until November 19, 2022, seconded by David P. Jordan. Motion carried:

Ayes: Marie Cornelius, Daniel Guzman King, David P. Jordan, Kirby
Metoxen, Jennifer Webster
Abstained: Lisa Liggins
Not Present: Tina Danforth, Tehassi Hill

D. Adopt resolution entitled Continuing to Operate Fiscal Year 2023 (00:40:41)

Sponsor: Jo Anne House, Chief Counsel

Motion by Lisa Liggins to adopt resolution entitled 09-14-22-D Continuing to Operate Fiscal Year 2023 with the following changes [1) correct lines 50-52, from "The cost-of-living adjustment and the progression within grade compensation plan shall be implemented with an effective date of October 2, 2022. Approved compensation adjustment plans shall be implemented." to "The cost-of-living adjustment shall be implemented with an effective date of October 2, 2022. The Executive Human Resources Director shall bring forward a timeline for implementation and effective date of all other tribal wide Fiscal Year 2023 wage adjustments, including merit increases and other wage impacts, at the November 9, 2022, Oneida Business Committee meeting."], seconded by Marie Cornelius. Motion carried:

Ayes: Marie Cornelius, Daniel Guzman King, David P. Jordan, Lisa Liggins,
Kirby Metoxen, Jennifer Webster
Not Present: Tina Danforth, Tehassi Hill

E. Adopt resolution entitled Designated Tribal Representative to the North American Indigenous Games (00:45:38)

Sponsor: Lisa Liggins, Secretary

Motion by Jennifer Webster to adopt resolution entitled 09-14-22-E Designated Tribal Representative to the North American Indigenous Games, seconded by Lisa Liggins. Motion carried:

Ayes: Marie Cornelius, Daniel Guzman King, David P. Jordan, Lisa Liggins,
Kirby Metoxen, Jennifer Webster
Not Present: Tina Danforth, Tehassi Hill

DRAFT**F. Enter the e-poll results into the record regarding the adopted BC resolution 09-01-22-A Oneida Nation Food Assistance Program - An Oneida General Welfare Exclusion Program (00:47:13)**

Sponsor: Lisa Liggins, Secretary

Motion by Jennifer Webster to enter the e-poll results into the record regarding the adopted BC resolution 09-01-22-A Oneida Nation Food Assistance Program - An Oneida General Welfare Exclusion Program, seconded by David P. Jordan. Motion carried:

Ayes: Marie Cornelius, Daniel Guzman King, David P. Jordan, Lisa Liggins,
Kirby Metoxen, Jennifer Webster

Not Present: Tina Danforth, Tehassi Hill

VII. APPOINTMENTS**A. Determine next steps regarding one (1) vacancy - Oneida Police Commission (00:48:09);(02:26:47)**

Sponsor: Lisa Liggins, Secretary

Motion by Lisa Liggins to defer item VII.A. until after executive session, seconded by Jennifer Webster. Motion carried:

Ayes: Marie Cornelius, Daniel Guzman King, David P. Jordan, Lisa Liggins,
Kirby Metoxen, Jennifer Webster

Not Present: Tina Danforth, Tehassi Hill

Item VIII.A.1. was addressed next.

Motion by David P. Jordan to accept the selected applicant and appoint Dan Skenandore to the Oneida Police Commission with a term ending July 31, 2027, seconded by Marie Cornelius. Motion carried:

Ayes: Marie Cornelius, Daniel Guzman King, David P. Jordan, Kirby
Metoxen, Brandon Stevens, Jennifer Webster

Not Present: Tina Danforth, Lisa Liggins

Item XVI. was addressed next.

VIII. STANDING COMMITTEES**A. LEGISLATIVE OPERATING COMMITTEE****1. Accept the August 3, 2022, regular Legislative Operating Committee meeting minutes (00:48:58)**

Sponsor: David P. Jordan, Councilman

Motion by Kirby Metoxen to accept the August 3, 2022, regular Legislative Operating Committee meeting minutes, seconded by Marie Cornelius. Motion carried:

Ayes: Marie Cornelius, Daniel Guzman King, David P. Jordan, Lisa Liggins,
Kirby Metoxen, Jennifer Webster

Not Present: Tina Danforth, Tehassi Hill

DRAFT**IX. STANDING ITEMS****A. ARPA FRF and Tribal Contribution Savings Submissions****1. Adopt resolution entitled Obligation for 200 Year Commemoration Events & Projects Utilizing Tribal Contribution Savings (00:49:37)**

Sponsor: Mark W. Powless, General Manager

Motion by Jennifer Webster to adopt resolution entitled 09-14-22-F Obligation for 200 Year Commemoration Events & Projects Utilizing Tribal Contribution Savings, seconded by Daniel Guzman King. Motion carried:

Ayes: Marie Cornelius, Daniel Guzman King, David P. Jordan, Lisa Liggins,
Kirby Metoxen, Jennifer Webster

Not Present: Tina Danforth, Tehassi Hill

X. UNFINISHED BUSINESS**A. Finance Committee follow-ups (01:09:09)**

Sponsor: Lisa Liggins, Secretary

Motion by Lisa Liggins to direct the CFO to update the handout memorandum submitted for this item to ensure it references the status of the bylaws and to direct the Finance Committee to bring back a status report on this outstanding Business Committee directive to the September 28, 2022, regular Business Committee meeting, seconded by Marie Cornelius. Motion carried:

Ayes: Marie Cornelius, Daniel Guzman King, David P. Jordan, Lisa Liggins,
Kirby Metoxen, Jennifer Webster

Not Present: Tina Danforth, Tehassi Hill

B. Land Acquisitions Naming report (01:15:12)

Sponsor: Mark W. Powless, General Manager

Motion by Lisa Liggins to direct the General Manger to provide a memorandum for the record on the current status of this project, to clarify with the General Manager that the intent for this directive is for the corrections to be made on a go forward basis and to direct the General Manager to bring back a status report at the November 23, 2022, regular Business Committee meeting, seconded by Jennifer Webster. Motion carried:

Ayes: Marie Cornelius, Daniel Guzman King, David P. Jordan, Lisa Liggins,
Kirby Metoxen, Jennifer Webster

Not Present: Tina Danforth, Tehassi Hill

DRAFT**C. Safe Shelter donation follow-up (01:26:49)**

Sponsor: Marie Cornelius, Councilwoman

Motion by Marie Cornelius to adopt resolution entitled 09-14-22-G Approval of Use of Economic Development, Diversification and Community Development Funds for a Donation of \$150,000 to the Safe Shelter, Inc., seconded by Jennifer Webster. Motion carried:

Ayes: Marie Cornelius, David P. Jordan, Kirby Metoxen, Jennifer Webster
 Opposed: Daniel Guzman King, Lisa Liggins
 Not Present: Tina Danforth, Tehassi Hill

For the record: Secretary Lisa Liggins stated I oppose this motion because I don't believe it's the Nation's responsibility to provide continued funding to an outside entity. I do support the initiative of the safe shelter. I understand its need and its importance, but I don't believe it's the Nation's responsibility. Thank you.

Councilman Kirby Metoxen left at 10:10 a.m.

XI. TRAVEL REPORTS**A. Approve the travel report - Councilwoman Jennifer Webster - 2022 Kinship Care Tribal Consultation Meeting - Lac Du Flambeau, WI - August 15-16, 2022 (01:39:00)**

Sponsor: Jennifer Webster, Councilwoman

Motion by Lisa Liggins to approve the travel report from Councilwoman Jennifer Webster for the 2022 Kinship Care Tribal Consultation Meeting in Lac Du Flambeau, WI - August 15-16, 2022, seconded by Marie Cornelius. Motion carried:

Ayes: Marie Cornelius, Daniel Guzman King, David P. Jordan, Lisa Liggins
 Abstained: Jennifer Webster
 Not Present: Tina Danforth, Tehassi Hill, Kirby Metoxen

XII. TRAVEL REQUESTS**A. Approve the travel request - Councilwoman Jennifer Webster - Administration for Children & Families Tribal Advisory Committee - Sequim, WA - October 11-15, 2022 (01:39:48)**

Sponsor: Jennifer Webster, Councilwoman

Motion by Marie Cornelius to approve the travel request for Councilwoman Jennifer Webster to attend the Administration for Children & Families Tribal Advisory Committee in Sequim, WA - October 11-15, 2022, seconded by Lisa Liggins. Motion carried:

Ayes: Marie Cornelius, Daniel Guzman King, David P. Jordan, Lisa Liggins
 Abstained: Jennifer Webster
 Not Present: Tina Danforth, Tehassi Hill, Kirby Metoxen

DRAFT

- B. Approve the travel request - Councilwoman Jennifer Webster - Multiple Events - Washington, D.C. - November 6-12, 2022 (01:42:26)**
Sponsor: Jennifer Webster, Councilwoman

Motion by Marie Cornelius to approve the travel request for Councilwoman Jennifer Webster to attend multiple events in Washington, D.C. - November 6-12, 2022, seconded by Lisa Liggins. Motion carried:

Ayes: Marie Cornelius, Daniel Guzman King, David P. Jordan, Lisa Liggins
Abstained: Jennifer Webster
Not Present: Tina Danforth, Tehassi Hill, Kirby Metoxen

- C. Approve the travel request - Chairman Tehassi Hill and Councilwoman Marie Cornelius - Packers VIP trip - London, U.K. - October 4-10, 2022 (01:46:59)**
Sponsor: Tehassi Hill, Chairman

Motion by Lisa Liggins to approve the travel request for Chairman Tehassi Hill and Councilwoman Marie Cornelius to attend the Packers VIP trip in London, U.K. - October 4-10, 2022, seconded by Jennifer Webster. Motion carried:

Ayes: Daniel Guzman King, David P. Jordan, Lisa Liggins, Jennifer Webster
Abstained: Marie Cornelius
Not Present: Tina Danforth, Tehassi Hill, Kirby Metoxen

For the record: Councilwoman Jennifer Webster stated I just want you to understand that you know, and this is for community, that our partnership with the Green Bay Packers, it's a relationship and that relationship has to be tended to kind of like a marriage. You share things to enhance that relationship. It's kind of a give and take. So, they'll be traveling with CIOs from Corporate America from Cellcom and all those gate holders at the stadium. They're traveling with those type of CEO's. So, you not only forming a relationship with the Green Bay Packers organization, but it's with all those other corporations that are attending as well. That's what's amazing, you know. Oneida - we're corporate, we're business, we're government, we're tribal, we're family, and we're community. We're all of that and as a government, it's really a balance of all of that. So, it's really a beautiful thing that we as Oneidas as Oneida Nation is all of that. Thank you.

- D. Enter the e-poll results into the record regarding the approved travel request for Secretary Lisa Liggins to attend the Tribal Constitutions Native Nations Institute Seminar in Phoenix, AZ - September 18-20, 2022 (01:54:17)**
Sponsor: Lisa Liggins, Secretary

Motion by Jennifer Webster to enter the e-poll results into the record regarding the approved travel request for Secretary Lisa Liggins to attend the Tribal Constitutions Native Nations Institute Seminar in Phoenix, AZ - September 18-20, 2022, seconded by Marie Cornelius. Motion carried:

Ayes: Marie Cornelius, Daniel Guzman King, David P. Jordan, Lisa Liggins, Jennifer Webster
Not Present: Tina Danforth, Tehassi Hill, Kirby Metoxen

DRAFT

- E. Enter the e-poll results into the record regarding the approved travel request for Councilwoman Marie Cornelius to attend the WisDOT Inter-tribal Task Force meeting in Carter, WI – September 7-8, 2022 (01:56:39)**

Sponsor: Lisa Liggins, Secretary

Motion by Jennifer Webster to enter the e-poll results into the record regarding the approved travel request for Councilwoman Marie Cornelius to attend the WisDOT Inter-tribal Task Force meeting in Carter, WI – September 7-8, 2022, seconded by David P. Jordan. Motion carried:

Ayes: Marie Cornelius, Daniel Guzman King, David P. Jordan, Lisa Liggins, Jennifer Webster

Not Present: Tina Danforth, Tehassi Hill, Kirby Metoxen

XIII. NEW BUSINESS

- A. Ratify the Memorandum of Agreement between the Oneida Gaming Commission, the Gaming General Manager, and the Internal Security Department in accordance with § 501.9-2 (01:57:49)**

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

Motion by Jennifer Webster to ratify the Memorandum of Agreement between the Oneida Gaming Commission, the Gaming General Manager, and the Internal Security Department in accordance with § 501.9-2, seconded by Marie Cornelius. Motion carried:

Ayes: Marie Cornelius, Daniel Guzman King, David P. Jordan, Lisa Liggins, Jennifer Webster

Not Present: Tina Danforth, Tehassi Hill, Kirby Metoxen

- B. Approve a limited waiver of sovereign immunity - Brown County Hazardous Waste Facility intergovernmental agreement - file # 2022-0464 (01:59:58)**

Sponsor: Mark W. Powless, General Manager

Motion by Jennifer Webster to approve a limited waiver of sovereign immunity - Brown County Hazardous Waste Facility intergovernmental agreement - file # 2022-0464, seconded by Marie Cornelius. Motion carried:

Ayes: Marie Cornelius, Daniel Guzman King, David P. Jordan, Lisa Liggins, Jennifer Webster

Not Present: Tina Danforth, Tehassi Hill, Kirby Metoxen

- C. Approve two (2) actions regarding the USDA FDPIR Joint Demonstration Project (02:00:44)**

Sponsor: Melinda J. Danforth, Director/Intergovernmental Affairs

Motion by Jennifer Webster to approve addendum #1 to Sub-Award Contract - file # 2021-0726 and Addendum #1 to MOA file # 2021-0724 with Menominee Indian Tribe of WI for the USDA FDPIR Joint Demonstration Project, and authorize Chairman Tehassi Hill to sign the addendums, seconded by Daniel Guzman King. Motion carried:

Ayes: Marie Cornelius, Daniel Guzman King, David P. Jordan, Lisa Liggins, Jennifer Webster

Not Present: Tina Danforth, Tehassi Hill, Kirby Metoxen

DRAFT**D. Post one (1) vacancy - Oneida Nation School Board (02:07:52)**

Sponsor: Lisa Liggins, Secretary

Motion by Marie Cornelius to post one (1) vacancy - Oneida Nation School Board, seconded by Lisa Liggins. Motion carried:

Ayes: Marie Cornelius, Daniel Guzman King, David P. Jordan, Lisa Liggins,
Jennifer Webster

Not Present: Tina Danforth, Tehassi Hill, Kirby Metoxen

E. Enter the e-poll results into the record regarding the approved donation request in the amount of \$112,473 to the fundraising efforts of the North American Indigenous Games, Team WI, Oneida from the BC Special Projects budget line (02:08:28)

Sponsor: Lisa Liggins, Secretary

Motion by Jennifer Webster to enter the e-poll results into the record regarding the approved donation request in the amount of \$112,473 to the fundraising efforts of the North American Indigenous Games, Team WI, Oneida from the BC Special Projects budget line, seconded by Lisa Liggins. Motion carried:

Ayes: Marie Cornelius, Daniel Guzman King, David P. Jordan, Lisa Liggins,
Jennifer Webster

Not Present: Tina Danforth, Tehassi Hill, Kirby Metoxen

XIV. REPORTS**A. CORPORATE BOARDS****1. Accept the Oneida Golf Enterprise FY-2022 3rd quarter report (02:10:13)**

Sponsor: Justin Nishimoto, Agent/Oneida Golf Enterprise

Motion by Jennifer Webster to accept the Oneida Golf Enterprise FY-2022 3rd quarter report, seconded by Lisa Liggins. Motion carried:

Ayes: Marie Cornelius, Daniel Guzman King, David P. Jordan, Lisa Liggins,
Jennifer Webster

Not Present: Tina Danforth, Tehassi Hill, Kirby Metoxen

DRAFT**XV. EXECUTIVE SESSION (02:11:06)**

Motion by Lisa Liggins to go into executive session at 10:42 a.m., seconded by Marie Cornelius.
Motion carried:

Ayes: Marie Cornelius, Daniel Guzman King, David P. Jordan, Lisa Liggins,
Jennifer Webster
Not Present: Tina Danforth, Tehassi Hill, Kirby Metoxen

Secretary Lisa Liggins left at 11:08 a.m.

The Oneida Business Committee, by consensus, recessed for lunch from 12:00 p.m. to 1:30 p.m.

Meeting called to order by Vice-Chairman Brandon Stevens at 1:31 p.m.

Roll call for the record:

Present: Councilwoman Marie Cornelius; Councilman Daniel Guzman King; Councilman David P. Jordan; Vice-Chairman Brandon Stevens; Councilwoman Jennifer Webster;

Not Present: Treasurer Tina Danforth; Chairman Tehassi Hill; Secretary Lisa Liggins; Councilman Kirby Metoxen;

The Oneida Business Committee, by consensus, recessed at 4:49 p.m. on September 14, 2022, and to reconvene at 9:00 a.m. on September 15, 2022.

Meeting called to order by Chairman Tehassi Hill at 9:02 a.m. on September 15, 2022.

Roll call for the record:

Present: Councilwoman Marie Cornelius; Councilman Daniel Guzman King; Chairman Tehassi Hill; Councilman David P. Jordan; Councilman Kirby Metoxen; Vice-Chairman Brandon Stevens; Councilwoman Jennifer Webster;

Not Present: Treasurer Tina Danforth; Secretary Lisa Liggins;

Motion by David P. Jordan to come out of executive session at 10:38 a.m., seconded by Kirby Metoxen. Motion carried:

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

DRAFT**A. REPORTS****1. Accept the Chief Counsel report (02:13:08)**

Sponsor: Jo Anne House, Chief Counsel

Motion by Jennifer Webster to accept the Chief Counsel report, seconded by Marie Cornelius. Motion carried:

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

Motion by Jennifer Webster to request the Legislative Operating Committee to add the Backpay Policy to the active files agenda and to release the confidential memo to the Legislative Reference Office as a confidential document, seconded by David P. Jordan. Motion carried:

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

Motion by Marie Cornelius to move the September 9, 2022, memorandum "Opinion – Pool Tournament - September 2019 GTC Action" to open session materials, seconded by Brandon Stevens. Motion carried:

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

Motion by Marie Cornelius to direct Louise Cornelius, Gaming General Manager, to conduct a market analysis regarding sponsoring a pool tournament or annual pool tournament and present that report to the Oneida Business Committee at the November 23, 2022, regular Business Committee meeting, seconded by Jennifer Webster. Motion carried:

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

Motion by Jennifer Webster to approve the correspondence to the Land Claims Commission, seconded by Marie Cornelius. Motion carried:

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

2. Accept the General Manager report (02:15:27)

Sponsor: Mark W. Powless, General Manager

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

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

DRAFT**3. Accept the Oneida Golf Enterprise FY-2022 3rd quarter executive report (02:15:50)**

Sponsor: Justin Nishimoto, Agent/Oneida Golf Enterprise

Motion by Marie Cornelius to accept the Oneida Golf Enterprise FY-2022 3rd quarter executive report, seconded by David P. Jordan. Motion carried:

Ayes: Marie Cornelius, Daniel Guzman King, David P. Jordan, Kirby Metoxen, Brandon Stevens, Jennifer Webster

Not Present: Tina Danforth, Lisa Liggins

4. Accept the Corporate Boards 3rd quarter analysis report (02:16:12)

Sponsor: Justin Nishimoto, Business Analyst

Motion by Marie Cornelius to accept the Corporate Boards 3rd quarter analysis report, seconded by David P. Jordan. Motion carried:

Ayes: Marie Cornelius, Daniel Guzman King, David P. Jordan, Kirby Metoxen, Brandon Stevens, Jennifer Webster

Not Present: Tina Danforth, Lisa Liggins

B. AUDIT COMMITTEE**1. Accept the July 21, 2022, regular Audit Committee meeting minutes (02:16:34)**

Sponsor: David P. Jordan, Councilman

Motion by Marie Cornelius to accept the July 21, 2022, regular Audit Committee meeting minutes, seconded by Jennifer Webster. Motion carried:

Ayes: Marie Cornelius, Daniel Guzman King, David P. Jordan, Kirby Metoxen, Brandon Stevens, Jennifer Webster

Not Present: Tina Danforth, Lisa Liggins

2. Accept the Governmental Services Administration performance assurance audit and lift the confidentiality requirement (02:16:54)

Sponsor: David P. Jordan, Councilman

Motion by Jennifer Webster to accept the Governmental Services Administration performance assurance audit and lift the confidentiality requirement, seconded by Marie Cornelius. Motion carried:

Ayes: Marie Cornelius, Daniel Guzman King, David P. Jordan, Kirby Metoxen, Brandon Stevens, Jennifer Webster

Not Present: Tina Danforth, Lisa Liggins

3. Accept the Oneida Police Commission performance assurance audit and lift the confidentiality requirement (02:17:19)

Sponsor: David P. Jordan, Councilman

Motion by Marie Cornelius to accept the Oneida Police Commission performance assurance audit and lift the confidentiality requirement, seconded by Jennifer Webster. Motion carried:

Ayes: Marie Cornelius, Daniel Guzman King, David P. Jordan, Kirby Metoxen, Brandon Stevens, Jennifer Webster

Not Present: Tina Danforth, Lisa Liggins

DRAFT**4. Accept the RSM correspondence as information (02:17:40)**

Sponsor: David P. Jordan, Councilman

Motion by Jennifer Webster to accept the RSM correspondence as information, seconded by Marie Cornelius. Motion carried:

Ayes: Marie Cornelius, Daniel Guzman King, David P. Jordan, Kirby Metoxen, Brandon Stevens, Jennifer Webster

Not Present: Tina Danforth, Lisa Liggins

C. NEW BUSINESS**1. Accept the Oneida Airport Hotel Corporation update (02:17:59)**

Sponsor: Kathy Hughes, Chair/Oneida Airport Hotel Corporation

Motion by Marie Cornelius to accept the Oneida Airport Hotel Corporation update, seconded by Jennifer Webster. Motion carried:

Ayes: Marie Cornelius, Daniel Guzman King, David P. Jordan, Kirby Metoxen, Brandon Stevens, Jennifer Webster

Not Present: Tina Danforth, Lisa Liggins

2. Accept the THC Legalization Team update and determine next steps (02:18:22)

Sponsor: Kristal Hill, Executive Assistant

Motion by Jennifer Webster to direct the Business Analyst to identify a Marijuana business consultant to develop a business strategy and feasibility study and bring back a status report to the November 23, 2022, regular Business Committee meeting, seconded by Marie Cornelius. Motion carried:

Ayes: Marie Cornelius, Daniel Guzman King, David P. Jordan, Kirby Metoxen, Brandon Stevens, Jennifer Webster

Not Present: Tina Danforth, Lisa Liggins

Motion by Marie Cornelius to direct Chief Counsel and the Intergovernmental Affairs Director to bring back information about the industry in Indian Country to the November 23, 2022, regular Business Committee meeting, seconded by Kirby Metoxen. Motion carried:

Ayes: Marie Cornelius, Daniel Guzman King, David P. Jordan, Kirby Metoxen, Brandon Stevens, Jennifer Webster

Not Present: Tina Danforth, Lisa Liggins

3. Accept the Village of Ashwaubenon Service Agreement update (02:19:26)

Sponsor: Melinda J. Danforth, Director/Intergovernmental Affairs

Motion by Marie Cornelius to accept the Village of Ashwaubenon Service Agreement update, seconded by Jennifer Webster. Motion carried:

Ayes: Marie Cornelius, Daniel Guzman King, David P. Jordan, Kirby Metoxen, Brandon Stevens, Jennifer Webster

Not Present: Tina Danforth, Lisa Liggins

DRAFT**4. Approve contract - Government Policy Solutions, LLC - file # 2022-0734 (02:19:46)**

Sponsor: Melinda J. Danforth, Director/Intergovernmental Affairs

Motion by Marie Cornelius to approve contract - Government Policy Solutions, LLC - file # 2022-0734, seconded by Jennifer Webster. Motion carried:

Ayes: Marie Cornelius, Daniel Guzman King, David P. Jordan, Kirby
Metoxen, Brandon Stevens, Jennifer Webster

Not Present: Tina Danforth, Lisa Liggins

5. Approve two (2) actions regarding 2022 Expectations and 2022 Annual Projects & Targets for DR07 - file # 2018-1226 (02:20:08)

Sponsor: Lisa Liggins, Secretary

Motion by David P. Jordan to approve addendum A to the employment contract for DR07 – file # 2022-0743, seconded by Marie Cornelius. Motion carried:

Ayes: Marie Cornelius, Daniel Guzman King, David P. Jordan, Kirby
Metoxen, Brandon Stevens, Jennifer Webster

Not Present: Tina Danforth, Lisa Liggins

Motion by Marie Cornelius to approve the correspondence dated September 13, 2022, regarding Article IV, Section 1 of the employment contract for DR07 – file # 2018-1226, seconded by David P. Jordan. Motion carried:

Ayes: Marie Cornelius, Daniel Guzman King, David P. Jordan, Kirby
Metoxen, Brandon Stevens, Jennifer Webster

Not Present: Tina Danforth, Lisa Liggins

6. Approve two (2) actions regarding 2022 Expectations and 2022 Annual Projects & Targets for DR08 - file # 2021-0256 (02:21:01)

Sponsor: Lisa Liggins, Secretary

Motion by Marie Cornelius to approve the correspondence dated September 13, 2022, regarding Article VI, Section 6.1 of the employment contract for DR08 – file # 2021-0256, seconded by David P. Jordan. Motion carried:

Ayes: Marie Cornelius, Daniel Guzman King, David P. Jordan, Kirby
Metoxen, Brandon Stevens, Jennifer Webster

Not Present: Tina Danforth, Lisa Liggins

7. Approve two (2) actions regarding 2022 Expectations and 2022 Annual Projects & Targets for DR09 - file # 2021-0563 (02:21:30)

Sponsor: Lisa Liggins, Secretary

Motion by Jennifer Webster to approve addendum A to the employment contract for DR09 – file # 2022-0743, seconded by Marie Cornelius. Motion carried:

Ayes: Marie Cornelius, Daniel Guzman King, David P. Jordan, Kirby
Metoxen, Brandon Stevens, Jennifer Webster

Not Present: Tina Danforth, Lisa Liggins

Motion by Marie Cornelius to approve the correspondence dated September 13, 2022, regarding Article IV, Section 1.a.i. of the employment contract for DR09 – file # 2021-0563, seconded by Jennifer Webster. Motion carried:

Ayes: Marie Cornelius, Daniel Guzman King, David P. Jordan, Kirby
Metoxen, Brandon Stevens, Jennifer Webster

Not Present: Tina Danforth, Lisa Liggins

DRAFT**8. Review and determine next steps regarding posting for DR05 (02:24:20)**

Sponsor: Lisa Liggins, Secretary

Motion by Jennifer Webster to accept the discussion as information, seconded by Marie Cornelius.
Motion carried:

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

9. Review Application for one (1) vacancy - Oneida Police Commission (02:24:38)

Sponsor: Lisa Liggins, Secretary

Motion by Marie Cornelius to accept the discussion as information for one (1) vacancy - Oneida Police Commission, seconded by Jennifer Webster. Motion carried:

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

10. Approve one (1) new enrollment (02:24:58)

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

Motion by Jennifer Webster to approve one (1) new enrollment, seconded by David P. Jordan. Motion carried:

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

11. Review the 2023 State Map Updates - Tribal Input and determine next steps (02:25:15)

Sponsor: Marie Cornelius, Councilwoman

Motion by Marie Cornelius to direct Intergovernmental Affairs to draft a letter to the WISdot outlining Oneida Nation's proposed changes, seconded by Jennifer Webster. Motion carried:

Ayes: Marie Cornelius, Daniel Guzman King, Tehassi Hill, David P. Jordan, Kirby Metoxen, Jennifer Webster
Not Present: Tina Danforth, Lisa Liggins

Item VII.A. was re-addressed next.

Adopt resolution entitled Wisconsin Alzheimer's Disease Research Center Community Engaged...

Business Committee Agenda Request

1. Meeting Date Requested: 09/28/22

2. Session:

Open Executive – must qualify under §107.4-1.

Justification: *Choose or type justification.*

3. Requested Motion:

Accept as information; OR

Approve resolution for:

1) the University of Wisconsin employed team members to recruit participants for the Wisconsin Alzheimer's Disease Research Center (ADRC) Clinical Core research project dealing with Alzheimer's disease and related diseases as it affect the Oneida Nation.

4. Areas potentially impacted or affected by this request:

Finance

Programs/Services

Law Office

MIS

Gaming/Retail

Boards, Committees, or Commissions

Other: *Describe*

5. Additional attendees needed for this request:

Name, Title/Entity OR Choose from List

Name, Title/Entity OR Choose from List

Name, Title/Entity OR Choose from List

Name, Title/Entity OR Choose from List

6. Supporting Documents:

- Bylaws
- Fiscal Impact Statement
- Presentation
- Contract Document(s)
- Law
- Report
- Correspondence
- Legal Review
- Resolution
- Draft GTC Notice
- Minutes
- Rule (adoption packet)
- Draft GTC Packet
- MOU/MOA
- Statement of Effect
- E-poll results/back-up
- Petition
- Travel Documents
- Other: Recommendation Letter

7. Budget Information:

- Budgeted – Tribal Contribution
- Budgeted – Grant Funded
- Unbudgeted
- Not Applicable
- Other: *Describe*

8. Submission:

Mark W. Powless, General Manager

Authorized Sponsor: Mark W. Powless Digitally signed by Mark W. Powless
Date: 2022.09.16 09:52:32 -05'00'

Primary Requestor: _____

Oneida Comprehensive Health Division
 Oneida Community Health Center
 Behavioral Health Services
 Anna John Resident Centered Care Community
 Employee Health Nursing



To: Oneida Business Committee

From: Debra Danforth RN, BSN
 Oneida Comprehensive Health
 Division Director-Operations

Digitally signed by
 Debra J Danforth
 Date: 2022.06.30
 10:05:28 -05'00'

Date: June 22, 2022

Re: Recommendation for Research Request for Proposal for the Wisconsin
 Alzheimer's Disease Research Center Community Engaged Recruitment

I have reviewed the Attached Resolution and information for Research by the Wisconsin Alzheimer's Disease Research Center Community Engaged Recruitment presentation submitted by Dr. Carey Gleason. The Resolution and request to recruit participants for an observational research study focused on a Alzheimer's disease and related diseases (ADRD)-The Wisconsin Alzheimer's Disease Research Center (ADRC) Clinic Core-which builds on a history of ADRD education and advocacy work. The proposed recruitment and research are informed and guided by an advisory committee of Oneida Elders. The Proposed recruitment and research are an extension of a long-standing partnership between the Oneida Nation of Wisconsin and the Wisconsin ADRC. The proposed research is aligned with other on-going research projects that have also been endorsed by the Oneida Business Committee and funded by the National Institutes of Health. The proposal is for the Oneida Nation to allow the University of Wisconsin employed team members to recruit participants for the Wisconsin ADRC's Clinical Core research project dealing with Alzheimer's disease and related diseases as it affects the Oneida Nation.

Based upon my review the data collected from the Oneida Nation Tribal members will be held in secure, password protected databases at the UW; however, this coded data will only be accessed and analyzed by research teams whose proposals are reviewed and approved through a University of Wisconsin Institutional Review Board approved process, for specified research and whose research has been approved by the Oneida Nation, and will be subject to review by representatives of the Oneida Nation upon request.

The resolution indicates that all samples (blood, tissue, DNA, cerebrospinal fluid, etc.) collected from Oneida Nation members in optional sub-studies will be held in secure freezers at the University of Wisconsin; however, these samples will be only used by approved research teams for specified research; and will be made available to representatives of the Oneida Nation upon request. It is the recommendation of the OCHD that the Oneida Business Committee consider including a stipulation that all information collected within the boundaries of the Oneida Nation will be the property of the Oneida Nation and may not be released in any form to individuals, agencies or organizations within additional approval and authorization from the Oneida Nation. The researcher and the University of Wisconsin does recognize that the Oneida Nation's position as the protector and owner of the information

Mailing Address: P.O. Box 365, Oneida, WI 54155
<https://oneida-nsn.gov/resources/health/>

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

525 Airport Rd., Oneida, WI 54155
 2640 West Point Rd., Green Bay, WI 54304
 2901 S. Overland Rd., Oneida, WI 54155
 701 Packerland Dr., Green Bay, WI 54303

Phone: (920) 869-2711 or 1-866-869-2711
 Phone: (920) 490-3790 or 1-888-490-2457
 Phone: (920) 869-2797
 Phone: (920) 405-4492

Fax: (920) 869-1780
 Fax: (920) 490-3883
 Fax: (920) 869-3238
 Fax: (920) 405-4494

collected as part of this study and that the final disposition of the information collected will be used, stored and returned at their discretion.

Within the resolution, it does indicate that the Oneida Nation and individual participants can rescind approval at any time and can ask that data be removed from databases and/or stored samples be returned or destroyed.

Based upon the above requirements in accordance with BC Resolution #05-08-19-A, the Oneida Comprehensive Health Division recommends the Oneida Business Committee approve the Resolution and consider the additional recommendation to clearly protect the data and samples of the participants of this research request for the University of Wisconsin and the Wisconsin Alzheimer's Disease Research Center Community Engaged Recruitment.

cc: Jay Kennard MD, Interim Medical Director
Mark W. Powless, General Manager

Oneida Nation

Post Office Box 365

Phone: (920)869-2214

Oneida, WI 54155



BC Resolution # Leave this line blank

Wisconsin Alzheimer’s Disease Research Center Community Engaged Recruitment

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WHEREAS, the Oneida Nation is a federally recognized Indian government and a treaty tribe recognized by the laws of the United States of America; and

WHEREAS, the Oneida General Tribal Council is the governing body of the Oneida Nation; and

WHEREAS, the Oneida Business Committee has been delegated the authority of Article IV, Section 1, of the Oneida Tribal Constitution by the Oneida General Tribal Council; and

WHEREAS, the purpose of this proposal is to recruit participants for an observational research study focused on an Alzheimer’s disease and related diseases (ADRD) – *the Wisconsin Alzheimer’s Disease Research Center (ADRC) Clinical Core* – which builds on a history of ADRD education and advocacy work; and

WHEREAS, the proposed recruitment and research is informed and guided by an advisory committee of Oneida elders and parallel efforts led by the Oneida Nation; and

WHEREAS, the proposed recruitment and research is an extension of a long-standing partnership between the Oneida Nation of Wisconsin and the Wisconsin ADRC; and

WHEREAS, the proposed recruitment and research is aligned with other on-going research projects endorsed by Business Committee and funded by the National Institutes of Health;

NOW THEREFORE BE IT RESOLVED, that the Oneida Nation will allow University of Wisconsin employed team members to recruit participants for the Wisconsin ADRC’s Clinical Core research project dealing with Alzheimer’s disease and related diseases as it affects the Oneida Nation.

BE IT FURTHER RESOLVED, that data collected from Oneida Nation Tribal members will be held in secure, password protected databases at the UW; however, this coded data will only be accessed and analyzed by research teams whose proposals are reviewed and approved through a University of Wisconsin Institutional Review Board approved process, for specified research and whose research has been approved by the Oneida Nation; and will be subject to review by representatives of the Oneida Nation upon request.

BE IT FURTHER RESOLVED, that samples (blood, tissue, DNA, cerebrospinal fluid, etc.) collected from Oneida Nation members in optional sub-studies will be held in secure freezers at the UW; however, these samples will be only be used by approved research teams for specified research; and will be made available to representatives of the Oneida Nation upon request.

BE IT FURTHER RESOLVED, that the Oneida Nation and individual participants can rescind approval at any time and can ask that data be removed from databases and/or stored samples be returned or destroyed.

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BE IT FINALLY RESOLVED, that the University of Wisconsin recognizes the Oneida Nation's position as protector and owner of the information collected as part of this study and that the final disposition of the information collect will be used, stored and returned at their discretion.



Oneida Nation
 Oneida Business Committee
 Legislative Operating Committee
 PO Box 365 • Oneida, WI 54155-0365
Oneida-nsn.gov



Statement of Effect

Wisconsin Alzheimer's Disease Research Center Community Engaged Recruitment

Summary

The resolution seeks approval to allow the University of Wisconsin employee team members to recruit participants for the Wisconsin ADRC's Clinical Core research project dealing with Alzheimer's disease and related diseases as it affects the Oneida Nation..

Submitted by: Clorissa Santiago, Senior Staff Attorney, Legislative Reference Office

Date: September 12, 2022

Analysis by the Legislative Reference Office

In 2019, the Oneida Business Committee ("OBC") adopted resolution BC-05-08-19-A titled, *Research Requests: Review and Approval to Conduct*, which sets forth certain requirements to be met when seeking approval to conduct research that involves the Oneida Nation and its members. Resolution BC-05-08-19-A was adopted in response to an increase in the number of research projects involving the Nation or its members that was being conducted. Its purpose is to ensure that, with any research project approved by the Nation: (1) Oneida members, the Nation and the community are protected; (2) the information developed is provided to the Nation; and (3) the research accurately portrays the complex history and current activities of the Nation and its members.

Resolution BC-05-08-19-A provides a specific process for consideration of research requests by educational institutions or businesses that would require access to the Nation or its members for research studies of human subjects. The process includes that:

- The request be presented to the Director of Comprehensive Health Operations ("Director") for review and recommendation for action to the OBC;
- The entity conducting the research be required to submit a copy of the final draft of the research to the Director to review for accuracy; and
- The entity conducting the research be required to submit a copy of the published or approved research project to the Director to be presented to the OBC as a final published or approved research project.

Resolution BC-05-08-19-A further provides that no entity, employee or representative of the Nation is authorized to approve research on behalf of the Nation unless done so in accordance with the resolution or a law which supersedes the resolution. In addition, it provides that no research project data or materials shall be utilized for any other or for extended research without written approval of the Nation. Currently, there is no law of the Nation that addresses the research projects discussed herein; thus, Resolution BC-05-08-19-A governs the analysis of this resolution.

This resolution seeks approval to allow the University of Wisconsin employee team members to recruit participants for the Wisconsin ADRC's Clinical Core research project dealing with Alzheimer's disease and related diseases as it affects the Oneida Nation. This resolution provides that data collected from Oneida Nation Tribal members will be held in secure, password protected databases at the University; however, this coded data will only be accessed and analyzed by research teams whose proposals are reviewed and approved through a University of Wisconsin Institutional Review Board approved process, for specified research and whose research has been approved by the Oneida Nation; and will be subject to review by representatives of the Oneida Nation upon request. This resolution then goes on to further provide that samples (blood, tissue, DNA, cerebrospinal fluid, etc.) collected from Oneida Nation members in optional sub-studies will be held in secure freezers at the University; however, these samples will only be used by approved research teams for specified research; and will be made available to representatives of the Oneida Nation upon request. Oneida Nation and individual participants are allowed to rescind approval at any time and can ask that data be removed from databases and/or stored samples be returned or destroyed. This resolution provides that the University of Wisconsin recognizes the Oneida Nation's position as protector and owner of the information collected as part of this study and that the final disposition of the information collect will be used, stored and returned at their discretion.

This resolution does not provide any information on whether the research request has been presented, reviewed and recommended for approval by the Director of Comprehensive Health Operations per the requirements of resolution BC-05-08-19-A. In addition, this resolution does not provide any information on whether the University of Wisconsin has agreed to abide by the resolution BC-05-08-19-A's criteria for research projects that are conducted by educational institutions such as the University of Wisconsin.

Conclusion

It is unknown whether this resolution complies with the requirements for the review and approval of requests to conduct research as provided for in resolution BC-05-08-19-A, *Research Requests: Review and Approval to Conduct*.

Adopt resolution entitled Intergovernmental Cooperative Agreement to Satisfy Eligibility for the Wisconsin

Business Committee Agenda Request

1. Meeting Date Requested: 09/28/22

2. Session:

Open Executive – must qualify under §107.4-1.

Justification: *Choose or type justification.*

3. Requested Motion:

Accept as information; OR

Approval of a resolution to support and submit the Intergovernmental Cooperative Agreement to Satisfy Eligibility for the Wisconsin Recycling Consolidation Grant for Calendar Year 2023.

4. Areas potentially impacted or affected by this request:

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

5. Additional attendees needed for this request:

Name, Title/Entity OR Choose from List

Name, Title/Entity OR Choose from List

Name, Title/Entity OR Choose from List

Name, Title/Entity OR Choose from List

6. Supporting Documents:

- Bylaws
- Fiscal Impact Statement
- Presentation
- Contract Document(s)
- Law
- Report
- Correspondence
- Legal Review
- Resolution
- Draft GTC Notice
- Minutes
- Rule (adoption packet)
- Draft GTC Packet
- MOU/MOA
- Statement of Effect
- E-poll results/back-up
- Petition
- Travel Documents
- Other: *Describe*

7. Budget Information:

- Budgeted – Tribal Contribution
- Budgeted – Grant Funded
- Unbudgeted
- Not Applicable
- Other: *Describe*

8. Submission:

Mark W. Powless Digitally signed by Mark W. Powless
Date: 2022.09.20 09:26:49 -05'00'

Authorized Sponsor: Mark W. Powless, General Manager

Primary Requestor: Marsha Danforth, Grant Development Specialist

Oneida Nation

Post Office Box 365

Phone: (920)869-2214

Oneida, WI 54155



BC Resolution # Leave this line blank

Intergovernmental Cooperative Agreement to Satisfy Eligibility for the Wisconsin Recycling Consolidation Grant for Calendar Year 2023

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WHEREAS, the Oneida Nation is a federally recognized Indian government and a treaty tribe recognized by the laws of the United States of America; and

WHEREAS, the Oneida General Tribal Council is the governing body of the Oneida Nation; and

WHEREAS, the Oneida Business Committee has been delegated the authority of Article IV, Section 1, of the Oneida Tribal Constitution by the Oneida General Tribal Council; and

WHEREAS, This agreement is made by and between the Cities of De Pere and Green Bay, the Villages of Allouez, Ashwaubenon, Bellevue, Denmark, Hobart, Howard, Pulaski, Suamico, Wrightstown, and Towns of Eaton, Glenmore, Green Bay, Holland, Humboldt, Lawrence, Ledgeview, Morrison, New Denmark, Pittsfield, Rockland, Scot and Wrightstown, each of which is a municipal corporation, and the Oneida Nation, a federally recognized Indian tribe, all of which are a Responsible Unit (RU) as defined in Section 287.11 and 287.24, Wis. Stats., and ch NR 542, Wis. Admin. Code. This agreement is intended to qualify for the 2023 Wisconsin Recycling Consolidation Grant; and

WHEREAS, the RUs believe that, by working together in this cooperative agreement, they can more effectively and efficiently provide for the recycling education needs of their citizens; and

WHEREAS, the RUs desire to collaborate in an effort to educate about recycling; and

WHEREAS, the RUs recognize the importance of educating residents about recycling and their RU responsibility to do so; and

WHEREAS, Brown County partnered with Outagamie and Winnebago Counties, collectively known as Tri-County Recycling, to fund, host, and promote a new smartphone recycling app developed by Betterbin; and

WHEREAS, Tri-County Recycling will continue to fund, host, and promote the Waste Wizard Material Search Engine tool; and

WHEREAS, the Betterbin smartphone app, and the Waste Wizard Material Search Engine provide comprehensive information on single-stream recycling guidelines, recycling plastic bags, proper medical sharps disposal, electronics recycling, universal waste recycling, household hazardous waste programs, pharmaceutical drop boxes and waste reduction tips; and

WHEREAS, Section 66.0301(2) of the Wisconsin Statutes authorizes cooperation between municipalities and between municipalities and Indian tribes, and allows municipalities to

BC Resolution # _____
Intergovernmental Cooperative Agreement to Satisfy Eligibility
for the Wisconsin Recycling Consolidation Grant for 2023
Page 2 of 2

44 contract with each other and with Indian tribes for the receipt or furnishing of services or
45 the joint exercise of any power or duty required or authorized by law; and
46

47 **WHEREAS** each participating RU will maintain a copy of the other above listed RUs' cooperative
48 agreements on file, given that not all cooperative Rus will be able to sign a single
49 document; and
50

51 **NOW THEREFORE IT IS AGREED THAT** the above listed RUs have and will make available to its
52 residents the Tri-County Recycling Betterbin Smartphone app and Waste Wizard Material Search Engine
53 (<https://recyclemoretricity.org/waste-wizard/>), recognizing additional and consistent education will
54 reduce contamination and improve recycling, thereby enabling the processing and marketing of these
55 recyclables in the most efficient and cost-effective manner possible, and
56

57 **NOW THEREFORE BE IT RESOLVED** that the Oneida Nation authorizes and supports the submission of
58 an Intergovernmental Cooperative Agreement to Satisfy Eligibility for the Wisconsin Recycling
59 Consolidation Grant for Calendar Year 2023 to the Brown County Port & Resource Recovery.
60

Adopt resolution entitled Emergency Adoption of the Oneida Life Insurance Plan Law

Business Committee Agenda Request

1. Meeting Date Requested: 09/28/22

2. Session:

Open Executive – must qualify under §107.4-1.

Justification: *Choose or type justification.*

3. Requested Motion:

Accept as information; OR

Adopt the resolution entitled. Emergency Adoption of the Oneida Life Insurance Plan Law

4. Areas potentially impacted or affected by this request:

Finance

Programs/Services

Law Office

MIS

Gaming/Retail

Boards, Committees, or Commissions

Other: Legislative Operating

Committee

5. Additional attendees needed for this request:

Name, Title/Entity OR Choose from List

Name, Title/Entity OR Choose from List

Name, Title/Entity OR Choose from List

Name, Title/Entity OR Choose from List

6. Supporting Documents:

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

7. Budget Information:

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

8. Submission:

Authorized Sponsor: David P. Jordan, Councilman

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



Oneida Nation
 Oneida Business Committee
 Legislative Operating Committee
 PO Box 365 • Oneida, WI 54155-0365
Oneida-nsn.gov



TO: Oneida Business Committee
 FROM: David P. Jordan, LOC Chairperson *DJ*
 DATE: September 28, 2022
 RE: Emergency Adoption of the Oneida Life Insurance Plan Law

Please find the following attached backup documentation for your consideration of the emergency adoption of the Oneida Life Insurance Plan law:

1. Resolution: Emergency Adoption of the Oneida Life Insurance Plan Law
2. Statement of Effect: Emergency Adoption of the Oneida Life Insurance Plan Law
3. Oneida Life Insurance Plan Law Legislative Analysis
4. Oneida Life Insurance Plan Law

Overview

Emergency adoption of the Oneida Life Insurance Plan law (the “Law”) is being sought to establish the Oneida Nation Assistance Fund as an approved program of the Nation to provide a death benefit through the Oneida Life Insurance Plan (OLIPP) for all eligible enrolled Oneida Nation members, pursuant to the Oneida General Welfare law. [10 O.C. 1004.1-1]. The Law will:

- Establish the Oneida Life Insurance Plan as an approved program of the Nation in accordance with the Oneida General Welfare law. [10 O.C. 1004.4-1];
- Provide how this program qualifies for general welfare exclusion. [10 O.C. 1004.4-2];
- Provide that all members of the Nation shall qualify for benefits from the Oneida Life Insurance Plan to be used for funeral expenses first, with any residual benefits distributed to a designated beneficiary. [10 O.C. 1004.5-1];
- Require that a member of the Nation complete the Oneida Trust Enrollment Committee approved beneficiary designation form and submit it to the Oneida Trust Enrollment Committee, either online or in person at the Oneida Trust Enrollment Office, prior to their death in order to secure benefits from the Oneida Life Insurance Plan for their beneficiary. [10 O.C. 1004.5-2];
- Provide that funeral expenses shall be paid directly to the funeral home upon submission of a valid invoice, up to the limit of the Oneida Life Insurance Plan benefits, even if a designated beneficiary has not been designated – but the Oneida Life Insurance Plan residual benefits shall not be paid or claimed if the decedent did not designate a living beneficiary though the beneficiary designation form. [10 O.C. 1004.5-2(b), 1004.5-2(e)];
- Allow for a one hundred eighty (180) day grace period after the effective date of this law, where section 1004.5-2 shall not be enforced to permit members of the Nation to complete and submit the required beneficiary forms. [10 O.C. 1004.5-2(c)];
- Require that the Oneida Trust Enrollment Department be notified within one (1) year of the member of the Nation’s death in order to distribute the Oneida Life Insurance Plan benefits to the beneficiary. [10 O.C. 1004.5-3];

- Provide that the Trust Enrollment Department is the department that has the responsibilities to oversee and administer the Oneida Life Insurance Plan. [10 O.C. 1004.5-4];
- Provide rules related to the determination of death and status. [10 O.C. 1004.6-1];
- Prohibit a designated beneficiary who criminally and intentionally causes the death of the decedent from being entitled to any benefits passing under this law. [10 O.C. 1004.6-2];
- Provide how the Oneida Life Insurance Plan benefits shall be distributed. [10 O.C. 1004.6-3];
- Provide that the Oneida Life Insurance Plan shall be contingent on funding through the Nation's annual budget. [10 O.C. 1004.7-1].

The Nation currently provides the Oneida Life Insurance Plan Plus, otherwise known as OLIPP, which consists of fifteen thousand dollars (\$15,000) of life insurance benefits directly payable to a tribal member's designated beneficiaries. The Nation contracted with the company Epic to manage OLIPP. Epic collected relevant information regarding the decedent and beneficiaries and distributed OLIPP funds. Epic will cease this service offering and terminate its current contracts for this service, including with the Nation, on September 30, 2022. The Oneida Trust and Enrollment Committee determined the Oneida Trust and Enrollment Department could manage OLIPP in-house, yielding a cost savings to the Nation and expediting payments to the beneficiaries. The proposed Law will codify this benefit as an approved program under the Oneida General Welfare law. The Oneida Trust and Enrollment Department requests this proposed law be considered for emergency adoption as time is of the essence. The Oneida Trust and Enrollment Department seeks to commence the in-house management and oversight of OLIPP immediately after the Epic contract terminates on September 30, 2022.

The Oneida Business Committee is delegated the authority to temporarily enact emergency legislation when legislation is necessary for the immediate preservation of the public health, safety, or general welfare of the Reservation population, and the adoption of the legislation is required sooner than would be possible under the Legislative Procedures Act. [1 O.C. 109.9-5]. A fiscal impact statement and public meeting are not required for emergency legislation. [1 O.C. 109.9-5(a)].

The emergency adoption of this Law is necessary for the preservation of the general welfare of the Reservation population. The emergency adoption of this Law will ensure that the Oneida Trust Enrollment Department can commence the in-house management and oversight of the Oneida Life Insurance Plan immediately after the Epic contract terminates on September 30, 2022, in order to provide a smooth transition and uninterrupted service to the members of the Nation participating in the Oneida Life Insurance Plan and the beneficiaries that will emerge in the next fiscal year and beyond.

Additionally, observance of the requirements under the Legislative Procedures Act for the adoption of this Law would be contrary to public interest. The Epic contract for the management of OLIPP terminates on September 30, 2022, and the process and requirements of the Legislative Procedures Act cannot be completed in time to ensure that the Law can be adopted to address the management and oversight of the Oneida Life Insurance Plan by the Oneida Trust Enrollment Department prior to the termination date.

The Law will become effective immediately upon adoption by the Oneida Business Committee and will remain effective for six (6) months. There will be one (1) opportunity to extend the emergency adoption of this Law for an additional six (6) month period. [1 O.C. 109.9-5(b)].

Requested Action

Approve the Resolution: Emergency Adoption of the Oneida Life Insurance Plan Law

Oneida Nation

Post Office Box 365

Phone: (920)869-2214



Oneida, WI 54155

BC Resolution # Emergency Adoption of the Oneida Life Insurance Plan Law

- 1 **WHEREAS,** the Oneida Nation is a federally recognized Indian government and a treaty tribe
2 recognized by the laws of the United States of America; and
3
- 4 **WHEREAS,** the Oneida General Tribal Council is the governing body of the Oneida Nation; and
5
- 6 **WHEREAS,** the Oneida Business Committee has been delegated the authority of Article IV, Section 1,
7 of the Oneida Tribal Constitution by the Oneida General Tribal Council; and
8
- 9 **WHEREAS,** the Oneida Life Insurance Plan law (“the Law”) is being proposed for emergency adoption
10 in an effort to establish the Oneida Life Insurance Plan (OLIPP) as an approved program
11 of the Nation to govern how the Nation provides fifteen thousand dollars (\$15,000) of
12 financial assistance to eligible members of the Nation to pay for funeral expenses, with any
13 residual benefit amounts paid thereafter to the designated beneficiary; and
14
- 15 **WHEREAS,** the Law provides how the Oneida Life Insurance Plan qualifies for general welfare
16 exclusion; and
17
- 18 **WHEREAS,** the Law provides that all members of the Nation shall qualify for benefits from the Oneida
19 Life Insurance Plan to be used for funeral expenses first, with any residual benefits
20 distributed to a designated beneficiary; and
21
- 22 **WHEREAS,** the Law requires that a member of the Nation complete the Oneida Trust Enrollment
23 Committee approved beneficiary designation form and submit it to the Oneida Trust
24 Enrollment Committee, either online or in person at the Oneida Trust Enrollment Office,
25 prior to their death in order to secure benefits from the Oneida Life Insurance Plan for their
26 beneficiary; and
27
- 28 **WHEREAS,** the Law provides that funeral expenses shall be paid directly to the funeral home upon
29 submission of a valid invoice, up to the limit of the Oneida Life Insurance Plan benefits,
30 even if a designated beneficiary has not been designated – but the Oneida Life Insurance
31 Plan residual benefits shall not be paid or claimed if the decedent did not designate a living
32 beneficiary though the beneficiary designation form; and
33
- 34 **WHEREAS,** the Law allows for a one hundred eighty (180) day grace period after the effective date of
35 this law, where section 1004.5-2 shall not be enforced, to permit members of the Nation to
36 complete and submit the required beneficiary forms; and
37
- 38 **WHEREAS,** the Law requires that the Oneida Trust Enrollment Department be notified within one (1)
39 year of the member of the Nation’s death in order to distribute the Oneida Life Insurance
40 Plan benefits to the beneficiary; and
41
- 42 **WHEREAS,** the Law provides that the Trust Enrollment Department is the department that has the
43 responsibilities to oversee and administer the Oneida Life Insurance Plan; and
44

45 **WHEREAS,** the Law provides rules related to the determination of death and status; and
46
47 **WHEREAS,** the Law prohibit a designated beneficiary who criminally and intentionally causes the death
48 of the decedent from being entitled to any benefits passing under this law; and
49
50 **WHEREAS,** the Law provides how the Oneida Life Insurance Plan benefits shall be distributed; and
51
52 **WHEREAS,** the Law provides that the Oneida Life Insurance Plan shall be contingent on funding
53 through the Nation's annual budget; and
54
55 **WHEREAS,** the Legislative Procedures Act authorizes the Oneida Business Committee to enact
56 legislation on an emergency basis when legislation is necessary for the immediate
57 preservation of the public health, safety, or general welfare of the Reservation population,
58 and the adoption of the legislation is required sooner than would be possible under the
59 Legislative Procedures Act; and
60
61 **WHEREAS,** emergency adoption of legislation is effective for a period of six (6) months, renewable by
62 the Oneida Business Committee for an additional six (6) month term; and
63
64 **WHEREAS,** the Nation currently provides the Oneida Life Insurance Plan Plus, otherwise known as
65 OLIPP, which consists of fifteen thousand dollars (\$15,000) of life insurance benefits
66 directly payable to a tribal member's designated beneficiaries; and
67
68 **WHEREAS,** the Nation contracted with the company Epic to manage OLIPP, by collecting relevant
69 information regarding the decedent and beneficiaries, and distribute OLIPP funds; and
70
71 **WHEREAS,** Epic will cease this service offering and terminate its current contracts for this service,
72 including with the Nation, on September 30, 2022; and
73
74 **WHEREAS,** the Oneida Trust and Enrollment Committee determined the Oneida Trust and Enrollment
75 Department could manage OLIPP in-house, yielding a cost savings to the Nation and
76 expediting payments to the beneficiaries; and
77
78 **WHEREAS,** the emergency adoption of this Law is necessary for the preservation of the general welfare
79 of the Reservation population, as the Law shall ensure that the Oneida Trust Enrollment
80 Department can commence the in-house management and oversight of the Oneida Life
81 Insurance Plan immediately after the Epic contract terminates on September 30, 2022, in
82 order to provide a smooth transition and uninterrupted service to the members of the Nation
83 participating in the Oneida Life Insurance Plan and the beneficiaries that will emerge in the
84 next fiscal year and beyond; and
85
86 **WHEREAS,** observance of the requirements under the Legislative Procedures Act for adoption of this
87 Law would be contrary to public interest since the Epic contract for the management of
88 OLIPP terminates on September 30, 2022, and the process and requirements of the
89 Legislative Procedures Act cannot be completed in time to ensure that the Law can be
90 adopted to address the management and oversight of the Oneida Life Insurance Plan by
91 the Oneida Trust Enrollment Department prior to the termination date.; and
92
93 **WHEREAS,** the Legislative Procedures Act does not require a public meeting or fiscal impact statement
94 when considering emergency legislation; and
95
96 **NOW THEREFORE BE IT RESOLVED,** the Oneida Business Committee hereby adopts, on an emergency
97 basis, the Oneida Life Insurance Plan law effective immediately.



Statement of Effect

Emergency Adoption of the Oneida Life Insurance Plan Law

Summary

This resolution adopts the Oneida Life Insurance Plan law on an emergency basis in order to establish the Oneida Life Insurance Plan as an approved program of the Nation to govern how the Nation provides fifteen thousand dollars (\$15,000) of financial assistance to eligible members of the Nation to pay for funeral expenses, with any residual benefit amounts paid thereafter to the designated beneficiary.

Submitted by: Clorissa N. Santiago, Senior Staff Attorney, Legislative Reference Office

Date: September 21, 2022

Analysis by the Legislative Reference Office

This resolution adopts the Oneida Life Insurance Plan law (“the Law”) on an emergency basis. The purpose of the Law is to provide a death benefit through the Oneida Life Insurance Plan (OLIPP) for all eligible enrolled Oneida Nation members, pursuant to the Oneida General Welfare law. [10 O.C. 1004.1-1]. The Law will:

- Establish the Oneida Life Insurance Plan as an approved program of the Nation in accordance with the Oneida General Welfare law. [10 O.C. 1004.4-1];
- Provide how this program qualifies for general welfare exclusion. [10 O.C. 1004.4-2];
- Provide that all members of the Nation shall qualify for benefits from the Oneida Life Insurance Plan to be used for funeral expenses first, with any residual benefits distributed to a designated beneficiary. [10 O.C. 1004.5-1];
- Require that a member of the Nation complete the Oneida Trust Enrollment Committee approved beneficiary designation form and submit it to the Oneida Trust Enrollment Committee, either online or in person at the Oneida Trust Enrollment Office, prior to their death in order to secure benefits from the Oneida Life Insurance Plan for their beneficiary. [10 O.C. 1004.5-2];
- Provide that funeral expenses shall be paid directly to the funeral home upon submission of a valid invoice, up to the limit of the Oneida Life Insurance Plan benefits, even if a designated beneficiary has not been designated – but the Oneida Life Insurance Plan residual benefits shall not be paid or claimed if the decedent did not designate a living beneficiary through the beneficiary designation form. [10 O.C. 1004.5-2(b), 1004.5-2(e)];
- Allow for a one hundred eighty (180) day grace period after the effective date of this law, where section 1004.5-2 shall not be enforced to permit members of the Nation to complete and submit the required beneficiary forms. [10 O.C. 1004.5-2(c)];
- Require that the Oneida Trust Enrollment Department be notified within one (1) year of the member of the Nation’s death in order to distribute the Oneida Life Insurance Plan benefits to the beneficiary. [10 O.C. 1004.5-3];
- Provide that the Trust Enrollment Department is the department that has the responsibilities to oversee and administer the Oneida Life Insurance Plan. [10 O.C. 1004.5-4];

- Provide rules related to the determination of death and status. *[10 O.C. 1004.6-1]*;
- Prohibit a designated beneficiary who criminally and intentionally causes the death of the decedent from being entitled to any benefits passing under this law. *[10 O.C. 1004.6-2]*;
- Provide how the Oneida Life Insurance Plan benefits shall be distributed. *[10 O.C. 1004.6-3]*;
- Provide that the Oneida Life Insurance Plan shall be contingent on funding through the Nation's annual budget. *[10 O.C. 1004.7-1]*.

The Legislative Procedures Act (“the LPA”) was adopted by the General Tribal Council for the purpose of providing a process for the adoption or amendment of laws of the Nation. *[1 O.C. 109.1-1]*. The LPA allows the Oneida Business Committee to take emergency action where it is necessary for the immediate preservation of the public health, safety or general welfare of the reservation population and when enactment or amendment of legislation is required sooner than would be possible under the LPA. *[1 O.C. 109.9-5]*. A public meeting and fiscal impact statement are not required for emergency legislation. *[1 O.C. 109.8-1(b), 109.9-5(a)]*.

The Nation currently provides the Oneida Life Insurance Plan Plus, otherwise known as OLIPP, which consists of fifteen thousand dollars (\$15,000) of life insurance benefits directly payable to a tribal member's designated beneficiaries. The Nation contracted with the company Epic to manage OLIPP. Epic collected relevant information regarding the decedent and beneficiaries and distributed OLIPP funds. Epic will cease this service offering and terminate its current contracts for this service, including with the Nation, on September 30, 2022. The Oneida Trust and Enrollment Committee determined the Oneida Trust and Enrollment Department could manage OLIPP in-house, yielding a cost savings to the Nation and expediting payments to the beneficiaries. The proposed Law will codify this benefit as an approved program under the Oneida General Welfare law. The Oneida Trust and Enrollment Department requests this proposed law be considered for emergency adoption as time is of the essence. The Oneida Trust and Enrollment Department seeks to commence the in-house management and oversight of the Oneida Life Insurance Plan immediately after the Epic contract terminates on September 30, 2022.

The resolution provides that the emergency adoption of this Law is necessary for the preservation of the general welfare of the Reservation population. The emergency adoption of this Law will ensure that the Oneida Trust Enrollment Department can commence the in-house management and oversight of the Oneida Life Insurance Plan immediately after the Epic contract terminates on September 30, 2022, in order to provide a smooth transition and uninterrupted service to the members of the Nation participating in the Oneida Life Insurance Plan and the beneficiaries that will emerge in the next fiscal year and beyond.

Additionally, observance of the requirements under the Legislative Procedures Act for the adoption of this Law would be contrary to public interest. The Epic contract for the management of OLIPP terminates on September 30, 2022, and the process and requirements of the Legislative Procedures Act cannot be completed in time to ensure that the Law can be adopted to address the management and oversight of the Oneida Life Insurance Plan by the Oneida Trust Enrollment Department prior to the termination date.

The emergency adoption of this the Law will take effect immediately upon adoption by the Oneida Business Committee. The emergency adoption of the Law will remain effective for six (6) months. The LPA provides the possibility to extend the emergency amendments for an additional six (6) months, or until the emergency amendments expire or are permanently adopted. [1 O.C. 109.9-5(b)].

Conclusion

Adoption of this resolution would not conflict with any of the Nation's laws.



EMERGENCY ADOPTION OF THE ONEIDA LIFE INSURANCE PLAN LAW LEGISLATIVE ANALYSIS

SECTION 1. EXECUTIVE SUMMARY

<i>Analysis by the Legislative Reference Office</i>	
Intent of the Proposed Law	<ul style="list-style-type: none"> ▪ Establish the Oneida Life Insurance Plan as an approved program of the Nation in accordance with the Oneida General Welfare law. [10 O.C. 1004.4-1]. ▪ Provide how this program qualifies for general welfare exclusion. [10 O.C. 1004.4-2]. ▪ Provide that all members of the Nation shall qualify for benefits from the Oneida Life Insurance Plan to be used for funeral expenses first, with any residual benefits distributed to a designated beneficiary. [10 O.C. 1004.5-1]. ▪ Require that a member of the Nation complete the Oneida Trust Enrollment Committee approved beneficiary designation form and submit it to the Oneida Trust Enrollment Committee, either online or in person at the Oneida Trust Enrollment Office, prior to their death in order to secure benefits from the Oneida Life Insurance Plan for their beneficiary. [10 O.C. 1004.5-2]. ▪ Provide that funeral expenses shall be paid directly to the funeral home upon submission of a valid invoice, up to the limit of the Oneida Life Insurance Plan benefits, even if a designated beneficiary has not been designated – but the Oneida Life Insurance Plan residual benefits shall not be paid or claimed if the decedent did not designate a living beneficiary through the beneficiary designation form. [10 O.C. 1004.5-2(b), 1004.5-2(e)]. ▪ Allow for a one hundred eighty (180) day grace period after the effective date of this law, where section 1004.5-2 shall not be enforced to permit members of the Nation to complete and submit the required beneficiary forms. [10 O.C. 1004.5-2(c)]. ▪ Require that the Oneida Trust Enrollment Department be notified within one (1) year of the member of the Nation’s death in order to distribute the Oneida Life Insurance Plan benefits to the beneficiary. [10 O.C. 1004.5-3]. ▪ Provide that the Trust Enrollment Department is the department that has the responsibilities to oversee and administer the Oneida Life Insurance Plan. [10 O.C. 1004.5-4]. ▪ Provide rules related to the determination of death and status. [10 O.C. 1004.6-1]. ▪ Prohibit a designated beneficiary who criminally and intentionally causes the death of the decedent from being entitled to any benefits passing under this law. [10 O.C. 1004.6-2]. ▪ Provide how the Oneida Life Insurance Plan benefits shall be distributed. [10 O.C. 1004.6-3]. ▪ Provide that the Oneida Life Insurance Plan shall be contingent on funding through the Nation’s annual budget. [10 O.C. 1004.7-1].

Purpose	To provide a death benefit of fifteen thousand dollars (\$15,000) through the Oneida Life Insurance Plan (OLIPP) for all eligible enrolled Oneida Nation members, pursuant to the Oneida General Welfare law. <i>[10 O.C. 1004.1-1]</i> .
Affected Entities	Oneida Trust Enrollment Department.
Public Meeting	A public meeting is not required for emergency legislation <i>[1 O.C. 109.8-1(b) and 109.9-5(a)]</i> .
Fiscal Impact	A fiscal impact statement is not required for emergency legislation <i>[1 O.C. 109.9-5(a)]</i> .
Expiration of Emergency Legislation	Emergency legislation expires six (6) months after adoption and may be renewed for an additional six (6) month period.

1 SECTION 2. LEGISLATIVE DEVELOPMENT

2 A. **Background.** The Oneida Life Insurance law will be a new law adopted by the Nation on an emergency
3 basis for the purpose of providing a death benefit of fifteen thousand dollars (\$15,000) through the
4 Oneida Life Insurance Plan (OLIPP) for all eligible enrolled Oneida Nation members, pursuant to the
5 Oneida General Welfare law. *[10 O.C. 1004.1-1]*.

6 B. **Request for Emergency Adoption.** On August 17, 2022, the Legislative Operating Committee received
7 a request from the Oneida Law Office and the Oneida Trust Enrollment Committee for the adoption of
8 the Oneida Life Insurance Plan law on an emergency basis. The Nation currently provides the Oneida
9 Life Insurance Plan Plus, otherwise known as OLIPP, which consists of \$15,000 of life insurance
10 benefits directly payable to a tribal member's designated beneficiaries. The Nation contracted with the
11 company Epic to manage OLIPP. Epic collected relevant information regarding the decedent and
12 beneficiaries and distributed OLIPP funds. Epic will cease this service offering and terminate its current
13 contracts for this service, including with the Nation, on September 30, 2022. The Oneida Trust and
14 Enrollment Committee determined the Oneida Trust and Enrollment Department could manage OLIPP
15 in-house, yielding a cost savings to the Nation and expediting payments to the beneficiaries. The
16 proposed OLIPP law will codify this benefit as an approved program under the Oneida General Welfare
17 law. The Oneida Trust and Enrollment Department requests this proposed law be considered for
18 emergency adoption as time is of the essence. The Oneida Trust and Enrollment Department seeks to
19 commence the in-house management and oversight of OLIPP immediately after the Epic contract
20 terminates on September 30, 2022. A smooth transition will ensure uninterrupted service the tribal
21 members participating in OLIPP and the beneficiaries that will emerge in the next fiscal year and
22 beyond.

23 SECTION 3. CONSULTATION AND OUTREACH

24 A. Representatives from the following departments or entities participated in the development of this Law
25 and legislative analysis:
26 ▪ Oneida Law Office.

27 SECTION 4. PROCESS

28 C. The adoption of this Law is being considered on an emergency basis. The Oneida Business Committee
29 may temporarily enact an emergency law where legislation is necessary for the immediate preservation
30 of public health, safety, or general welfare of the Reservation population and enactment of legislation
31 is required sooner than would be possible under this law. *[1 O.C. 109.9-5]*.

- 34 ▪ Emergency adoption of this Law is being pursued for the preservation of the general welfare of the
35 Reservation population. The emergency adoption of this Law will ensure that the Oneida Trust
36 Enrollment Department can commence the in-house management and oversight of OLIPP
37 immediately after the Epic contract terminates on September 30, 2022, in order to provide a smooth
38 transition and uninterrupted service to the members of the Nation participating in OLIPP and the
39 beneficiaries that will emerge in the next fiscal year and beyond.
- 40 ▪ Observance of the requirements under the Legislative Procedures Act for the adoption of this Law
41 would be contrary to public interest. The Epic contract for the management of OLIPP terminates
42 on September 30, 2022, and the process and requirements of the Legislative Procedures Act cannot
43 be completed in time to ensure that the Law can be adopted to address the management and
44 oversight of OLIPP by the Oneida Trust Enrollment Department prior to the termination date.
- 45 D. Emergency legislation typically expires six (6) months after adoption, with one (1) opportunity for a
46 six (6) month extension of the emergency legislation. [1 O.C. 109.9-5(b)].
- 47 E. The Legislative Procedures Act does not require a public meeting or fiscal impact statement when
48 considering emergency legislation. [1 O.C. 109.9-5(a)]. However, a public meeting and fiscal impact
49 statement will eventually be required when considering permanent adoption of this Law.
- 50 D. The following work meetings were held regarding the development of this law and legislative analysis:
- 51 ▪ August 25, 2022. LOC work meeting with the Oneida Law Office; and
52 ▪ September 21, 2022. LOC work meeting with the Oneida Law Office.

53

54 **SECTION 5. CONTENTS OF THE LEGISLATION**

- 55 A. **Purpose and Policy.** The purpose of this law is to provide a death benefit through the Oneida Life
56 Insurance Plan for all eligible enrolled Oneida Nation members, pursuant to the Oneida General
57 Welfare law. [10 O.C. 1004.1-1]. The General Tribal Council, through resolution GTC-01-17-09-B,
58 approved the concept of the Oneida Life Insurance Plan Plus to replace the Oneida Burial Fund. The
59 General Tribal Council directed implementation of a benefit that pays fifteen thousand dollars
60 (\$15,000) to the designated beneficiary or beneficiaries of the deceased Oneida Nation member. The
61 payment of death benefits through OLIPP to designated beneficiaries of a deceased Oneida Nation
62 member is an exercise of self-governance crucial to the Oneida Nation's sovereignty, and health and
63 welfare of the community. [10 O.C. 1004.1-1(a)]. It is the policy of the Nation to care for its members
64 and their families even after their death. The Nation seeks to internalize the Oneida Life Insurance Plan
65 process to ensure equitable and expedient distribution to designated beneficiaries. [10 O.C. 1004.1-2].
- 66 ▪ **Effect.** The overall purpose of this Law is to codify the Nation's sovereign right to provide
67 assistance to Tribal members on a non-taxable basis through an approved program.
- 68 B. **Establishment.** This Law establishes the Oneida Life Insurance Plan as an approved program of the
69 Nation in accordance with the Oneida General Welfare law. [10 O.C. 1004.4-1]. The purpose of the
70 Oneida Life Insurance Plan is to provide fifteen thousand dollars (\$15,000) of financial assistance to
71 eligible members of the Nation to pay for funeral expenses, with any residual benefit amounts paid
72 thereafter to the designated beneficiary. *Id.* Funeral expenses include funeral planning; securing the
73 necessary permits and copies of death certificates; preparing the notices; sheltering the remains;
74 coordinating the arrangements with the cemetery, crematory or other third parties; transporting the
75 remains; embalming and other preparation; use of the funeral home for the viewing, ceremony or
76 memorial service; use of equipment and staff for a graveside service; use of a hearse or limousine; a
77 casket, outer burial container or alternate container; and cremation or interment. [10 O.C. 1004.3-1(e)].

- 78 The Oneida Life Insurance Plan meets the requirements of the General Test as defined in the Oneida
79 General Welfare law; General Criteria as defined in I.R.S. Rev. Proc. 2014-35. Section 5.01(1); and the
80 requirements of the Tribal General Welfare Exclusion Act of 2014, 26 U.S.C. §139E(b). [10 O.C.
81 1004.4-2].
- 82 **C. Eligibility.** The Law provides that all members of the Nation shall qualify for benefits from the Oneida
83 Life Insurance Plan to be used for funeral expenses first, with any residual benefits then distributed to
84 a designated beneficiary. [10 O.C. 1004.5-1].
- 85 **D. Designation of Beneficiary.** A member of the Nation is required to complete the Oneida Trust
86 Enrollment Committee approved beneficiary designation form and submit it to the Oneida Trust
87 Enrollment Committee, either online or in person at the Oneida Trust Enrollment Office, prior to their
88 death in order to secure benefits from the Oneida Life Insurance Plan for their beneficiary. [10 O.C.
89 1004.5-2]. Any Oneida Life Insurance Plan beneficiary designation form that has already been
90 submitted to the Oneida Trust Enrollment Department prior to the effective date of this law shall remain
91 valid. [10 O.C. 1004.5-2(a)]. Oneida Life Insurance Plan residual benefits shall not be paid or claimed
92 if the decedent did not designate a living beneficiary though the beneficiary designation form. [10 O.C.
93 1004.5-2(b)]. This provision of the Law shall not be enforced during the initial one hundred and eighty
94 (180) days after the effective date of this Law, thereby creating a one hundred eighty (180) day grace
95 period to permit members of the Nation to complete and submit designated beneficiary forms. [10 O.C.
96 1004.5-2(c)]. A parent or legal guardian may complete and submit a beneficiary designation form on
97 behalf of their minor child or ward. [10 O.C. 1004.5-2(d)]. Funeral expenses shall be paid directly to
98 the funeral home upon submission of a valid invoice, up to the limit of the Oneida Life Insurance Plan
99 benefits, even if a designated beneficiary has not been designated. [10 O.C. 1004.5-2(e)].
- 100 **E. Notice of Death.** The Oneida Trust Enrollment Department shall be notified within one (1) year of the
101 member of the Nation's death in order to distribute the Oneida Life Insurance Plan benefits to the
102 beneficiary. [10 O.C. 1004.5-3]. Oneida Life Insurance Plan claims made beyond the first anniversary
103 of the decedent's death shall not be processed for distribution. *Id.*
- 104 **F. Oversight.** The Trust Enrollment Department shall be delegated the oversight and management of the
105 Oneida Life Insurance Plan. [10 O.C. 1004.5-4].
- 106 **G. Evidence as to Passing or Status.** The Law provides the following rules relating to determination of
107 death and status are applicable: a certified or authenticated copy of a death certificate purporting to be
108 issued by an official or agency of the place where the death purportedly occurred is prima facie proof
109 of the fact, place, date and time of death, and the identity of the decedent; a certified or authenticated
110 copy of any record or report of a governmental agency, domestic or foreign, of a decedent's death; and
111 a person who is absent for a continuous period of seven (7) years, during which they have not been
112 heard from, and whose absence is not satisfactorily explained after diligent search or inquiry is
113 presumed to be dead. Their death is presumed to have occurred at the end of the period unless there is
114 sufficient evidence for determining that death occurred earlier. [10 O.C. 1004.6-1].
- 115 **H. Effect of Homicide on Beneficiary Designation.** The Law provides that a designated beneficiary who
116 criminally and intentionally causes the death of the decedent shall not be entitled to any benefits passing
117 under this law. [10 O.C. 1004.6-2].
- 118 **I. Distribution.** The Law provides that the Oneida Life Insurance Plan benefits shall be distributed in the
119 following order: (1) Funeral expenses shall be paid to the funeral home pursuant to receipt of a valid
120 invoice therefrom; then residual benefits shall be paid to the designated beneficiary; and finally that

121 residual benefits shall escheat to the Nation if the decedent did not designate a beneficiary for the
122 Oneida Life Insurance Plan benefits in accordance with this law. [10 O.C. 1004.6-3].

123 **J. Funding.** The Oneida Life Insurance Plan shall be contingent on funding through the Nation's annual
124 budget. [10 O.C. 1004.7-1].

125

EXAMPLES

126 **Example 1.** John Doe is an enrolled member of the Nation who designated his wife Jane Doe as his
127 beneficiary on the Oneida Nation Life Insurance Plan beneficiary designation form. John unfortunately
128 passes away. The funeral of John Doe will cost \$12,000. Jane Doe can provide the Oneida Trust Enrollment
129 Department the invoice from the funeral home, and the \$12,000 will be paid through the Oneida Life
130 Insurance Plan directly to the funeral home. After the funeral is paid, there is \$3,000 remaining of the
131 original \$15,000 Oneida Life Insurance Plan benefit. Since Jane is listed as John's beneficiary, the
132 remaining \$3,000 of benefits will then be given to Jane Doe.

134

135 **Example 2.** John Doe is an enrolled member of the Nation who never found the time to fill out and submit
136 the Oneida Nation Life Insurance Plan beneficiary designation form. John unfortunately passes away. The
137 funeral of John Doe will cost \$12,000. Anyone can provide the Oneida Trust Enrollment Department the
138 invoice from the funeral home, and the \$12,000 will be paid through the Oneida Life Insurance Plan directly
139 to the funeral home. Since there is no beneficiary designated, the remaining \$3,000 of the original \$15,000
140 Oneida Life Insurance Plan benefit will go back to the Nation.

141

SECTION 6. EXISTING LEGISLATION

142 **A. Related Legislation.** The following laws of the Nation are related to this Law:

143 **Legislative Procedures Act.** The Legislative Procedures Act was adopted by the General Tribal
144 Council on January 7, 2013, for the purpose of providing a standard process for the adoption
145 of laws of the Nation which includes taking into account comments from members of the
146 Nation and input from agencies of the Nation. [1 O.C. 109.1-1, 109.1-2].

147 **The Legislative Procedures Act provides a process for the adoption of emergency**
148 **legislation when the legislation is necessary for the immediate preservation of the**
149 **public health, safety, or general welfare of the Reservation population and the**
150 **enactment or amendment of legislation is required sooner than would be possible under**
151 **this law. [1 O.C. 109.9-5].**

152 **The Legislative Operating Committee is responsible for first reviewing the**
153 **emergency legislation and for forwarding the legislation to the Oneida**
154 **Business Committee for consideration. [1 O.C. 109.9-5(a)].**

155 **The proposed emergency legislation is required to have a legislative analysis**
156 **completed and attached prior to being sent to the Oneida Business Committee**
157 **for consideration. [1 O.C. 109.9-5(a)].**

158 **a. A legislative analysis is a plain language analysis describing the**
159 **important features of the legislation being considered and factual**
160 **information to enable the Legislative Operating Committee to make**
161 **informed decisions regarding legislation. A legislative analysis**
162 **includes a statement of the legislation's terms and substance; intent of**
163

- 164 the legislation; a description of the subject(s) involved, including any
165 conflicts with Oneida or other law, key issues, potential impacts of the
166 legislation and policy considerations. [1 O.C. 109.3-1(g)].
- 167 ▪ Emergency legislation does not require a fiscal impact statement to be
168 completed or a public comment period to be held. [1 O.C. 109.9-5(a)].
 - 169 ▪ Upon the determination that an emergency exists the Oneida Business
170 Committee can adopt emergency legislation. The emergency legislation
171 becomes effective immediately upon its approval by the Oneida Business
172 Committee. [1 O.C. 109.9-5(b)].
 - 173 ▪ Emergency legislation remains in effect for a period of up to six (6) months,
174 with an opportunity for a one-time emergency law extension of up to six (6)
175 months. [1 O.C. 109.9-5(b)].
 - 176 ▪ Emergency adoption of this Law would conform with the requirements of the
177 Legislative Procedures Act.
 - 178 ▪ *Oneida General Welfare Law.* The Oneida General Welfare Law governs how the Nation
179 provides assistance to eligible members on a non-taxable basis, pursuant to the principles of
180 the General Welfare Exclusion to Indian Tribal governmental programs that provide benefits
181 to Tribal members. [10 O.C. 1001.1-1].
 - 182 ▪ The Oneida Life Insurance Plan Plus is hereby established as an approved program of
183 the Nation in accordance with the Oneida General Welfare Law. [10 O.C. 1003.4-1].
184 The Oneida Life Insurance Plan Plus meets the requirements of the General Test as
185 defined in the Oneida General Welfare Law. [10 O.C. 1003.4-2].

187 SECTION 7. OTHER CONSIDERATIONS

- 188 A. ***Deadline for Permanent Adoption of Legislation.*** The emergency adoption of this Law will expire six
189 (6) months after adoption. The emergency legislation may be renewed for an additional six (6) month
190 period.
- 191 ▪ *Conclusion:* The Legislative Operating Committee will need to consider the development and
192 adoption of this Law on a permanent basis within the next six (6) to twelve (12) months.
- 193 B. ***Fiscal Impact.*** A fiscal impact statement is not required for emergency legislation.
- 194 ▪ Under the Legislative Procedures Act, a fiscal impact statement is required for all legislation except
195 emergency legislation [1 O.C. 109.6-1].

196

Title 10. General Welfare Exclusion - Chapter 1004
ONEIDA LIFE INSURANCE PLAN

1004.1. Purpose and Policy

1004.2. Adoption, Amendment, Repeal

1004.3. Definitions

1004.4. Establishment

1004.5. Qualifications, Designation of Beneficiary, and Notice

1004.6. Beneficiary Claim Process and Distribution

1004.7. Funding

1 1004.1. Purpose and Policy

2 1004.1-1. *Purpose.* The purpose of this law is to provide a death benefit through the Oneida Life
 3 Insurance Plan (OLIPP) for all eligible enrolled Oneida Nation members, pursuant to the Oneida
 4 General Welfare law.

5 (a) The General Tribal Council, through resolution GTC-01-17-09-B, approved the
 6 concept of the Oneida Life Insurance Plan Plus to replace the Oneida Burial Fund. The
 7 General Tribal Council directed implementation of a benefit that pays fifteen thousand
 8 dollars (\$15,000) to the designated beneficiary or beneficiaries of the deceased Oneida
 9 Nation member. The payment of death benefits through OLIPP to designated beneficiaries
 10 of a deceased Oneida Nation member is an exercise of self-governance crucial to the
 11 Oneida Nation's sovereignty, and health and welfare of the community.

12 1004.1-2. *Policy.* It is the policy of the Nation to care for its members and their families even
 13 after their death. The Nation seeks to internalize the Oneida Life Insurance Plan process to ensure
 14 equitable and expedient distribution to designated beneficiaries.

15

16 1004.2. Adoption, Amendment, Repeal

17 1004.2-1. This law was adopted by the Oneida Business Committee on an emergency basis by
 18 resolution BC-__-__-__-__.

19 1004.2-2. This law may be amended or repealed by the Oneida Business Committee or the General
 20 Tribal Council pursuant to the procedures set out in the Legislative Procedures Act.

21 1004.2-3. Should a provision of this law or the application thereof to any person or circumstances
 22 be held as invalid, such invalidity shall not affect other provisions of this law which are considered
 23 to have legal force without the invalid portions.

24 1004.2-4. In the event of a conflict between a provision of this law and a provision of another law,
 25 the provisions of this law shall control.

26 1004.2-5. This law is adopted under authority of the Constitution of the Oneida Nation.

27

28 1004.3. Definitions

29 1004.3-1. This section shall govern the definitions of words and phrases used within this law. All
 30 words not defined herein shall be used in their ordinary and everyday sense.

31 (a) "Approved program" means any program(s) to provide general welfare assistance that
 32 is intended to qualify as a General Welfare Exclusion, administered under specific
 33 guidelines, and is adopted by the Oneida Business Committee through resolution or law of
 34 the Nation in accordance with the Oneida General Welfare law.

35 (b) "Benefit" means the fifteen thousand dollars provided (\$15,000) to pay for funeral
 36 expenses of an enrolled member of the Nation, with any residual amounts paid thereafter
 37 to the designated beneficiary.

38 (c) "Decedent" means the deceased person.

39 (d) "Designated Beneficiary" means any person(s) designated by the enrolled member of
 40 the Nation, through the approved beneficiary designation form, to receive all or a portion
 41 of the decedent's Oneida Life Insurance Plan benefit.

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42 (e) “Funeral Expenses” means the cost of the funeral of the decedent accrued and invoiced
 43 by the funeral home including, but not limited to, the following:

- 44 (1) funeral planning;
- 45 (2) securing the necessary permits and copies of death certificates;
- 46 (3) preparing the notices;
- 47 (4) sheltering the remains;
- 48 (5) coordinating the arrangements with the cemetery, crematory or other third
 49 parties;
- 50 (6) transporting the remains;
- 51 (7) embalming and other preparation;
- 52 (8) use of the funeral home for the viewing, ceremony or memorial service;
- 53 (9) use of equipment and staff for a graveside service;
- 54 (10) use of a hearse or limousine;
- 55 (11) a casket, outer burial container or alternate container; and
- 56 (12) cremation or interment.

57 (f) “Nation” means the Oneida Nation.
 58

59 **1004.4. Establishment**

60 1004.4-1. *Establishment*. The Oneida Life Insurance Plan is hereby established as an approved
 61 program of the Nation in accordance with the Oneida General Welfare law. The purpose of the
 62 Oneida Life Insurance Plan is to provide fifteen thousand dollars (\$15,000) of financial assistance
 63 to eligible members of the Nation to pay for funeral expenses, with any residual benefit amounts
 64 paid thereafter to the designated beneficiary.

65 1004.4-2. *General Welfare Exclusion*. The Oneida Life Insurance Plan meets the requirements of
 66 the General Test as defined in the Oneida General Welfare law; General Criteria as defined in
 67 I.R.S. Rev. Proc. 2014-35. Section 5.01(1); and the requirements of the Tribal General Welfare
 68 Exclusion Act of 2014, 26 U.S.C. §139E(b).

69 (a) The assistance provided through the Oneida Life Insurance Plan is:

- 70 (1) paid on behalf of the Nation;
- 71 (2) pursuant to an approved program of the Nation;
- 72 (3) does not discriminate in favor of members of the governing body of the Nation;
- 73 (4) available to any eligible member of the Nation who meets the guidelines of the
 74 approved program;
- 75 (5) provided for the promotion of general welfare;
- 76 (6) not lavish or extravagant;
- 77 (7) not compensation for services; and
- 78 (8) not a per capita payment.

79 (b) . I.R.S. Rev. Proc. 2014-35, section 5.02(2)(e)(iv) lists funeral, burial, and expenses
 80 related to a death as Safe Harbor program for which need is presumed.
 81

82 **1004.5. Qualifications, Designation of Beneficiary, and Notice**

83 1004.5-1. *Eligibility*. All members of the Nation shall qualify for benefits from the Oneida Life
 84 Insurance Plan to be used for funeral expenses first, with any residual benefits distributed to a
 85 designated beneficiary.

86 (a) Newly enrolled members of the Nation shall be covered the date their enrollment

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87 application is approved by Oneida Trust Enrollment Committee and Oneida Business
88 Committee.

89 (b) Members of the Nation that have relinquished their membership shall not be covered
90 from the date their relinquishment request is approved by the Oneida Trust Enrollment
91 Committee and Oneida Business Committee.

92 1004.5-2. *Designation of Beneficiary.* A member of the Nation shall complete the Oneida Trust
93 Enrollment Committee approved beneficiary designation form and submit it to the Oneida Trust
94 Enrollment Committee, either online or in person at the Oneida Trust Enrollment Office, prior to
95 their death in order to secure benefits from the Oneida Life Insurance Plan for their beneficiary.

96 (a) Any Oneida Life Insurance Plan beneficiary designation forms submitted prior to the
97 effective date of this law shall remain valid.

98 (b) Oneida Life Insurance Plan residual benefits shall not be paid or claimed if the decedent
99 did not designate a living beneficiary though the beneficiary designation form.

100 (c) This section shall not be enforced during the initial one hundred and eighty (180) days
101 after the effective date of this law, thereby creating a one hundred eighty (180) day grace
102 period to permit members of the Nation to complete and submit designated beneficiary
103 forms.

104 (d) A parent or legal guardian may complete and submit a beneficiary designation form
105 on behalf of their minor child or ward.

106 (e) Funeral expenses shall be paid directly to the funeral home upon submission of a valid
107 invoice, up to the limit of the Oneida Life Insurance Plan benefits, even if a designated
108 beneficiary has not been designated.

109 1004.5-3. *Notice of Death.* The Oneida Trust Enrollment Department shall be notified within one
110 (1) year of the member of the Nation's death in order to distribute the Oneida Life Insurance Plan
111 benefits to the beneficiary. Oneida Life Insurance Plan claims made beyond the first anniversary
112 of the decedent's death shall not be processed for distribution.

113 1004.5-4. *Oversight.* The Trust Enrollment Department shall be delegated the oversight and
114 management of the Oneida Life Insurance Plan.

115

116 **1004.6. Beneficiary Claim Process and Distribution**

117 1004.6-1. *Evidence as to Passing or Status.* In proceedings under this law, the following rules
118 relating to determination of death and status are applicable:

119 (a) A certified or authenticated copy of a death certificate purporting to be issued by an
120 official or agency of the place where the death purportedly occurred is prima facie proof
121 of the fact, place, date and time of death, and the identity of the decedent;

122 (b) A certified or authenticated copy of any record or report of a governmental agency,
123 domestic or foreign, of a decedent's death; and

124 (c) A person who is absent for a continuous period of seven (7) years, during which they
125 have not been heard from, and whose absence is not satisfactorily explained after diligent
126 search or inquiry is presumed to be dead. Their death is presumed to have occurred at the
127 end of the period unless there is sufficient evidence for determining that death occurred
128 earlier.

129 1002.6-2. *Effect of Homicide on Beneficiary Designation.* A designated beneficiary who
130 criminally and intentionally causes the death of the decedent shall not be entitled to any benefits
131 passing under this law.

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2022 09 28

132 1002.6-3. *Distribution.* Oneida Life Insurance Plan benefits shall be distributed in the following
133 order:

134 (a) Funeral expenses shall be paid to the funeral home pursuant to receipt of a valid
135 invoice therefrom;

136 (b) Residual benefits shall be paid to the designated beneficiary;

137 (c) Residual benefits shall escheat to the Nation if the decedent did not designate a
138 beneficiary for the Oneida Life Insurance Plan benefits in accordance with this law.

139

140

141 **1004.7. Funding**

142 1004.7-1. *Funding Source.* The Oneida Life Insurance Plan shall be contingent on funding
143 through the Nation’s annual budget.

144

145 *End.*

146

148

Emergency Adopted – BC-__-__-__-__

Adopt resolution entitled Adoption of Standard Operating Procedure: Employment Cap and Labor...

Business Committee Agenda Request

1. Meeting Date Requested: *Click or tap to enter a date.*

2. Session:

Open Executive – must qualify under §107.4-1.

Justification: *Choose or type justification.*

3. Requested Motion:

Accept as information; OR

Adopt resolution titled “Adoption of Standard Operating Procedure: Employment Cap and Labor Allocations Level – Budget and Finances Law, Chapter 121”.

4. Areas potentially impacted or affected by this request:

Finance

Programs/Services

Law Office

MIS

Gaming/Retail

Boards, Committees, or Commissions

Other: GAO

5. Additional attendees needed for this request:

Name, Title/Entity OR Choose from List

Name, Title/Entity OR Choose from List

Name, Title/Entity OR Choose from List

Name, Title/Entity OR Choose from List

6. Supporting Documents:

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

7. Budget Information:

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

8. Submission:

Authorized Sponsor: Jo Anne House, Chief Counsel

Primary Requestor: Oneida Business Committee

Oneida Nation

Post Office Box 365

Phone: (920)869-2214

Oneida, WI 54155



BC Resolution # Leave this line blank

Adoption of Standard Operating Procedure: Employment Cap and Labor Allocations Level – Budget and Finances Law, Chapter 121

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- WHEREAS,** the Oneida Nation is a federally recognized Indian government and a treaty tribe recognized by the laws of the United States of America; and
- WHEREAS,** the Oneida General Tribal Council is the governing body of the Oneida Nation; and
- WHEREAS,** the Oneida Business Committee has been delegated the authority of Article IV, Section 1, of the Oneida Tribal Constitution by the Oneida General Tribal Council; and
- WHEREAS,** the Oneida Business Committee adopted the Budget and Finances Law, 1 O.C. 121 which guides the Nation in managing and budgeting; and
- WHEREAS,** the Budget and Finances Law provides direction regarding employment and labor allocations in 1 O.C. 121.9 which requires identification of an employment cap for budget development and the creation of a labor allocations list after adoption of the budget to assist in managing employment levels and making employment and programming decisions; and
- WHEREAS,** the Budget and Finances Law requires the development of a Standard Operating Procedure (*SOP*) by the Treasurer, Chief Financial Officer (*CFO*) and Executive Managers that identifies how the labor allocations list will be managed within the fiscal year in the event the list must be amended; and
- WHEREAS,** the Executive Director of the Human Resources Department drafted an initial SOP for this purpose which was reviewed by the CFO and forwarded to the Oneida Business Committee for review and action in accordance with 1 O.C. 121.9-2(b); and
- WHEREAS,** the Oneida Business Committee requested the SOP be reviewed by the Chief Counsel and a revised SOP was presented at the August 16, 2022 Oneida Business Committee work session; and
- WHEREAS,** after discussion and further revision from discussion at the August 16th work session, the Oneida Business Committee directed the SOP be forwarded for adoption in accordance with the Budget and Finances Law; and
- WHEREAS,** the SOP was forwarded to the Executive Managers for review and comment by August 30, 2022, and based on those comments, additional revisions were made to clarify the SOP;
- WHEREAS,** the SOP was reviewed a final time by the Oneida Business Committee at the September 20, 2022 work session with all Direct Reports invited to attend and final revisions were

BC Resolution # _____

Adoption of Standard Operating Procedure: Employment Cap and Labor Allocations Level – Budget and Finances Law,
Chapter 121
Page 2 of 2

44 made with a decision that the SOP be sent to the Oneida Business Committee agenda
45 for adoption by resolution which contained implementation guidelines;

46
47 *Adoption of Standard Operating Procedure: Employment Cap and Labor Allocations Level – Budget and*
48 *Finances Law, Chapter 121*

49 **NOW THEREFORE BE IT RESOLVED**, in accordance with the Budget and Finances Law, 1 O.C. 121.9-
50 2(b) the Oneida Business Committee adopts the *Standard Operating Procedure: Employment Cap and*
51 *Labor Allocations Level – Budget and Finances Law, Chapter 121* for implementation in Fiscal Year 2023.

52
53 *Implementation Guidance*
54 **BE IT FURTHER RESOLVED**, the labor allocations list shall be developed upon adoption of the budget
55 and presented within thirty (30) days after adoption of the budget at the next available Oneida Business
56 Committee meeting as information.

57
58 **BE IT FURTHER RESOLVED**, the employment cap for Fiscal Year 2023 shall be 2200 FTEs as defined
59 in section 3, Full Time Equivalent Calculation, of the *Standard Operating Procedure: Employment Cap*
60 *and Labor Allocations Level – Budget and Finances Law, Chapter 121*, and shall be developed for Fiscal
61 Year 2024 as directed in that SOP.

62
63 *Chief Financial Officer and Executive Director of Human Resources Department Actions*

64 **BE IT FURTHER RESOLVED**, the Chief Financial Officer shall
65 1. identify by memo or development of a Standard Operating Procedure how the requests and
66 documents required in sections 5.6, 9.3.3 and 9.4 can be requested and response timelines;
67 2. include the memo or Standard Operating Procedure on the Nation's SharePoint site and deliver
68 to all Direct Reports; and
69 3. present the memo or Standard Operating Procedure to the Oneida Business Committee as
70 information only at the October 26, 2022, Oneida Business Committee meeting.

71
72 **BE IT FINALLY RESOLVED**, the Executive Director of the Human Resources Department shall present a
73 report with the initial labor allocations list that identifies Standard Operating Procedures and forms that
74 have been amended or developed, when amendments or development will be completed, to comply with
75 the Budget and Finances law and the *Standard Operating Procedure: Employment Cap and Labor*
76 *Allocations Level – Budget and Finances Law, Chapter 121*.



Statement of Effect

Adoption of Standard Operating Procedure: Employment Cap and Labor Allocations Level – Budget and Finances Law, Chapter 121

Summary

The resolution adopts the standard operating procedure entitled, *Employment Cap and Labor Allocations Level – Budget and Finances Law, Chapter 121 for Implementation in Fiscal Year 2023*, in accordance with the section 121.9-2(b) of the Budget and Finances law.

*Submitted by: Clorissa N. Santiago, Senior Staff Attorney, Legislative Reference Office
 Date: September 21, 2022*

Analysis by the Legislative Reference Office

The Budget and Finances law (“the Law”) sets forth the requirements to be followed by the Oneida Business Committee and the Oneida fund units when preparing the budget to be presented to the General Tribal Council for approval, and establishes financial policies and procedures for the Nation which:

- institutionalize best practices in financial management to guide decision makers in making informed decisions regarding the provision of services, implementation of business plans for enterprises, investments, and capital assets;
- provide a long term financial prospective and strategic intent, linking budget allocations to organizational goals, as well as providing fiscal controls and accountability for results and outcomes;
- identify and communicate to the membership of the Nation spending decisions for the government function, grant obligations, enterprises, membership mandates, capital expenditures, technology projects, and capital improvement projects;
- establish a framework for effective financial risk management; and
- encourage participation by the Nation’s membership. [1 O.C. 121.1-1].

The Law provides direction regarding employment and labor allocations in section 121.9. The Treasurer and Chief Financial Officer are required to identify a maximum number of full time equivalent (FTE) employees to be employed by the Nation. [1 O.C. 121.9-1]. The Oneida Business Committee is then delegated the authority to approve this employment cap, and any amendments thereto, through the adoption of a resolution. *Id.* The employment cap is required to be reviewed annually by the Oneida Business Committee. *Id.*

The Treasurer, Chief Financial Officer, Executive Managers, and the Executive Human Resources Director shall then utilize the Nation’s employment cap to develop a labor allocations list. [1 O.C. 121.9-2]. The labor allocations list shall identify the number of FTE employees each employment area of the Nation is allocated. *Id.* The total number of FTE employees identified in the labor allocations list shall not exceed the Nation’s employment cap. [1 O.C. 121.9-2(a)]. The Oneida

Business Committee is delegated the authority to adopt the labor allocation list, and any amendments thereto, through the adoption of a resolution. [1 O.C. 121.9-2]. The Oneida Business Committee shall review the labor allocations list on an annual basis. *Id.*

The Law then requires that the Treasurer, Chief Financial Officer, Executive Managers, and Executive Human Resources Director develop a standard operating procedure which identifies a process for the consideration of requests to revise the labor allocations list. [1 O.C. 121.9-2(b)]. The Oneida Business Committee is then required to approve this standard operating procedure, and any amendments thereto, through the adoption of a resolution. *Id.*

This resolution adopts the standard operating procedure entitled, *Employment Cap and Labor Allocations Level – Budget and Finances Law, Chapter 121 for Implementation in Fiscal Year 2023*, in accordance with the section 121.9-2(b) of the Law.

This resolution further provides that the labor allocations list shall be developed upon adoption of the budget and presented within thirty (30) days after adoption of the budget at the next available Oneida Business Committee meeting as information. The employment cap for Fiscal Year 2023 shall be 2200 FTEs as defined in section 3, Full Time Equivalent Calculation, of the standard operating procedure *Employment Cap and Labor Allocations Level – Budget and Finances Law, Chapter 121*, and shall be developed for Fiscal Year 2024 as directed in that SOP.


Furthermore, this resolution directs that the Chief Financial Officer shall

- identify by memo or development of a standard operating procedure how the requests and documents required in sections 5.6, 9.3.3 and 9.4 can be requested and response timelines;
- include the memo or standard operating procedure on the Nation's SharePoint site and deliver to all Direct Reports; and
- present the memo or standard operating procedure to the Oneida Business Committee as information only at the October 26, 2022, Oneida Business Committee meeting.

Finally, this resolution provides that the Executive Director of the Human Resources Department shall present a report with the initial labor allocations list that identifies standard operating procedures and forms that have been amended or developed, when amendments or development will be completed, to comply with the Budget and Finances law and the standard operating procedure: *Employment Cap and Labor Allocations Level – Budget and Finances Law, Chapter 121*.

Conclusion

Adoption of this resolution would not conflict with any of the Nation's laws.

 <p>ONEIDA BUSINESS COMMITTEE STANDARD OPERATING PROCEDURE</p>	<p>TITLE: Employment Cap and Labor Allocations Level – Budget and Finances Law, Chapter 121</p>	<p>ORIGINATION DATE: May 2022, HRD June 2022 CFO OBC Work Session September 20, 2022</p> <p>REVISION DATE:</p> <p>EFFECTIVE DATE:</p>
<p>AUTHOR: Oneida Business Committee under Budget and Finances Law, s. 121.9-2(b)</p>	<p>APPROVED BY: Oneida Business Committee (<i>B&F, 121.9-2(b)</i>)</p>	<p><i>Resolution # BC-</i> _____</p>
<p>DEPARTMENT: All DIVISION: All</p>		

1. Purpose.

- 1.1. Establish the procedure for the Manager to follow when managing the employment cap and the labor allocations throughout each fiscal year in accordance with the Budget and Finances law, section 121.9, Employment and Labor Allocations.
- 1.2. Excerpt from Budget and Finances Law, section 121.9, Employment and Labor Allocations.

121.9-1. *Employment Cap.* The Treasurer and CFO shall identify a maximum number of fulltime equivalent (FTE) employees to be employed by the Nation. The Oneida Business Committee shall have the authority to approve this employment cap, and any amendments thereto, through the adoption of a resolution. The employment cap shall be reviewed annually by the Oneida Business Committee.

(a) Employment positions that are fully funded through grants shall not be included in the employment cap.

(b) The Nation shall not exceed the number of FTE employees identified in the employment cap.

121.9-2. *Labor Allocations List.* The Treasurer, CFO, Executive Managers, and the Executive Human Resources Director shall utilize the Nation’s employment cap to develop a labor allocations list. The labor allocations list shall identify the number of FTE employees each employment area of the Nation is allocated. The Oneida Business Committee shall have the authority to adopt the labor allocation list, and any amendments thereto, through the adoption of a resolution. The Oneida Business Committee shall review the labor allocations list on an annual basis.

(a) The total number of FTE employees identified in the labor allocations list shall not exceed the Nation’s employment cap.

(b) The Treasurer, CFO, Executive Managers, and Executive Human Resources Director shall develop a standard operating procedure which identifies a process for the consideration of requests to revise the labor allocations list. The Oneida Business Committee shall approve this standard operating procedure, and any amendments thereto, through the adoption of a resolution.

121.9-3. *Unbudgeted Positions.* Any position which has not been specifically budgeted for and included in the labor allocation list shall be prohibited. Budgeted labor dollars and approved positions shall not be transferrable in any form.

(a) *Exception.* The Oneida Business Committee may authorize an unbudgeted position for a fund unit. The CFO shall provide the Oneida Business Committee a written fiscal analysis and any input on the potential unbudgeted position. The Oneida Business Committee shall authorize the unbudgeted position through the adoption of a resolution.

2. Definitions.

- 2.1. Terms not defined here or in the Budget and Finances law, Ch. 121, are used in their ordinary and everyday sense.
- 2.2. *Direct Report:* The positions identified in the Oneida Business Committee resolution identifying employees who are supervised by the Oneida Business Committee.
- 2.3. *Employment Cap:* The maximum number of fulltime equivalent employees to be employed by the Nation approved through the adoption of a resolution.
- 2.4. *Employment Cap Team:* The Treasurer and CFO and additional personnel as requested by the Treasurer or CFO.
- 2.5. *Finance:* The fund units managed by the CFO, including the related Accounting, Purchasing and Risk Management offices.
- 2.6. *Full-time employment:* Employees scheduled 30.00 or more hours per week.
- 2.7. *Full time equivalent:* The FTE is calculated by adding up each full-time employee equals 1.0 FTE, half time equals 0.75 FTE, and part time equals 0.5 FTE as more fully defined and described in this SOP.
- 2.8. *Fund Unit:* Any board, committee, commission, service, program, enterprise, department, office, or any other division or non-division of the Nation which receives an appropriation from the Nation.
- 2.9. *Grant funded:* Employment positions that are 100% fully funded through external grants.
- 2.10. *Half-time employment:* Employees scheduled 20-29.99 hours per week.
- 2.11. *Human Resources Information System:* The software utilized by HRD to manage the personal and employment positions of the Nation.
- 2.12. *Labor Allocations List:* The Labor Allocations List shall identify the number of FTE employees each fund unit of the Nation is allocated.
- 2.13. *Manager:* The person in charge of directing, controlling, and administering the activities of a fund unit.
- 2.14. *New position:* A position added to a draft budget that was not in the immediately preceding budget year.
- 2.15. *Part-time employment:* Employees scheduled 19.99 or less hours per week.
- 2.16. *Salary analysis:* A review by HRD of how jobs are classified and compensated.
- 2.17. *Title reassignment:* Process through which a supervisor works with HRD to more accurately describe or define an existing job, make minor adjustments in jobs within a unit or operating division.
- 2.18. *Unbudgeted positions:* Positions that are not in the approved fiscal year budget.

- 2.19. *Vacant position:* Any active position that no longer has an employee performing the duties of that position, either due to an employee separation or an employee on an approved leave of absence.
- 2.20. *Additional Acronyms Used:* In addition to the defined terms above, the following acronyms are used and defined.
 - 2.20.1. *CFO:* Chief Financial Officer.
 - 2.20.2. *FTE:* full time equivalent.
 - 2.20.3. *HRD:* Human Resources Department.
 - 2.20.4. *HRIS:* Human Resources information system.
 - 2.20.5. *JTPA:* Job Training Partnership Act.
 - 2.20.6. *SOP:* Standard Operating Procedure.
 - 2.20.7. *TANF:* Temporary Assistance for Needy Families.

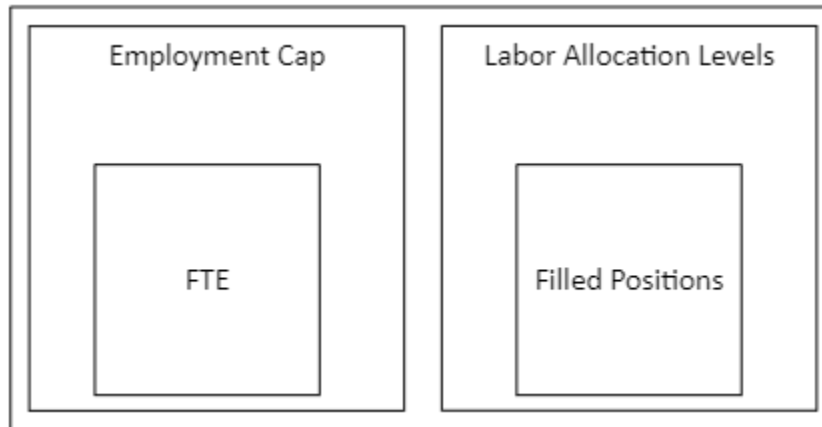
3. Full Time Equivalent Calculation

- 3.1. *General.* The FTE is calculated by adding up each full-time employee equal to 1.0 FTE, each half time equal to 0.75 FTE, and each part time equal to 0.5 FTE.
- 3.2. *Budget FTE Calculation.* To identify the FTE in the draft budget, the following positions are not included in the calculation:
 - 3.2.1. Positions funded 100 % through grant funds.
 - 3.2.2. JTPA summer workers.
 - 3.2.3. TANF youth workers.
 - 3.2.4. High school workers.
 - 3.2.5. College interns.
 - 3.2.6. Summer youth and college workers.
- 3.3. *Weekly FTE Calculation.* Each week, HRD shall e-mail to the Oneida Business Committee and Direct Reports the weekly FTE levels. To identify the weekly FTE levels, the following positions are not included in the calculation:
 - 3.3.1. Positions funded 100 % through grant funds.
 - 3.3.2. JTPA summer workers.
 - 3.3.3. TANF youth workers.
 - 3.3.4. High school workers.
 - 3.3.5. College interns.
 - 3.3.6. Summer youth and college workers.

4. Labor Allocations.

- 4.1. Labor allocation is a systematic method of tracking positions based on approved funding and to identify relationship to the employment cap. It creates the framework of position management within the Oneida Nation without regard to whether there is an incumbent in a specific job or not. This applies to all regular status positions and is established annually as part of the approved budget each fiscal year. Upon the approval of each fiscal year, the labor allocation list will become the general master list of approved positions that the Nation will utilize for position control and is done so through the management of employment levels. The labor allocation list is modified within a fiscal year in accordance with this SOP.

- 4.2. The Oneida Nation utilizes labor allocation levels to:
- 4.2.1. Manage the approved positions through the annual budget process.
 - 4.2.2. Track and manage changes to positions approved through the annual budget each fiscal year.
 - 4.2.3. Manage and track the Labor Allocation List to account for all revisions throughout the fiscal year.
 - 4.2.4. Track FTE for maintaining compliance with the established employment cap.
 - 4.2.5. Maintain data used for regulatory reporting.
- 4.3. *Relation of Employment Cap, FTE, and Labor Allocation Levels.* Employment cap is the total number of FTE positions that can be reasonably funded within a given fiscal year in relation to FTE which is the full-time equivalent of all positions which are filled. Labor allocation levels references every budgeted position within the Oneida Nation organization and is monitored by the number of filled positions. Labor allocation levels are managed by employment caps and FTEs, not by the number of employees.



5. Annual Budget Planning – Employment Cap Team

- 5.1. The Treasurer and CFO shall establish the Employment Cap Team by submission to the Oneida Business Committee of a memorandum with the submission of the Budget Schedule and Guidelines Request, Budget and Finances law, s. 121.5-4(a).
- 5.2. The Employment Cap Team will submit an employment cap recommendation to be established by adoption of a resolution by the Oneida Business Committee. The recommendation shall include the supporting reasons for the employment cap, the employment cap levels for the previous three years, and the relationship to the labor allocation levels for the previous three years. Examples of supporting reasons include:
 - 5.2.1. Changes in economy affecting patrons of business enterprises, clients of program services, or cost/availability of resources.
 - 5.2.2. Changes in federal grant funding levels.
 - 5.2.3. Changes in self-governance contract funding.

- 5.3. The Employment Cap Team will evaluate all new position requests and ensure compliance with the employment cap and employment related budget guidelines adopted by the Oneida Business Committee.
- 5.4. The Employment Cap Team is responsible for monitoring the employment cap and will collectively decide which new or vacant positions are supported and which ones shall be removed from the draft budget in the event the employment cap is exceeded. The Employment Cap Team shall document the basis for determining how decisions are made should the employment cap be exceeded, and positions need to be evaluated to remain in the draft budget.
- 5.5. HRD will provide notification to the Manager of the fund unit when and where positions may be removed from the draft budget through the review and decisions of the Employment Cap Team.
- 5.6. The position levels in the draft budget will be reviewed and finalized by HRD and the CFO or designee and forwarded to the Treasurer for inclusion with the draft budget presented to the Oneida Business Committee for approval under Budget and Finance law, sec. 121.5-4(b).

6. Establishment of Labor Allocation Levels for Each Fiscal Year

- 6.1. After adoption of the fiscal year budget by the Oneida Business Committee and General Tribal Council, HRD will then update and enter all approved labor allocations levels into the HRIS. The list approved by the Oneida Business Committee establishes the labor allocation levels for the fiscal year and the base-line employment levels for the next fiscal year.
- 6.2. Positions that are new for the fiscal year will be noted on the payroll report as new. All positions will be assigned a position number by HRD when the job description is posted to be hired.
- 6.3. Once the position has an established number by HRD, the labor allocation levels will be updated accordingly.
- 6.4. HRD will enter and verify all labor allocation levels into the HRIS to reflect the approved labor allocations list.
- 6.5. HRD will identify when the labor allocation levels are updated in the HRIS system by submitting a monthly report in executive session on the Oneida Business Committee agenda. This report will reflect approved labor allocation levels for each fund unit and will be utilized to manage the labor allocation levels throughout the fiscal year. HRD and each fund unit will confirm appropriate labor allocation levels have been accounted for through collaborative review.

7. Existing positions.

- 7.1. Title Reassignment may occur when a department is requesting to modify or change existing positions with incumbent employees. This may occur when changing the title to better reflect the position and move employee into a more accurate job title or when posting a vacant position.
- 7.2. Once title reassignment is complete, HRD will update the Labor Allocation List by deleting the old position number and inserting the new position number.

- 7.3. No title reassignment may result in an increase in the budgeted amount for that position. Provided that, actions may be taken under Section 8 or Section 9 of this SOP.

8. Vacant Position Transferring Labor Allocations

- 8.1. *Changing existing vacant positions through labor allocation changes:* This may occur where the number or type of position are adjusted. Total labor allocations levels may not be increased within the fiscal year through vacant position transfers.
- 8.2. Labor allocation level changes may occur for the following reasons:
 - 8.2.1. Update positions to better address organizational needs; and/or
 - 8.2.2. Reorganizational changes to meet programs, services or enterprise goals in a more efficient or effective manner.
- 8.3. Labor allocation level changes will be processed by a Manager submitting a formal request through their respective chain of command up to the Direct Report and:
 - 8.3.1. placement on the Oneida Business Committee agenda in accordance with section 121.9-3(a) of the Budget and Finances law if an unbudgeted or underbudgeted position is created, or if the labor allocation change will result in a transfer from Indirect Cost funded to tribal contribution funded position.¹ Underbudgeted means the aggregate of all changes results in additional annual funding for the position than that which is currently budgeted; or²
 - 8.3.2. forwarded to HRD for validating the information and updating the labor allocations list with the changes if no unbudgeted or underbudgeted positions are created.
- 8.4. The HRIS system will be updated upon approval identified in section 8.3 to reflect the Labor Allocation List changes.

9. Unbudgeted Positions

- 9.1. Any position which has not been specifically budgeted for and included in the Labor Allocation List or where there is no available or existing funding shall be prohibited.
- 9.2. *Exception:* The Oneida Business Committee may authorize an unbudgeted position for a fund unit.
- 9.3. All requests for unbudgeted positions must be submitted to the Oneida Business Committee for consideration.
 - 9.3.1. Requests should be submitted by the Manager utilizing the unbudgeted position request form to the Direct Report.
 - 9.3.2. The Manager along with the Direct Report will present the request to the Oneida Business Committee and include all documentation as outlined on the unbudgeted position request form and in coordination with HRD.

¹ Example: This type of labor allocation change involves moving a position within a department or from department to department where indirect cost, grant, self-governance, APRA FRF LR TCS is used to fund the original position but would not apply to the position change being requested.

² Example: The budget/labor allocation would move from department A to department B and would not result in a budget modification.

- 9.3.3. The CFO shall provide the Oneida Business Committee a written fiscal analysis and any input on the proposed unbudgeted position.
- 9.3.4. The Oneida Business Committee shall authorize the unbudgeted position through the adoption of a resolution.
- 9.4. Managers will submit the request to the Direct Report for approval to add 100% fully grant funded positions to the Labor Allocations List. The Direct Report will confirm with CFO that the position is 100% fully grant funded.

10. References

- 10.1. Budget and Finances law, 1 O.C. 121.
- 10.2. See also appropriate HRD SOP's regarding position descriptions, reassignments, reorganization, and other actions.
- 10.3. This Standard Operating Procedure supersedes the FTE formulas set in resolution #BC-09-27-17-I, *Strategic Workforce Planning – Budget – Implementation for Oneida Nation*, and resolution # BC-03-14-18-D, *Amending Resolution # BC-09-27-17-I, Strategic Workforce Planning – Budget – Implementation for Oneida Nation*.

Determine next steps regarding one (1) vacancy - Oneida Nation Veteran Affairs Committee

Business Committee Agenda Request

1. Meeting Date Requested: 09/28/22

2. General Information:

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

Justification: *Choose reason for Executive.*

3. Supporting Documents:

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

4. Budget Information:

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

5. Submission:

Authorized Sponsor: Lisa Liggins, Secretary

Primary Requestor: Bonnie Pigman, Recording Clerk

Additional Requestor: (Name, Title/Entity)


Additional Requestor: (Name, Title/Entity)

Submitted By: BPIGMAN



Memorandum

TO: Oneida Business Committee

FROM: Brooke Doxtator, BCC Supervisor 

DATE: September 20, 2022

RE: Appointment(s) – Oneida Nation Veterans Affairs Committee

Background

One (1) vacancy was posted for the Oneida Nation Veterans Affairs Committee. The vacancy is to complete a term ending December 31, 2022.

On July 27, 2022, the Oneida Business Committee reviewed an application for appointment and made the following motion

“Motion by Jennifer Webster to direct the Secretary to re-post the one (1) vacancy on the Oneida Nation Veterans Affairs Committee in accordance with § 105.7-1(c)(2), seconded by Marie Cornelius. Motion carried:

Ayes: Tina Danforth, Daniel Guzman King, David P. Jordan, Kirby Metoxen, Brandon Stevens, Marie Cornelius, Jennifer Webster

Not Present: Lisa Liggins”

The latest application deadline was September 2, 2022, and three (3) application(s) were received for the following applicant(s):

- Michael Hill
- Deke Suri
- Lynn Summers

Select action(s) provided below:

- 1) accept the selected the applicant(s) and appoint to a term ending December 31, 2022,
OR
- 2) reject the selected applicant(s) and oppose the vote**; OR
- 3) request the Secretary to re-notice the vacancy

Accept the September 6, 2022, regular Finance Committee meeting minutes

Business Committee Agenda Request

1. Meeting Date Requested: 09/28/22

2. Session:

Open Executive – must qualify under §107.4-1.

Justification: *Choose or type justification.*

3. Requested Motion:

Accept as information; OR

Accept the FC Minutes of 9/6/22 & E-Poll

4. Areas potentially impacted or affected by this request:

Finance

Programs/Services

Law Office

MIS

Gaming/Retail

Boards, Committees, or Commissions

Other: All areas that require FC approval

5. Additional attendees needed for this request:

Name, Title/Entity OR Choose from List

Name, Title/Entity OR Choose from List

Name, Title/Entity OR Choose from List

Name, Title/Entity OR Choose from List

6. Supporting Documents:

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

7. Budget Information:

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

8. Submission:

Authorized Sponsor: Larry Barton, CFO

Primary Requestor: Melissa Alvarado, Office Manager



INTERNAL MEMORANDUM

TO: FINANCE COMMITTEE
FROM: MELISSA ALVARADO, OFFICE MANAGER
SUBJECT: E-POLL RESULTS – FC MINUTES OF SEPTEMBER 6, 2022
DATE: 9/7/22

An E-Poll vote of the Finance Committee was conducted to approve the Finance Committee meeting minutes of September 6, 2022. The E-Poll and minutes were sent out yesterday and concluded today. The results of the completed E-Poll are as follows:

E-POLL RESULTS:

There was a Majority of 4 FC members voting to approve the September 6, 2022 Finance Committee Meeting Minutes. FC Members voting included: Jennifer Webster, Kirby Metoxen, Chad Fuss, and Patrick Stensloff.

These Finance Committee Minutes of September 6, 2022 will be placed on the next Finance Committee agenda to acknowledge this E-Poll action. Per the FC By-Laws all Minutes of the FC will be submitted to the Secretary's Office once a month for BC acceptance.



ONEIDA

FINANCE COMMITTEE

REGULAR MEETING

SEPTEMBER 6, 2022 • Time: 9:00 A.M

Business Committee Conference Room - NHC

REGULAR MEETING MINUTES

FC MEMBERS PRESENT:

Larry Barton, CFO/FC Vice-Chair

Kirby Metoxen, BC Council Member

Patrick Stensloff, Purchasing Director

Chad Fuss, Asst. Gaming CFO

FC MEMBERS EXCUSED: Cristina Danforth, Treasurer/FC Chair and Jennifer Webster, BC Council Member

OTHERS PRESENT: Eric Boulanger, Sam VanDen Heuvel, Delia Smith, Shad Webster, Jo Anne House, Carrie Blohowiak, Brenda Haen, and Melissa Alvarado, taking notes

I. CALL TO ORDER: The FC Regular Meeting was called to order by the FC Vice-Chair at 9:00 A.M.

II. APPROVAL OF AGENDA: SEPTEMBER 6, 2022

Motion by Chad Fuss to approve the September 6, 2022 Finance Committee Meeting Agenda. Seconded by Kirby Metoxen. Motion carried unanimously.

III. MINUTES: AUGUST 15, 2022 (Approved via E-Poll on 08/15/22):

Motion by Kirby Metoxen to acknowledge the FC E-Poll action taken on August 15, 2022 approving the August 15, 2022 Finance Committee Meeting Minutes. Seconded by Patrick Stensloff. Motion carried unanimously.

IV. SPECIAL FC E-POLL:

1. Data Financial – Service Contract

Amount: \$115,441.00

Requester: Lambert Metoxen, Gaming-Table Games (Approved via E-Poll in 8/10/22)

Motion by Patrick Stensloff to acknowledge the FC E-Poll action taken on August 10, 2022 approving the Data Financial-Service Contract. Seconded by Chad Fuss. Kirby Metoxen abstained. Motion carried.

V. TABLED BUSINESS: None

VI. CAPITAL EXPENDITURES: None**VII. NEW BUSINESS:**

1. FY23 Blkt PO – Radisson-Comp Items/Services Amount: \$100,000.00
Requester: Louise Cornelius, Gaming-Admin

Chad Fuss explained the blanket PO would be used for patron complimentary items and services.

Motion by Kirby Metoxen to approve the FY23 Blkt PO-Radisson – Comp Items/Services in the amount of \$100,000.00. Seconded by Patrick Stensloff. Motion carried unanimously.

2. FY23 Blkt PO – Radisson-Lease Space Fee Amount: \$110,000.00
Requester: Louise Cornelius, Gaming-Admin

Chad Fuss explained the blanket PO is the lease space for the food court.

Motion by Kirby Metoxen to approve the FY23 Blkt PO-Radisson – Lease Space Fee in the amount of \$110,000.00. Seconded by Patrick Stensloff. Motion carried unanimously.

3. FY23 Blkt PO – M3 Insurance Solutions-Services Amount: \$200,000.00
Requester: Louise Cornelius, Gaming-Admin

Chad Fuss explained the blanket PO is for the Registered Nurse, Nurse Practitioner, and Chiropractic services for gaming employees to use that is located on-site.

Motion by Kirby Metoxen to approve the FY23 Blkt PO-M3 Insurance Solutions – Services in the amount of \$200,000.00. Seconded by Patrick Stensloff. Motion carried unanimously.

4. FY23 Blkt PO – 1822 Land & Development-Warehouse Rental Amount: \$51,000.00
Requester: Marilyn King, Food Distribution

Motion by Kirby Metoxen to approve the FY23 Blkt PO-1822 Land & Development – Warehouse Rental in the amount of \$51,000.00. Seconded by Chad Fuss. Motion carried unanimously.

5. FY23 Blkt PO – SG Gaming Inc.-Contracted Annu. Maint. Amount: \$820,000.00
Requester: Josephine Skenandore, Gaming-MIS

Chad Fuss explained the blanket PO is for monthly maintenance fees.

Motion by Patrick Stensloff to approve the FY23 Blkt PO-SG Gaming Inc. – Contracted Annual Maintenance in the amount of \$820,000.00. Seconded by Kirby Metoxen. Motion carried unanimously.

6. FY23 Blkt PO – General Services Admin-Vehicle Lease Amount: \$180,000.00

Requester: Eric Boulanger, OPD

Eric Boulanger was present and explained the blanket PO is for the lease of vehicles for the Police Department.

Motion by Kirby Metoxen to approve the FY23 Blkt PO-General Services Admin – Vehicle Lease in the amount of \$180,000.00. Seconded by Chad Fuss. Motion carried unanimously.

7. Mission Support Services LLC – Construction Services Amount: \$93,725.00

Requester: Sam VanDen Heuvel, Engineering

Sam VanDen Heuvel was present and explained the construction services is to update the conference room at Comprehensive Housing with audio/visual technology along with relocating the adjacent restroom to improve building access and exit corridor.

Motion by Kirby Metoxen to approve the Mission Support Services LLC – Construction Services in the amount of \$93,725.00. Seconded by Chad Fuss. Motion carried unanimously.

8. Spectra Food Services – FY22 Blkt PO Increase Amount: \$200,000.00

Requester: Chad Fuss, Gaming-Admin

Chad Fuss explained the increase for the FY22 Blanket PO is to cover the remaining FY22 cash and credit card sales reimbursement to Spectra Food Services.

Motion by Patrick Stensloff to approve the Spectra Food Services – FY22 Blanket PO Increase in the amount of \$200,000.00. Seconded by Kirby Metoxen. Chad Fuss abstained. Motion carried.

9. Greater Green Bay YMCA Inc. – PO Increase Amount: \$68,000.00

Requester: Delia Smith, Comm. Resources & Economic Support

Delia Smith was present and explained the PO Increase is for annual membership fees. This is CCDF CRRSA grant funded.

Motion by Kirby Metoxen to approve the Greater Green Bay YMCA Inc. – PO Increase in the amount of \$68,000.00. Seconded by Chad Fuss. Motion carried unanimously.

10. Broadway Chevrolet – 2022 Ford F550 Dump Truck Amount: \$85,614.50

Requester: Redmon Danforth Jr., DPW-Auto

Shad Webster was present and explained the purchase of the 2022 Ford F550 Dump Truck. This purchase is for Conservation. Patrick Stensloff stated this purchase was hard to find, once one was available to purchase it as soon as possible.

Motion by Kirby Metoxen to approve the Broadway Chevrolet – 2022 Ford F550 Dump Truck in the amount of \$85,614.50. Seconded by Patrick Stensloff. Motion carried unanimously.

VIII. ONEIDA FINANCE FUND:

Report:

1. Oneida Finance Fund Report – September 2022

Melissa Alvarado, Office Manager

Motion by Patrick Stensloff to accept the Oneida Finance Fund Report for September 2022. Seconded by Kirby Metoxen. Motion carried unanimously.

Requests:

1. Fortis Fitness Fees

Amount: \$500.00

Requester: Vanessa Miller for Javon

Motion by Patrick Stensloff to approve from the Oneida Finance Fund the request for Fortis Fitness fees in the amount of \$500. Seconded by Kirby Metoxen. Motion carried unanimously.

2. Religious Education Fees

Amount: \$275.00

Requester: Jason Widi for Kendall

Motion by Kirby Metoxen to approve from the Oneida Finance Fund the request for Religious Education fees in the amount of \$275. Seconded by Chad Fuss. Motion carried unanimously.

3. Y.M.C.A. Membership Fees

Amount: \$500.00

Requester: Natasha Hamilton

Motion by Kirby Metoxen to approve from the Oneida Finance Fund the request for Y.M.C.A. Membership fees in the amount of \$500. Seconded by Chad Fuss. Motion carried unanimously.

4. Tri-County Gymnastic Fees Amount: \$172.80
Requester: Dustin Doxtator for Hendrix

Motion by Patrick Stensloff to deny from the Oneida Finance Fund the request for Tri-County Gymnastic fees in the amount of \$172.80 due to the event/activity already occurred by request review date. Seconded by Chad Fuss. Motion carried unanimously.

5. Impact Sports Academy Fees Amount: \$500.00
Requester: Gina Madueno for Wakinyan

Motion by Chad Fuss to approve from the Oneida Finance Fund the request for Impact Sports Academy fees in the amount of \$500. Seconded by Kirby Metoxen. Motion carried unanimously.

6. Fusion Dance Fees Amount: \$270.00
Requester: Gina Madueno for Wicahpi

Motion by Chad Fuss to approve from the Oneida Finance Fund the request for Fusion Dance fees in the amount of \$270. Seconded by Patrick Stensloff. Motion carried unanimously.

7. CrossFit One Shot Membership Fees Amount: \$500.00
Requester: Yenvstakwas Danforth

Motion by Patrick Stensloff to approve from the Oneida Finance Fund the request for CrossFit One Shot Membership fees in the amount of \$500. Seconded by Kirby Metoxen. Motion carried unanimously.

8. Gymnastic, Dance, & Sport Fees Amount: \$500.00
Requester: Yenvstakwas Danforth for Giovanni

Motion by Chad Fuss to approve from the Oneida Finance Fund the request for Gymnastic, Dance, & Sport fees in the amount of \$500. Seconded by Kirby Metoxen. Motion carried unanimously.

9. CrossFit One Shot Membership Fees Amount: \$500.00
Requester: Yenvstakwas Danforth for Richard

Motion by Kirby Metoxen to approve from the Oneida Finance Fund the request for CrossFit One Shot Membership fees in the amount of \$500. Seconded by Chad Fuss. Motion carried unanimously.

10. Volleyball Fees Amount: \$500.00
Requester: Yenvstakwas Danforth for Alianna

Motion by Kirby Metoxen to approve from the Oneida Finance Fund the request for Volleyball fees in the amount of \$500. Seconded by Chad Fuss. Motion carried unanimously.

IX. EXECUTIVE SESSION:

Motion by Chad Fuss to go into Executive Session. Seconded by Kirby Metoxen. Motion carried unanimously. Time: 9:28AM

Motion by Chad Fuss to come out of Executive Session. Seconded by Patrick Stensloff. Motion carried unanimously. Time: 9:38AM

1. Jenner & Block LLP – FY22 PO Increase
James Bittorf, Law Office

Motion by Chad Fuss to approve the Jenner & Block LLP – FY22 PO Increase. Seconded by Kirby Metoxen. Motion carried unanimously.

Motion by Chad Fuss to go back into Executive Session. Seconded by Patrick Stensloff. Motion carried unanimously. Time: 9:39AM

Motion by Kirby Metoxen to come out of Executive Session. Seconded by Chad Fuss. Motion carried unanimously. Time: 9:40 AM

2. FY23 Blkt PO - PRN Home and Therapy LLC, Contract #2019-0784
Dr. Jay Kennard & Debra Danforth, Comp. Health Div.

Motion by Chad Fuss to approve the FY23 Blanket PO PRN Home and Therapy LLC, Contract #2019-0784 in the amount as requested. Seconded by Kirby Metoxen. Motion carried unanimously.

3. FY23 Blkt PO – Prevea Lab, Contract #2005-1991
Dr. Jay Kennard & Debra Danforth, Comp. Health Div.

Motion by Kirby Metoxen to approve the FY23 Blanket PO Prevea Lab, Contract #2005-1991 in the amount as requested. Seconded by Patrick Stensloff. Motion carried unanimously.

4. FY23 Blkt PO – Walgreens Pharmacy, Contract #2016-0431
Dr. Jay Kennard & Debra Danforth, Comp. Health Div.
5. FY23 Blkt PO – La Sante Home Medical
Dr. Jay Kennard & Debra Danforth, Comp. Health Div.
6. FY23 Blkt PO – Health Related Contract #2012-1259
Dr. Jay Kennard & Debra Danforth, Comp. Health Div.
7. FY23 Blkt PO – PRN Home Health & Therapy, (AJRCCC) Contract #2019-0784
Dr. Jay Kennard & Debra Danforth, Comp. Health Div.
8. FY23 Blkt PO – STAT Temp. Services Inc. (AJRCCC) Contract #2022-0622
Dr. Jay Kennard & Debra Danforth, Comp. Health Div.
9. FY23 Blkt PO – Nurses PRN Inc. (AJRCCC) Contract #2021-0924
Dr. Jay Kennard & Debra Danforth, Comp. Health Div.
10. FY23 Blkt PO – Performance Foodservice (AJRCCC)
Dr. Jay Kennard & Debra Danforth, Comp. Health Div.
11. FY23 Blkt PO – LucidHealth, Contract #2021-0772
Dr. Jay Kennard & Debra Danforth, Comp. Health Div.
12. FY23 Blkt PO – Clarity Care Contract #2016-0118
Dr. Jay Kennard & Debra Danforth, Comp. Health Div.
13. FY23 Blkt PO – Arms of Angels Inc.
Dr. Jay Kennard & Debra Danforth, Comp. Health Div.
14. FY23 Blkt PO – Cerebral Palsy Center
Dr. Jay Kennard & Debra Danforth, Comp. Health Div.
15. FY23 Blkt PO – Compass Development S.C.
Dr. Jay Kennard & Debra Danforth, Comp. Health Div.
16. FY23 Blkt PO – Harbor Senior Living Inc., Contract #2021-0159
Dr. Jay Kennard & Debra Danforth, Comp. Health Div.
17. FY23 Blkt PO – Helping Hands Caregivers, Contract #2017-0474
Dr. Jay Kennard & Debra Danforth, Comp. Health Div.
18. FY23 Blkt PO – Lamers Medical Transport, Contract #2019-1433
Dr. Jay Kennard & Debra Danforth, Comp. Health Div.
19. FY23 Blkt PO – Natural Living Adult Family Home LLC, Contract #2022-0359
Dr. Jay Kennard & Debra Danforth, Comp. Health Div.
20. FY23 Blkt PO – St. Vincent Hospital dba Prevea OBGYN, Contract #2012-1284
Dr. Jay Kennard & Debra Danforth, Comp. Health Div.
21. FY23 Blkt PO – Health Related Contract #2021-0062
Dr. Jay Kennard & Debra Danforth, Comp. Health Div.
22. FY23 Blkt PO – STAT Temp. Services, Covid Testing, Contract #2022-0551
Dr. Jay Kennard & Debra Danforth, Comp. Health Div.
23. FY23 Blkt PO – STAT Temp. Services, Medical Clinic Temp Staff, Contract #2022-0551
Dr. Jay Kennard & Debra Danforth, Comp. Health Div.
24. FY23 Blkt PO – Apricity, Contract #2020-0580
Dr. Jay Kennard & Debra Danforth, Comp. Health Div.

25. FY23 Blkt PO – Array Therapy Telehealth Services, Contract #2017-1425
Dr. Jay Kennard & Debra Danforth, Comp. Health Div.
26. FY23 Blkt PO – Health Related Contract #2019-1399
Dr. Jay Kennard & Debra Danforth, Comp. Health Div.
27. FY23 Blkt PO – Jackie Nitschke Center, Contract #2020-0580
Dr. Jay Kennard & Debra Danforth, Comp. Health Div.
28. FY23 Blkt PO – Keystone Treatment Center, TOR Grant, Contract #2020-0580
Dr. Jay Kennard & Debra Danforth, Comp. Health Div.
29. FY23 Blkt PO – Keystone Treatment Center, Contract #2020-0580
Dr. Jay Kennard & Debra Danforth, Comp. Health Div.
30. FY23 Blkt PO – Health Related Contract #2018-0651
Dr. Jay Kennard & Debra Danforth, Comp. Health Div.
31. FY23 Blkt PO – Health Related Contract #2018-0650
Dr. Jay Kennard & Debra Danforth, Comp. Health Div.
32. FY23 Blkt PO – Health Related Contract #2018-0654
Dr. Jay Kennard & Debra Danforth, Comp. Health Div.
33. FY23 Blkt PO – Prevea Clinics Inc./St. Vincent Hospital, Contract #2017-0808
Dr. Jay Kennard & Debra Danforth, Comp. Health Div.
34. FY23 Blkt PO – Health Related Contract #2018-0653
Dr. Jay Kennard & Debra Danforth, Comp. Health Div.
35. FY23 Blkt PO – Health Related Contract #2018-0655
Dr. Jay Kennard & Debra Danforth, Comp. Health Div.
36. FY23 Blkt PO – Tellurian UCAN Inc., Contract #2020-0580
Dr. Jay Kennard & Debra Danforth, Comp. Health Div.
37. FY23 Blkt PO – Health Related Contract #2021-0587
Dr. Jay Kennard & Debra Danforth, Comp. Health Div.
38. FY23 Blkt PO – Henry Schein
Dr. Jay Kennard & Debra Danforth, Comp. Health Div.
39. FY23 Blkt PO – NDX Lords Dental Lab
Dr. Jay Kennard & Debra Danforth, Comp. Health Div.
40. FY23 Blkt PO – Health Related Contract #2011-1074
Dr. Jay Kennard & Debra Danforth, Comp. Health Div.
41. FY23 Blkt PO – Patterson Supply
Dr. Jay Kennard & Debra Danforth, Comp. Health Div.
42. FY23 Blkt PO – Quality Crown & Bridge
Dr. Jay Kennard & Debra Danforth, Comp. Health Div.
43. FY23 Blkt PO – Health Related Contract #2020-0138
Dr. Jay Kennard & Debra Danforth, Comp. Health Div.

No one was present to answer questions. Items 4-43 will be brought back to the September 19, 2022 Finance Committee meeting. Please have someone present to answer questions.

X. ADMINISTRATIVE /INTERNAL:

1. FY23-Oneida Finance Fund Packets (Funds & Product)
Melissa Alvarado, Office Manager

Motion by Chad Fuss to adopt the FY23-Oneida Finance Fund Packets (Funds & Product).

Seconded by Kirby Metoxen. Motion carried unanimously.

XI. FOLLOW UP: None

XII. FOR INFORMATION ONLY:

44. FY23 Blkt PO - Sate of WI Gaming Compact Fees
Louise Cornelius, Gaming-Admin

Motion by Kirby Metoxen to accept the State of WI Gaming Compact Fees as FYI. Seconded by Chad Fuss. Motion carried unanimously.

45. FY23 Blkt PO – National Indian Gaming Commission Fees
Louise Cornelius, Gaming-Admin

Motion by Patrick Stensloff to accept the National Indian Gaming Commission Fees as FYI. Seconded by Kirby Metoxen. Motion carried unanimously.

46. Aristocrat – (2) WAP Games
David Emerson, Gaming-Slots
Chad Fuss explained this is a change out of (2) WAP Games.

Motion by Patrick Stensloff to accept the (2) WAP Games from Aristocrat as FYI. Seconded by Kirby Metoxen. Motion carried unanimously.

47. Aristocrat – (10) Buffalo Link & (4) Cash Express Lease Games
David Emerson, Gaming-Slots
Chad Fuss explained this is a change out of (10) Buffalo Link & (4) Cash Express Lease Games.

Motion by Kirby Metoxen to accept the (10) Buffalo Link & (4) Cash Express Lease Games from Aristocrat as FYI. Seconded by Patrick Stensloff. Motion carried unanimously.

XIII. ADJOURN: Motion by Kirby Metoxen to adjourn. Seconded by Patrick Stensloff.

Motion carried unanimously. Time: 9:55 A.M.

Minutes submitted by:
Melissa Alvarado, Office Manager
& Finance Committee Contact/Recording Secretary

Finance Committee Approval Date of Minutes via E-Poll: September 7, 2022

Accept the September 19, 2022, regular Finance Committee meeting minutes

Business Committee Agenda Request

1. Meeting Date Requested: 09/28/22

2. Session:

Open Executive – must qualify under §107.4-1.

Justification: *Choose or type justification.*

3. Requested Motion:

Accept as information; OR

Accept the FC Minutes of 9/19/22 & E-Poll

4. Areas potentially impacted or affected by this request:

Finance

Programs/Services

Law Office

MIS

Gaming/Retail

Boards, Committees, or Commissions

Other: All areas that require FC approval

5. Additional attendees needed for this request:

Name, Title/Entity OR Choose from List

Name, Title/Entity OR Choose from List

Name, Title/Entity OR Choose from List

Name, Title/Entity OR Choose from List

6. Supporting Documents:

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

7. Budget Information:

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

8. Submission:

Authorized Sponsor: Larry Barton, CFO

Primary Requestor: Melissa Alvarado, Office Manager



INTERNAL MEMORANDUM

TO: FINANCE COMMITTEE
FROM: MELISSA ALVARADO, OFFICE MANAGER
SUBJECT: E-POLL RESULTS – FC MINUTES OF SEPTEMBER 19, 2022
DATE: 9/19/22

An E-Poll vote of the Finance Committee was conducted to approve the Finance Committee meeting minutes of September 19, 2022. The E-Poll and minutes were sent out yesterday and concluded today. The results of the completed E-Poll are as follows:

E-POLL RESULTS:

There was a Majority of 4 FC members voting to approve the September 19, 2022 Finance Committee Meeting Minutes. FC Members voting included: Jennifer Webster, Kirby Metoxen, Louise Cornelius, and Patrick Stensloff.

These Finance Committee Minutes of September 19, 2022 will be placed on the next Finance Committee agenda to acknowledge this E-Poll action. Per the FC By-Laws all Minutes of the FC will be submitted to the Secretary's Office once a month for BC acceptance.



ONEIDA

FINANCE COMMITTEE

REGULAR MEETING

SEPTEMBER 19, 2022 • Time: 9:00 A.M

Business Committee Conference Room - NHC

REGULAR MEETING MINUTES

FC MEMBERS PRESENT:

Larry Barton, CFO/FC Vice-Chair

Kirby Metoxen, BC Council Member

Patrick Stensloff, Purchasing Director

Jennifer Webster, BC Council Member

Louise Cornelius, Gaming General Manager

FC MEMBERS EXCUSED: Cristina Danforth, Treasurer/FC Chair and Chad Fuss, Asst. Gaming CFO Jennifer Webster, BC Council Member

OTHERS PRESENT: Kevin House, Mark A. Powless Sr., Dennis Johnson, Ron Wurth, Jason Doxtator, Connie Danforth, Mari Kriescher, Carrie Lindsey, Tammy Skenandore, Henri Cornelius, Connie Vandenberg, Jamie Willis, Lesley Ness, Courtney Georgia, Catherine Hirth, Debra Santiago, Lynn Schmidt, and Melissa Alvarado, taking notes

I. CALL TO ORDER: The FC Regular Meeting was called to order by the FC Vice-Chair at 9:00 A.M.

II. APPROVAL OF AGENDA: SEPTEMBER 19, 2022

Motion by Patrick Stensloff to approve the September 19, 2022 Finance Committee Meeting Agenda with two additions one under New Business and one under Donation Requests. Seconded by Louise Cornelius. Motion carried unanimously.

III. MINUTES: SEPTEMBER 6, 2022 (Approved via E-Poll on 09/07/22):

Motion by Jennifer Webster to acknowledge the FC E-Poll action taken on September 7, 2022 approving the September 6, 2022 Finance Committee Meeting Minutes. Seconded by Patrick Stensloff. Louise Cornelius abstained. Motion carried.

IV. FC WORK MEETING MINUTES:

1. AUGUST 15, 2022 (Approved via E-Poll on 8/15/22)

Motion by Patrick Stensloff to acknowledge the FC E-Poll action taken on August 15, 2022 approving the August 15, 2022 Finance Committee Work Meeting Minutes. Seconded by Jennifer Webster. Motion carried unanimously.

2. AUGUST 29, 2022 (Approved via E-Poll on 9/1/22)

Motion by Jennifer Webster to acknowledge the FC E-Poll action taken on September 1, 2022 approving the August 29, 2022 Finance Committee Work Meeting Minutes. Seconded by Patrick Stensloff. Motion carried unanimously.

V. TABLED BUSINESS: None**VI. CAPITAL EXPENDITURES:** None**VII. NEW BUSINESS:**

1. FY23 Blkt PO – Graphic Composition Inc. Amount: \$650,000.00
 Ron Wurth, Gaming Promotions

Ron Wurth was present and explained the blanket PO. Graphic Composition provides printing and mail services and is Oneida Casino's current vendor for Direct Mail and Promotional print pieces. Graphic Composition has a die cutter VersaTech 2 which reduces die cut costs on small projects. They hold a license for Anywhere Mailer/Permit #4 and this allows them to keep the Oneida indicia regardless of post office location. Using the Anywhere Mailer certification could lead to postage savings. The open PO# amounts are based on variable data (the number of mailings is not always the same amounts).

Motion by Jennifer Webster to approve the FY23 Blanket PO – Graphic Composition Inc. in the amount of \$650,000.00. Seconded by Kirby Metoxen. Motion carried unanimously.

2. Baycom Inc. – Service Maint. Agreement Amount: \$95,172.00
 Jason Doxtator, Gaming-MIS

Jason Doxtator was present and explained the service maintenance agreement with Baycom Inc. It's an annual maintenance on the two-way radios used by MIS, OPD, Security, etc. Supports regulatory requirements and health and safety initiatives.

Motion by Kirby Metoxen to approve the Baycom Inc. – Service Maintenance Agreement in the amount of \$95,172.00. Seconded by Louise Cornelius. Motion carried unanimously.

3. FY23 Blkt PO – Radisson -Comp Items/Svs. (Revised) Amount: \$1,500,000.00
Louise Cornelius, Gaming-Admin

Louise Cornelius explained this was brought before the Finance Committee with a different amount. This is a revised blanket PO with the correct dollar amount. Oneida Casino reimburses the Radisson for customer point redemption, comp items/services issued to gaming customers.

Motion by Jennifer Webster to approve the FY23 Blanket PO – Radisson-Comp Items/Services in the amount of \$1,500,000.00. Seconded by Patrick Stensloff. Motion carried unanimously.

4. FY23 Blkt PO – Chambers & Owen Inc Amount: \$79,500,000.00
Debra Powless, Retail

Patrick Stensloff explained these are all blanket PO's for resale products and expenses for Retail One Stops and Smoke Shops.

Motion by Jennifer Webster to approve the FY23 Blanket PO-Chambers & Owen Inc. in the amount of \$79,500,000.00. Seconded by Patrick Stensloff. Motion carried unanimously.

5. FY23 Blkt PO – US Venture Inc Amount: \$21,000,000.00
Debra Powless, Retail

Motion by Jennifer Webster to approve the FY23 Blanket PO-US Venture Inc. in the amount of \$21,000,000.00. Seconded by Kirby Metoxen. Motion carried unanimously.

6. FY23 Blkt PO – True North Energy Amount: \$8,000,000.00
Debra Powless, Retail

Motion by Jennifer Webster to approve the FY23 Blanket PO-True North Energy in the amount of \$8,000,000.00. Seconded by Kirby Metoxen. Motion carried unanimously.

7. FY23 Blkt PO – Reyes Holding (Coca-Cola) Amount: \$550,000.00
Debra Powless, Retail

Motion by Jennifer Webster to approve the FY23 Blanket PO-Reyes Holding (Coca-Cola) in the amount of \$550,000.00. Seconded by Patrick Stensloff. Motion carried unanimously.

8. FY23 Blkt PO – WP Beverages LLC (Pepsi) Amount: \$510,003.00
Debra Powless, Retail

Motion by Jennifer Webster to approve the FY23 Blanket PO-WP Beverages LLC (Pepsi) in the amount of \$510,003.00. Seconded by Louise Cornelius. Motion carried unanimously.

9. FY23 Blkt PO – Dean Distributing Inc Amount: \$435,000.00
Debra Powless, Retail

Motion by Jennifer Webster to approve the FY23 Blanket PO-Dean Distributing Inc. in the amount of \$435,000.00. Seconded by Louise Cornelius. Motion carried unanimously.

10. FY23 Blkt PO – Triangle Distributing Co. Inc Amount: \$290,000.00
Debra Powless, Retail

Motion by Jennifer Webster to approve the FY23 Blanket PO-Triangle Distributing Co. Inc. in the amount of \$290,000.00. Seconded by Patrick Stensloff. Motion carried unanimously.

11. FY23 Blkt PO – Lightning Wash LLC Amount: \$270,000.00
Debra Powless, Retail

Motion by Jennifer Webster to approve the FY23 Blanket PO-Lightning Wash LLC in the amount of \$270,000.00. Seconded by Patrick Stensloff. Motion carried unanimously.

12. FY23 Blkt PO – Seven-Up Bottling Co. Inc Amount: \$260,000.00
Debra Powless, Retail

Motion by Jennifer Webster to approve the FY23 Blanket PO-Seven-Up Bottling Co. Inc. in the amount of \$260,000.00. Seconded by Louise Cornelius. Motion carried unanimously.

13. FY23 Blkt PO – Frito-Lay Inc Amount: \$255,000.00
Debra Powless, Retail

Motion by Jennifer Webster to approve the FY23 Blanket PO-Frito-Lay Inc. in the amount of \$255,000.00. Seconded by Kirby Metoxen. Motion carried unanimously.

14. FY23 Blkt PO – Kay Beer Distributing Inc
Debra Powless, Retail Amount: \$250,005.00

Motion by Jennifer Webster to approve the FY23 Blanket PO-Kay Beer Distributing Inc. in the amount of \$250,005.00. Seconded by Kirby Metoxen. Motion carried unanimously.

15. FY23 Blkt PO – US Venture Inc
Debra Powless, Retail Amount: \$199,003.00

Motion by Jennifer Webster to approve the FY23 Blanket PO-US Venture Inc. in the amount of \$199,003.00. Seconded by Louise Cornelius. Motion carried unanimously.

16. FY23 Blkt PO – Birdseye Dairy Inc
Debra Powless, Retail Amount: \$191,506.00

Motion by Jennifer Webster to approve the FY23 Blanket PO-Birdseye Dairy Inc. in the amount of \$191,506.00. Seconded by Kirby Metoxen. Motion carried unanimously.

17. FY23 Blkt PO – KA Bulk Transport LLC
Debra Powless, Retail Amount: \$140,004.00

Motion by Jennifer Webster to approve the FY23 Blanket PO-KA Bulk Transport LLC in the amount of \$140,004.00. Seconded by Patrick Stensloff. Motion carried unanimously.

18. FY23 Blkt PO – WDI LLC
Debra Powless, Retail Amount: \$135,000.00

Motion by Jennifer Webster to approve the FY23 Blanket PO-WDI LLC in the amount of \$135,000.00. Seconded by Patrick Stensloff. Motion carried unanimously.

19. FY23 Blkt PO – Kitchen Fresh Foods LLC
Debra Powless, Retail Amount: \$125,001.00

Motion by Jennifer Webster to approve the FY23 Blanket PO-Kitchen Fresh Foods LLC in the amount of \$125,001.00. Seconded by Patrick Stensloff. Motion carried unanimously.

20. FY23 Blkt PO – Loomis
Debra Powless, Retail

Amount: \$112,000.00

Motion by Jennifer Webster to approve the FY23 Blanket PO-Loomis in the amount of \$112,000.00. Seconded by Patrick Stensloff. Motion carried unanimously.

21. FY23 Blkt PO – Red Bull Distribution Co. Inc
Debra Powless, Retail

Amount: \$95,004.00

Motion by Jennifer Webster to approve the FY23 Blanket PO-Red Bull Distribution Co. Inc. in the amount of \$95,004.00. Seconded by Patrick Stensloff. Motion carried unanimously.

22. Milbach Construction Services Co. – Change Order #1
Kevin House, Engineering

Amount: \$15,000.00

Total PO: \$2,030,980.04

Kevin House was present and explained the change order #1; material hauling increased from \$2,000.00 to \$4,000.00 per lot. The increase is for six lots at \$2,500.00. This is grant funded.

Motion by Jennifer Webster to approve the Milbach Construction Services Co. – Change Order #1 in the amount of \$15,000.00. for a total of \$2,030.980.04. Seconded by Patrick Stensloff. Motion carried unanimously.

23. FY23 Blkt PO – Spectra-Cash & Credit Card Sales Reimb.
Chad Fuss, Gaming-Admin

Amount: \$2,200,000.00

Louise Cornelius explained the blanket PO is specifically to reimburse Spectra for cash and credit card sales that Oneida Casino has recognized during their drop and reconciliation. These monies were already recognized by Oneida Casino in their bank account.

Motion by Jennifer Webster to approve the FY23 Blanket PO – Spectra-Cash & Credit Card Sales Reimbursement in the amount of \$2,200,000.00. Seconded by Kirby Metoxen. Motion carried unanimously.

24. FY23 Blkt PO – Spectra-Comp Reimbursement
Chad Fuss, Gaming-Admin

Amount: \$850,000.00

Louise Cornelius explained the blanket PO is specifically for player point redemption and promotional activity at the food venues operated by Spectra.

Motion by Jennifer Webster to approve the FY23 Blanket PO – Spectra-Comp Reimbursement in the amount of \$850,000.00. Seconded by Kirby Metoxen. Motion carried unanimously.

25. FY23 Blkt PO – Spectra-Profit & Loss Amount: \$1,000,000.00
Chad Fuss, Gaming-Admin

Louise Cornelius explained the blanket PO is to ensure that Gaming reimburses Spectra for any losses. This use to be two million; we have seen improvements in sales over the past years.

Motion by Patrick Stensloff to approve the FY23 Blanket PO – Spectra-Profit & Loss in the amount of \$1,000,000.00. Seconded by Jennifer Webster. Motion carried unanimously.

26. FY23 Blkt PO – Badger Liquor Amount: \$350,000.00
Chad Fuss, Gaming-Admin

Louise Cornelius explained Gaming purchases all the liquor for Spectra since Gaming holds a liquor license.

Motion by Jennifer Webster to approve the FY23 Blanket PO – Badger Liquor in the amount of \$350,000.00. Seconded by Patrick Stensloff. Motion carried unanimously.

27. FY23 Blkt PO – Dean Distributing Amount: \$575,000.00
Chad Fuss, Gaming-Admin

Motion by Jennifer Webster to approve the FY23 Blanket PO – Dean Distributing in the amount of \$575,000.00. Seconded by Patrick Stensloff. Motion carried unanimously.

28. FY23 Blkt PO – General Beverage Amount: \$450,000.00
Chad Fuss, Gaming-Admin

Motion by Jennifer Webster to approve the FY23 Blanket PO – General Beverage in the amount of \$450,000.00. Seconded by Patrick Stensloff. Motion carried unanimously.

29. FY23 Blkt PO – Kay Beer Distributing Amount: \$350,000.00
Chad Fuss, Gaming-Admin

Motion by Jennifer Webster to approve the FY23 Blanket PO – Kay Beer Distributing in the amount of \$350,000.00. Seconded by Patrick Stensloff. Motion carried unanimously.

30. FY23 Blkt PO – Triangle Distributing
Chad Fuss, Gaming-Admin

Amount: \$575,000.00

Motion by Jennifer Webster to approve the FY23 Blanket PO – Triangle Distributing in the amount of \$575,000.00. Seconded by Patrick Stensloff. Motion carried unanimously.

31. **ADD-ON:** Leo Van De Yacht Well Drilling Inc. – Service Contract Amount: \$60,879.00
Dennis Johnson, DPW-Plumbing

Dennis Johnson was present and explained the service contract is for arsenic well drillings & standard well drillings for individual sites within Brown & Outagamie counties for 3 well drillings. There were five bids sent out and only two were received. This is IHS funded and Oneida will be reimbursed.

Motion by Kirby Metoxen to approve the Leo Van De Yacht Well Drilling Inc. – Service Contract in the amount of \$60,879.00. Seconded by Patrick Stensloff. Motion carried unanimously.

VIII. DONATIONS:

Report:

1. FC Donation Report – September 2022
Melissa Alvarado, Office Manager

Motion by Patrick Stensloff to accept the Oneida Finance Fund Report for September 2022. Seconded by Jennifer Webster. Motion carried unanimously.

Requests:

1. NATOW – Donation to Promote Tribal Tourism in WI Amount: \$3,000.00
Requester: Suzette Brewer, NATOW Director

Kirby Metoxen explained the donation request for NATOW. NATOW's mission is to promote tribal tourism and economic development of the 11 federally recognized tribes or Wisconsin. By expanding their tourism initiatives throughout the local, state, and national level.

Motion by Jennifer Webster to approve from the Finance Committee Donations the request from NATOW – Donation to Promote Tribal Tourism in WI in the amount of \$3,000. Seconded by Patrick Stensloff. Kirby Metoxen abstained. Motion carried.

2. **ADD-ON:** Safe Shelter Inc. – Assist with Gala Fundraiser Amount: \$10,000.00
Requester: Pearl Webster MSN RN, Executive Director

Motion by Patrick Stensloff to approve from the Finance Committee Donations the request from Safe Shelter Inc. – Assist with Gala Fundraiser in the amount of \$5,000. Seconded by Kirby Metoxen. Motion carried unanimously.

IX. EXECUTIVE SESSION:

Motion by Patrick Stensloff to go into Executive Session. Seconded by Jennifer Webster. Motion carried unanimously. Time: 9:28AM

Motion by Patrick Stensloff to come out of Executive Session. Seconded by Jennifer Webster. Motion carried unanimously. Time: 9:56AM

1. FY23 Blkt PO – Nurses PRN Inc. (AJRCCC) Contract #2021-0924
Dr. Jay Kennard & Debra Danforth, Comp. Health Div.

Motion by Jennifer Webster to approve the FY23 Blanket PO Nurses PRN Inc., Contract #2021-0924 in the amount as requested. Seconded by Patrick Stensloff. Motion carried unanimously.

2. FY23 Blkt PO – Performance Foodservice (AJRCCC)
Dr. Jay Kennard & Debra Danforth, Comp. Health Div.

Motion by Jennifer Webster to approve the FY23 Blanket PO Performance Foodservice in the amount as requested. Seconded by Patrick Stensloff. Motion carried unanimously.

3. FY23 Blkt PO – STAT Temp. Services Inc. (AJRCCC) Contract #2022-0622
Dr. Jay Kennard & Debra Danforth, Comp. Health Div.

Motion by Jennifer Webster to approve the FY23 Blanket PO STAT Temp. Services Inc., Contract #2022-0622 in the amount as requested. Seconded by Patrick Stensloff. Motion carried unanimously.

4. FY23 Blkt PO – PRN Home Health & Therapy, (AJRCCC) Contract #2019-0784
Dr. Jay Kennard & Debra Danforth, Comp. Health Div.

Motion by Jennifer Webster to approve the FY23 Blanket PO PRN Home Health, Contract #2019-0784 in the amount as requested. Seconded by Patrick Stensloff. Motion carried unanimously.

5. FY23 Blkt PO – Apricity, Contract #2020-0580
Dr. Jay Kennard & Debra Danforth, Comp. Health Div.

Motion by Jennifer Webster to approve the FY23 Blanket PO Apricity, Contract #2020-0580 in the amount as requested. Seconded by Patrick Stensloff. Motion carried unanimously.

6. FY23 Blkt PO – Array, Contract #2017-1425
Dr. Jay Kennard & Debra Danforth, Comp. Health Div.

Motion by Jennifer Webster to approve the FY23 Blanket PO Array, Contract #2017-1425 in the amount as requested. Seconded by Patrick Stensloff. Motion carried unanimously.

7. FY23 Blkt PO – Health Related Contract #2018-0655
Dr. Jay Kennard & Debra Danforth, Comp. Health Div.

Motion by Jennifer Webster to approve the FY23 Blanket PO Health Related Contract #2018-0655 in the amount as requested. Seconded by Patrick Stensloff. Motion carried unanimously.

8. FY23 Blkt PO – Health Related Contract #2021-0587
Dr. Jay Kennard & Debra Danforth, Comp. Health Div.

Motion by Jennifer Webster to approve the FY23 Blanket PO Health Related Contract #2021-0587 in the amount as requested. Seconded by Patrick Stensloff. Motion carried unanimously.

9. FY23 Blkt PO – Jackie Nitschke Center, Contract #2020-0580
Dr. Jay Kennard & Debra Danforth, Comp. Health Div.

Motion by Jennifer Webster to approve the FY23 Blanket PO Jackie Nitschke Center, Contract #2020-0580 in the amount as requested. Seconded by Patrick Stensloff. Motion carried unanimously.

10. FY23 Blkt PO – Health Related Contract #2018-0653
Dr. Jay Kennard & Debra Danforth, Comp. Health Div.

Motion by Jennifer Webster to approve the FY23 Blanket PO Health Related Contract #2018-0653 in the amount as requested. Seconded by Patrick Stensloff. Motion carried unanimously.

11. FY23 Blkt PO – Keystone Treatment Center, Contract #2020-0580
Dr. Jay Kennard & Debra Danforth, Comp. Health Div.

Motion by Jennifer Webster to approve the FY23 Blanket PO Keystone Treatment Center, Contract #2020-0580 in the amount as requested. Seconded by Patrick Stensloff. Motion carried unanimously.

12. FY23 Blkt PO – Keystone Treatment Center, TOR Grant, Contract #2020-0580
Dr. Jay Kennard & Debra Danforth, Comp. Health Div.

Motion by Jennifer Webster to approve the FY23 Blanket PO Keystone Treatment Center, TOR Grant, Contract #2020-0580 in the amount as requested. Seconded by Patrick Stensloff. Motion carried unanimously.

13. FY23 Blkt PO – Prevea Psychiatric, Contract #2017-0808
Dr. Jay Kennard & Debra Danforth, Comp. Health Div.

Motion by Jennifer Webster to approve the FY23 Blanket PO Prevea Psychiatric, Contract #2017-0808 in the amount as requested. Seconded by Patrick Stensloff. Motion carried unanimously.

14. FY23 Blkt PO – Health Related Contract #2018-0650
Dr. Jay Kennard & Debra Danforth, Comp. Health Div.

Motion by Jennifer Webster to approve the FY23 Blanket PO Health Related Contract #2018-0650 in the amount as requested. Seconded by Patrick Stensloff. Motion carried unanimously.

15. FY23 Blkt PO – Health Related Contract #2019-1399
Dr. Jay Kennard & Debra Danforth, Comp. Health Div.

Motion by Jennifer Webster to approve the FY23 Blanket PO Health Related Contract #2019-1399 in the amount as requested. Seconded by Patrick Stensloff. Motion carried unanimously.

16. FY23 Blkt PO – Tellurian UCAN Inc. Treatment Center, Contract #2020-0580
Dr. Jay Kennard & Debra Danforth, Comp. Health Div.

Motion by Jennifer Webster to approve the FY23 Blanket PO Tellurian UCAN Inc. Treatment Center, Contract #2020-0580 in the amount as requested. Seconded by Patrick Stensloff. Motion carried unanimously.

17. FY23 Blkt PO – Health Related Contract #2018-0654
Dr. Jay Kennard & Debra Danforth, Comp. Health Div.

Motion by Jennifer Webster to approve the FY23 Blanket PO Health Related Contract #2018-0654 in the amount as requested. Seconded by Patrick Stensloff. Motion carried unanimously.

18. FY23 Blkt PO – Health Related Contract #2018-0651
Dr. Jay Kennard & Debra Danforth, Comp. Health Div.

Motion by Jennifer Webster to approve the FY23 Blanket PO Health Related Contract #2018-0651 in the amount as requested. Seconded by Patrick Stensloff. Motion carried unanimously.

19. FY23 Blkt PO – Arms of Angels Inc.
Dr. Jay Kennard & Debra Danforth, Comp. Health Div.

Motion by Jennifer Webster to approve the FY23 Blanket PO Arms of Angels Inc. in the amount as requested. Seconded by Patrick Stensloff. Motion carried unanimously.

20. FY23 Blkt PO – Clarity Care Contract #2016-0118
Dr. Jay Kennard & Debra Danforth, Comp. Health Div.

Motion by Jennifer Webster to approve the FY23 Blanket PO Clarity Care, Contract #2016-0118 in the amount as requested. Seconded by Patrick Stensloff. Motion carried unanimously.

21. FY23 Blkt PO – Compass Development S.C.
Dr. Jay Kennard & Debra Danforth, Comp. Health Div.

Motion by Jennifer Webster to approve the FY23 Blanket PO Compass Development S.C. in the amount as requested. Seconded by Patrick Stensloff. Motion carried unanimously.

22. FY23 Blkt PO – Cerebral Palsy Center
Dr. Jay Kennard & Debra Danforth, Comp. Health Div.

Motion by Jennifer Webster to approve the FY23 Blanket PO Cerebral Palsy Center in the amount as requested. Seconded by Patrick Stensloff. Motion carried unanimously.

23. FY23 Blkt PO – Harbor Senior Living Inc., Contract #2021-0159
Dr. Jay Kennard & Debra Danforth, Comp. Health Div.

Motion by Jennifer Webster to approve the FY23 Blanket PO Harbor Senior Living Inc., Contract #2021-0159 in the amount as requested. Seconded by Patrick Stensloff. Motion carried unanimously.

24. FY23 Blkt PO – Helping Hands Caregivers, Contract #2017-0474
Dr. Jay Kennard & Debra Danforth, Comp. Health Div.

Motion by Jennifer Webster to approve the FY23 Blanket PO Helping Hands Caregivers, Contract #2017-0474 in the amount as requested. Seconded by Patrick Stensloff. Motion carried unanimously.

25. FY23 Blkt PO – Lamers Medical Transport, Contract #2019-1433
Dr. Jay Kennard & Debra Danforth, Comp. Health Div.

Motion by Jennifer Webster to approve the FY23 Blanket PO Lamers Medical Transport, Contract #2019-1433 in the amount as requested. Seconded by Patrick Stensloff. Motion carried unanimously.

26. FY23 Blkt PO – Lasante

Dr. Jay Kennard & Debra Danforth, Comp. Health Div.

Motion by Jennifer Webster to approve the FY23 Blanket PO Lasante in the amount as requested. Seconded by Patrick Stensloff. Motion carried unanimously.

27. FY23 Blkt PO – Natural Living, Contract #2022-0359

Dr. Jay Kennard & Debra Danforth, Comp. Health Div.

Motion by Jennifer Webster to approve the FY23 Blanket PO Natural Living, Contract #2022-0359 in the amount as requested. Seconded by Patrick Stensloff. Motion carried unanimously.

28. FY23 Blkt PO – Health Related Contract #2011-1074

Dr. Jay Kennard & Debra Danforth, Comp. Health Div.

Motion by Jennifer Webster to approve the FY23 Blanket PO Health Related Contract #2011-1074 in the amount as requested. Seconded by Patrick Stensloff. Motion carried unanimously.

29. FY23 Blkt PO – Health Related Contract #2020-0138

Dr. Jay Kennard & Debra Danforth, Comp. Health Div.

Motion by Jennifer Webster to approve the FY23 Blanket PO Health Related Contract #2020-0138 in the amount as requested. Seconded by Patrick Stensloff. Motion carried unanimously.

30. FY23 Blkt PO – Henry Schein Dental Supply

Dr. Jay Kennard & Debra Danforth, Comp. Health Div.

Motion by Jennifer Webster to approve the FY23 Blanket PO Henry Schein Dental Supply in the amount as requested. Seconded by Patrick Stensloff. Motion carried unanimously.

31. FY23 Blkt PO – NDX Lords Dental

Dr. Jay Kennard & Debra Danforth, Comp. Health Div.

Motion by Jennifer Webster to approve the FY23 Blanket PO NDX Lords Dental in the amount as requested. Seconded by Patrick Stensloff. Motion carried unanimously.

32. FY23 Blkt PO – Patterson Dental Supply
Dr. Jay Kennard & Debra Danforth, Comp. Health Div.

Motion by Jennifer Webster to approve the FY23 Blanket PO Patterson Dental Supply in the amount as requested. Seconded by Patrick Stensloff. Motion carried unanimously.

33. FY23 Blkt PO – Quality Crown & Bridge (QCBS)
Dr. Jay Kennard & Debra Danforth, Comp. Health Div.

Motion by Jennifer Webster to approve the FY23 Blanket PO Quality Crown & Bridge (QCBS) in the amount as requested. Seconded by Patrick Stensloff. Motion carried unanimously.

34. FY23 Blkt PO – St. Vincent Hospital dba Prevea OBGYN, Contract #2012-1284
Dr. Jay Kennard & Debra Danforth, Comp. Health Div.

Motion by Jennifer Webster to approve the FY23 Blanket PO St. Vincent Hospital dba Prevea OBGYN, Contract #2012-1284 in the amount as requested. Seconded by Patrick Stensloff. Motion carried unanimously.

35. FY23 Blkt PO – STAT Temp. Services, Covid Testing, Contract #2022-0551
Dr. Jay Kennard & Debra Danforth, Comp. Health Div.

Motion by Jennifer Webster to approve the FY23 Blanket PO STAT Temp. Services, Covid Testing, Contract #2022-0551 in the amount as requested. Seconded by Patrick Stensloff. Motion carried unanimously.

36. FY23 Blkt PO – STAT Temp. Services, Medical Clinic Staffing, Contract #2022-0551
Dr. Jay Kennard & Debra Danforth, Comp. Health Div.

Motion by Jennifer Webster to approve the FY23 Blanket PO STAT Temp. Services, Medical Clinic Staffing, Contract #2022-0551 in the amount as requested. Seconded by Patrick Stensloff. Motion carried unanimously.

37. FY23 Blkt PO – Walgreens Pharmacy, Contract #2016-0431
Dr. Jay Kennard & Debra Danforth, Comp. Health Div.

Motion by Jennifer Webster to approve the FY23 Blanket PO Walgreen's Pharmacy, Contract #2016-0431 in the amount as requested. Seconded by Patrick Stensloff. Motion carried unanimously.

38. FY23 Blkt PO – LucidHealth, Contract #2021-0772
Dr. Jay Kennard & Debra Danforth, Comp. Health Div.

Motion by Jennifer Webster to approve the FY23 Blanket PO LucidHealth, Contract #2021-0772 in the amount as requested. Seconded by Patrick Stensloff. Motion carried unanimously.

39. FY23 Blkt PO – Health Related Contract #2012-1259
Dr. Jay Kennard & Debra Danforth, Comp. Health Div.

Motion by Jennifer Webster to approve the FY23 Blanket PO Health Related Contract #2012-1259 in the amount as requested. Seconded by Patrick Stensloff. Motion carried unanimously.

40. FY23 Blkt PO – Health Related Contract #2021-0062
Dr. Jay Kennard & Debra Danforth, Comp. Health Div.

Motion by Jennifer Webster to approve the FY23 Blanket PO Health Related Contract #2021-0062 in the amount as requested. Seconded by Patrick Stensloff. Motion carried unanimously.

41. FY23 Blkt PO – Philips Healthcare #2022-0319
Dr. Jay Kennard & Debra Danforth, Comp. Health Div.

Motion by Jennifer Webster to approve the FY23 Blanket PO Philips Healthcare, Contract #2022-0319 in the amount as requested. Seconded by Patrick Stensloff. Motion carried unanimously.

Motion by Jennifer Webster to go back into Executive Session. Seconded by Patrick Stensloff. Motion carried unanimously. Time: 10:06AM

Motion by Jennifer Webster to come out of Executive Session. Seconded by Patrick Stensloff. Motion carried unanimously. Time: 10:09 AM

42. Independent Contract for Legal Services (#2022-0730)
Mark A. Powless, Gaming Commission

Motion by Jennifer Webster to approve the Independent Contract for Legal Services (#2022-0730) in the amount as requested. Seconded by Louise Cornelius. Motion carried unanimously.

43. Finance Committee Follow-Ups for BC
Larry Barton, Finance

Finance Committee follow-ups (not submitted)

Sponsor: Lisa Liggins, Secretary

EXCERPT FROM MARCH 23, 2022: Motion by Jennifer Webster to approve the three (3) recommended corrective actions in the memorandum from Secretary Lisa Liggins dated March 13, 2022 [to retro-actively approve the September 4, 2019, memo from the Treasurer King and Larry Barton, CFO, changing the approval of the Finance Committee minutes to acceptance of the minutes and to retro-actively approve the determination of Treasurer King and Larry Barton, CFO, that the Purchasing Policies and Procedures require only approval of the Finance Committee without further action by the Oneida Business Committee; to direct the Finance Committee to submit the bylaws to the Legislative Operating Committee to comply with the Broads, Committees and Commissions law and properly incorporate the requested amendments and direct that the final bylaws amendments be presented to the Business Committee within six (6) months; and to authorize the Purchasing Manger to serve on the Finance Committee retro-actively to October 7, 2011], seconded by Lisa Liggins. Motion carried.

Larry Barton did express that he and Patrick Stensloff did do a follow-up. Larry is asking to schedule a work meeting after the October 17, 2022 Finance Committee meeting to go over the By-laws.

X. ADMINISTRATIVE /INTERNAL:

1. FY23-FC Donation Packet
Melissa Alvarado, Office Manager

Motion by Jennifer Webster to accept the FY23-FC Donations Packet as FYI. Seconded by Patrick Stensloff. Motion carried unanimously.

XI. FOLLOW UP: None

XII. FOR INFORMATION ONLY: None

XIII. ADJOURN: Motion by Jennifer Webster to adjourn. Seconded by Patrick Stensloff.

Motion carried unanimously. Time: 10:20A.M.

Minutes submitted by:
Melissa Alvarado, Office Manager
& Finance Committee Contact/Recording Secretary

Finance Committee Approval Date of Minutes via E-Poll: September 19, 2022

Accept the September 7, 2022, regular Legislative Operating Committee meeting minutes

Business Committee Agenda Request

1. Meeting Date Requested: 09/28/22

2. Session:

Open Executive – must qualify under §107.4-1.

Justification: *Choose or type justification.*

3. Requested Motion:

Accept as information; OR

Accept the September 7, 2022 Legislative Operating Committee meeting minutes.

4. Areas potentially impacted or affected by this request:

Finance

Programs/Services

Law Office

MIS

Gaming/Retail

Boards, Committees, or Commissions

Other: Legislative Operating
Committee

5. Additional attendees needed for this request:

Name, Title/Entity OR Choose from List

Name, Title/Entity OR Choose from List

Name, Title/Entity OR Choose from List

Name, Title/Entity OR Choose from List

6. Supporting Documents:

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

7. Budget Information:

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

8. Submission:

Authorized Sponsor: David P. Jordan, Councilman

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



LEGISLATIVE OPERATING COMMITTEE MEETING MINUTES
 Oneida Business Committee Conference Room-2nd Floor Norbert Hill Center
 September 7, 2022
 9:00 a.m.

In accordance with the Norbert Hill Center's policy for administrative offices, and Brown County's current HIGH COVID-19 Community Levels, the September 7, 2022, Legislative Operating Committee meeting will be held virtually on Microsoft Teams.

Present: David P. Jordan, Kirby Metoxen, Marie Summers

Excused: Jennifer Webster, Daniel Guzman King

Others Present: Clorissa N. Santiago, Grace Elliot, Carolyn Salutz, Lawrence Barton, Justin Nishimoto, Joy Salzwedel, Rhiannon Metoxen, Rae Skenandore, Kaylynn Gresham, Michelle Myers, Peggy Van Gheem, Michelle Braaten, Kristin Jorgenson-Dann, Carl Artman

I. Call to Order and Approval of the Agenda

David P. Jordan called the September 7, 2022, Legislative Operating Committee meeting to order at 9:00 a.m.

Motion by Marie Summers to adopt the agenda as is; seconded by Kirby Metoxen. Motion carried unanimously.

II. Minutes to be Approved

1. August 3, 2022 LOC Meeting Minutes

Motion by Marie Summers to approve the August 3, 2022, LOC meeting minutes and forward to the Oneida Business Committee for consideration; seconded by Kirby Metoxen. Motion carried unanimously.

III. Current Business

1. Children's Code Amendments

Motion by Kirby Metoxen to approve the Children's Code amendments adoption packet and forward to the Oneida Business Committee for consideration; seconded by Marie Summers. Motion carried unanimously.

2. Emergency Management Law Emergency Amendments

Motion by Kirby Metoxen to approve the Emergency Management law emergency amendments adoption packet and forward to the Oneida Business Committee for consideration; seconded by Marie Summers. Motion carried unanimously.



IV. New Submissions**1. Oneida Life Insurance Plan Plus (OLIPP) Law**

Motion by Marie Summers to add the Oneida Life Insurance Plan Plus law to the Active Files List for emergency adoption with Kirby Metoxen as the sponsor; seconded by Kirby Metoxen. Motion carried unanimously.

2. Trust Scholarship Fund Policy Amendments

Motion by Marie Summers to add the Trust Scholarship Fund Policy amendments to the Active Files List with David P. Jordan as the sponsor; seconded by Kirby Metoxen. Motion carried unanimously.

3. Drug and Alcohol Free Workplace Law Amendments

Motion by Marie Summers to add the Drug and Alcohol Free Workplace law amendments to the Active Files List with Kirby Metoxen as the sponsor; seconded by Kirby Metoxen. Motion carried unanimously.

V. Additions**VI. Administrative Items****1. Travel Report: State Bar of Wisconsin Indian Law Conference – Carolyn Salutz**

Motion by Marie Summers to accept Carolyn Salutz's travel report; seconded by Kirby Metoxen. Motion carried unanimously.

2. Travel Report: State Bar of Wisconsin Indian Law Conference – Grace Elliott

Motion by Marie Summers to accept Grace Elliott's travel report; seconded by Kirby Metoxen. Motion carried unanimously.

VII. Executive Session**VIII. Adjourn**

Motion by Marie Summers to adjourn at 9:27 a.m.; seconded by Kirby Metoxen. Motion carried unanimously.

Accept the July 21, 2022, regular Quality of Life Committee meeting minutes

Business Committee Agenda Request

1. Meeting Date Requested: 09/28/22

2. General Information:

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

3. Supporting Documents:

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

4. Budget Information:

- Budgeted Budgeted – Grant Funded Unbudgeted
 Not Applicable Other: *Describe*

5. Submission:

Authorized Sponsor: Marie Cornelius, Councilwoman

Primary Requestor: Brooke Doxtator, BCC Supervisor

Additional Requestor: (Name, Title/Entity)

Additional Requestor: (Name, Title/Entity)

Submitted By: BDOXTAT1



Quality of Life Committee

Regular Meeting
9:00 a.m. Thursday, July 21, 2022
Microsoft Teams or
BC Conference Room, 2nd Floor, Norbert Hill Center

Minutes

Present: Chair Marie Summers, Vice Chair Daniel Guzman King, Tehassi Hill, Brandon Stevens
Others Present: Eric Boulanger, Debra Danforth, Leslie Doxtater, Brooke Doxtator, Kristal Hill, Tina Jorgenson, Mari Kriescher, Kirby Metoxen, RC Metoxen, Michelle Myers, Justin Nishimoto, Melissa Nuthals, Mark W. Powless, Rae Skenandore, Amy Spears, Pearl Webster, Todd Vandenheuvel, Danelle Wilson, Paul Witek;

I. CALL TO ORDER AND ROLL CALL

Meeting called to order by Chair Marie Summers at 9:01 a.m.

II. APPROVAL OF THE AGENDA

Motion by Tehassi Hill to adopt the agenda, seconded by Daniel Guzman King. Motion carried.
 Ayes: Daniel Guzman King, Tehassi Hill, Brandon Stevens

III. APPROVAL OF MEETING MINUTES

A. Approve the June 30, 2022, regular Quality of Life Committee meeting minutes
 Sponsor: Brooke Doxtator

Motion by Tehassi Hill to approve the June 30, 2022, regular Quality of Life Committee meeting minutes with one (1) change [1) un-bold the name in other's present], seconded by Daniel Guzman King. Motion carried.

Ayes: Daniel Guzman King, Tehassi Hill, Brandon Stevens

IV. UNFINISHED BUSINESS

A. Determine next steps regarding Safe Shelter request (verbal)
 Sponsor: Rae Skenandore

Motion by Tehassi Hill to submit a recommendation to the Business Committee to consider approving the additional \$150,000 in funds for the Safe Shelter request, seconded by Brandon Stevens. Motion carried.

Ayes: Tehassi Hill, Brandon Stevens
 Abstained: Daniel Guzman King

V. NEW BUSINESS**A. Approve the Quality of Life 3rd quarter report**

Sponsor: Brooke Doxtator

Motion by Tehassi Hill to approve the Quality of Life 3rd quarter report, seconded by Brandon Stevens.
Motion carried.

Ayes: Daniel Guzman King, Tehassi Hill, Brandon Stevens

VI. REPORTS**A. Accept the Tribal Action Plan report**

Sponsor: Renita Hernandez

Motion by Daniel Guzman King to accept the Tribal Action Plan report, seconded by Tehassi Hill. Motion carried.

Ayes: Daniel Guzman King, Tehassi Hill, Brandon Stevens

B. Accept the Zero Suicide report

Sponsor: Mari Kriescher

Motion by Tehassi Hill to accept the Zero Suicide report, seconded by Daniel Guzman King. Motion carried.

Ayes: Daniel Guzman King, Tehassi Hill, Brandon Stevens

C. Accept the Behavioral Health report

Sponsor: Mari Kriescher

Motion by Daniel Guzman King to accept the Behavioral Health report, seconded by Brandon Stevens. Motion carried.

Ayes: Daniel Guzman King, Tehassi Hill, Brandon Stevens

D. Accept Environmental discussion regarding the sludge pond behind the casino (verbal)

Sponsor: Daniel Guzman King

Motion by Daniel Guzman King to request a report from the Environmental Department on any actions taken on the sludge pond behind the casino and to request water testing (if this hasn't already been completed) on our properties located around the sludge pond, seconded by Tehassi Hill. Motion carried.

Ayes: Daniel Guzman King, Tehassi Hill, Brandon Stevens

VII. ADDITIONS**VIII. ADJOURN**

Motion by Tehassi Hill to adjourn at 10:20 a.m., seconded by Daniel Guzman King. Motion carried.

Ayes: Daniel Guzman King, Tehassi Hill, Brandon Stevens

Minutes prepared by Brooke Doxtator, Boards, Committees, and Commissions Supervisor
Minutes approved as presented/corrected on August 18, 2022.



Marie Summers, Chair
Quality of Life Committee

Approve the travel report - Councilwoman Marie Cornelius - Wis DOT Inter-Tribal Task Force (ITTF)...

Business Committee Agenda Request

1. **Meeting Date Requested:** 09/28/22

2. **Session:**

Open Executive – must qualify under §107.4-1.

Justification: *Choose or type justification.*

3. **Requested Motion:**

Accept as information; OR

Approve the Travel Report for Councilwoman Marie Cornelius who attended the WisDOT Inter-Tribal Task Force (ITTF) Meeting – May 11th - 12th, 2022 – Lac Du Flambeau, WI

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

Finance

Programs/Services

Law Office

MIS

Gaming/Retail

Boards, Committees, or Commissions

Other: *Describe*

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

Name, Title/Entity OR Choose from List

Name, Title/Entity OR Choose from List

Name, Title/Entity OR Choose from List

Name, Title/Entity OR Choose from List

6. Supporting Documents:

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

7. Budget Information:

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

8. Submission:

Authorized Sponsor: Marie Cornelius, Councilmember

Primary Requestor: (Name, Title/Entity)

BUSINESS COMMITTEE TRAVEL REPORT



Travel Report for:

Choose a Traveler Name
Marie Cornelius,
Councilmember

Enter name(s) of other
Travelers OR [SPACE BAR] to
delete

Enter name(s) of other
Travelers OR [SPACE BAR] to
delete

Travel Event:

WisDOT ITTF Meeting

Travel Location:

Lac Du Flambeau , WI

Departure Date:

05/11/2022

Return Date:

05/12/2022

Projected Cost:

\$300

Actual Cost:

\$290.28

Date Travel was Approved by OBC:

04/27/2022

Narrative/Background:

Marie Cornelius is the liaison for the WisDot ITTF Committee and at the March 10th meeting, Marie was elected co-chair of the ITTF Committee. The ITTF Committee also resumed holding in-person meetings along with offering hybrid meetings. Marie attended the May 11, 2022 to meet the ITTF Committee in-person and to introduce herself. As it turns out Marie was the only chair in attendance and actually chaired the meeting. Marie also became more familiar with how the meeting was run, the purpose of the meeting, and the relationship building that takes place between the state representatives and the other 10 Indigenous nations located within Wisconsin. As the liaison, Marie's main duty is to represent the Oneida Nation and to receive updates by the state and other tribal leadership from the various Indigenous regions located in the state. Lodging was provided by the ITTF committee.

Item(s) Requiring Attention:

[Click here to enter text.](#)

Requested Action:

Approve and Close out the Travel Report for Councilwoman Marie Cornelius for travel to attend the WisDOT ITTF Meeting in Lac Du Flambeau, Wi - May 11th - 12th, 2022



Save the Dates - 2022 ITTF Meeting Schedule and Links

IWWI\$odqqlqj#P wj# Second Thursday of even months	ITTF MEETING SECOND THURSDAY OF ODD MONTHS #	Vxep lwlrqv#G hdgdqh#
December 9 Join Zoom Meeting https://us02web.zoom.us/j/86165120678	January 13 Join Zoom Meeting https://us02web.zoom.us/j/89489926695	January 6, 2022 https://drive.google.com/drive/folders/1KOe1IMA6G3 htUEG6RZ05YQsg4-sAljd?usp=sharing
February 10 Join Zoom Meeting https://us02web.zoom.us/j/86165120678	March 10 Join Zoom Meeting https://us02web.zoom.us/j/89489926695	March 3, 2002 https://drive.google.com/drive/folders/16JPtrcU-26nSbTijXPaeNSq9DJSQ4MJ4?usp=sharing
April 14 Join Zoom Meeting https://us02web.zoom.us/j/86165120678	May 12 Join Zoom Meeting https://us02web.zoom.us/j/89489926695	May 5, 2022 https://drive.google.com/drive/folders/1TL1IGvNxG66tTNzWWRxmdZ9u03FdqLYI?usp=sharing
June 9 Join Zoom Meeting https://us02web.zoom.us/j/86165120678	July 14 Join Zoom Meeting https://us02web.zoom.us/j/89489926695	July 7, 2022 https://drive.google.com/drive/folders/1UBxreHxqMuFyUOp9 8RYI3wHhdx1O25f?usp=sharing
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Note: There is a dedicated google shared folder for each meeting; information can be uploaded by the deadline to be disbursed on time.



ITTF MEETING- HYBRID <small>SECOND THURSDAY OF ODD MONTHS</small>	Host location
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March 10 Join Zoom Meeting https://us02web.zoom.us/j/89489926695	Oneida Radisson
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September 8 Join Zoom Meeting https://us02web.zoom.us/j/89489926695	Forrest County Carter
WWTC Last Week October 25-26, 2022	Ho-Chunk Gaming WI DELLS



Wisconsin Department of Transportation
Inter-Tribal Task Force



(<https://wisdottribaltaskforce.org/>)

About ITTF

Inter-Tribal Task Force Mission Statement

It is the mission of the Wisconsin Department of Transportation Inter-Tribal Task Force (ITTF) to articulate and facilitate a clear direction in joint transportation systems between each of Wisconsin's 11 Federally recognized Indian Tribes and the Wisconsin Department of Transportation (WisDOT).

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- Creating "best practices" statements regarding interactions between the Tribes and WisDOT
- Facilitating the development of memorandum of understanding that promote cooperative efforts between the Tribes and WisDOT

Inter-Tribal Task Force Goals

The Wisconsin Department of Transportation Inter-Tribal Task Force has established the following goals:

- Conduct bi-monthly meetings at various Tribal sites around the State of Wisconsin
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 - Identify and support "best practices" when working with Tribal entities
 - Facilitate communication between the Tribes and the WisDOT
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The ITTF established five subcommittees charged with addressing specific transportation issues identified in the 2015 Work Plan. The subcommittees were restructured as Work Teams, and the 2019 Work Plan will continue to utilize same Work Team structures as applied previously. The following outlines each Work Team and their primary functions.

- **Safety and Signage** – (<https://wisdottribaltaskforce.org/safetysignage/about-safetysignage/>)
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 - Safety Summit
 - Safety Campaigns
 - Safety Assessments
 - Signage
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 - Labor
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(<https://wisdottribaltaskforce.org/wttc-2020/>).
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 - Information Sharing
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In addition to the paper survey, tribes were offered the opportunity to complete the survey online as well. The paper surveys that were completed were also entered into the online survey, which was used as the central repository for all responses. The online survey can be found at <https://www.surveymonkey.com/r/WisITTF> (<https://www.surveymonkey.com/r/WisITTF>).

The report summarizes the results of the WisDOT ITTF Tribal Transportation Planning Survey.

Travel Reimbursement Voucher - Revised Sept 2017 (<https://wisdottribaltaskforce.org/wp-content/uploads/2015/09/Travel-Reimbursement-Voucher-Revised-Sept-2017.pdf>)

Contact:

Tara L. Chapman (<mailto:Tara.Chapman@ho-chunk.com>),

WisDOT - IFFT Coordinator

Intergovernmental Agreement Administrator

Ho-Chunk Nation Legislature

W9814 Airport Road

PO Box 667

Black River Falls, WI

800-294-9343, ext. 11160

Approve the travel report - Councilwoman Marie Cornelius - 16th WisDOT Tribal Consultation Meeting -...

Business Committee Agenda Request

1. Meeting Date Requested: 09/28/22

2. Session:

Open Executive – must qualify under §107.4-1.

Justification: *Choose or type justification.*

3. Requested Motion:

Accept as information; OR

Approve the Travel Report for Councilwoman Marie Cornelius who attended the 16th WisDOT Tribal Consultation Meeting – August 7th – 8th, 2022 – Carter, WI

4. Areas potentially impacted or affected by this request:

Finance

Programs/Services

Law Office

MIS

Gaming/Retail

Boards, Committees, or Commissions

Other: *Describe*

5. Additional attendees needed for this request:

Name, Title/Entity OR Choose from List

Name, Title/Entity OR Choose from List

Name, Title/Entity OR Choose from List

Name, Title/Entity OR Choose from List

6. Supporting Documents:

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

7. Budget Information:

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

8. Submission:

Authorized Sponsor: Marie Cornelius, Councilmember

Primary Requestor: (Name, Title/Entity)

BUSINESS COMMITTEE TRAVEL REPORT



Travel Report for:

Choose a Traveler Name
Marie Cornelius,
Councilmember

Enter name(s) of other
Travelers OR [SPACE BAR] to
delete

Enter name(s) of other
Travelers OR [SPACE BAR] to
delete

Travel Event:

WisDOT Tribal Consultation Meeting

Travel Location:

Carter, WI

Departure Date:

08/07/2022

Return Date:

08/08/2022

Projected Cost:

\$320.50

Actual Cost:

\$320.50

Date Travel was Approved by OBC:

07/27/2022

Narrative/Background:

Marie was selected to attend the WisDot Tribal Conultation meeting in place of the Chairman. The meeting was with the 11 Tribal leaders of Wisconsin and the WisDot Secretary Criag Thompson and other state officials. The purpose of the meeting was to share grant funding concerns and offer solutions for trasportation projects located within Indigenous territories within Wisoconsin.

Item(s) Requiring Attention:

None.

Requested Action:

Approve and Close out the Travel Report for Councilwoman Marie Cornelius for travel to attend the WisDOT Consultation Meeting in Carter, Wi - August 7th - 8th, 2022



Wisconsin Department of Transportation
Office of the Secretary
4822 Madison Yards Way, S903
Madison, WI 53705

Governor Tony Evers
Secretary Craig Thompson
wisconsindot.gov
Telephone: (608) 266-1114
FAX: (608) 266-9912
Email: sec.exec@dot.wi.gov

July 15, 2022

Chair Tehassi Hill
Oneida Nation of Wisconsin
PO Box 365
Onieda, WI 54155-0365

Dear Chair Hill,

It's my honor to invite you and your Tribal Council representatives to the 16th Wisconsin Department of Transportation (WisDOT) Tribal Consultation Meeting set for Monday, August 8, 2022 from 9 a.m. to 3 p.m. This year's event will be held at the Potawatomi Carter Casino Hotel, 618 State Hwy 32, Wabeno, WI.

WisDOT greatly values our partnership and collaboration on transportation issues with the 11 Tribal Nations. The Tribal Consultation Meeting is an important opportunity to share information and to work toward solutions for transportation improvements that promote safety and improve our quality of life. We look forward to continuing to build on the many accomplishments we've made together since the first Consultation in 2006.

We are developing a list of issues, topics and questions of interest for the event. We also want to understand how many people will join for lunch. We ask each tribe to [RSVP to the August 8 Consultation using this Microsoft Forms link](#); please respond by Thursday, July 21, 2022. Please share names and titles of anticipated representatives as well as potential topics to discuss during the event.

I look forward to continuing our dialogue and hope you are able to attend. Please send any questions about the event to Sandy Stankevich at (715) 365-5784 or via email at sandy.stankevich@dot.wi.gov.

Sincerely,

A handwritten signature in black ink, appearing to read "Craig Thompson".

Craig Thompson
Secretary

Approve the travel report - Councilwoman Marie Cornelius - WisDOT Inter-Tribal Task Force (ITTF)...

Business Committee Agenda Request

1. Meeting Date Requested: 09/28/22

2. Session:

Open Executive – must qualify under §107.4-1.

Justification: *Choose or type justification.*

3. Requested Motion:

Accept as information; OR

Approve the Travel Report for Councilwoman Marie Cornelius who attended the WisDOT Inter-Tribal Task Force (ITTF) Meeting – September 7th – 8th, 2022 – Carter, WI

4. Areas potentially impacted or affected by this request:

Finance

Programs/Services

Law Office

MIS

Gaming/Retail

Boards, Committees, or Commissions

Other: *Describe*

5. Additional attendees needed for this request:

Name, Title/Entity OR Choose from List

Name, Title/Entity OR Choose from List

Name, Title/Entity OR Choose from List

Name, Title/Entity OR Choose from List

6. Supporting Documents:

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

7. Budget Information:

- | | |
|---|--|
| <input checked="" type="checkbox"/> Budgeted – Tribal Contribution | <input type="checkbox"/> Budgeted – Grant Funded |
| <input type="checkbox"/> Unbudgeted | <input type="checkbox"/> Not Applicable |
| <input checked="" type="checkbox"/> Other: Room paid for by WisDOT ITTF | |

8. Submission:

Authorized Sponsor: Marie Cornelius, Councilmember

Primary Requestor: (Name, Title/Entity)

BUSINESS COMMITTEE TRAVEL REPORT



Travel Report for:

Choose a Traveler Name
Marie Cornelius,
Councilmember

Enter name(s) of other
Travelers OR [SPACE BAR] to
delete

Enter name(s) of other
Travelers OR [SPACE BAR] to
delete

Travel Event:

WisDOT ITTF Meeting

Travel Location:

Carter, WI

Departure Date:

09/07/2022

Return Date:

09/08/2022

Projected Cost:

\$300

Actual Cost:

\$184.75

Date Travel was Approved by OBC:

09/14/2022

Narrative/Background:

Marie serves as the co-chair of this committee and initially Marie was going to join on Zoom (virtual); however, the WisDOT ITTF committee requested at the last minute she attend in-person since she is a co-chair. An EPoll was requested on September 7, 2022 for Marie to travel to Carter, WI for the meeting. In addition to being co-chair, Marie is the liaison for WisDot and meets with the committee to chair the meetings and receive transportation related project updates form the state representatives and the 10 Indigenous Nations representatives located in Wisconsin. On the BC agenda dated September 14, 2022, the September 7, 2022 EPoll (approval) was submitted for the record.

Item(s) Requiring Attention:

None.

Requested Action:

Approve and Close out the Travel Report for Councilwoman Marie Cornelius for travel to attend the WisDOT ITTF Meeting in Carter, Wi - September 7th - 8th, 2022

From: [Secretary](#)
To: [Secretary](#); [Tehassi Tasi Hill](#); [Brandon L. Yellowbird-Stevens](#); [Cristina S. Danforth](#); [Lisa A. Liggins](#); [Daniel P. Guzman](#); [David P. Jordan](#); [Kirby W. Metoxen](#); [Ethel M. Summers](#); [Jennifer A. Webster](#)
Cc: [Danelle A. Wilson](#); [Rhiannon R. Metoxen](#); [Kristal E. Hill](#); [BC Agenda Requests](#)
Subject: E-POLL RESULTS: Approve the travel request - Councilwoman Marie Cornelius - WisDOT Inter-tribal Task Force meeting - Carter, WI – September 7-8, 2022
Date: Wednesday, September 7, 2022 4:30:53 PM
Attachments: [BCAR Approve the travel request - Councilwoman Marie Cornelius - WisDOT Inter-tribal Task Force meeting - Carter, WI – September 7-8, 2022.pdf](#)

E-POLL RESULTS

The e-poll approve the travel request for Councilwoman Marie Cornelius to attend the WisDOT Inter-tribal Task Force meeting in Carter, WI – September 7-8, 2022, **has carried**.

Below are the results:

Support: Daniel Guzman King, David P. Jordan, Lisa Liggins, Kirby Metoxen, Brandon Stevens, Jennifer Webster

Aliskwet Ellis
Information Management Specialist
Government Administrative Office
O: 920.869.4408 • E: cellis1@oneidanation.org
P.O. Box 365 • Oneida, WI • 54155



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

CONFIDENTIALITY NOTICE: This message and any included attachments are intended only for the addressee. This message may contain privileged, confidential, or proprietary information. Unauthorized forwarding, printing, copying, distribution, or use of such information is strictly prohibited and may be unlawful. If you have received this message in error, please inform us promptly by reply e-mail, then delete the e-mail and destroy any printed copy.

From: Secretary <TribalSecretary@oneidanation.org>
Sent: Tuesday, September 6, 2022 2:58 PM
To: Secretary <TribalSecretary@oneidanation.org>; Tehassi Tasi Hill <thill7@oneidanation.org>; Brandon L. Yellowbird-Stevens <bstevens@oneidanation.org>; Cristina S. Danforth <cdanfor4@oneidanation.org>; Lisa A. Liggins <liggins@oneidanation.org>; Daniel P. Guzman <dguzman@oneidanation.org>; David P. Jordan <djordan1@oneidanation.org>; Kirby W. Metoxen <KMETOX@oneidanation.org>; Ethel M. Summers <esummer1@oneidanation.org>; Jennifer A. Webster <JWEBSTE1@oneidanation.org>
Cc: Danelle A. Wilson <dwilson1@oneidanation.org>; Rhiannon R. Metoxen <rmetoxe2@oneidanation.org>; Kristal E. Hill <khill@oneidanation.org>
Subject: E-POLL REQUEST: Approve the travel request - Councilwoman Marie Cornelius - WisDOT Inter-tribal Task Force meeting - Carter, WI – September 7-8, 2022

E-POLL REQUEST

-
Summary:

Councilwoman Marie Cornelius will be attending the WisDOT Inter-tribal Task Force meeting being held on September 8th in Carter, WI. Councilwoman Cornelius was asked to attend this meeting in person due to being the Co-Chair.

Justification for E-Poll:

The travel/event is happening prior to next BC meeting on September 14, 2022 and arrangements need to be made as soon as possible.

Requested Action:

Approve the travel request for Councilwoman Marie Cornelius to attend the WisDOT Inter-tribal Task Force meeting in Carter, WI – September 7-8, 2022

Deadline for response:

Responses are due no later than 4:30 p.m., Wednesday, September 7, 2022.

Voting:

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

Aliskwet Ellis

Information Management Specialist

Government Administrative Office

O: 920.869.4408 • E: cellis1@oneidanation.org

P.O. Box 365 • Oneida, WI • 54155



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Save the Dates - 2022 ITTF Meeting Schedule and Links

IWWI\$odqqlqj#P wj# Second Thursday of even months	ITTF MEETING SECOND THURSDAY OF ODD MONTHS #	Vxep lwlrqv#G hdgdqh#
December 9 Join Zoom Meeting https://us02web.zoom.us/j/86165120678	January 13 Join Zoom Meeting https://us02web.zoom.us/j/89489926695	January 6, 2022 https://drive.google.com/drive/folders/1KOe1IMA6G3 htUEG6RZ05YQsg4-sAljd?usp=sharing
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WWTC Last Week October 25-26, 2022	Ho-Chunk Gaming WI DELLS



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Contact:

Tara L. Chapman (<mailto:Tara.Chapman@ho-chunk.com>),

WisDOT - IFFT Coordinator

Intergovernmental Agreement Administrator

Ho-Chunk Nation Legislature

W9814 Airport Road

PO Box 667

Black River Falls, WI

800-294-9343, ext. 11160

Approve the travel report - Councilman Daniel Guzman King - Great Lakes Area Opioid Conference - ...

Business Committee Agenda Request

1. Meeting Date Requested: 09/28/22

2. Session:

Open Executive – must qualify under §107.4-1.

Justification: *Choose or type justification.*

3. Requested Motion:

Accept as information; OR

Approve the Travel Report for Councilman Daniel Guzman-King – Great Lakes Area Opioid Conference – Bloomington, MN April 27th – 29th, 2022 -

4. Areas potentially impacted or affected by this request:

Finance

Programs/Services

Law Office

MIS

Gaming/Retail

Boards, Committees, or Commissions

Other: *Describe*

5. Additional attendees needed for this request:

Name, Title/Entity OR Choose from List

Name, Title/Entity OR Choose from List

Name, Title/Entity OR Choose from List

Name, Title/Entity OR Choose from List

6. Supporting Documents:

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

7. Budget Information:

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

8. Submission:

Authorized Sponsor: Daniel Guzman King, Councilman

Primary Requestor: *Name, Title/Entity*

BUSINESS COMMITTEE TRAVEL REPORT



Travel Report for:

Daniel Guzman King
Enter name(s) of other
Travelers OR [SPACE BAR] to
delete

Enter name(s) of other
Travelers OR [SPACE BAR] to
delete

Enter name(s) of other
Travelers OR [SPACE BAR] to
delete

Travel Event:

Great Lakes Area Opioid Conference

Travel Location:

Bloomington, MN

Departure Date:

04/27/2022

Return Date:

04/29/2022

Projected Cost:

\$1200

Actual Cost:

\$1014.62

Date Travel was Approved by OBC:

04/13/2022

Narrative/Background:

This conference focused on addressing the continued care of around opioids and other substances and how these factors intersect with other health concerns. The goal of the conference was to increase the knowledge of opioids, other substance use, and mental health and support collaborative response efforts promoting health and wellness.

Item(s) Requiring Attention:

[Click here to enter text.](#)

Requested Action:

Approve and close out the Travel Report for Councilman Guzman-King for the Great Lakes Area Opioid Conference in Bloomington, MN 4/27 - 4/29/2022

Rhiannon R. Metoxen

Subject: FW: Reminder: Journeying Toward Wellness Conference Approaching

Having trouble viewing this email? [View it as a Web page.](#) | 



Great Lakes Inter-Tribal Epidemiology Center

A Program of the Great Lakes Inter-Tribal Council, Inc.



**Registration Closing Soon
Reserve Your Seat Today!**



GLITEC is excited to host the Great Lakes Area Opioid Conference: Journeying Toward Wellness in Bloomington, Minnesota.

This conference is focused on addressing the continuum of care around opioids and other substances and how these factors intersect with other health concerns, such as suicide. The goal of the conference is to increase knowledge of opioids, other substance use, and mental health and support collaborative response efforts promoting regional health and wellness.

We will be hosting excellent speakers from across Indian Country with diverse knowledge and experiences. Additionally, we are offering several pre-conference trainings to support the amazing work occurring across our region. We hope to see you there!

[Register Here](#)

Conference Information

Pre-Conference Training: April 26 - 27, 2022

Opioid Conference: April 28 - 29, 2022

Location:

JW Marriott Located in the Mall of America
2141 Lindau Ln
Bloomington, MN 55425

Reservations can be made by calling the JW Marriott at 612-615-0100 and asking for a room in the "**Opioid Summit**" room block. Or use this [reservation link](#) to reserve online. This room block will close on **Monday, April 11, 2022**.

Who should attend?

This conference is geared toward Tribal public health professionals, prevention professionals, social workers, community health workers, and others working within Indian Country to support health and wellness.

Conference

The Great Lakes Area Opioid Conference will take place Thursday, April 28, and

Friday, April 29, 2022. This conference aims to address opioid, substance use, and interrelated health concerns, including suicide, through the following objectives:

1. To identify and enhance paths that support innovative prevention, treatment, and recovery strategies promoting wellness.
2. To create a collaborative space to share ideas and strengthen partnerships focused on responding to public health concerns across the region.

Pre-Conference Trainings

In conjunction with the conference, GLITEC will be hosting several trainings. These trainings will take place on Tuesday, April 26, through Wednesday, April 27, 2022, and will cover a variety of topics:

- Introduction to Epidemiology
- Naloxone Train-the-Trainer
- safeTALK Training

Space may be limited for some trainings, so please [register](#) as soon as possible!



Travel Reimbursement

Upon request, GLITEC can provide travel reimbursement for people who work for a Tribe or Urban Indian community located in Minnesota, Michigan, Wisconsin or Chicago. Reimbursable travel expenses include airfare, airline baggage fees, airport parking, hotel, hotel parking, ground transportation, personally owned vehicle (POV) mileage, and per diem.

Please see conference [website](#) for more information!



Great Lakes Inter-Tribal Epidemiology Center A program of Great Lakes Inter-Tribal Council, Inc.

glitc.org/programs/epi-home | glitc.org | 715-588-3324

bemidjiareaemergencyresponse.com
2932 Highway 47 N., P.O. Box 9, Lac du Flambeau, WI 54538

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glitec@public.govdelivery.com

Phone: 715-588-3324

P.O. Box 9

2932 Highway 47 N.

Lac du Flambeau, WI 54538

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Epidemiology Center · 2932 Highway 47 N. · Lac du Flambeau, WI 54538



Approve the travel report - Councilman Daniel Guzman King - Great Lakes Inter-Tribal Council (GLITC)...

Business Committee Agenda Request

1. Meeting Date Requested: 09/28/22

2. Session:

Open Executive – must qualify under §107.4-1.

Justification: *Choose or type justification.*

3. Requested Motion:

Accept as information; OR

Approve the Travel Report for Councilman Daniel Guzman-King – Great Lakes Inter-Tribal Council – Board of Directors meeting – May 11th – 12th, 2022 -

4. Areas potentially impacted or affected by this request:

Finance

Programs/Services

Law Office

MIS

Gaming/Retail

Boards, Committees, or Commissions

Other: *Describe*

5. Additional attendees needed for this request:

Name, Title/Entity OR Choose from List

Name, Title/Entity OR Choose from List

Name, Title/Entity OR Choose from List

Name, Title/Entity OR Choose from List

6. Supporting Documents:

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

7. Budget Information:

- | | |
|--|--|
| <input checked="" type="checkbox"/> Budgeted – Tribal Contribution | <input type="checkbox"/> Budgeted – Grant Funded |
| <input type="checkbox"/> Unbudgeted | <input type="checkbox"/> Not Applicable |
| <input checked="" type="checkbox"/> Other: GLITC reimbursed half of travel | |

8. Submission:

Authorized Sponsor: Daniel Guzman King, Councilman

Primary Requestor: *Name, Title/Entity*

BUSINESS COMMITTEE TRAVEL REPORT



Travel Report for: Daniel Guzman King
 Enter name(s) of other Travelers OR [SPACE BAR] to delete

Travel Event: Great Lakes Inter-Tribal Council (GLITC) - Board of Directors meeting
 Enter name(s) of other Travelers OR [SPACE BAR] to delete

Travel Location: Baraboo, WI

Departure Date: 05/11/2022 **Return Date:** 05/12/2022

Projected Cost: \$462.81 **Actual Cost:** \$233.45

Date Travel was Approved by OBC: 05/09/2022

Narrative/Background:

Councilman Guzman-King attended the GLITC Board of Directors meeting on short notice on behalf of Chairman Tehassi Hill. The Meeting was held in Baraboo, WI on May 12th, 2022. The meeting agenda and invite are attached for your reference.

Item(s) Requiring Attention:

Follow up regarding the Adolescent Wellness Treatment Center. Invited GLITC to do virtual presentation on the status of the project. (Completed)

Requested Action:

Approve the Travel Report for Councilman Daniel Guzman-King who attended the GLITC - Board of Directors Meeting on May 12th, 2022.

From: [Danelle A. Wilson](#)
To: [Daniel P. Guzman](#); [Rhiannon R. Metoxen](#)
Subject: FW: GLITC Agenda
Date: Monday, May 9, 2022 4:57:46 PM
Attachments: [May BOD 2022.doc](#)

Good afternoon Daniel,

Thank you for agreeing to attend the GLITC Board of Directors this Thursday, on behalf of Chairman Hill. Your room is reserved and attached you will find the agenda.

Yawa?kó (Thank you)

Danelle Wilson

Executive Assistant
 Oneida Business Committee



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

office 920.869.4389
 fax 920.869.4040

PO Box 365
 Oneida, WI 54115-0365
oneida-nsn.gov

=[]=[]=<>=[]=[]=

The only person you are destined to become is the person you decide to be ~ Ralph Waldo Emerson

From: Therese Safford <TSafford@glitc.org>

Sent: Monday, May 9, 2022 4:30 PM

To: Chris Boyd (chris.boyd@redcliff-nsn.gov) <chris.boyd@redcliff-nsn.gov>; Jim Williams (jim.williams@lvd-nsn.gov) <jim.williams@lvd-nsn.gov>; jjohnsonsr@ldftribe.com; louis.taylor@lco-nsn.gov; Marlon WhiteEagle (Marlon.WhiteEagle@ho-chunk.com) <Marlon.WhiteEagle@ho-chunk.com>; Menominee Chairman (chairman@mitw.org) <chairman@mitw.org>; Michael Wiggins Jr. (MikeW@badriver-nsn.gov) <MikeW@badriver-nsn.gov>; Nathan Gordon <Nathan.Gordon@redcliff-nsn.gov>; Robert Van Zile, Jr (Robert.Vanzile@scc-nsn.gov) <Robert.Vanzile@scc-nsn.gov>; shannon.holsey <shannon.holsey@mohican-nsn.gov>; Tehassi Tasi Hill <thill7@oneidanation.org>; William Reynolds <williamr@stcroixjibwe-nsn.gov>

Cc: Bryan Bainbridge <Bbainbridge@glitc.org>; Dawn - DOA Vick (dawn.vick@wisconsin.gov) <dawn.vick@wisconsin.gov>; Allen, Jamie <JAllen@ldftribe.com>; Bernice Taylor <bernicet@stcroixjibwe-nsn.gov>; Beverly LaBarge (blabarge@ldftribe.com) <blabarge@ldftribe.com>; brtsecretary@badriver-nsn.gov; Carmen McGeshick <Carmen.McGeshick@scc-nsn.gov>; ccchapman@mitw.org; Cinnamon Lonetree (Cinnamon.Lonetree@ho-chunk.com) <Cinnamon.Lonetree@ho-chunk.com>; Danelle A. Wilson

<dwilson1@oneidanation.org>; Dee Gokee-Rindal (tribalops@badriver-nsn.gov)
<tribalops@badriver-nsn.gov>; jody.hartwig@mohican-nsn.gov; Karena.Thundercloud@Ho-
Chunk.com; Karrie Wichtman (karrie.wichtman@lvd-nsn.gov) <karrie.wichtman@lvd-nsn.gov>; Linda
L. Peters <lpeters@mitw.org>; Michael Decorah (michaeld@stcroixojibwe-nsn.gov)
<michaeld@stcroixojibwe-nsn.gov>; Nathaniel Longtail Jr. <Nathaniel.Longtail@ho-chunk.com>;
Sarah Lemieux (Sarah.Lemieux@ho-chunk.com) <Sarah.Lemieux@ho-chunk.com>; Terri Miller
(tmiller@lco-nsn.gov) <tmiller@lco-nsn.gov>

Subject: GLITC Agenda

Good afternoon!

I'm resending our agenda for Thursday's meeting. A few presenters have changed. See
you Thursday

Therese

Therese Safford
Deputy Administrator/Compliance Officer
Great Lakes Inter-Tribal Council, Inc.
2932 US Highway 47 North
PO Box 9
Lac du Flambeau, WI 54538

715-588-1013 Direct
715-588-3324 Main
800-472-7207
715-588-7900 fax

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Great Lakes Inter-Tribal Council, Inc.
Regular Meeting of the Board of Directors
Ho-Chunk Gaming - Wisconsin Dells
S3214 County Hwy BD
Baraboo, WI 53913
May 12, 2022
8:30 AM

Agenda

Call to Order

Invocation

Roll Call

Recognition and Welcome of Elders

Approval of the Agenda

Approval of Meeting Minutes

GLITC Update: Bryan Bainbridge, CEO

Written Reports

Financial Statements: Gina Brown, CFO

Action item: Accept regular monthly financial reports

New Business

1. Indigenous Care Management Model: Patricia Takamine, Foster Grandparents/Senior Companion Program Director
2. Tribal Flags Installment at the University of Wisconsin Law School: Jini Jasti, Associate Dean for External Affairs and Alumni Relations, Morgan Spohn, President of the UW Law School Indigenous Law Student Association, Michael States, Associate Dean for Diversity Equity and Inclusion and Student Affairs, and Dan Tokaji, Dean of University of Wisconsin Law School
3. MMIW State Task Force Update: Justine Rufus, Task Force Co-Chairwoman, Chris McKinny, DOJ Government Affairs Director and Becky Stewart, Improve Group
4. BIA Great Lakes Agency Annual Report: Diane Baker, Superintendent
5. Milwaukee Public Museum Update: Dr. Ellen Censky, CEO, Dawn Scher Thomae, Curator of Anthropology Collections, Aaron Atencio, Research Curator of Cultural Collections, Collin Price
6. Wisconsin Department of Administration, Office of Intergovernmental Relations: Dawn Vick, Administrator
7. Tribal Leaders' Updates
5. Next meetings and locations: July 14 Regular Board Meeting; to be determined – virtual or in-person?

Adjournment and lunch

6. Supporting Documents:

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

7. Budget Information:

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

8. Submission:

Authorized Sponsor: Daniel Guzman King, Councilman

Primary Requestor: (Name, Title/Entity)

BUSINESS COMMITTEE TRAVEL REPORT



Travel Report for:	Daniel Guzman King	Enter name(s) of other Travelers OR [SPACE BAR] to delete
	Enter name(s) of other Travelers OR [SPACE BAR] to delete	Enter name(s) of other Travelers OR [SPACE BAR] to delete
Travel Event:	FY 2023 GLATHB/HIS/Bemidji Area Pre-Negotiation meeting	
Travel Location:	Bloomington, MN	
Departure Date:	<u>06/08/2022</u>	Return Date: <u>06/10/2022</u>
Projected Cost:	<u>\$950</u>	Actual Cost: <u>\$1165.67</u>
Date Travel was Approved by OBC:	<u>05/11/2022</u>	

Narrative/Background:

Councilman Daniel Guzman - King is a member of the Great Lakes Area Tribal Health Board and was invited to attend the FY 23 Pre-Negotiation meeting held in Bloomington, MN. The agenda and invite are attached for your reference.

Item(s) Requiring Attention:

[Click here to enter text.](#)

Requested Action:

Approve and close out the Travel Report for Councilman Daniel Guzman-King for the FY 2023 Bemidji Area Pre-Negotiation meeting - Bloomington, MN - June 8th - 10th, 2022

BOA 2023 Pre-Negotiation Agenda ***DRAFT***

June 8, 2022 – Day 1

8:00-9:00 Registration is ISDEAA Specialist and GLATHB staff

9:00-9:30 Drum Group/Prayer

9:30 – 10:00 Welcome and Opening Remarks; Area Director and GLATHB

10:00 -10:15 Break

10:15-12:00 Self Determination Area Updates

12:00-1:00 Lunch on your own

Break out room to 2 rooms from 1:00 -end of day.

1:00 – 2:00 Breakout room 1: OEHE and 105(L) Leases

1:00 – 2:00 Breakout room 2: BH and Telehealth

2:00- 2:15 Break

2:15-3:15 Breakout room 1: HIM and BOC

2:15-3:15 Breakout room 2: Vaccine, Therapeutics, CMO Update

3:15-3:30 Break

3:30-4:30 Breakout room 1: OEHE and 105(L) Leases

3:30-4:30 Breakout room 2: BH and Telehealth

4:30 – 5:00 Q&A optional

BOA 2023 Pre-Negotiation Agenda ***DRAFT***

June 9, 2022 – Day 2

Break out rooms all day.

8:00-8:30 Registration desk open – ISDEAA Specialist/GLATHB

8:30-9:30 COVID funds overview

8:30-9:30 Pharmacy Informaticist, CAC

9:30-9:45 Break

9:45-10:15 SAMSA New Initiative – Suicide Prevention Hotline – Reg V Rep

10:15-10:45 – Region V OGC Update – Doug Ferguson

9:45-10:45 Tribal Premium Sponsorship discussion-GLATHB will find speaker/Purchase Referred Care

10:45-11:00 Break

11:00-11:30 CMS discussion - Jody Webster – TTAG Representative, 4 Walls

11:00-12:00 HRSA funding/portal Anne Huang, Regional HRSA POC- BAO will ask

12:00-1:00 Lunch on your own

1:00 – 2:00 Breakout room 1: GLATHB Updates – Phyllis Davis – SDPI

Regional Updates by Representative –GLATHB to update – Epi Center

1:00 – 1:30 Breakout room 2: FEMA Region V updates – BAO to contact

1:30 – 2:00 Tribal and Area Recruitment and Retention

2:00- 2:15 Break

2:15-3:15 CSC Tribal and Federal – Sam Moose and Johnnita Tsabetsaye

3:15-3:30 Break

3:30-4:30 NIHB Update – Stacy Bohlen, CEO – (Tentative, GLATHB contacting)

4:30 – 5:00 Listening Session with Bemidji Area Director

BAO Health Director Orientation/BAO award ceremony ***DRAFT***

June 10, 2022

Large room setting

8:30 -12:00 HD Orientation – ISDEAA Specialist/BAO Self Determination staff.

12:00 -1:00 lunch on your own.

1:00-3:00 BAO Area Awards ceremony

Area will provide the award ceremony agenda

Rhiannon R. Metoxen

From: Rhiannon R. Metoxen
Sent: Thursday, May 5, 2022 3:00 PM
To: Rhiannon R. Metoxen
Subject: FW: GLATHB/IHS Pre-Negotiation Meeting Save the Date Reminder
Attachments: BOA-2023-Pre-Negotiation-Agenda-Draft.docx

From: Will Funmaker <Wfunmaker@glitc.org>

Sent: Thursday, April 28, 2022 9:33 AM

Subject: RE: GLATHB/IHS Pre-Negotiation Meeting Save the Date Reminder

Hello Tribal Leaders and Health Directors

I am sending a small reminder that the Great Lakes Area Tribal Health Board along with the Bemidji Area Indian Health Service is inviting you to the FY23 Pre-Negotiation meeting that will be held in Bloomington, MN in person from June 8 - 10.

To register for the event you can do it through the Great Lakes Area Tribal Health Board website glathb.org or [here](#). A tentative agenda has been attached here and put on the website as well. We will be putting up presentations from presenters as they are received before the meeting so do continue to check back as needed.

A block of rooms has been set aside for attendees at the JW Marriott Mall of America. A reservation can be made at [hotel block](#) or by calling (612)615-0100 and asking for the "Indian Health Service room block" rate. The cutoff date for the room block rate will be **May 17th**. There is a fee of \$18 for parking at the hotel. You will also have the option to park on the parking ramp at no charge.



SAVE THE DATE

June 8 -10, 2022

FY 2023 Bemidji Area Pre-Negotiation mee
 JW Marriott Mall of America
 2141 Lindau Ln, Bloomington, MN 55421

(612) 615-0100

Room Block:
Indian Health Service Pre-Negotiations

Please reach out to me if there are any questions and we are looking forward to meeting everyone there.

Respectfully

Will Funmaker MBA,MLT (ASCP)^{CM}
GHWIC Program Director
GLATHB Executive Director
Great Lakes Inter-Tribal Council INC.
2932 Hwy 47 N
P.O. Box 9
Lac du Flambeau, WI 54538
Phone: 715-588-3324
Fax: 715-588-7900
wfunmaker@glitc.org

Working to enhance the quality of life for all Native people

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Approve the travel report - Councilman Daniel Guzman King - Local Government Advisory Committee...

Business Committee Agenda Request

1. **Meeting Date Requested:** 09/28/22

2. **Session:**

Open Executive – must qualify under §107.4-1.

Justification: *Choose or type justification.*

3. **Requested Motion:**

Accept as information; OR

Approve the Travel Report for Councilman Daniel Guzman King to attend the EPA's Local Gov't and Advisory Committee (LGAC) and Small Community Advisory Subcommittee (SCAS) public meeting – Washington D.C. – June 22nd – 24th, 2022

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

Finance

Programs/Services

Law Office

MIS

Gaming/Retail

Boards, Committees, or Commissions

Other: *Describe*

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

Name, Title/Entity OR Choose from List

Name, Title/Entity OR Choose from List

Name, Title/Entity OR Choose from List

Name, Title/Entity OR Choose from List

6. Supporting Documents:

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

7. Budget Information:

- | | |
|---|--|
| <input checked="" type="checkbox"/> Budgeted – Tribal Contribution | <input type="checkbox"/> Budgeted – Grant Funded |
| <input type="checkbox"/> Unbudgeted | <input type="checkbox"/> Not Applicable |
| <input checked="" type="checkbox"/> Other: Reimbursement from EPA Pending | |

8. Submission:

Authorized Sponsor: Daniel Guzman King, Councilman

Primary Requestor: (Name, Title/Entity)

BUSINESS COMMITTEE TRAVEL REPORT



Travel Report for: Daniel Guzman King
 Enter name(s) of other Travelers OR [SPACE BAR] to delete

Travel Event: EPA's Local Government and Advisory Committee (LGAC) and Small Community Advisory Subcommittee (SCAS) Public Meeting
 Enter name(s) of other Travelers OR [SPACE BAR] to delete

Travel Location: Washington D.C.

Departure Date: 06/22/2022 **Return Date:** 06/24/2022

Projected Cost: \$1850 **Actual Cost:** \$1155.93

Date Travel was Approved by OBC: 05/11/2022

Narrative/Background:

Councilman Daniel Guzman King attended the EPA's Local Government Advisory Committee (LGAC) and Small Community Advisory Subcommittee (SCAS) Public Meeting. Councilman Guzman King is part of the water work group and all four work groups presented recommendations and/or a status update on the current work they are doing.

Item(s) Requiring Attention:

[Click here to enter text.](#)

Requested Action:

Approve and close out the Travel Report for Councilman Daniel Guzman-King for the EPA's LGAC and SCAS Public Meeting held in Washington D.C. June 22nd - 24th, 2022. Travel reimbursed by EPA.

Local Government Advisory Committee

Public Meeting Agenda – All times in Eastern Daylight Time

Zoom Access: <https://usepa.zoomgov.com/j/1612479666>; Meeting ID: 161 247 9666;
Find your local number: <https://usepa.zoomgov.com/u/ajNTZBvNd>

Physical Location: William Ruckelshaus Conference Center (Room B150), EPA Headquarters,
1201 Constitution Ave. NW, Washington, DC

Thursday, June 23

- 8:30am **Call to Order LGAC Meeting**
Opening Remarks and Roll Call
Mayor Leirion Gaylor Baird, LGAC Chair
- 8:45am **Welcoming Remarks and Discussion**
Janet McCabe, EPA Deputy Administrator
- 9:15am **Presentation of Recommendations: Environmental Justice**
Mayor Deana Holiday Ingraham, Environmental Justice Workgroup Chair
- 9:30am **Discussion of Recommendations**
Facilitated by Mayor Deana Holiday Ingraham, Environmental Justice Workgroup Chair
Robin Morris Collin, EPA Senior Advisor to the Administrator for Environmental Justice
- 10:00am **Presentation of Recommendations: Air and Climate Workgroup**
Mayor Satya Rhodes-Conway, Air & Climate Workgroup Chair
- 10:15am **Discussion of Recommendations**
Facilitated by Mayor Jim Brainard, Air & Climate Workgroup Vice-Chair
Victoria Arroyo, EPA Associate Administrator for Policy
- 10:45am **Break**
- 11:00am **EPA Policy Updates**
Matt Klassen, EPA PFAS Council Manager and Grant Cope, EPA Senior Advisor to the Administrator
- 11:10am **Presentation of Recommendations: Healthy Communities Workgroup**
Miki Esposito, Healthy Communities Workgroup Vice-Chair
- 11:20am **Discussion of Recommendations**
Facilitated by Lisa Wong, LGAC Vice-Chair
- 12:00pm **Lunch**
- 1:30pm **Presentation of Recommendations: America's Waters and Infrastructure Workgroup**
Gary Brown, America's Waters and Infrastructure Workgroup Vice-Chair
- 1:45pm **Discussion of Recommendations**
Facilitated by Gary Brown, America's Waters and Infrastructure Workgroup Vice-Chair
Karen Dettmer, Managing Director for Infrastructure Implementation for EPA Office of Water

- Enact a^{CB} strategy* *decommission*
- 2:15pm **Public Comment** - *Controlled Burns ; shut down old pipelines*
all (50+yr old)
 Facilitated by Lisa Wong, LGAC Vice-Chair
- 2:30pm **Vote on Recommendations**
 Facilitated by Mayor Leirion Gaylor Baird, LGAC Chair
- 2:55pm **Closing Remarks and Next Steps**
 Mayor Leirion Gaylor Baird, LGAC Chair
- 3:00pm **Meeting Closed**
 Paige Lieberman, Designated Federal Officer
- 3:30 – 5:00pm **Workgroup Breakouts**
 All four LGAC Workgroups meet separately, closed to public
- 6:00pm **Optional Group Dinner and Networking, Location TBD**

Small Communities Advisory Subcommittee

Public Meeting Agenda
 All times in Eastern Daylight Time

Friday, June 24

Zoom Access: <https://usepa.zoomgov.com/j/1617974160>; Meeting ID: 161 797 4160;
 Find your local number: <https://usepa.zoomgov.com/u/azSBhsQnv>

Physical Location: William Ruckelshaus Conference Center (Room B150), EPA Headquarters,
 1201 Constitution Ave. NW, Washington, DC

- 8:30am **Call to Order SCAS Meeting**
Opening Remarks and Roll Call
 Commissioner Christine Lowery, SCAS Chair
- 8:40am **Welcoming Remarks and Response**
 William Niebling, EPA Associate Administrator for Congressional and Intergovernmental Relations
- 8:45am **Update on Current Draft Recommendations**
 Commissioner Christine Lowery, SCAS Chair
- 8:50am **Member Discussion on Recommendations**
 Facilitated by Mayor Julian McTizic, SCAS Vice-Chair
- 9:45am **Public Comment**
- 9:55am **Closing Remarks and Next Steps**
 Commissioner Christine Lowery, SCAS Chair
- 10:00am **Meeting Closed**
 Paige Lieberman, Designated Federal Officer

**Joint Meeting of the Small Communities Advisory Committee and
Local Government Advisory Committee**

Public Meeting Agenda -- All times in Eastern Daylight Time

Zoom Access: <https://usepa.zoomgov.com/j/1617974160>; Meeting ID: 161 797 4160;
Find your local number: <https://usepa.zoomgov.com/u/azSBhsQnv>

In-person Location: William Ruckelshaus Conference Center (Room B150), EPA Headquarters,
1201 Constitution Ave. NW, Washington, DC

10:30am **Call to Order and Meeting Goals**
Mayor Leirion Gaylor Baird, LGAC Chair

10:35am **Welcome and Overview**
Jonathan Nelson, EPA Senior Advisor

Panel on Technical Assistance and Local Government

Presentation on technical assistance needs across the country, *Cynthia McCoy, Urban Sustainability Director Network*

Panel participants will be asked to weigh in on the following:

- How can EPA support technical assistance for environmental programs at the local government level, regardless of a community's capacity?
- How can EPA better communicate its available resources, particularly to reach disadvantaged communities?

Panel:

- *Sarah Gimont, National Association of Counties*
- *Carolyn Berndt, National League of Cities*
- *Vern Steel, National Rural Water Association*

11:55am **Closing Remarks and Next Steps**
Mayor Leirion Gaylor Baird, LGAC Chair

12:00pm **Meeting Closed**
Paige Lieberman, Designated Federal Officer

Health Impact Assessments

- What are the challenges facing the community?
- What are the authorities that affect ^{oversee} a community?
 - How do we use our authorities effectively?

Environmental Screening tool

Bottled water quality?

Job/Workforce Development

Household Water Assistance Program

Leverage funding from multiple sources

Sustainability Professionals

Build Technical Assistance right into programs

Risk and Resiliency Assessments

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LGAC Recommendations on Environmental Justice Priorities to EPA

The Local Government Advisory Committee (LGAC) applauds the EPA in its elevation of environmental justice and equity issues, and how it has encouraged a whole-of-government approach to combatting historic practices of environmental injustices. Likewise, its development of resources like EJ Screen and the Climate & Economic Justice Screening Tool will provide a meaningful, data-driven way to support local governments working in their communities.

However, these steps are just the beginning. There is still much work to be done to bridge the gap between community-level environmental justice priorities and federal regulatory policies. The LGAC has identified five recommendations to address, which are further detailed below.

The LGAC recommends:

1. EPA should support local governments working to implement initial zoning and land use policies that address environmental injustice by providing draft language that aids future enforcement. Where collaboration is needed to implement or revise such policies, EPA should play the role of the convener, to encourage collaboration among federal, state, and local authorities in housing, environmental and planning departments.
2. EPA should strongly encourage state governments to include environmental justice and equity principles in its permitting decisions, including meaningfully engaging with any parties impacted by a permit and considering cumulative impacts in any relevant calculations.
3. The LGAC recommends that EPA provide funding and technical assistance to build capacity to address environmental justice in communities across the country. This should include making technical experts readily available to work with communities, providing guidance on how to prioritize projects using a tool like EJSCREEN, and developing a toolbox of environmentally just zoning codes, remapping policies, and permitting ordinances.
4. Where environmental injustice persists, EPA should provide funding and best practices to mitigate harmful effects to local water supply, airsheds, and other sensitive habitats. These practices should include options at various price points and levels of capacity within a local government.
5. The EPA should explore ways to expand programs like the Superfund Technical Assistance Grants (TAG) to other environmental programs, which integrate community groups into the decision-making process by funding an independent technical advisor to provide relevant analysis.

Zoning and Permitting

One of the underlying causes of environmental injustice is zoning. For decades, environmental hazards like fossil fuel storage and transportation sites, hazardous waste facilities, and other chemical factories were disproportionately sited in low-income communities and communities of color. The LGAC is supportive of industry overall, but this support is predicated on the agreement that industry is located a safe distance from residential areas, compliant with all regulations, and ensures adequate prevention of cumulative impacts.

One example is the Greater Houston area in Texas. As of 2019, 21 industrial and toxic waste facilities are located within three miles of the Harrisburg/Manchester neighborhood, which is 90 percent Hispanic.

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This includes waste treatment and disposal facilities and other large-quantity generators of hazardous waste.¹ Using satellite data, the Houston Health Department found in 2020 that levels of nitrogen dioxide (NO₂)—linked to higher rates of childhood asthma, increased hospitalizations, and the development of cardiovascular diseases—were 32% higher for Latino residents, 19% higher for Black residents, and between 15% to 28% higher for residents living below the poverty line.²

Another example is East Point, Georgia, a predominantly African American suburb of Atlanta. Within one-half mile of industrial factories are two schools, a recreation center, and dozens of homes. Residents have repeatedly complained of discolored water in the surrounding watersheds and respiratory irritation, caused by the fumes emitting from surrounding industrial operations.

While the local governments have tried to advocate for their resident in both instances, state regulators note that the companies are within their rights under relevant permits and laws. An important step in creating justice for these communities is revising the policies that allowed them to happen, which will require action from federal, state, and local authorities in housing, environmental, and planning departments. Such changes will occur more effectively and efficiently if there is strong intergovernmental collaboration. Local governments sometimes lack the leverage to convene state and federal partners, and the LGAC recommends that EPA step in to play this role where needed.

When working with its federal, state, and local partners, the LGAC encourages EPA to focus on local zoning and land use policies/ordinances in a way that aids enforcement. While some local governments need support drafting language for initial zoning and land use policies/ordinances, throughout the country, local governments need a consistent, proactive enforcement of existing federal and state regulations. Within this challenge is an opportunity to explore ways that local zoning policies can be leveraged in a way that aids enforcement. The LGAC understands that EPA is working with the Environmental Council of States to address some of these issues and offers its expertise at the local government level to bolster this work.

Cumulative Impacts

Another underlying driver of environmental injustice is cumulative impacts. The LGAC supports the EPA's working definition of cumulative impacts referring to, "the total burden from chemical and non-chemical stressors and their interactions that affect the health, well-being, and quality of life of an individual, community, or population at a given point in time or over a period of time."

LGAC members have seen the issue of cumulative impacts arise in a range of permitting decisions. Typically, a permit includes a maximum level of allowable air and/or water pollution by an individual entity. However, there is no mechanism in place to track the cumulative pollution being deposited in a community from the various approved permits. Again, an example can be found in Texas. The Houston area has had tremendous growth in recent years, leading to a steady stream of permits for concrete batch plants, and a significant, resulting air pollution of silica dust. Persistent inhalation of silica dust is shown to cause respiratory damage including lung cancer, chronic obstructive pulmonary disease,

¹ Tessum, C. W., Apte, J. S., Goodkind, A. L., Muller, N. Z., Mullins, K. A., Paoletta, D. A., ... & Hill, J. D. (2019). Inequity in consumption of goods and services adds to racial-ethnic disparities in air pollution exposure. *Proceedings of the National Academy of Sciences*, 116(13), 6001-6006.

² Demetillo, Mary Angellique G. et al. *Observing Nitrogen Dioxide Air Pollution Inequality Using High-Spatial-Resolution Remote Sensing Measurements in Houston, Texas*. August 5, 2020. <https://pubs.acs.org/doi/10.1021/acs.est.0c01864>

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kidney disease, autoimmune disease, and silicosis. Many community members have organized to address this problem, but since each individual permit is within the allowable threshold, they are told that nothing can be done.

The LGAC recommends that EPA work with state governments to alter how permits are reviewed. Most important is to implement maximum pollution allowances for a given area. This calculation should include the fact that many overburdened communities have historical pollution already in their environment. Other options include requiring consideration of the health impact on minority and low-income populations and requiring meaningful engagement with impacted communities before an environmental permit is issued. This kind of action is not without precedent. The State of New Jersey enacted such a policy in 2020, which requires the Department of Environmental Protection to assess the public health and environmental risks created for overburdened communities when making any permitting decisions. In April 2022, the State of New York passed a similar law. While the LGAC understands the limitations of guidance, we recommend that EPA work with states to strongly encourage the inclusion of environmental justice and equity principles in its permitting decisions in any way possible. As EPA builds out programs under the BIL, there is an opportunity to integrate these measures from the start.

While the laws in New Jersey and New York are considered a success for environmentalists, they are not without risk. Some communities in New Jersey are concerned about being sued for denying a permit under Title 5 of the Civil Rights Act. The LGAC recommends that EPA engage with these communities, along with its federal partners, to support them as they strive to protect overburdened communities.

Technical Assistance and Funding

For both issues detailed above, EPA can support local governments by providing targeted technical assistance and funding. Much of the work will fall on local governments, and there are significant funding and knowledge gaps to address. The LGAC recommends that EPA provide funding and technical assistance to build this capacity in communities across the country, with an emphasis on overburdened communities. The work of the Justice 40 initiative and the Bipartisan Infrastructure Law (BIL) to target at least 40 percent of funding to such communities is a step in the right direction. However, EPA needs to ensure that these goals are closely tracked and met.

The LGAC also recommends that EPA make technical experts on environmental justice readily available to work with communities on complex issues. Where this isn't feasible, the LGAC recommends that EPA develop a toolbox of environmentally just zoning codes, remapping policies, permitting ordinances, and examples on when a community may want to pursue each. For example, EPA could offer guidance to help municipalities prioritize projects using a zoning and remapping process or a tool like EJSCREEN. The EPA should understand that the information available for this work is complex and decentralized, and it can be hard for a community to navigate – especially if they are a small, disadvantaged community. Providing support would help interested communities overcome the administrative hurdle of making these changes.

At the same time, communities need support remediating the impacts of environmental injustice. The LGAC recommends that EPA provide best practices to mitigate harmful effects to local water supply,

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airsheds, and other sensitive habitats. These practices should include options at various price points and levels of capacity within a local government. Additionally, EPA should provide funding for buffer zones and other remediation and mitigation strategies to protect residents.

While technical assistance from the federal government is often provided to local governments, with environmental justice there is also a need to support community groups. The Superfund program provides a model for supporting this type of involvement. Technical Assistance Grants (TAG) help communities participate in Superfund cleanup decision-making by funding community groups, who then contract their own technical advisor to interpret and explain technical reports, site conditions, and EPA's proposed actions. The LGAC recommends exploring ways to extend this kind of support on other environmental programs.

Conclusion

The LGAC appreciates the opportunity to work with EPA on this important work, and to develop policies and programs that support meaningful and long-term change. It is critical to the well-being of a community that local, state, and federal government work collaboratively with industry to dismantle systemic environmental injustices and prioritize safety in communities overburdened by pollution.

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Local Government Advisory Committee

Air and Climate Workgroup

June 2022

With passage of the Bipartisan Infrastructure Law (BIL), the Local Government Advisory Committee (LGAC) has focused on how EPA can ensure this investment both improves the nation's infrastructure and addresses climate change.

In February 2022, the Committee provided cross-cutting recommendations for policy and guidance related to the BIL. In this round of recommendations, the LGAC turns to technical assistance and how EPA can support local governments as they plan for, develop, and build infrastructure that also increases a community's climate resilience.

These recommendations were developed by the LGAC's Air and Climate Workgroup and include some crossover with the LGAC's America's Water and Infrastructure Workgroup, who was also charged with providing input on EPA's technical assistance. It is notable that the two groups independently arrived at some of the same conclusions, and the LGAC asks EPA to give these recommendations due consideration.

In developing these recommendations, the LGAC Workgroup on Air and Climate heard from a range of technical staff at EPA's Office of Air and Radiation and Office of Policy. While there are a few gaps in desired resources, which are noted below, the LGAC was pleased to learn about the myriad of technical assistance resources available to local governments. The list of recommendations are further detailed below.

The Air and Climate Workgroup Recommends:

1. EPA should prioritize the development of resources to provide direct technical assistance to communities that want to grow in ways that prepare for and adapt to the changing climate, reduce greenhouse gas emissions, and bring other environmental, health, economic, and equity benefits.
2. EPA should develop additional materials to help elected and appointed officials communicate the importance and benefits of addressing climate change.
3. EPA should support communities that want to incorporate climate change and equity into their shovel-ready projects, through direct technical assistance or through materials developed to guide communities.
4. EPA should work with other federal agencies to rejuvenate partnerships with state agencies and to help federal assistance programs build in elements such as community engagement from the start.
5. EPA should ensure that resources that could help local government officials are not only available but are also being marketed and highlighted in ways that allow officials to know about them and use them, including by having regional EPA staff attend statewide and regional conferences for local officials.
6. EPA should work to reduce the barriers to applying for and receiving assistance, particularly in communities that have historically been unable to access federal funds due to capacity issues and, at the same time, ensure that programs and guidance related to those programs emphasize

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that historically marginalized communities and community members must be part of all decision-making and benefits associated with EPA and other federal agency investments. EPA should explore funding local groups to provide targeted technical assistance.

7. EPA should streamline application processes for all assistance programs as much as possible or, where streamlining is not possible, give local governments more time and support to apply. EPA should also consider working with other federal agencies to develop a coordinated application system for the entire federal family.
8. EPA Regional Offices should support local governments by helping communities facing similar issues learn from each other and engaging educational institutions and other resources.
9. To help municipalities green their fleets, EPA should educate local governments about the value of investing in cleaner fleets, consider ways to help local governments pay for cleaner vehicles, and facilitate peer-to-peer learning about green fleets on a regional or national level.

Specific Technical Assistance Needed

The most effective technical assistance is the kind that is customized to a community. The ideal scenario would be for EPA to connect with every interested community and walk them through the steps of identifying projects, applying for funding, and administering a program. In developing these recommendations, the LGAC heard from staff in the State and Local Climate Branch and the Office of Policy, including Office of Community Revitalization (OCR) and the Climate Adaptation Program, and was impressed with the comprehensive services they provide to communities interested in increasing their climate resilience. The LGAC recommends expanding these offices and the services they provide, including supporting staff in Regional Offices.

In terms of climate-specific assistance, the LGAC recommends providing additional tools to help elected and appointed officials communicate the importance and benefits of addressing climate change, especially in areas of the country that are resistant to this work. This could include plain language explanations of different types of projects, the suite of benefits they provide in addition to the climate-related benefits (e.g., short- and long-term cost savings, pollution reduction and other environmental and health improvements, new economic opportunities, resilience to the economic impacts of climate change), and why climate action is important for helping both a specific community and the planet.

The LGAC also recommends supporting communities that want to incorporate climate and equity benefits into their shovel-ready projects, as these are often the projects selected when federal funding is made available. There are several models for accomplishing this work. One is for EPA to work with communities to help them develop plans that meet their needs and goals and are created through meaningful public involvement. The communities can have those plans ready to go whenever funding – for transportation, water, or other infrastructure – becomes available. For example, a community that has already developed plans to install street trees, rain gardens, bike lanes, sidewalks and crosswalks, and other amenities along a street will be better prepared to propose those plans when the state transportation department does work on that street. Another option is to revive EPA's support for the Governors' Institute on Community Design, an EPA-funded project that helped governors and their staff make informed decisions about investments and policy decisions that influence the economic health and physical development of their states. By engaging at the state government level, this work cut across sectors and localities to create holistic, regional development policies. The partnerships developed between transportation and environmental departments at the state and local level was

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particularly beneficial, and the LGAC recommends that EPA work with DOT and other federal agencies to rejuvenate these partnerships.

Work with DOT and other federal agencies including HUD and USDA could also help revise federal funding at the source so that it is better tailored to communities' needs and contexts. The LGAC recommends that EPA continue its work with other agencies that provide funding to state agencies and local governments to help them build in elements such as community engagement and the realization of multiple benefits from funded projects.

EPA cannot work directly with every community that wants its assistance, so the LGAC recommends that the Agency develop materials that can guide communities in developing projects. These materials should include guidance on getting meaningful input from all parts of the community, especially those that have been historically left out of development decision-making; incorporating climate change projections to ensure that the project will be suited to climate conditions now and through its lifespan; and striving to get multiple benefits out of every dollar spent on infrastructure and development.

The LGAC heard from EPA staff of two additional resources that help communities adapt to the changing climate. The first is the Adaptation Resource Center ([ARC-x](#)). The ARC-x is impressive in the breadth and depth of information and potentially helpful tools for community leaders looking for climate adaptation approaches across environmental media. The LGAC was especially drawn to the templates and examples of common documents needed, which are helpful for communities starting new programs. The LGAC also learned about land use and development policy strategies local governments can use prepare for and adapt to climate change impacts in *Smart Growth Fixes for Climate Adaptation and Resilience*. The strategies in this publication can build climate resilience while reducing greenhouse gas emissions and bringing multiple short- and long-term environmental, economic, societal, and health benefits.

EPA has many other good materials on how local governments can address climate change and reduce greenhouse gas emissions. The LGAC would like to see this information shared more broadly and at venues attended by local government officials.

Getting Information to Communities

Where EPA can improve is how it spreads awareness of its resources. Specifically, the LGAC recommends that EPA partner with organizations that work directly with local elected officials at the national and state level. At the national level these include the National League of Cities, the U.S. Conference of Mayors, and the African American Mayors Association. EPA's Office of Congressional and Intergovernmental Relations already has relationships with many of these organizations, and the LGAC recommends that EPA Program and Regional Offices also look to these groups as an outreach resource, particularly when targeting large cities.

For small and medium-sized communities, the LGAC recommends working with state municipal leagues and councils of government. The National Association of Counties has state-level associations working directly with county government staff in 47 out of 50 states and provides an opportunity for widespread outreach at the county level. Beyond that, each state has a range of associations providing services and information to its local governments. Most of these host annual conferences, which are well-attended by elected and appointed officials from across the state. As a first step, the LGAC recommends that EPA Regional Offices request to speak or set up an information table at these conferences and come equipped with information about a range of available resources. Each state calls these groups by a

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different name – e.g., Oregon has the League of Oregon Cities and Oregon Mayors Association, while Indiana has Accelerate Indiana Municipalities – and the LGAC is happy to advise on specific points of contact. The LGAC also recommends that EPA use these groups to share information on available resources via their email listservs or publications. In the long term, EPA may want to request feedback from them regarding how the partnership could better meet community needs.

While the aforementioned groups cover all issues impacting local governments, there are also several organizations that support local governments on climate and environmental issues specifically. The workgroup heard from Urban Sustainability Directors Network, C40 Cities, and Climate Mayors as part of developing these recommendations.

Equity

Any effort to build capacity will improve equity by equipping a local government to advocate for more funding on its own. Similarly, simplifying the processes and requirements related to grant applications and management will result in bringing in more communities who need the funding most. Several LGAC members have noted that their governments have turned down funding simply because the reporting requirements were too cumbersome; the staff time to manage them would cost more than the benefits gained by the grant. The LGAC recommends making reporting requirements commensurate with the complexity of the work being completed by the grant.

Ultimately, achieving equity will require new and innovative ways of doing business. One of the most impactful actions EPA can take to promote equity is to make supporting community engagement an allowable cost, including providing oversight and advising on specific projects. The City of Eugene, Oregon, has successfully utilized this model. Understanding that the impacts of climate change tend to disproportionately impact marginalized communities, the City convened a Sustainability Equity Panel comprised of local social justice organizations. The panel looks at climate, transportation and housing policy proposed by the City and advises on whether new projects are sensitive to the needs of marginalized communities. Especially noteworthy is the fact that the City pays panel members for their time and offers free food and childcare. If EPA is serious about improving equity, the LGAC recommends they support this kind of approach, both by including these expenses as allowable costs for grants when possible and encouraging its partners to do the same.

The LGAC supports EPA's commitment to community engagement and equity as reflected in EPA's FY 2022-2026 Strategic Plan. The emphasis in the plan upon making inclusive community engagement a standard practice across EPA is welcomed and will increase the likelihood that the benefits of investments accrue to all residents of a community. In particular, we note our support for Objective 2.2 which calls for all EPA programs that work with communities to do so in ways that are community driven, coordinated, and collaborative.

Applying for Assistance

Local governments often lack the internal capacity and staff expertise to navigate the federal funding landscape – even large cities with robust staffs. The Urban Sustainability Directors Network recently surveyed its more than 2,000 members, who represent 254 communities, and found that only 10 to 15 percent feel very informed and equipped to pursue federal funding. The LGAC knows that this challenge is particularly acute for small and mid-sized communities. For a typical public servant, the task of matching a broad array of project needs or strategies in an action plan with available funding options, and then overseeing grant implementation, is overwhelming.

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There are many steps EPA and its federal partners can take to ease this process. Providing an online, coordinated application system for the entire federal family would be transformative for local governments. Being able to pull in federal funding opportunities for all aspects of a project in one centralized place would not only lessen the administrative burden of applying for funding but would also support the fact that most municipal projects cut across different federal authorities. The Free Application for Federal Student Aid (FAFSA), which is used by students seeking financial support for higher education, is one successful model to consider. The grants.gov website takes a step in the right direction by cataloguing all available federal government grants, but significant administrative burden for communities remains.

An exemplary effort is happening at the U.S. Department of Transportation (DOT), where Secretary Pete Buttigieg has championed a single Notice of Funding Opportunity to manage \$2 billion in BIL funding. Applicants can access funding for multiple programs through one application and a common set of criteria, which streamlines the funding process for state, regional, and local governments.

In 2009, EPA, DOT and the U.S. Department of Housing and Urban Development tried to develop a joint application through the Partnership for Sustainable Communities, but the effort was ultimately unsuccessful. The LGAC recommends pursuing this again and capitalizing on the momentum brought by Secretary Buttigieg, who also championed the idea of a single application for federal assistance as part of his presidential campaign.

Another model to consider is that used by EPA's Office of Community Revitalization, which has strived to simplify the application process for its technical assistance while still getting the information it needs to select recipients. Its Recreation Economy for Rural Communities technical assistance program uses a Survey 123 form that includes ten open-ended questions about the demographics of the community, the challenges they face, why they believe the assistance will help their community develop, and how they will oversee implementation of strategies developed through the assistance.

Where complex applications cannot be streamlined, the LGAC recommends a few helpful changes. The simplest recommendation is to include points of contact in every funding announcement so that interested applicants can ask detailed questions about the types of projects covered. The LGAC also recommends that each funding opportunity include examples of how past award recipients used the funding and other ways the grant can be used. This information would help staff make the leap from goal to outcome and determine if the funding is right for them. Another recommendation is to offer two rounds for grant applications. The first round would be pre-proposal and would require limited administrative work from applicants. Those who pass this step would then enter a second round, where they would be offered technical assistance to develop their application. This approach would have the potential to bring in new communities and increase the likelihood that if a local government decides to use its limited staff resources on a grant, it will result in a successful and sustainable program.

Finally, the LGAC recommends lengthening application periods for grants, particularly those that are complex and those that reward or require collaboration with partners. The process of getting to a go/no go decision for an application can take months and often involves coordinating multiple partner organizations and funding streams. Providing more time for staff to work through these steps – even if they don't have the full details of the grant from the start – would encourage more communities to pursue them and result in more robust proposals.

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Building Regional Capacity

Another way for EPA to address the barrier of capacity is to work at a regional level to convene partnerships and leverage expertise and resources. There is great power in peer-to-peer knowledge exchanges, especially sharing what hasn't worked for a city. EPA Regional Offices are in a great position to connect communities facing similar issues and help them develop mentorships or shared trainings. The LGAC also recommends that EPA think about issues in terms of watersheds and airsheds and consider providing technical assistance to multiple communities at once, rather than having them compete for the same resources.

Regional universities and colleges are another important component of this work. For example, Mayor Jeremy Stutsman worked closely with Indiana University to inventory GHG emissions in his town of Goshen, Indiana, which led to actionable goals for reducing emissions. Faced with chronic flooding, he worked with the Great Lakes Institute of Science to assess what contributes to flooding in his community, what interventions were needed now, and how the city could implement projects that will mitigate flooding for the long term, given climate change projections. Universities are filled with expertise, and examples like this can be found across the country. EPA Regional Offices can support local governments by developing or deepening partnerships with the educational institutions in its area, connecting them with local communities in need, and providing financial support when possible.

Capacity can also be developed through community organizations, nonprofits, and philanthropic organizations which have local expertise, familiarity with local codes and policies, and existing relationships within a community. Technical assistance agreements with the federal government are often awarded to national organizations. While these groups play an important role, the LGAC recommends that EPA explore funding local groups to provide targeted, technical assistance. Supporting these groups would offer multiple benefits, including creating local job opportunities, building capacity in government staff, and strengthening relationships within a community.

Greening Fleets

One area where many communities are lacking technical assistance is the greening of municipal fleets. The transportation sector accounted for more than one quarter of total U.S. greenhouse gas emissions in 2020.* Communities across the country are trying to reduce their transportation emissions by investing in municipal fleets of electric, biofuel, propane, and LNG vehicles. However, many more communities are interested but simply lack the time, understanding, and resources to make this change. The LGAC recommends that EPA launch a campaign to educate local governments about the value of making investments that can reduce greenhouse gas emissions while also improving local air quality and bringing other benefits, including simple fact sheets that compare the lifetime costs of fleets using internal combustion engines versus cleaner options. As mentioned above, working through municipal leagues at the local and state level would be effective in reaching a large range of communities, as would trade groups like the National Association of Fleet Administrators, the Municipal Fleet Managers Association, and the Public Fleet Managers Association. Utilities and electric cooperatives can also be good partners and might have incentive programs for greening municipal fleets; the National Rural Electric Cooperatives Association could be helpful in finding coops that are interested in this topic.

* EPA, "Sources of Greenhouse Gas Emissions," <https://www.epa.gov/ghgemissions/sources-greenhouse-gas-emissions>.

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One common concern in greening fleets, particularly in rural areas, is the perception that the goal of supporting cleaner and more innovative technology means can't be combined with the priority of needing reliable vehicles that require limited maintenance. EPA can play a role here by negotiating bulk purchasing discounts for local governments or offering rebates to local governments who make the switch, like the Clean Bus Program. It could be fruitful for EPA to collaborate with DOT and DOE in encouraging municipal fleets to switch to alternatively fueled vehicles.

The LGAC also recommends that EPA facilitate peer-to-peer learning on green fleets on a regional or national level. Cities are making impressive strides toward carbon neutrality, and EPA can help spread the technology across the country by connecting interested parties. For example, the City of Madison has set a goal of reaching 100 percent renewable energy and zero net carbon emissions for city operations by 2030. To reach this goal, they are transitioning fleet operation to low-carbon vehicles, with over 60 electric vehicles, more than 100 hybrid-electric vehicles, and the first all-electric fire truck operating in service in North America. The City's fleet team has hosted fleet staff from neighboring municipalities to show these vehicles in action and talk with their peers about the pros and cons. These fleet-to-fleet conversations have been very productive in helping spread the word and adoption. Nongovernmental organizations can often help make these connections; for example, Forth Mobility and the Great Plains Institute are two NGOs that are helping communities support electric vehicles.

Conclusion

Through the BIL, the EPA has an opportunity to support communities through capacity building and developing long-term climate resilience. Elected and appointed officials across the country are eager for this work to begin. The LGAC looks forward to working with the EPA as implementation continues.

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LGAC Recommendations to Support Local Governments Address PFAS Contamination

Healthy Communities Workgroup

June 2022

The LGAC applauds the efforts that EPA has taken to address the unique challenges posed by PFAS contamination and the development of the [PFAS Strategic Roadmap: EPA's Commitments to Action 2021-2024](#). The complexity of PFAS and its lifecycle of being processed, manufactured, distributed, and disposed is ultimately experienced first-hand at the local level. However, many local governments continue to grapple with the very existence of PFAS as an emerging concern.

The Healthy Communities Workgroup of the LGAC has taken up the charge question: *In October 2021, EPA announced a [PFAS Strategic Roadmap](#), which laid out a whole-of-agency approach to addressing PFAS. This Roadmap includes several regulatory and policy actions regarding PFAS contamination. Given that these processes can take several years, how can EPA support local governments to address PFAS contamination in the interim?*

Understanding that EPA is undertaking an extensive review of PFAS around the U.S., and that environment and health impact evaluations must be appropriately conducted, the Healthy Communities workgroup recognizes that the issue of PFAS pollution will not be solvable overnight. The LGAC has developed a set of recommendations for EPA that will support local governments as they evaluate and address potential PFAS contamination in the near-term.

EPA's Strategic Roadmap frames an integrated approach to address PFAS contamination through efforts to research, restrict, and remediate these "forever chemicals." The LGAC acknowledges the categorical approaches in the Roadmap and has framed its recommendations accordingly. Additionally, we have added a section on communication and coordination, noting the need for local governments to easily access available resources that will effectively communicate this issue to their residents.

The environmental challenges of PFAS vary geographically, including pollution from abandoned landfills, military installations, industrial sites, and more. Despite the need to develop site-specific solutions, all local governments strive to obtain clean air, drinkable water, and economically thriving communities for their residents. Addressing PFAS head-on will support the vision to provide effective environmental protection to communities across the country.

During the 2021 - 2024 timeline, the LGAC recommends that EPA provide this Committee with an update at least every six months on progress towards achieving the actions outlined in the Strategic Roadmap. The LGAC looks forward to working closely with the EPA as this issue evolves.

Research

The emerging concern of PFAS contamination poses a risk at the local level with many factors – some known and some unknown. Members of the LGAC's Healthy Communities workgroup cited many examples where PFAS had been detected or used in their communities. However, some members were unaware of the prevalence of PFAS in their communities and had not been concerned about addressing it up to this point. Therefore, the LGAC recommends that EPA provide comprehensive resources to state

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and local governments, so that they can adequately identify and manage PFAS, regardless of the level of capacity and experience they have with this issue.

The LGAC recommends that EPA support local and state jurisdictions by:

- Providing training and funding for conducting environmental assessments and sampling to evaluate potential contamination levels
- Providing a database of laboratory resources available for local governments to use
- Providing background education on potential sources of PFAS contamination

Given current scientific research on PFAS' health impacts, and the resulting actions EPA plans to take in the next several years, the LGAC anticipates public interest in PFAS to accelerate. In many instances, local governments and utilities will be who the public turns to when they question the safety of their water, their land, and their families. These institutions can play a pivotal role in how the challenge of addressing PFAS is met. However, few are equipped to meet that moment without support from the federal government.

Restrict

Proactively preventing more PFAS from entering air, water, and land requires full collaboration and cooperation at the federal, state, and local level. Local governments are often large purchasers of products containing PFAS, such as firefighting foam and food packaging. The LGAC recommends that EPA increase support of voluntary stewardship programs to phase out these products. For example, in communities where there is known PFAS contamination, EPA could incentivize communities to identify the source and require any related manufacturers to switch to alternative products. One area to focus is replacing PFAS-containing firefighting foam with AFFF-free foam, which is a likely source of PFAS contamination in every local government. This type of action would provide nation-wide examples of effective PFAS replacements and increase cooperation from other local governments.

Furthermore, the LGAC recommends that EPA:

- Coordinate with federal agencies such as the U.S. Food and Drug Administration, U.S. Department of Agriculture, and the Consumer Product Safety Commission, to develop and disseminate information about common sources of PFAS in consumer products, its risk to human health and the environment, and alternative sources for products
- Develop and disseminate information on effective methods of PFAS restrictions that can be used by local and state governments and utilities
- Serve as a convener where multiple federal, state, and/or local government agencies are involved with a contaminated site (i.e. airports, military sites) to develop action plans that identify who can lead each component
- Consult with state and local governments before setting regulatory standards to restrict PFAS

The LGAC understands that EPA intends to develop regulatory standards in the near term and recommends that EPA develop these in partnership with state and local governments. Additionally, when standards are set, the EPA should make efforts to support local governments via an ombudsman role, so that local government can discuss their questions and challenges and access necessary technical assistance without worry of inviting enforcement action.

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Remediate

Emerging contaminants like PFAS create many challenges for local jurisdictions. The process of remediation begins with identifying contaminant levels. Areas of potential contamination can be complex to assess, such as ground water, where extensive engineering reviews are required. The LGAC recommends that EPA allocate funding to conduct assessments and remediation in a timely way, and provide guidance for how different funding streams can be utilized to address PFAS

In general, local governments are seeking clarity in standards related to all aspects of its operations. This lack of standards is leading to inconsistent, and in some cases ineffective, remediation of PFAS. For example, a lack of standards for disposing contaminated soil and sediment is leading to rejection for landfills and composting, and/or high disposal fees, which results in stalled operations. Another example is in the biosolid programs, where local wastewater treatment plants face uncertainty in terms of future liability. The LGAC recommends that EPA provide guidance to state and local jurisdictions to remediate all known types of contamination, with an emphasis on proper disposal methods that will limit further environmental impacts.

Communications and Coordination

Local governments are often on the front lines of contamination issues. They are responsible for providing safe drinking water, they help protect public health from environmental exposures to pollution, and they may be responsible for remediation. They must navigate several levels of government to secure the knowledge and resources to address these issues, while also communicating about the risks and their plans with the public. The ability of local governments to play all these roles on an emerging and prevalent contaminant varies greatly, and when staff resources are limited, focusing them on efforts of discovery, mitigation, and remediation, will lead to better public health outcomes.

Additionally, the LGAC recommends that EPA:

- Coordinate via the Regional EPA Offices with states, local governments, and responsible parties, to share information, offer expertise, provide updates on available resources, help establish coordinated action plans amongst all parties, and facilitate their timely implementation.
- Provide local government with FAQs, important communication points for the public, and a playbook of the best immediate and long-term actions a community can take to protect the public when PFAS contamination is discovered in their community.

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Local Government Advisory CouncilAmerica's Waters and Infrastructure Workgroup
June 2022

As EPA implements the Bipartisan Infrastructure Law (BIL), the Local Government Advisory Committee (LGAC) appreciates the opportunity to provide input on the technical assistance and other tools needed to ensure success at the local level.

In December 2021, EPA charged the LGAC with several questions related to BIL. In February 2022, the Committee responded with cross-cutting recommendations for policy and guidance, including strategies for prioritizing equity, environmental justice, and the lived experience of those most impacted by water pollution.

In this round of recommendations, the LGAC now turns to technical assistance, and the tools and resources needed to move funding from EPA to a community in an effective and efficient manner. Many of these recommendations go beyond the scope of BIL implementation and should be read as overarching recommendations for EPA's work implementing programs in communities across the United States. These recommendations were developed by the LGAC's America's Waters and Infrastructure Workgroup and include some crossover with the LGAC's Air and Climate Workgroup, which was also charged with providing input on EPA's technical assistance. It is notable that the two groups independently arrived at some of the same conclusions, and the LGAC asks EPA to give these recommendations due consideration.

While these recommendations include specific ideas for technical assistance, the more important issue is shifting the role of EPA in communities and how it engages with partners, which will be addressed first. The LGAC looks forward to continuing a conversation with EPA as the works progresses.

The LGAC has identified the following recommendations, which are further detailed below.

1. The EPA should understand that it is often perceived as the enforcer at the community level and will need to shift that paradigm if it wants to be viewed as a trusted collaborator. This is best accomplished by proactively seeking to meet local government leaders where they are, including but not limited to joining meetings of municipal leagues, trade associations, and other interested parties.
2. The EPA should develop a network of expertise, using models like the Rural Partners Network, AmeriCorps, Community Action Agencies, and West Virginia's Coal Field Community Grants Facilitation Commission as models, and engaging with area universities.
3. The EPA should engage with water industry associations to work directly with water industry employees and contractors who are already ingrained in communities and understand their water infrastructure needs. These groups can be a conduit for sharing information and resources, and collaboratively address major issues in the water industry.
4. The EPA should publicize points of contact for each state's SRF programs on the EPA website, and share this information widely, to reach communities who have never engaged with the State Revolving Fund programs.
5. The EPA should provide technical assistance for communities wishing to engage in the State Revolving Fund programs by providing one-on-one support when possible, as well as a series of easy to access tutorials and templates that a state can point a community to, including guidance

Does EPA have a strategy to address/recommission out of state oil pipelines. Does EPA have an inventory of beyond

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- for developing an application and understanding the future impacts that a new infrastructure project places on a community.
6. EPA should partner with public utilities on workforce development recruitment and training specific to EPA programs, to build a sustainable network of technical experts.
 7. The LGAC recommends that EPA Regional Offices support regional collaboration, including everything from consolidating utilities within a region, to connecting communities that are dealing with similar issues, so that they can work together and have a bigger impact on a regional level.
 8. EPA should work with states to make the process of getting funding from EPA to a community more efficient, and even developing a related metric to encourage state-to-state competition.

Becoming a Trusted Partner

EPA has a tremendous and daunting opportunity to create a system of long-term, technical assistance for water and wastewater services across the United States. To capitalize upon this opportunity, EPA needs to understand how the Agency is perceived at the community level. Local governments typically interact with EPA in one of two ways. The first is through enforcement actions – whether ordering consent decrees or conducting inspections. The second is through grants, for which local governments expend significant resources to apply. In both instances, EPA is often the one saying ‘no’. This is the case regardless of the political leanings of a community, although EPA should also understand that some localities will not be energized to think innovatively about providing technical assistance and reaching new communities.

If EPA wants to be viewed as a trusted collaborator, it first needs to shift that paradigm into one of trust. This could mean developing public awareness campaigns, hosting public listening sessions, or becoming a more visible presence in communities. The LGAC understands that EPA does not have the capacity to step into every problem, but as communities face big, systemic challenges like developing combined sewer systems and upgrading stormwater infrastructure in the face of a changing climate, EPA can make a difference by offering to collaborate and provide resources. The key will be to work with local, trusted leaders who can help EPA establish this trust.

Building a Network of Expertise

The LGAC understands that EPA is currently working with each state government to determine specific technical assistance needs and identify disadvantaged communities. This is an important step, as state government is crucial to connecting federal and local government. However, if EPA wants to build new, trusting partnerships with communities, then it needs to engage directly with those communities. The LGAC recommends that EPA proactively seek to meet local government leaders where they are, including but not limited to joining meetings of municipal leagues, trade associations, and other interested parties. There is no substitute for one-on-one conversations when it comes to spreading awareness of EPA programs, connecting interested parties to resources, and ultimately building trust in the federal government. While in-person meetings are always more effective, in the post-COVID age online meetings provide additional avenues for the federal government to engage.

Tapping into Existing Organizations

Aside from bringing EPA to communities, EPA can work to build a network of champions for its work. There are numerous ways to achieve this goal. The Rural Partners Network, which the White House recently announced, is a step in this direction. Its whole-of-government mandate will allow communities to look at problems holistically and find solutions that pull resources from multiple federal agencies. The

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model of embedding experts in local communities will provide two-way benefits. Not only will these individuals share expertise from the federal government on applications, grant management, and other technical concerns; they will also learn the needs and nuances of a local community and share that information back up to the state and federal government. However, the program will only be available to rural communities. While the LGAC understands the value of focusing on these communities, given the complexity of grant management and the SRF, we also recommend that this type of program be available for medium and large communities if replicated by EPA.

Another potential model is the U.S. Department of Agriculture's (USDA) circuit rider program. Currently, this program contracts with the National Rural Water Association (NRWA) to provide day-to-day support in managing water systems serving communities under 10,000 residents. This model brings individuals into communities to proactively identify what work is needed, connect resources, and then complete the work. The AmeriCorps program could also be leveraged, placing motivated individuals in communities across the country to address local needs specific to water and wastewater infrastructure. Using this program would also serve to address water workforce development needs, as most AmeriCorps volunteers are just embarking on their careers. Community Action Agencies (CAA) are another model to consider. There are more than 1,000 CAAs across the country – local private and public non-profits that carry out the work of the Community Action Partnership (CAP), a federal program funded by Community Services Block Grants. CAAs work directly with low-income community members and offer a range of services designed to promote the self-sufficiency of a community. Water utilities have been especially effective in working with the program to support disadvantaged communities.

EPA could also position its Environmental Finance Centers to build a technical assistance network of local experts. For example, EPA could offer a Request for Proposal to create neighborhood water and sewer infrastructure investment centers. Cities, towns, and villages could work with these centers to assess and validate their water and sewer needs and then create an online portal of qualified contractors to present rough order of magnitude estimates for each project identified. Such a system could also benefit states, who could access these documents and work with EPA to obtain appropriate funding. In fact, some states are creating this type of system on their own.

Developing New Partnerships

Many states are already developing programs to address the needs noted above. The State of West Virginia recently enacted legislation to create a Coal Field Community Grants Facilitation Commission, whose objective is to direct federal dollars to revitalized coal communities. The highlights of this program – which is detailed to the right – include providing matching funds, vocational training for displaced coal workers, and a holistic view of addressing community issues.

Universities are also working to provide real-world applications for their students by working with local communities. On the West Coast, communities in Oregon invited graduate students at the University of Oregon to complete SWOT assessment of small water systems. These assessments were then used to identify issues and develop an action plan.

Building a network of individuals and organizations who have consistent engagement, rather than just a one-off check-in with the federal or state government, will reap benefits. The LGAC encourages EPA to either institutionalize a model at the federal level that will achieve these goals, or to work with state governments as they create their own.

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Reaching New People

EPA needs to understand that many communities in need of EPA's support aren't even aware of the programs available to them, particularly the State Revolving Fund. If they are aware, many have never applied, due to the complex administrative process involved or because of a match requirement. The LGAC recommends using established municipal leagues, city, and county associations – groups that are already closely aligned with the communities they serve – to bridge this gap. EPA's Office of Congressional and Intergovernmental Relations already has established relationships with many of these at the national level and could be a gateway to establishing partnerships at the state and local level. Additionally, each state has associations that work with elected officials, such as the West Virginia Public Service Commission. Again, it will be important to provide regular, face-to-face interaction with these groups by joining meetings and forging meaningful partnerships. Sharing information in a newsletter or listserv is well-intentioned, but it is not effective in reaching large numbers of new people.

A final recommendation for outreach is to connect directly with water industry employees and contractors. There are companies across the country already on the road, attending municipal meetings, working directly with water and sewerage departments, and learning about community needs. These companies could serve as a valuable conduit for information. The LGAC recommends connecting with groups like the American Water Works Associations, American Public Works Association, National Groundwater Association, National Association of County Engineers, and the Water Environmental Federation. While EPA already has partnerships with these groups at a national policy level, the LGAC recommends deepening these relationships by tapping into its membership and working collaboratively to address major issues. Aside from current members, the LGAC recommends seeking out retired members of these groups. There is a tremendous amount of knowledge drain in the water industry right now, due to recent and impending retirements. Many of these individuals were ready to end their career but still want to be engaged. The LGAC encourages EPA to look to these individuals as potential resources for providing technical assistance to water systems and training a new water workforce.

Specific Technical Needs

The specific technical assistance needs for a community will of course depend on specific communities. For this reason, the LGAC recommends that EPA build a system of assistance that covers a broad range of issues and can respond with agility. One simple step that EPA could take is to publicize points of contact for each state's SRF programs on the EPA website, and to share this information widely. Having that individual identified would be helpful to communities trying to navigate the SRF process.

Language from West Virginia House Bill 4479, creating the Coal Field Community Grants Facilitation Commission:

To maximize the resources of the state and to create a resource for entities and persons interested in applying for grants that need assistance with grant proposal and applications, the commission shall coordinate and administer a specialized subcommittee of the commission made up of representatives of ... all institutions of higher learning in the coal field counties and regions of this state to provide assistance in the development of grants and grant applications by persons or entities that need assistance in designing, preparing, or implementing a grant proposal submission to a governmental or private entity providing grants. This assistance shall include:

- (1) Training of persons to have expertise in developing, applying for, and administering grants;*
- (2) Providing technical assistance to the commission on administration and facilitation of grant assistance applications;*
- (3) Any other actions or initiatives that assist the commission and promote the goals of this article.*

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EPA seems to understand that some communities – particularly smaller communities – may need help identifying available funding streams and working through each step of an SRF application. In these instances, the best option would be to provide one-on-one support, but a series of easy to access tutorials and templates that a state can point a community to, would also be beneficial. These resources should also help local governments understand the future impacts that a new infrastructure project places on a community, including the impact on user rates and affordability. It's also important that training opportunities are provided well in advance of any application deadline.

Other communities have the capacity to successfully apply for and receive grants but face significant challenges in meeting the day-to-day administration and reporting requirements. While this is a complex problem needing multiple approaches, the LGAC recommends that EPA partner with public utilities on workforce development recruitment and training specific to EPA programs. By building the human resources capacity to accomplish such tasks, more communities will be able to apply for and benefit from programs like the SRF.

Another issue identified by the LGAC is that in many regions neighboring communities end up competing for the same funding. The LGAC recommends that EPA Regional Offices work to connect communities and municipalities that are dealing with similar issues, so that they can work together and have a bigger impact on a regional level. This could include joint applications for funding or setting up peer-to-peer exchanges to share best practices. The LGAC also recommends that EPA support state-led or regional campaigns to build public awareness and support for common issues like lead service line replacement.

Finally, the LGAC recommends that EPA work with states to make the process of getting funding from EPA to a community more efficient. Some states thrive in this process, but others would benefit from EPA incentivizing them to improve, and even developing a related metric to encourage state-to-state competition.

Conclusion

The EPA has a historic opportunity to develop capacity in communities across the country that will ensure long-term sustainability of water infrastructure. The LGAC appreciates the opportunity to provide its input and offers its expertise as this work is implemented.

Regional Consolidation

One systemic barrier to providing technical assistance to communities is the fact that there may be dozens of unique utility services in any given region. Building capacity and awareness in every one of them is an overwhelming task.

In some parts of the country utilities have consolidated so that they can operate more efficiently. For example, in 2016 the Great Lakes Water Authority was formed to serve 112 communities and 3.8 million residents of Southeast Michigan. The results have been lowered user rates, cleaner water, and an ability to support small communities with the resources and expertise of the whole region.

EPA can play a role in incentivizing utilities to consolidate. While the main benefit would be to the communities, it would also be easier for EPA to connect with regional authorities rather than each individual community.

Version: May 12, 2022

SCAS Recommendations: Bipartisan Infrastructure Law (BIL) Funding for Small Communities

The Small Communities Advisory Subcommittee (SCAS) of the Local Government Advisory Committee (LGAC) is pleased to submit this report to EPA detailing recommendations on the Bipartisan Infrastructure Law (BIL) funding for smaller communities throughout the U.S.

The SCAS appreciates the opportunity to advise the agency on how smaller communities can best access and benefit from the unprecedented funding on improvements to this nation's infrastructure, especially within the context from state, local, and Tribal governments, along with U.S. territories with smaller populations.

Background

Following the 2021 passage of the historic Bipartisan Infrastructure Investment and Jobs Act, EPA announced its intent to make significant investments in the health, equity, and resilience of American communities. With historical levels of funding to support national infrastructure, it is our understanding that EPA's goal will be to improve people's health and safety, help create good-paying jobs, and increase climate resilience throughout the country.

In October 2021, EPA requested for the SCAS to provide advice and recommendations on the following charge:

As EPA implements the Bipartisan Infrastructure Law (BIL), how can the Agency work to:

- Support clean and sustainable air, water, and land priorities for small and rural communities
- Support capacity needs/advancement for small and rural communities
- Ensure long-lasting communication between EPA and local officials from small and rural communities
- Ensure small communities are positioned to benefit from this generational investment in environmental infrastructure.

The Subcommittee convened a variation of public meetings and joined the LGAC's workgroups where information from EPA's program offices, such as the Office of Water and the Office of Environmental Justice, was presented to members detailing the agency's plan for BIL implementation. Based on this information from EPA leadership and technical leads, the SCAS offers a set of recommendations to best support small communities.

Overall, the mechanism to obtain BIL funding the pathway from EPA, state agencies and local governments is complex and unclear. This complexity adds an additional burden to smaller communities, especially for communities with limited resources to apply for federal funding. The SCAS recommends EPA to identify an approach that simplifies the process to acquire BIL funding from the agency to local governments so that small communities can understand how to receive as much support as possible for infrastructure upgrades.

Technical Assistance and Capacity:

Many small communities are limited in resources and experience variable capacity challenges compared to larger municipalities, thus limiting a small town's access to eligible resources. Therefore, increasing capacity in small communities will help improve local quality of life and create greater economic

Version: May 12, 2022

opportunities. Investing in capacity advancements for smaller communities will assist the success of BIL implementation.

The SCAS recommends that EPA proactively develop funding set asides for communities with populations of 10,000 or less for capacity-building and technical assistance. Small communities should have the flexibility to determine how they define their capacity needs so that a one-size-fits-all approach is not applied to the unique composition of small communities.

Engagement and Communication:

Given the volume of BIL funding and the various program offices within EPA responsible for BIL implementation, the SCAS emphasizes the need for ongoing communication from EPA and local officials from small communities. The SCAS recommends that EPA continue to provide programmatic updates on BIL planning and implementation through unique platforms such as this subcommittee.

The SCAS also recommends that EPA:

- Collaborate with universities and community colleges that work with smaller communities.
- Increase engagement opportunities for U.S. territories and remote areas (such as Alaska communities).
- Continue to engage with Tribal governments and Tribal consortiums on funding opportunities.
- Collaborate with state municipal leads and associations to increase the broadband of information reaching smaller communities.
- Increase coordination amongst federal agencies and interagency collaborations so that small communities can more effectively identify funding eligibilities from various sources.
- Collaborate with other federal agencies to host events targeted for small communities.

Resiliency:

Upgrades to infrastructure in smaller communities is of most significance right now as the U.S. is facing a reoccurrence of extreme weather-related events. The current state of infrastructure in smaller communities will continue to be compromised until all facets of governments develop resiliency plans for BIL funded projects.

The SCAS recommends that EPA:

- Provide workforce training (in collaboration with the U.S. Department of Labor) for smaller communities to address the national shortages of engineers, utility workers, etc.
- Provide funding to upgrade stormwater systems that are impacted by record breaking storms.
- Incorporate continuous learning and develop best practices for smaller communities.
- Maintain affordable cost to support underserved and disadvantaged communities.
- Allow flexibility in planning so that small communities can develop recovery and resiliency contingencies.

Approve the travel report - Councilman Kirby Metoxen - Annual American Indian Tourism Conference - ...

Business Committee Agenda Request

1. Meeting Date Requested: 09/28/22

2. Session:

Open Executive – must qualify under §107.4-1.

Justification: *Choose or type justification.*

3. Requested Motion:

Accept as information; OR

Approve travel report - Councilman Kirby Metoxen - 2021 Annual American Indian Tourism Conference - Scottsdale, AZ- Oct. 24-28, 2021.

4. Areas potentially impacted or affected by this request:

Finance

Programs/Services

Law Office

MIS

Gaming/Retail

Boards, Committees, or Commissions

Other: OBC

5. Additional attendees needed for this request:

Name, Title/Entity OR Choose from List

Name, Title/Entity OR Choose from List

Name, Title/Entity OR Choose from List

Name, Title/Entity OR Choose from List

6. Supporting Documents:

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

7. Budget Information:

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

8. Submission:

Authorized Sponsor: Kirby Metoxen, Councilman

Primary Requestor: (Name, Title/Entity)

BUSINESS COMMITTEE TRAVEL REPORT



Travel Report for: Kirby Metoxen
Travel Event: 2021 Annual American Indian Tourism Conference
Travel Location: Scottsdale, AZ
Departure Date: 10/24/2021 **Return Date:** 10/28/2021
Projected Cost: NATOW paid **Actual Cost:** NATOW paid
Date Travel was Approved by OBC: 10/13/2021

Narrative/Background:

Native American Tourism of Wisconsin, NATOW, extended an invitation to Councilman, Kirby Metoxen to attend the Annual American Indian Tourism Conference at Scottsdale, Arizona. Every year the conference attracts more than 300 attendees, who attend for the networking opportunities, the high-level keynote sessions and the informative breakout sessions led by some of the leading hospitality industry experts. Travel expenses was paid by NATOW.

Item(s) Requiring Attention:

[Click here to enter text.](#)

Requested Action:

Approve travel report - Councilman Kirby Metoxen - 2021 Annual American Indian Tourism Conference - Scottsdale, AZ- Oct. 24-28, 2021.



23rd Annual American Indian Tourism Conference Program

October 25-28, 2021

Sunday, October 24, 2021

11 a.m.

AIANTA Charity Golf Tournament

Join the 2021 AIANTA Charity Golf Tournament at the award-winning We-Ko-Pa Golf Club. [\[More Info\]](#)

Tee Gift Sponsor: Klas Robinson, QED

Monday, October 25, 2021

8:00 a.m. – 5:00 p.m.

Mobile Workshops

Visit Verde Valley / Montezuma Castle
Fort McDowell Experience
[\[More Info\]](#)

Sponsor: Fort McDowell Yavapai Nation

1:00 – 5:00 p.m.

Business of Art Workshop

Learn tips on building tribal arts programs, working with galleries and museums, organizing local arts markets and more. [\[More Info\]](#)

6:00 – 7:30 p.m.

Opening Reception

Sponsor: Fort McDowell Yavapai Nation & We-Ko-Pa Casino Resort

Experience the very best of the magnificent desert southwest. Come to a breathtaking land of outdoor adventure and spectacular panoramic views. Nestled in the majestic McDowell Mountains and the Verde River Valley, just northeast of metropolitan Phoenix, the proud people of the Yavapai Nation welcome you to Fort McDowell. Immerse your spirit in the magic and mystery of a land rich in history and tradition. Here is where you experience the wild west firsthand.

[more info ...](#)

Tuesday, October 26, 2021

- 7 a.m. – 5 p.m. **Conference Check-in**
- 7 a.m. – 5:30 p.m. **AIANTA Lounge Open**
Sponsor: Arizona Office of Tourism
- 7:30 a.m. – 5 p.m. **Exhibit Hall Open**
- 8:00 – 10:00 a.m. **Opening Ceremonies/Regalia Day**
Sponsor: Wild Horse Pass

Welcome to the 2021 American Indian Tourism Conference with the theme “Reimagine, Reemerge, Reunite: Stronger Together in Indian Country.” We are so excited to be reuniting in person this year and ask you to join us in celebrating the future of tourism in Indian Country.

[more info ...](#)
- 10 – 10:30 a.m. **Snack & Chat with Exhibitors**
Sponsor: Inn of the Mountain Gods
- 10:30 a.m. – noon **Breakout Sessions “1”**

Session 1A: Driving Increased Visitation Through Data Analysis
Daniel Nāho‘opi‘i (Kānaka Maoli, Native Hawaiian), Executive Vice President, SMS Research
Jim Harenchar, President & CEO, Principal, Response Marketing Group

[more info ...](#)

Session 1B: Voices of Our Youth – Generational Impacts of Cultural Tourism
Bobbie Bigby, (Cherokee Nation), PhD Student
Jordan Dresser (Northern Arapaho Tribe), Chairman, Northern Arapaho Business Council

[more info ...](#)

Session 1C: Tourism Development on the Pine Ridge Indian Reservation
Ivan Sorbel (Oglala Sioux), Executive Director, Pine Ridge Area Chamber of Commerce

[more info ...](#)
- 12:15 – 1:30 p.m. **Lunch**

[more info ...](#)
- 2 – 3:15 p.m. **AIANTA Town Hall / Information Gathering Session**

In AIANTA’s first Town Hall of 2022, AITC attendees will have the chance to introduce themselves and discuss their challenges and their successes of the previous year. AIANTA will also introduce it’s brand new Economic Impact of Indigenous Tourism research, the first-ever research to break down American Indian, Alaska Native and Native Hawaiian-owned hospitality businesses in the U.S. and their economic impact.
- 3:15 – 3:45 p.m. **Snack & Chat with Exhibitors**
- 3:45 – 5:00 p.m. **AIANTA Regional Meetings**
AIANTA is excited to announce its new regional map, with expanded Native representation across the country. Join members of the AIANTA Board of Directors and nearby colleagues to discuss issues and challenges facing your region. Input gathered at these sessions will help AIANTA advise decision makers in supporting tribal tourism development and growth, and determine how to best deliver training and other resources.

[more info ...](#)

Wednesday, October 27, 2021

7 a.m. – 5 p.m.

Conference Check – In

7 a.m. – 5:30 p.m.

AIANTA Lounge Open

Sponsored by: Arizona Office of Tourism

7:30 a.m. – 5 p.m.

Exhibit Hall Open

7 – 8:30 a.m.

Networking Continental Breakfast

8:30 – 10 a.m.

Plenary Session

President & CEO Report

Emerson Vallo (Pueblo of Acoma), AIANTA Board President
Sherry L. Rupert, (Paiute/Washoe), AIANTA CEO

Board President Emerson Vallo and AIANTA CEO Sherry L. Rupert present highlights of AIANTA's activities during FY2021 and share ideas on how indigenous communities can join AIANTA in marketing Native tourism. Additionally, Emerson and Sherry will introduce AIANTA's new regional representation map and the newest AIANTA Board members.

Leave No Trace Center for Outdoor Ethics Announcement

Dana Watts, CEO, Leave No Trace Center for Outdoor Ethics

Keynote: Repurposing Tourism at Acoma in a Time of Uncertainty

Governor Brian D. Vallo, Pueblo of Acoma

[more info ...](#)

10 – 10:30 a.m.

Coffee Break with Exhibitors

10:30 a.m. – noon

Breakout Sessions “2”

Session 2A: Introduction to the New Cultural Tourism and Tribal Enterprises Program at San Diego State University

Katherine Spilde, Professor and Endowed Chair, San Diego State University

[more info ...](#)

Session 2B: Picture Perfect: How to Develop a Successful Photography Tour

Larry Burton, Professional Photographer'
Bruce Rettig, AIANTA Tribal Content Developer

[more info ...](#)

Session 2C: The Benefits of Byways: Economic Opportunities through the National Scenic Byways Program

Mark Falzone, President, Scenic America
Nicole Boyd, Planning Administrator, Red Cliff Band of Lake Superior Chippewa

[more info ...](#)

noon – 1:45 p.m.

Luncheon & General Session

Elder Blessing/Prayer

Calvin “Roddy” Pilcher, Senior, Fort McDowell Yavapai Nation Tribal Member

Video Greeting

Jacky Rosen, Senator (D-Nevada)
Peter Dodge, Manager, Public Policy & Public Affairs, Brand USA

Into America's Wild

Courtesy of Brand USA

View the trailblazing film that explores America's Wild Places in the company of Native American astronaut, John B. Herrington (Chickasaw Nation) and Alaskan bush pilot and youth advocate Ariel Tweto (Inupiat).

2 – 3:15 p.m.

Breakout Sessions “3”

Session 3A: Harnessing the Power of Parks and Outdoor Recreation for Telling Your Tribal Stories

Rick MacLeod Farley, Principal Consultant, Macleod Farley & Associates
Hweqwid Hanford McCloud (Nisqually Nation), Tribal Council Chair, Nisqually Nation

[more info ...](#)

Session 3B: How to Work with Your State Tourism Office

Suzette Brewer (Cherokee Nation), Executive Director, Native American Tourism of Wisconsin (NATOW)
Sarah Leonard, President & CEO, Alaska Travel Industry Association
Dawn Melvin (Navajo/Hopi), Tribal Tourism Relationship Manager, Arizona Office of Tourism

[more info ...](#)

Session 3C: Building a Tribal Arts Program

Ruth-Ann Thorn (Rincon Band of Luiseño Mission Indians), Founder/ President, Exclusive Collections Gallery
Vicky Holt Takamine (Kanaka Maoli, Native Hawaiian), Executive Director, PA'I Foundation Art Gallery and Performing Arts Complex
Jay Rojas (Native Chamorro, Guam), Managing Director, PA'I Foundation

[more info ...](#)

3:15 – 3:45 p.m.

Snack & Chat with Exhibitors

Sponsor: Coeur d' Alene Casino Resort

3:45 – 5 p.m.

Breakout Sessions "4"

Session 4A: USDA Rural Development-Programs to Help Finance Tribal Tourism Projects

Tedd Buelow, Tribal Coordinator, USDA

[more info ...](#)

Session 4B: Building Partnerships Along the Lewis & Clark National Historic Trail

Dan Wiley, Senior Manager, Integrated Resources Stewardship, L&C, NPS
Larry Calhoun, Outdoor Recreation Planner, Lewis and Clark National Historic Trail
Bruce Rettig, Tribal Content Developer, AIANTA
Lorraine Gala Lewis (Laguna/Taos/Hopi), Research and Outreach Specialist, AIANTA

[more info ...](#)

Session 4C: Healing Tribal Tourism

James Klas, Founder and Principal, KlasRobinson Q.E.D., Inc.
Matthew Robinson, Founder and Principal, KlasRobinson Q.E.D., Inc.

[more info ...](#)

Thursday, October 28, 2021

7:30 a.m. – 5 p.m.

Exhibit Hall Open

8 a.m. – noon

Conference Check-in

8 a.m. – 1:45 p.m.

AIANTA Lounge Open

Sponsor: Arizona Office of Tourism

7:30 a.m. – 8:45 a.m.

Networking Continental Breakfast

Sponsor: Paragon Casino Resort

8:45 – 10:15 a.m.

Breakout Sessions "5"

Session 5A: Sustainable Tourism: What it Is and How it Can Work for You

Dr. Kathleen Andereck, Professor, Arizona State University
Ben Rupert, Warrior's Path Native Tours

[more info ...](#)

Session 5B: Pricing Your Product for the Travel Trade

Camille Ferguson (Tlingit), Economic Development Director, Sitka Tribe of Alaska

[more info ...](#)

Session 5C: Expanding Cultural Tourism Programming Through Local and Federal Partnerships

Toby Bloom, Director of Recreation, Heritage and Wilderness, SW Region 3, USDA Forest Service
Stacia Morfin, CEO, Nez Perce Tourism

[more info ...](#)

10:15 – 10:45 a.m.

Coffee Break with Exhibitors

10:45 a.m. – 12:15 p.m.

Breakout Sessions “6”

Session 6A: Reducing Traveler Impacts from Outdoor Recreation in Tribal Communities

Andrew Leary, National Outreach Manager, The Leave No Trace Center for Outdoor Ethics

[more info ...](#)

Session 6B: Understanding the International Visitor Market

David Huether, Deputy Director of Research, Department of Commerce

[more info ...](#)

Session 6C: Building Group Business Through Cultural Tourism Programming

Leanne Campbell, Cultural Tourism Coordinator, Coeur d’Alene Casino Resort &

[more info ...](#)

12:15 p.m. – 2 p.m.

Preview Luncheon & General Session

Sponsor: Rincon Band of Luiseño Indians

2 – 3:15 p.m.

Breakout Sessions “7”

Session 7A: Native Heritage and Grand Canyon National Park; Tribes Lead in a New Management Model

Theresa McMullan, CEO, Grand Canyon Conservancy
Ed Keable, Superintendent, Grand Canyon National Park
Jan Balsom, Division Chief, Communications, Partnerships & External Affairs, Grand Canyon National Park
Mae Franklin (Navajo Nation) Tribal Citizen, Cameron Chapter Resident

[more info ...](#)

Session 7B: Cultural Tourism and Youth Programming at the Alaska Native Heritage Center

Tara Bourdukofsky (Aleut Community of St. Paul Island), Cultural Heritage & Education Director, Alaska Native Heritage Center
Jamieann Bell (Ahtna Athabascan), Facility Sales and Cultural Tourism Manager, Alaska Native Heritage Center

[more info ...](#)

Session 7C: How to Package Your Itinerary: A Step-by-Step Case Study

Richard Launder, President and CEO, Destination America (DA)
Anand Nachtajler, Travel Experience Developer, Destination America (DA)

[more info ...](#)

3:15 – 3:45 p.m.

Snack & Chat with Exhibitors

4 – 5 p.m.

The Heart Speaks (Closing Session)

6 – 7 p.m.

No-Host Happy Hour

7 – 10 p.m.

Excellence in Tourism Industry Awards

Gala Sponsor: [Navajo Nation Parks & Recreation](#)

A Warm Thank You to Our Partners

6. Supporting Documents:

- Bylaws
- Fiscal Impact Statement
- Presentation
- Contract Document(s)
- Law
- Report
- Correspondence
- Legal Review
- Resolution
- Draft GTC Notice
- Minutes
- Rule (adoption packet)
- Draft GTC Packet
- MOU/MOA
- Statement of Effect
- E-poll results/back-up
- Petition
- Travel Documents
- Other: Travel Report, memo

7. Budget Information:

- Budgeted – Tribal Contribution
- Budgeted – Grant Funded
- Unbudgeted
- Not Applicable
- Other: *Describe*

8. Submission:

Authorized Sponsor: Kirby Metoxen, Councilman

Primary Requestor: (Name, Title/Entity)

BUSINESS COMMITTEE TRAVEL REPORT



Travel Report for: Kirby Metoxen
Travel Event: November Gift Card Distribution-SEOTS
Travel Location: Milwaukee, WI
Departure Date: 11/17/2021 **Return Date:** 11/19/2021
Projected Cost: 516.43 **Actual Cost:** 516.43
Date Travel was Approved by OBC: 11/10/2021

Narrative/Background:

General Manager, Mark Powless, sent out a memo requesting volunteers to distribute food gift cards in Oneida and SEOTS. Councilman Metoxen assisted the SEOTS office Nov. 17-19, 2021.

Resolution: [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

Item(s) Requiring Attention:

[Click here to enter text.](#)

Requested Action:

Approve the travel closeout report - Councilman Kirby Metoxen - November Gift Card Distribution-SEOTS - Milwaukee, WI- Nov. 17-20, 2021.

2021 Food Card Distribution

Distribution Dates

11am–6pm

Wednesday, November 17th

Thursday, November 18th

Friday, November 19th



All enrolled Oneida Nation members, 18+ by December 31, 2021, are eligible to receive one (1) \$500 food gift card to help ensure access to nutritious food during the Holiday season.

Oneida Distribution Location

Johnsonville Tailgate Village
1265 Lombardi Ave., Green Bay 54304
(Located in the Lambeau Field parking lot,
outside the Oneida Nation gate)

Milwaukee Distribution Location

Southeastern Oneida Tribal Services (SEOTS)
5233 West Morgan Avenue, Milwaukee 53220

Process:

- Enrolled Oneida Nation members must provide proof of enrollment and picture identification. Designees may pick up for membership who cannot participate in person. Designees must provide member's proof of enrollment, picture identification, and a letter of consent.
- If gift cards run out, membership who arrive during distribution hours will be assigned a rain check. Rain check distribution will be Thursday, December 16, 2021, 11am-5pm at the Great Lakes Complex, Radisson Hotel & Conference Center and SEOTS. The December distribution is only for members who receive a rain check.
- Masks and temperature checks are required to enter the distribution locations.
- Oneida Transit will provide FREE transportation to the Oneida distribution on Thursday, November 18. Please call 920-496-5770 to schedule.
- Any questions may be directed to the Oneida Nation COVID hotline: 920-869-4481



Memo

General Manager
909 Packerland Dr.
Green Bay, WI 54303
920-496-7000



To: Oneida Nation Employees
From: Mark W. Powless, General Manager
Date: November 4, 2021
Re: Food Gift Card Distribution Volunteer Request

Mark W. Powless

Digitally signed by Mark W.
Powless
Date: 2021.11.04 17:36:18 -05'00'

The Oneida Nation is seeking employee volunteers (paid at their current wage) to assist with the distribution of food gift cards to Oneida Nation members. The distribution will take place at Johnsonville Tailgate Village (1265 Lombardi Ave., Green Bay 54304), November 17, 18, and 19, 2021.

The time slots are 3-hour or 2-hour commitments. The first time slot is 10am-1pm, the second time slot is 1pm-4pm, and the third is 4pm-6pm. We ask volunteers to arrive 15 minutes early. All volunteers must receive supervisor approval. Approved volunteers may register using the following link. Please be sure to include name and work phone number during the date/time slot selected.

[Food Card Schedule.xlsx \(sharepoint.com\)](#)

This is a great opportunity to engage with our community and provide a much-appreciated service. The support of our employees is valued beyond measure! If you have questions, please contact Melanie Burkhart, Organizational Development Specialist: 920-496-7356

For those able to travel to Milwaukee and would like to volunteer at Southeastern Oneida Tribal Services, please call SEOTS Manager, Sara Deida (414-329-4101).

Approve the travel report - Councilman Kirby Metoxen - 2022 Wisconsin Governor's Conference on...

Business Committee Agenda Request

1. Meeting Date Requested: 09/28/22

2. Session:

Open Executive – must qualify under §107.4-1.

Justification: *Choose or type justification.*

3. Requested Motion:

Accept as information; OR

Approve travel report - Councilman Kirby Metoxen -2022 Wisconsin Governor's Conference on Tourism- Madison, WI, March 13-15, 2022

4. Areas potentially impacted or affected by this request:

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

5. Additional attendees needed for this request:

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

6. Supporting Documents:

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

7. Budget Information:

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

8. Submission:

Authorized Sponsor: Kirby Metoxen, Councilman

Primary Requestor: (Name, Title/Entity)

BUSINESS COMMITTEE TRAVEL REPORT



Travel Report for: Kirby Metoxen
Travel Event: 2022 Wisconsin Governor's Conference on Tourism
Travel Location: Madison, WI
Departure Date: 03/13/2022 **Return Date:** 03/15/2022
Projected Cost: 834.20 **Actual Cost:** 853.85
Date Travel was Approved by OBC: 02/24/2022

Narrative/Background:

NATOW/GLITC Reimbursed. The Wisconsin Governor's Conference on Tourism is an annual educational and motivational multi-day event for the industry to learn from experts, see what's ahead for Travel Wisconsin's annual campaigns, network and celebrate the Governor's Tourism Award winners and nominees.

Item(s) Requiring Attention:

[Click here to enter text.](#)

Requested Action:

Approve the travel closeout report - Councilman Kirby Metoxen - 2022 Wisconsin Governor's Conference on Tourism- Madison, WI, March 13-15, 2022.

- **First-Timers Presentation (FTP) - Team Intro & Agenda**
- **FTP - Website**
- **FTP - Co-op Programs**
- **FTP - Grants**
- **FTP - Office of Outdoor Recreation**
- **FTP - Brand & Marketing**
- **FTP - Public Relations**
- **FTP - Meet in Wisconsin and Sports Wisconsin**
- **FTP - Regionals Tourism Specialists**
- **FTP - How to Stay Connection Action Items**

Monday, March 14

- **Greg Schwem - Work, Laugh, Repeat**
- **Digital Edge - Meetings, Conventions & Sports**
- **Ryder Cup Presentation**
- **Travel Wisconsin/The Road Ahead with Arrivalist**

Tuesday, March 15

- **Destination Inspiration - A special attachment from Benny at Visit Eau Claire**
- **Destination Inspiration - Wisconsin Shipwreck Boast National Marine Sanctuary**
- **Marketing Wisconsin: The Key Travel Motivators for Leisure Travelers**

CONFERENCE AGENDA

Event Time - (UTC-06:00) Central Time (US & Cana... ▼

Sunday, March 13, 2022

2:00 PM - 7:00 PM	<u>Registration - Sunday</u>	
3:30 PM - 5:30 PM		
6:00 PM - 9:00 PM	<u>Opening Reception - It's Game Night!</u>	

Monday, March 14, 2022

6:30 AM - 3:30 PM	<u>Registration - Monday</u>	
7:30 AM - 8:30 AM		
8:45 AM - 9:45 AM	<u>Keynote Presentation: Work, Laugh, Repeat!</u>	
10:00 AM - 11:00 AM		
11:15 AM - 12:00 PM	<u>General Session: We're ready, willing, and ABLE. But, are you?</u>	
12:15 PM - 1:30 PM		
Monday Breakouts 2:00 PM - 3:15 PM	<u>Brave Conversations: Beginning your DEAI Journey</u>	
	<u>How to be an Outdoor Recreation Community & Draw Visitors</u>	<u>Rethinking ROI for the Modern DMO</u>
	<u>Where the Competition Isn't: Pitching Unexpected Publications</u>	<u>You Can't Cancel Laughter</u>
3:30 PM - 6:00 PM		
6:00 PM - 11:00 PM	<u>Open Night</u>	

Tuesday, March 15, 2022

6:30 AM - 10:30 PM	<u>Registration - Tuesday</u>	
7:45 AM - 9:15 AM		
9:30 AM - 10:15 AM	<u>General Session: Why Visual Storytelling is the Future of Tourism</u>	

10:30 AM - 11:45 AM		
12:00 PM - 1:30 PM	<u>Lunch: Insights & Travel Trends</u>	
Tuesday Breakouts I 1:45 PM - 2:45 PM	<u>Led by Creative, Confirmed by Science</u>	<u>Workforce Crisis: Data, Insights and Leading the Way Forward</u>
	<u>The Pitch: Real Time Feedback for Effective Media Pitching</u>	
2:45 PM - 3:00 PM		
Tuesday Breakouts II 3:00 PM - 4:00 PM	<u>The Pitch: Real Time Feedback for Effective Media Pitching - REPEAT</u>	<u>Marketing Wisconsin: The Key Travel Motivators for Leisure Travelers</u>
		<u>True ROI - Real World Results from Wisconsin's Media Investment</u>
3:05 PM - 4:30 PM		
5:00 PM - 6:15 PM	<u>Dinner Reception</u>	
6:30 PM - 9:00 PM		

Approve the travel report - Councilman Kirby Metoxen - Indian Gaming Tradeshow & Convention -...

Business Committee Agenda Request

1. **Meeting Date Requested:** 09/28/22

2. **Session:**

Open Executive – must qualify under §107.4-1.

Justification: *Choose or type justification.*

3. **Requested Motion:**

Accept as information; OR

Approve travel report - Councilman Kirby Metoxen - Indian Gaming Tradeshow & Convention 2022 - Anaheim, CA- April 17-21, 2022.

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

Finance

Programs/Services

Law Office

MIS

Gaming/Retail

Boards, Committees, or Commissions

Other: OBC

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

Name, Title/Entity OR Choose from List

Name, Title/Entity OR Choose from List

Name, Title/Entity OR Choose from List

Name, Title/Entity OR Choose from List

6. Supporting Documents:

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

7. Budget Information:

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

8. Submission:

Authorized Sponsor: Kirby Metoxen, Councilman

Primary Requestor: (Name, Title/Entity)

BUSINESS COMMITTEE TRAVEL REPORT



Travel Report for: Kirby Metoxen
Travel Event: Indian Gaming Tradeshow & Convention 2022
Travel Location: Anaheim, CA
Departure Date: 04/17/2022 **Return Date:** 04/21/2022
Projected Cost: 2118.20 **Actual Cost:** 2357.32
Date Travel was Approved by OBC: 03/31/2022

Narrative/Background:

Travel expenses was paid by NATOW.

As the longest running gaming tradeshow in history, the Indian Gaming Tradeshow & Convention delivers the insight and strategies you need to rise to the top of the competitive gaming industry landscape. Meet industry leaders, access cutting-edge trends and celebrate a proud tradition of success. Councilman Metoxen attended as NATOW's Vice President and Oneida Nation's representative. NATOW's mission is to promote tribal tourism and economic development, while highlighting the beauty, diversity, and cultural dynamism of the 11 federally recognized tribes of Wisconsin.

Item(s) Requiring Attention:

[Click here to enter text.](#)

Requested Action:

Approve travel report - Councilman Kirby Metoxen - Indian Gaming Tradeshow & Convention 2022 - Anaheim, CA- April 17-21, 2022.

INDIAN GAMING

Tradeshow & Convention



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2022 EVENT SCHEDULE

2023 Event Schedule Coming Soon!



Tuesday, April 19, 2022		
	Event	Location
8:00 AM	Chairman's Golf Tournament Vice Chairman's Golf Tournament	Tustin Ranch Golf Club Strawberry Farms Golf Club
11:00 AM - 6:00 PM	Registration	Anaheim Convention Center, Lobby
12:00 PM - 5:30 PM	Tuesday Conference Sessions	Anaheim Convention Center, Room 204B
6:30 PM	Chairman's Welcome Reception at the House of Blues Sponsored By: 	House of Blues 400 Disney Way #337 Anaheim, CA 92802
Wednesday, April 20, 2022		
	Event	Location
7:30 AM - 5:00 PM	Registration	Anaheim Convention Center, Lobby
8:00 AM - 5:00 PM	Commissioner Certification Training III	Anaheim Convention Center, Room 205A
8:00 AM - 5:00 PM	Commissioner Certification Master Training	Anaheim Convention Center, Room 205B
8:30 AM - 12:00 PM	Tribal Membership Annual Meeting	Anaheim Convention Center, North Room 254A
9:00 AM - 5:00 PM	Native American Arts & Crafts Booths Open	Anaheim Convention Center, Exhibit Hall
9:00 AM - 5:30 PM	Conference Sessions	Anaheim Convention Center, Room 201C, 202A, 202B, 203A, 203B, 204A, 204B or 204C
12:00PM - 12:45PM	Regional Caucus	Anaheim Convention Center, North Rooms
12:30 PM - 2:00 PM	Chairman's Leadership Awards Luncheon Featuring Special Honoree Sponsored By:	Anaheim Convention Center, Room 259A

		
1:00PM	Tribal Membership Annual Meeting	Anaheim Convention Center, North Room 254A
5:00 PM – 7:00 PM	<p>Cultural Event</p> <p>Sponsored By:</p> 	Anaheim Convention Center, North Room 259A

Thursday, April 21, 2022		
	Event	Location
8:00 AM – 5:00 PM	Registration Open	Anaheim Convention Center, Lobby
8:00 AM - 5:00 PM	Commissioner Certification Training III	Anaheim Convention Center, Room 205A
8:00 AM - 5:00 PM	Commissioner Certification Master Training	Anaheim Convention Center, Room 205B
9:00 AM – 5:00 PM	Native American Arts & Crafts Booths Open	Anaheim Convention Center, Exhibit Hall
9:45 AM	Tradeshow Ribbon Cutting	Anaheim Convention Center, Lobby
10:00 AM – 5:00 PM	Tradeshow Floor Open	Anaheim Convention Center, Exhibit Hall
10:15 AM	Fourth Annual Spirit of Sovereignty Slot Tournament	Anaheim Convention Center, Exhibit Hall, IGT Booth #438
11:00 AM - 4:00 PM	Chairman's Lounge Presentations & Showcase Education Sessions	Anaheim Convention Center, Exhibit Hall, Chairman's Lounge, Booth #372
11:00 AM - 4:00 PM	Tribal Leader's Lounge Presentations & Showcase Education Sessions	Anaheim Convention Center, Exhibit Hall, Tribal Leader's Lounge, Booth #1472
11:00 AM - 12:00 PM	Regional Caucus	Anaheim Convention Center, North Rooms
11:00 AM - 2:00 PM	Meet NFL Hall of Fame Super Star Marshall Faulk	Exhibit Hall, Database Dynamics Booth 1728
11:45 AM	Chairman's Lounge Tradeshow Floor Giveaway	Anaheim Convention Center, Exhibit Hall
2:30 PM	Tribal Membership Annual Meeting	Anaheim Convention Center, North Rooms
3:30 PM - 5:00 PM	<p>Show Floor Reception</p> <p>Sponsored By:</p>	Anaheim Convention Center, Exhibit Hall



3:45 PM	Chairman's Lounge Tradeshow Floor Giveaway	Anaheim Convention Center, Exhibit Hall
Friday, April 22, 2022		
Event		
8:00 AM - 12:00 PM	Commissioner Certification Training III	Anaheim Convention Center, Room 205A
8:00 AM - 12:00 PM	Commissioner Certification Master Training	Anaheim Convention Center, Room 205B
8:00 AM - 3:00 PM	Registration	Anaheim Convention Center, Lobby
9:00 AM - 3:00 PM	Native American Arts & Crafts Booths Open	Anaheim Convention Center, Exhibit Hall
10:00 AM - 3:00 PM	Tradeshow Floor Open	Anaheim Convention Center, Exhibit Hall
11:00 AM - 3:00 PM	Chairman's Lounge Presentations & Showcase Education Sessions	Anaheim Convention Center, Exhibit Hall, Chairman's Lounge, Booth #372
11:00 AM - 3:00 PM	Tribal Leader's Lounge Presentations & Showcase Education Sessions	Anaheim Convention Center, Exhibit Hall, Tribal Leader's Lounge, Booth #1472
1:00 PM	Keynote	Anaheim Convention Center, Exhibit Hall, Chairman's Lounge
2:45 PM	Chairman's Lounge Tradeshow Floor Grand Giveaway	Anaheim Convention Center, Exhibit Hall



Endorsed by:



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Approve the travel report - Councilman Kirby Metoxen - Native American Tourism of Wisconsin (NATOW)

Business Committee Agenda Request

1. Meeting Date Requested: 09/28/22

2. Session:

Open Executive – must qualify under §107.4-1.

Justification: *Choose or type justification.*

3. Requested Motion:

Accept as information; OR

Approve travel report - Councilman Kirby Metoxen -2022 Native American Tourism of Wisconsin (NATOW) 2022 Conference- Wabeno, WI, June 20-22, 2022.

4. Areas potentially impacted or affected by this request:

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

5. Additional attendees needed for this request:

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

6. Supporting Documents:

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

7. Budget Information:

- | | |
|---|--|
| <input checked="" type="checkbox"/> Budgeted – Tribal Contribution | <input type="checkbox"/> Budgeted – Grant Funded |
| <input type="checkbox"/> Unbudgeted | <input type="checkbox"/> Not Applicable |
| <input checked="" type="checkbox"/> Other: reimbursement (room & food) by NATOW | |

8. Submission:

Authorized Sponsor: Kirby Metoxen, Councilman

Primary Requestor: (Name, Title/Entity)

BUSINESS COMMITTEE TRAVEL REPORT



Travel Report for: Kirby Metoxen
Travel Event: Native American Tourism of Wisconsin 2022 Conference
Travel Location: Wabeno, WI
Departure Date: 06/20/2022 **Return Date:** 06/22/2022
Projected Cost: 321.27 **Actual Cost:** 98.27
Date Travel was Approved by OBC: 05/11/2022

Narrative/Background:

Actual Cost was less, NATOW paid for hotel and food. Councilman Metoxen attended the Native American Tourism of Wisconsin, NATOW's 2022 Conference as NATOW's Vice President and Oneida Nation's representative. NATOW's mission is to promote tribal tourism and economic development, while highlighting the beauty, diversity, and cultural dynamism of the 11 federally recognized tribes of Wisconsin. This year's conference was Growing Prosperity: Food Sovereignty & Agri-Tourism hosted by the Forest County Potawatomi Community.

Item(s) Requiring Attention:

[Click here to enter text.](#)

Requested Action:

Approve the travel closeout report - Councilman Kirby Metoxen - NATOW Conference 2022 - Wabeno, WI- June 20-22, 2022.

June 20-22, 2022

GROWING PROSPERITY:

Food Sovereignty & Agri-Tourism



NATOW

Native American Tourism of Wisconsin

The 2022 NATOW Tourism Conference
Hosted by the Forest County Potawatomi Community



Conference Venue:
Potawatomi Carter
Casino & Hotel
618 State Hwy 32
Wabeno, WI 54566



Golf Tournament Fundraiser:
Nicolet Country Club
5245 Fairway Ct.,
Laona, WI 54541



Conference Sponsor:
Native American Agriculture Fund
nativeamericanagriculturefund.org



Golf Tournament

- 8:00 a.m.** Registration and Coffee
- 10:00 a.m.** Shotgun start
- 6:00 p.m.** Awards ceremony at FCP Carter Hotel

TUESDAY: JUNE 21, 2022*

- 8:00 a.m.** Opening Ceremonies
 - Welcoming Addresses
 - *Ned Daniels, FCPC Chairman*
 - *Nathan Gordon, NATOW Board President*
 - *Suzette Brewer, NATOW Executive Director*
- 9:30-10 a.m.** General Assembly Keynote
- 10:00 a.m.** Break
- 10:15 a.m.** Morning Presentations

Wisconsin's Changing Climate: The Growing Threat to Food Sovereignty

Natalie Chin, WICCI

The **Wisconsin Initiative on Climate Change Impacts (WICCI)** is a nationally recognized collaboration of scientists and stakeholders working together to help Wisconsin policymakers, citizens and Tribal Nations to understand the impacts of climate change on our communities. Join Climate and Tourism Outreach Specialist Natalie Chin for this important session that will discuss WICCI's assessment report that outlines the latest climate impacts and solutions.

Led by the UW-Madison **Nelson Institute for Environmental Studies** and the **Wisconsin Department of Natural Resources (DNR)**, this report follows-up on the 2011 report, showcasing how the climate has continued to change over the past decade and how new data and insight is leading to adaptation, mitigation, and solutions. The report is the product of 14 working groups that include over 200 scientists, practitioners, and Wisconsin residents representing more than 50 national, state, and local agencies, non-profit organizations, and universities.

Natalie Chin joined Wisconsin Sea Grant's Lake Superior Field Office in August 2019. She is focused on linking actionable science with key audiences across the Great Lakes, especially related to climate change and tourism. Her current work includes co-leading the Tourism and Outdoor Recreation Working Group for the Wisconsin Initiative on Climate Change Impacts (WICCI); efforts to improve flood resilience across Wisconsin; and projects focused on increasing the accessibility of coastal spaces. She also serves as one of the North Central Region representatives for the National Extension Tourism (NET) Network and a member of the Wisconsin Council on Tourism.

Wisconsin's Natural Resources: Conservation Voices

Denise "Dee" Sweet, Native Vote Manager, Cassie Molkentin, Stockbridge-Munsee Mohican, and Anne Egan Waukau, Menominee

Wisconsin Native Vote was borne out of the partnership between Wisconsin Conservation Voters and the Bad River Tribe's opposition of the mine project happening in their Reservation area. Wisconsin Native Vote continued to work with GOTV efforts growing into a Native Vote Manager, Dee Sweet (Annishnabe), Cassie Molkentin (Stockbridge

Munsee Mohican) and Anne Egan Waukau (Menominee). We will speak on the Conservation of Wisconsin Natural Resources coupled with Tribal Nations, share videos produced by our team regarding Conservation issues Tribes are currently facing, as well as our efforts during the 2022 Elections.

Dee Sweet works with tribal leaders, activists, and partners to bring the voice of First Nations communities into Wisconsin Conservation Voters campaigns, and to develop environmental leaders and connect northern communities with policy-making in the State Capitol. She also works to engage Native Americans in the electoral process through our sister organization's nonpartisan Native Vote program.

Her work with Native Vote includes registering voters and educating them about the electoral process. In a public information capacity, she helps build awareness about the environmental issues that tribal citizens in the state and of the Great Lakes region feel most profoundly about; those that not only effect their homelands and their economic livelihood, but their cultural lives and spiritual practices.

Cassie Morkentin is a Regional Tribal Organizer and works with tribal leaders, activists, and partners to bring the voice of First Nations communities into Wisconsin Conservation Voices campaigns, and to develop environmental leaders and connect Native communities with policy-making in the State Capitol. She also works to engage Native Americans in the electoral process through our Native Vote program.

Anne Egan Waukau is the Urban Native Vote Organizer and a member of the Menominee Indian Tribe of Wisconsin. Anne fosters relationships with Native American Indian relatives and organizations in Milwaukee through respect, humility, honesty, and humor. Milwaukee has the largest number of Native Americans in Wisconsin – their voices should be included in the fight to protect our environment. She learned from her father, Hilary “Sparky” Waukau, that relationships are key in the fight to protect the resources of Mother Earth in perpetuity.

11:45 a.m. Break

12 noon Lunch Keynote: *Douglas Cox, Director of Land Management Menominee Indian Tribe of Wisconsin*

Douglas Cox has worked in the forestry field conducting sit assessments, timber cruising, Federal Contract Compliance, worked on environmental protection including; water quality standards and environmental regulatory management including Tribal, Federal and State regulation, NEPA compliance, secure and manage grants for the tribe in environmental and land management, work with federal/state and tribal agencies, including state, regional and national committee seats and appointments, and also worked on development of planning documents for the Tribe including: Forest Management Plan, Integrated Resources Management Plan, Invasive Species Management Plan and the Tribal Strategic Plan. He held a position as Chairman of Menominee Tribe (2018, 2019) and also served on the Menominee Tribal Legislature as Vice Chairman (2020, 2021.)

1:15 p.m. Break

1:30–2:30 p.m. Afternoon Presentations

Grow Your Own: Tribal Food Security in the 21st Century

Elena Hill, Oneida Nation

Food Sovereignty was pushed to the forefront of tribal concerns when our food systems showed just how vulnerable we are to global forces beyond our control. The path to food sovereignty is neither simple nor singular; it requires the cooperation of an entire people, their food producers, and their governments. But how can we, as individuals,

support our own community’s journey to food sovereignty, and what role do we play in ensuring our own food security? Join us for a discussion on the lessons learned about food sovereignty and security, and the tools we can use to better prepare and protect ourselves, our families, and our communities from food insecurity.

Elena Hill is a member of the Oneida Nation of Wisconsin and is a recent UW Madison School of Business graduate pursuing a master’s degree in agroecology studying tribal food sovereignty. Her passion for tribal agriculture and food systems was ignited while working for Oneida’s Tsyunhéhkw^a amidst the pandemic as a Wisconsin Tribal Conservation Advisory Council apprentice.

Home Grown Sovereignty: The Bodwéwadmi Ktëgan Farm

James Crawford, Forest County Potawatomi Secretary

Bodwéwadmi Ktëgan is a farm owned by the Forest County Potawatomi. The farm’s mission is to provide a natural, sustainable source of vegetables, fruits, greens, fish and animal proteins to the tribal community. All products are available to the tribal community and general public.

Puhpooee: The Power of Grant Writing, a Beginner’s Guide

Sharon Reilly, Head Grant Writer, Great Lakes Intertribal Council

Grant writing is an iterative process with specific steps guided by your internal policies and procedures and the application instructions. This presentation will provide an overview of the Grant Process and present a strategy on simplifying the process to become more efficient and effective at grant writing and successful achieving your desired impacts.

We will discuss the importance of selecting Culturally- and Community-appropriate Strategies; understanding your community’s needs as well as the community’s capacities; differentiating between grant-related accomplishments and the community’s desired outcomes; staying focused on your long-term desired Impact; and creating diverse engaged community coalitions/partnerships to ensure success and sustainability.

Sharon Reilly has worked extensively in multiple capacities as a Conservation Program Manager, Strategic Planner, Conservation Director, Grant Writer/Manager, and educator. Her career has focused on conservation of rare and endangered species and habitats upon which they depend as the Executive Director Northwoods Wildlife Center; Curator Crane Conservation Department, International Crane Foundation (ICF); Kauai Seabird Conservation Manager, Kauai Island Utility Cooperative (KIUC); Hawaii Wetlands Conservation Manager, Ducks Unlimited (DU); Endangered Species Biologist, Hawaii Division of Forestry and Wildlife (DOFAW); Associate Curator of Ornithology, Wildlife Conservation Society (WCS); Curator, Audubon Zoo, and Graduate Assistant (UNO).

Currently, Sharon is Planning & Development Director for Great Lakes Inter-Tribal Council, in Lac du Flambeau, WI. Her other administrative responsibilities include Grant Writing and Management of Administrative grants: WI-DOA (Department of Administration) Equitable Recovery, WI-DHS (Department of Health Services) Supporting Native Nations and the Medical College of Wisconsin COVID-19 Urgent Response.

Cannabis & Hemp: What to know as it moves toward federal legalization

Gary Cordova, Lewis Lincoln, and Kevin Allen

Medical cannabis is now legal in 39 states and recreationally legal in 19 states and Washington, D.C. As of March 2022, states reported a combined total of \$11.2 billion in tax revenue from legal, adult-use cannabis sales. In addition to revenue generated for statewide budgets, cities and towns have also generated hundreds of thousands of dollars in new revenue from local adult-use cannabis taxes. As Congress continues to move toward federal legalization, our group has over three decades of business experience in Indian Country and brings a long history of knowledge and business resources in both the

public and government arenas. Join this informative discussion with a panel of experts who will provide a thorough understanding of the challenges and problems Indian Country faces when it comes to private developers, landowners, public agencies, both Tribal and non-Tribal communities. We're familiar with the cultivation practices of the various Tribes located in the Northern California's Emerald Triangle. Our fundamental practices and native values such as honesty, humor, and mutual respect provide the guiding principles for our work and lives.

Gary Cordova, CEO and Co-Founder of Ma Sha Ki Industries LLC, has more than 25 years of progressive responsible experience in business development, project management, and management analysis in Tribal Governments, Tribal Economic Development and Indian Gaming.

Gary has experience in a variety of industries, including consumer durables, building products, project development and project management, strategic planning, federal and state negotiations, procurement systems and operations services, business studies, business plans. His understanding of Tribal Government and Tribal Economic Development and experience in both the public and government sectors has given him a valuable perspective that allows him to better negotiate agency and community approval.

Gary served as Chairman of the Tribal Economic Development Authority for Dry Creek Rancheria Band Of Pomo Indians, President of the National Native American Purchasing Association, Advisory Council for American Indian Chamber Of Commerce California, Principal of Pomo Nation Wine Group, Director of Purchasing River Rock Casino, Purchasing Manager Dry Creek Rancheria.

Lewis Lincoln is an enrolled member of the Round Valley Indian Reservation located in Northern California. Lewis has 19 years of experience in Law Enforcement, Corrections, Fire Fighter, THPO, FEMA Hazard Mitigation, Community Emergency Response Trainor, EPA-Water Resources Technician, Business Owner, and Agricultural Manager, Many of these positions were in the Tribal sector. He is owner of American Indian Ag Industries and founder of Tribal Homeland Cannabis (THC), located on tribal allotment land. Lewis has accumulated over a decade of cultivation, genetic creation, processing, marketing, project management and development experience.

Adam Laurent has specialized in the cannabis space since 2016, being magnetized to the social justice, health and personal empowerment aspects of a long demonized industry. He is a founder and president of the Central Coast Cannabis Council, the regional trade association whose mission is to work for fair and safe policy, and the professionalization of the industry. He has successfully campaigned for improved policy near and far, including lobbying in Washington DC. He has skillfully ferried projects, including the first approved cannabis greenhouse cultivation project in San Luis Obispo County. A native of the Central Coast, Adam gained his education at Arroyo Grande High School, and UC Santa Barbara. He is an Olympic cyclist with ten national championships, and two world championship medals to his credit.

***Panels subject to change**

4:00 p.m. Break

4:00 p.m. Final remarks to close conference

6:00 p.m. Evening Dinner/Traditional to Forest County
Keynote: Tribal Food Sovereignty

7:00 p.m. Honor past NATOW board members

8:00 p.m. Recognition of new NATOW officers

9:00 p.m. Evening Entertainment

WEDNESDAY: JUNE 22, 2022

8:00 a.m. Depart for Fam Tour at Bodwéwadmí Ktëgan Farm

Noon Official send off with box lunches

Approve the travel report - Councilman Kirby Metoxen - 2022 Wisconsin State Fair - Milwaukee, WI -...

Business Committee Agenda Request

1. Meeting Date Requested: 09/28/22

2. Session:

Open Executive – must qualify under §107.4-1.

Justification: *Choose or type justification.*

3. Requested Motion:

Accept as information; OR

Approve travel report - Councilman Kirby Metoxen -2022 WI State Fair- Milwaukee, WI, Aug. 5-7, 2022.

4. Areas potentially impacted or affected by this request:

Finance

Programs/Services

Law Office

MIS

Gaming/Retail

Boards, Committees, or Commissions

Other: OBC

5. Additional attendees needed for this request:

Name, Title/Entity OR Choose from List

Name, Title/Entity OR Choose from List

Name, Title/Entity OR Choose from List

Name, Title/Entity OR Choose from List

6. Supporting Documents:

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

7. Budget Information:

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

8. Submission:

Authorized Sponsor: Kirby Metoxen, Councilman

Primary Requestor: (Name, Title/Entity)

BUSINESS COMMITTEE TRAVEL REPORT



Travel Report for: Kirby Metoxen
Travel Event: Wisconsin State Fair 2022
Travel Location: Milwaukee, WI
Departure Date: 08/05/2022 **Return Date:** 08/07/2022
Projected Cost: 750.88 **Actual Cost:** 228.70
Date Travel was Approved by OBC: 07/13/2022

Narrative/Background:

Actual Cost was less, Potawatomi Hotel & Casino adjusted rate to Tribal rate. Councilman Metoxen tended to the Native American Tourism of Wisconsin, NATOW's informational booth as NATOW's Vice President and Oneida Nation's representative. NATOW's mission is to promote tribal tourism and economic development, while highlighting the beauty, diversity and cultural dynamism of the 11 federally recognized tribes of Wisconsin.

Item(s) Requiring Attention:

[Click here to enter text.](#)

Requested Action:

Approve the travel closeout report - Councilman Kirby Metoxen - Wisconsin State Fair - Milwaukee, WI- Aug.5-7, 2022.

ABOUT WISCONSIN STATE FAIR

Wisconsin State Fair Park in West Allis is the home for the Wisconsin State Fair, presented by UScellular. The first State Fair was held in Janesville along the banks of the Rock River in 1851. In the early years, the State Fair travelled to different cities each year until a permanent home for the event was found in 1892 at its present location.

In 2022, Wisconsin State Fair will celebrate 171 years of tradition and hope to once again welcome over one million Fairgoers over the course of its 11-day run.

It is the mission of the annual Wisconsin State Fair to celebrate agriculture and other industries paramount to Wisconsin's rich history and promising future by producing family-friendly, affordable, safe and educational event for all ages and ethnicities, creating memories and traditions to be carried on for generations.



TRIBES



About NATOW

NATOW's mission is to promote tribal tourism and economic development, while highlighting the beauty, diversity and cultural dynamism of the 11 federally recognized tribes of Wisconsin. Tourism is the leading industry in tribal economies and plays a critical role in generating employment and revenues for essential governmental services for tribes and their members, including healthcare, housing, education, elder services, pre-K and more. By expanding their tourism initiatives throughout the state, region and nation, Wisconsin's tribes are scaffolding their efforts to be self-sufficient and boost their economies. NATOW is comprised of representatives from each tribe who meet bi-monthly to discuss and implement its strategic initiatives. As one of the largest tribal tourism organizations in the country, NATOW has grown to be a recognized force in Wisconsin at gatherings, festivals, and events.

Approve the travel report - Councilwoman Jennifer Webster - Great Lakes Area Tribal Health Board:...

Business Committee Agenda Request

1. Meeting Date Requested: 09/28/22

2. Session:

Open Executive – must qualify under §107.4-1.

Justification: *Choose or type justification.*

3. Requested Motion:

Accept as information; OR

Approve travel report – Councilwoman Jennifer Webster– Tribal Health IHS Pre-Negotiations – Minneapolis, MN- June 07-10, 2021

4. Areas potentially impacted or affected by this request:

Finance

Programs/Services

Law Office

MIS

Gaming/Retail

Boards, Committees, or Commissions

Other: OBC

5. Additional attendees needed for this request:

Name, Title/Entity OR Choose from List

Name, Title/Entity OR Choose from List

Name, Title/Entity OR Choose from List

Name, Title/Entity OR Choose from List

6. Supporting Documents:

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

7. Budget Information:

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

8. Submission:

Authorized Sponsor: Jennifer Webster, Councilwoman

Primary Requestor: (Name, Title/Entity)

BUSINESS COMMITTEE TRAVEL REPORT



Travel Report for: Jennifer Webster

Travel Event: Tribal Health ^{IHS} Pre-Negotiations

Travel Location: Minneapolis, MN

Departure Date: 06/07/2022 Return Date: 06/10/2022

Projected Cost: 885.00 Actual Cost: 785.00

Date Travel was Approved by OBC: 04/13/2022

Narrative/Background:

The Great Lakes Area Tribal Health Board held it IHS Pre-Negotiations meeting June 7-10, 2022 in Minneapolis, MN to share updates to the Bemidji area tribal nations. National Institutes of Health, Office of the Assistant Secretary for Health, Administration for Community Living, CDC, CMS, SAMHSA, ACF, HRSA, IHS budget, and IHS Consultation Policy

I was able to present and share updates from the federal tribal advisory committee's I am on that including ACF, Self Governance, CDC

Attached is the Agenda and notes from the meeting. If you need any additional information pls contact me.

Item(s) Requiring Attention:

Click here to enter text.

Requested Action:

Approve Travel Report



BOA 2023 Pre-Negotiation Agenda



Wesley

June 8, 2022

- 8:00 – 8:30 Registration
- 8:30 – 9:00 Drum Group/Prayer
- 9:00 – 9:30 Welcome and Opening Remarks; Area Director and GLATHB
- 9:30 – 9:45 Break
- 9:45 – 11:15 Budget Overview – Jillian Curtis
- 11:15 – 12:00 Self-Determination Updates – Dr. Chris Poole
- 12:00 – 1:00 Lunch on your own
- Room A
- 1:00 – 2:00 (OEHE and 105(L) Leases) – Donna Enfield, Dr. Townsend
- Room C
- 1:00 – 2:00 BH and Telehealth
- 2:00 – 2:15 Break
- Room A
- 2:15 – 3:15 ✓ HIM and BOC – Heather Goudreaux, Leslie Reese
- Room C
- 2:15 – 3:15 Safety in Health Care – Dr. Beckman, CAPT. Opsahl
- 3:15 – 3:30 Break
- Room A
- 3:30 – 4:30 OEHE and 105(L) Leases – CDR Craig Morin, Todd Scofield
- Room C
- 3:30 – 4:30 (BH and Telehealth) – Donna Enfield, Dr. Townsend



BOA 2023 Pre-Negotiation Agenda



Thurs

June 9, 2022

- Break out rooms all day
- 8:00 – 8:30 Registration desk open
- Room A
- 8:30 – 9:00 Title I Tribal management Grants – Ken Coriz
- 9:00 – 9:30 National Immunization Program – LCDR Leatrice Begay ✓
- Room C
- 8:30 – 9:00 Pharmacy Informaticist - LCDR Ladonna Lock
- 9:00 – 9:30 Clinical Informaticist - Teresa Chasteen
- Break
- Room A
- 9:45 – 10:15 SAMHSA – Suicide Prevention Hotline – Kim Beniquez (Reg V Rep)
- Room C
- 10:15 – 10:45 Region V OGC Update – Elizabeth Hady
- Room C
- 9:45 – 10:45 ✓ SDPI and Region V updates- Phyllis Davis
- 10:45 – 11:00 GLATHB Updates by Representative – Will Funmaker
- Room A
- 11:00 – 11:30 Epi Center -Marissa Hogan, MPH
- 11:30 – 12:00 Break
- Room C
- 11:00 – 12:00 Tribal Recruitment and Human Resources
- 12:00 – 1:00 Bemidji Area Recruitment and Retention - Tony Buckanaga
- Room C
- 11:00 – 12:00 ✓ IHS Heroin, Opioids, and Pain Efforts Committee Update – CAPT Cynthia Gunderson
- 12:00 – 1:00 Lunch on your own



BOA 2023 Pre-Negotiation Agenda



Combine Room A & C (12:00-1:00)

thurs

1:00 – 1:45

CMS discussion– STAC/ACF/CDC Representative, 4 Walls – Councilwoman Jennifer Webster

20 minutes

1:45 – 2:15

Tribal Premium Sponsorship discussion– Councilwoman Michelle Beaudin and Dr. Rebecca St. Germaine

2:15 – 2:30

Purchase Referred Care/CHEF – Brenda Sam

Break

2:30 – 3:15

Listening Session with Dan Frye, Bemidji Area Director

3:15 – 3:45

NIHB Update – Sam Moose, NIHB BAO Representative

3:45 – 4:00

Break

4:00 – 4:30

Tribal CSC Overview – Candice Skenandore- Self Governance Coordinator

4:30 – 5:00

Federal CSC Overview - Johnnita Tsabetsaye, CSC Director - ODSCT

5:30 Dinner



BOA 2023 Pre-Negotiation Agenda



Friday

June 10, 2022

8:00 – 12:00

HD Orientation – ISDEAA Specialist/BAO Self Determination Staff

12:00 – 1:00

Lunch on your own

1:00 – 3:00

BAO Area Awards Ceremony

STAC- Bemidji Area Alternate, Chairman Aaron Payment Primary (March 8-9)**BUDGET**

We received a brief overview of the HHS Budget, current updates on the budget process, and an overview of the current budget situation. At the time of the presentation, Congress was still scrambling to pass a CR and the omnibus bill.

- Tribes asked for support for FY 2022 Advance Appropriations and Mandatory CSC and Section 105(I) Leases.
- HHS talked about Secretary Becerra's work in trying to get advanced appropriations in the omnibus bill. They also indicated that getting CSC and section 105 as mandatory is not going to happen overnight, but they will continue to work on it.
- Tribes also requested mandatory funding and full funding for IHS, expansion of Self Governance into HHS, 5% tribal set aside across HHS, 21st century Health IT, and raised issues regarding Provider shortages.

NATIONAL INSTITUTES OF HEALTH

NIH provided an overall update on the work of NIH as it relates to Indian Country including COVID-19 Updates.

- Main areas of concerns for Tribes is having NIH including them in current and future research endeavors, holding meaningful Tribal consultations, and data sovereignty.

OFFICE OF THE ASSISTANT SECRETARY FOR HEALTH

The OASH Acting Assistant Secretary provided an overall update on the work of OASH as it relates to Indian Country.

- Tribes raised questions/concerns regarding the equitable distribution of Public Health Service Corps staffing in Indian Country post-pandemic, using competitive grants for the Public Health AmeriCorps, and the devastation occurring on Tribal lands due to climate change.

ADMINISTRATION FOR COMMUNITY LIVING

The ACL Acting Administrator provided an overall update on the work of ACL as it relates to Indian Country.

- Tribes request formula funding for ACL Programs in Indian Country, supplemental funding to Indian Country, funding to provide additional outreach and education on Title VI caregiver resources and increase access to broadband in Indian Country and assist in building technology infrastructure.

CENTERS FOR DISEASE CONTROL & PREVENTION

The CDC Director provided an overall update on the work of CDC as it relates to Indian Country.

- Tribes requested the CDC engage with Tribes on future COVID 19 and other infectious disease threats planning, response and mitigation efforts. In addition, Tribes asked the CDC to continue to work with the IHS and state to ensure that accurate data is being shared with Tribes so that they are better able to respond to pandemic surges.
- Tribes want consistent and equitable funding within the CDC, this means a 5% set aside and non-competitive funding.
- Tribes asked the CDC to provide guidance to federal, state, local and territorial public health systems that affirm Tribal Nations' role as legally established governmental public health authorities.
- Tribes also requested that CDC diversify the national public health workforce by including Tribal citizens.

HEALTH RESOURCES AND SERVICES ADMINISTRATION

The HRSA Acting Administrator who will provide an overall update on the work of HRSA regarding issues in Indian Country.

- Tribes asked HRSA to work on provider shortages in Tribal facilities, have HRSA support the National health Service Corps placements within Indian health facilities, 5% tribal set aside of funding for every grant for Tribes and Indian health providers and to have the Federal Office of Rural health Policy work with the IHS to address workforce shortages.
- Tribes also want HRSA to designate flagship funding specifically to Tribes and Tribal Organizations in health center grant programs to improve primary care and behavioral health outcomes.
- Tribes also explained the importance of Tribal consultations.

INDIAN HEALTH SERVICE

The IHS Acting Deputy Director provided an overall update on the work of IHS as it relates to Indian Country.

- Tribes talked about the importance of full and mandatory funding, removing funding restrictions and allow Tribes to develop effective culturally competent programs, work with Congress to fully fund the Indian Health Care Improvement Act, assist in expanding Self Governance into HHS, ensure that budgets fully fund technological needs in Indian Country, and support Indian health providers to increase outreach and education, enrollment, and collection from third party payers like Medicare, Medicaid, and private insurers.
- We also discussed the Health IT Modernization and Electronic Health Record, the support for Advanced Appropriations and mandatory funding for CSC and Section 105.

CDC TAC (February 2-3) Primary

The CDC TAC talked about expanding Self Governance into the CDC and identified issues tribes have with competitive grant funds. Tribes also received a budget update from the Office of Appropriations; however, this update was before Congress passed the omnibus. We talked about Tribal Public Health Infrastructure and supporting Tribal Public Health Capacity, especially during the pandemic. The CDC provided updates regarding the Coronavirus preparedness and response and the COVID-19 Emergency Response transition from tracking number of infections to focusing on recovery and treatment.

ADMINISTRATION FOR CHILDREN & FAMILIES TRIBAL ADVISORY COMMITTEE (February 23-24) Primary

The ACF TAC is developing a 2-year strategic plan focused on six Tribal priorities. This tribally-driven strategic plan will focus on:

- 1) the ACF/Tribal Relationship
- 2) Funding Opportunities
- 3) Economic Development & Mobility
- 4) Mission & Murdered Indigenous Persons
- 5) Tribal Flexibility
- 6) ICWA

Subcommittees are being formed to work on the priorities and the entire TAC will coming together this summer to review each tribal priority presentation with hopes of adopting a Strategic Plan in October. The ACF TAC also had a discussion surrounding the ACF TAC Charter and had a roundtable discussion regarding the ICWA briefing and advancing economic development.

TRIBAL SELF GOVERNANCE ADVISORY COMMITTEE- Primary/Candice is Tribal Co-Chair Tech Group

- Of that, \$790 million was allocated to the IHS from the HHS Public Health and Social Services Emergency Fund for testing and related costs, available through FY 2022.
- In a letter provided to the Tribes, the IHS required that Tribes 1) sign a bilateral amendment and submit to the Area Office prior to receiving the funds; 2) submit a COVID-19 Testing Plan within 60 days of the execution of the bilateral amendment. The IHS stated that a template and guidance on the COVID-19 testing plan and format is forthcoming; and 3) as soon as a reporting mechanism is available through IHS and every quarter thereafter until funds are expended, Tribes shall report to IHS on uses of funding, detailing current commitments and obligations broken out by the coronavirus supplemental appropriations act that provided the source of the funds.
- The funds are available through September 30, 2022 and must be expended by that date.
- To date, the IHS has not sent out a spending plan template as identified in both the letter received by Tribes and the bilateral amendment that Tribes signed. In addition, the IHS has not provided Tribes with a reporting mechanism.
- Tribes asked IHS when the spending plan template and reporting mechanism will be released to which the IHS could not answer.
- Tribes requested the IHS remove the September 30, 2022 deadline on the testing funds and instead treat these funds similar to how the CARES Act funds were treated, that once these funds were distributed through the Self-Governance mechanism, that these funds are available until expended. An allowable use of these funds includes, but is not limited to, construction. Some Tribes, especially those in colder climates, plan to use these funds to construct drive through testing sites. Construction season is limited in some areas of the country and a September 30th deadline may not be plausible for some Tribes, especially when they have not received the spending plan or reporting mechanism.

Approve the travel report - Councilwoman Jennifer Webster - 2022 Tribal Self-Governance Conference -..

Business Committee Agenda Request

1. Meeting Date Requested: 09/28/22

2. Session:

Open Executive – must qualify under §107.4-1.

Justification: *Choose or type justification.*

3. Requested Motion:

Accept as information; OR

Approve travel report – Councilwoman Jennifer Webster– 2022 Tribal Self Governance Conferenc – Burlingame, CA- June 21-24, 2021

4. Areas potentially impacted or affected by this request:

Finance

Programs/Services

Law Office

MIS

Gaming/Retail

Boards, Committees, or Commissions

Other: OBC

5. Additional attendees needed for this request:

Name, Title/Entity OR Choose from List

Name, Title/Entity OR Choose from List

Name, Title/Entity OR Choose from List

Name, Title/Entity OR Choose from List

6. Supporting Documents:

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

7. Budget Information:

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

8. Submission:

Authorized Sponsor: Jennifer Webster, Councilwoman

Primary Requestor: (Name, Title/Entity)

BUSINESS COMMITTEE TRAVEL REPORT



Travel Report for: Jennifer Webster
Travel Event: 2022 Tribal Self Governance Conference
Travel Location: Burlingame, CA
Departure Date: 06/21/2022 **Return Date:** 06/24/2022
Projected Cost: 3431.05 **Actual Cost:** 3047.05
Date Travel was Approved by OBC: 04/27/2022

Narrative/Background:

The 2022 Tribal Self Governance Conference was held June 21-24, 2022 in Burlingame, CA. Registration was paid in 2021 however the conf was cxld in 2021 due to Covid 19. Registration was rolled over to the 2022 conference. This conference gave attendees the opportunity to learn about mechanisms for tribal governments to use to take over the administration of federal programs and how tribal governments can implement or enhance Self-Governance. In addition the IHS Tribal Self-Governance Advisory Committee held is quarterly August meetind during the conference. At this conference I was invited to serve on a panel at the NIHB National Indian Health Board Conference September 26-30, 2022.

Attached is the conference agenda + TSGAC Mtg agenda.
Please contact me if you would like any more information.

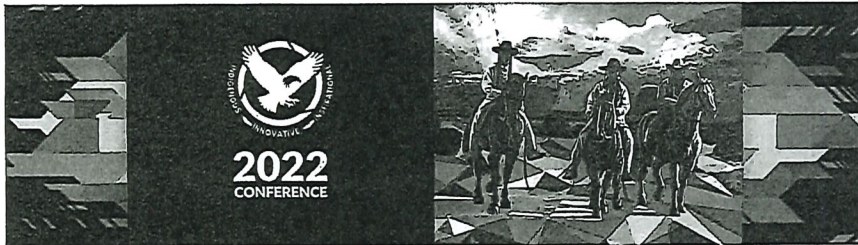
*****Please note all expenses were paid for by Self-Governance.*****

Item(s) Requiring Attention:

Click here to enter text.

Requested Action:

Approve Travel Report



Wednesday, August 03, 2022

- 8:00 am Registration**
- 8:30 am Welcome & Opening Prayer** (Location: Grand Peninsula Ballroom)
Joe Davis, Chairman, Hoopa Valley Tribe
- 8:50 am Tribal Sovereignty and the Cannabis Industry**
(Location: Grand Peninsula Ballroom)
- W. Ron Allen, Tribal Chairman/CEO, Jamestown S'Klallam Tribe
 - Jenelle Roybal, Governor, Pueblo of Pojoaque
 - Lael Echo-Hawk, Principal, MThirtySix, PLLC
- Hosts: Nickolaus Lewis, Council Member, Lummi Nation
Dr. Aaron Payment, Sault Ste. Marie Tribe, NIHB Government Relations Director
- 9:20 am U.S. Census Bureau Update** (Location: Grand Peninsula Ballroom)
- Jessica Imotichey, Tribal Relations Specialist, U.S. Census Bureau
- Host: Lael Echo-Hawk, Principal, MThirtySix, PLLC
- 9:35 am Common Priorities - First Nations & Tribal Nations**
(Location: Grand Peninsula Ballroom)
- David Pratt, 1st Vice Chief, Federation of Sovereign Indigenous Nations
 - Heather Bear, 4th Vice Chief, Federation of Sovereign Indigenous Nations
 - Doug Wallace, Director, International Trade Administration, Department of Commerce
 - W. Ron Allen, Tribal Chairman/CEO, Jamestown S'Klallam Tribe
- Hosts: Nickolaus Lewis, Council Member, Lummi Nation
Dr. Aaron Payment, Sault Ste. Marie Tribe, NIHB Government Relations Director
- 10:00 am – 10:15 am Break**
- 10:15 am – 11:30 am IHS TSGAC Meeting – Identifying Priorities for 2022 – 2023**
(Location: Cypress A/B)
- W. Ron Allen, Vice-Chair, TSGAC
 - Benjamin Smith, Deputy Director, IHS (sitting in for Elizabeth Fowler, Acting Director, IHS, & Federal Co-Chair, IHS TSGAC)
 - Candice Skenandore, Tribal Co-Chair, TSGAC Technical Workgroup
 - Jennifer Cooper, Federal Co-Chair, TSGAC Technical Workgroup
- 10:15 am – 11:30 am Contract Support Costs - Calculations at DOI and Updates from the CSC Workgroup (HARBOUR A&B)**
- Vickie Harvey, Program Policy Analyst, Office of Self-Governance, Department of the Interior
 - Linda Austin, Chief Operations Officer, Ysleta Del Sur Pueblo
- Moderator: Heather Washington, Self-Governance Coordinator, Salt River Pima-Maricopa Indian Community
- Increasing Tribal Decision-Making Authority over Land Use (REGENCY B)**
- Cris Stainbrook, President, Indian Land Tenure Foundation
 - Karen Woodard, Administrator, Morongo Band of Mission Indians
- Overview of the Federal Budget Process (REGENCY C)**
- Tyler Scribner, Policy Lead – Federal Revenue & Appropriations, NCAI

- 11:40 am – 12:45 pm Lunch & Entertainment** (provided in the atrium)
Hopland Band of Pomo Indians Cultural Performance
- 12:45 pm – 2:00 pm DOI SGAC Meeting - Identifying Priorities for 2022 – 2023** (Location: Cypress B/C)
- W. Ron Allen, Tribal Chair, DOI SGAC
 - Kathryn Isom-Clause, Deputy Assistant Secretary, Indian Affairs, Department of the Interior (sitting in for AS-IA Newland, Federal Co-Chair, DOI SGAC)
 - Sharee Freeman, Director, Office of Self-Governance, Department of the Interior
 - Jennifer McLaughlin, Tribal Co-Chair, SGAC Technical Workgroup
 - Vickie Harvey, Federal Co-Chair, SGAC Technical Workgroup
- 12:45 pm – 2:00 pm Contract Support Costs - Calculations at Indian Health Service (HARBOUR A&B)**
- Jahnita Tsabetsaye, Director, Contract Support Cost, Office of Direct Services and Contracting Tribes
 - James C. Roberts, Senior Executive Liaison, Alaska Native Tribal Health Consortium
- Moderator: Ryan Dominguez, Grants Administrator, Cabazon Band of Cahuilla Indians
- Medicare/Medicaid 101: Maximizing Indian Health Care Resources (REGENCY B)**
- Starla K. Roels, Partner, Hobbs, Strauss, Dean and Walker, LLP
- Establishing a Revisor's Office and Implementing Live-Streaming of Legislative Proceedings (REGENCY C)**
- Hanna Valenta, Revisor of Statutes, Mille Lacs Band of Ojibwe
 - Adam Candler, Legislative Counselor, Mille Lacs Band of Ojibwe
 - Joseph Jensen, Legislative Counselor, Mille Lacs Band of Ojibwe
- Health IT Modernization (SANDPEBBLE A&B)**
- Stewart Ferguson, Chief Information Officer, Alaska Native Tribal Health Consortium
 - Mitch Thornbrugh, Chief Information Officer, Indian Health Service, Department of Health and Human Services
- 2:00 pm - 2:15 pm Break**
- 2:15 pm Enhancing Self-Governance: Use of Section 105(I) Agreements**
(Location: Grand Peninsula Ballroom)
- Judith Wilson, Director, Office of Facilities, Property & Safety Management, Indian Affairs, Department of the Interior
 - Jillian Curtis, Director, Office of Finance and Accounting, Indian Health Service, Department of Health and Human Services
 - James Garrigan, President, Northern Engineering and Consulting, Red Lake Nation
- Host: Dave Conner, Red Lake Nation, Self-Governance Coordinator
Geoff Strommer, Partner, Hobbs, Strauss, Dean & Walker, LLP
- 2:45 pm White House Council on Native American Affairs Update**
(Location: Grand Peninsula Ballroom)
- Anthony Morgan Rodman, Executive Director, White House Council on Native American Affairs
- Hosts: W. Ron Allen, Tribal Chairman/CEO, Jamestown S'Klallam Tribe
Robert Miguel, Chairman, Ak-Chin Indian Community
- 3:05 pm Self-Regulation of Gaming Operations** (Location: Grand Peninsula Ballroom)
- Jeanne Hovland, Vice Chair and Director of the Office of Self-Regulation, National Indian Gaming Commission
- Host: W. Ron Allen, Tribal Chairman/CEO, Jamestown S'Klallam Tribe
Robert Miguel, Chairman, Ak-Chin Indian Community
- 3:20 pm Economic Development Success Story: Native-Owned Mad River Brewery**
(Location: Grand Peninsula Ballroom)
- Linda Cooley, CEO, Mad River Brewery
- Host: W. Ron Allen, Tribal Chairman/CEO, Jamestown S'Klallam Tribe
Robert Miguel, Chairman, Ak-Chin Indian Community
- 3:40 pm – 3:50 pm Break**
- 3:50 pm – 5:00 pm Self-Governance Authority and the Department of Transportation (CYPRESS B/C)**
- Arlando Teller, Deputy Assistant Secretary for Tribal Affairs, Department of Transportation

- Eldridge Onco, Senior Tribal Affairs Advisor, U.S. Department of Transportation
Moderator: Zechariah Harjo, Acting Deputy Secretary of the Nation, Muscogee (Creek) Nation

**Tiwahe Initiative – Success Stories and Q/A with Tribal Representatives
(HARBOUR A&B)**

- Ft. Belknap Indian Community
- Pasqua Yaqui Tribe
- Red Lake Nation
- Association of Village Council Presidents
- Ute Mountain Ute
- Spirit Lake Nation

Moderator: Dave Conner, Red Lake Nation

Implementing the PROGRESS Act (REGENCY B)

- Sharee Freeman, Director, Office of Self-Governance, Department of the Interior
- Vickie Harvey, Program Policy Analyst, Office of Self-Governance, Department of the Interior
- W. Ron Allen, Tribal Chairman/CEO, Jamestown S'Klallam Tribe
- Geoff Strommer, Partner, Hobbs Straus Dean and Walker, LLP

Moderator: Jennifer McLaughlin, Self-Governance Legislative Associate, Jamestown S'Klallam Tribe

Expanding the Community Health Aide Program (REGENCY C)

- Nickolous Lewis, Councilmember, Lummi Nation
- Jeremy Wilbur, Vice-Chairman, Swinomish Indian Tribal Community
- Sarah Sullivan, Health Policy Director, Swinomish Indian Tribal Community

Moderator: Linda Austin, Chief Operations Officer, Ysleta Del Sur Pueblo

Listening Session: Self-Regulation of Gaming Operations (SANDPEBBLE A&B)

- Jeannie Havland, Vice Chair and Director of the Office of Self-Regulation, National Indian Gaming Commission

Moderator: Candice Skenandore, Self-Governance and Grants Director, Mohegan Tribe of Connecticut

6:30 pm – 9:30 pm Reception (Location: Grand Peninsula Ballroom)

- Emcee: Mylo Smith
- DJ: Rudy Indigenous
- Awards Ceremony
- Comedy Performance: Mylo Smith and James June
- Musical Performances: Gunner Jules, Antoine Edwards, Spur Pourier, Miracle Spotted Bear

Additional Meetings & Activities

8:30am- 9:30am- Oklahoma City Area Tribal Delegation Meeting with Indian Health Service (Cypress B)

8:30 am – 5:00 pm – DOI SGDB Training Room (Sandpebble C)

8:30 am – 5:00 pm - Individual Meetings with OSG Staff - Open

2:15 pm – 5:00 pm – Native Farm Bill Coalition's Policy Roundtable (Regency A)



Thursday, August 4, 2022

- 9:00 am **Welcome & Opening Prayer** (Location: Grand Peninsula Ballroom)
W. Ron Allen, Tribal Chairman/CEO, Jamestown S'Klallam Tribe
- 9:05 am **Public Safety in Tribal Communities** (Location: Grand Peninsula Ballroom)
- Michael Chavarria, Governor, Santa Clara Pueblo
 - Sara Hill, Attorney General, Cherokee Nation
 - Palmer Mosely, Under Secretary, Chickasaw Nation
 - Christopher Lorenz, Special Agent in Charge, Office of Justice Services, Bureau of Indian Affairs
- Hosts: W. Ron Allen, Tribal Chairman/CEO, Jamestown S'Klallam Tribe
Nickolaus Lewis, Council Member, Lummi Nation
- 9:35 am - 9:50 am **Resolving Contract Support Costs Disagreements**
- Rebecca Patterson, Sonosky, Chambers, Sachse, Miller & Monkman, LLP
- Host: Nickolaus Lewis, Council Member, Lummi Nation
Melanie Fourkiller, Director of Self-Governance and Health Policy, Choctaw Nation
- 9:50 am **Federal Indian Boarding School Initiative Report and Next Steps**
- Heidi Todacheene, Special Assistant to the Secretary, Department of the Interior
- Hosts: Michael Chavarria, Governor, Santa Clara Pueblo
Melanie Fourkiller, Director of Self-Governance and Health Policy, Choctaw Nation
- 10:05 am **Co-Management of Public Lands**
- Dorothy Firecloud, National Park Service
 - Reed Robinson, Director, Forest Service Office of Tribal Relations
 - Scott Aikin, Native American Liaison, US Fish and Wildlife Service
- Hosts: Russell "Buster" Attebery, Chairman, Karuk Tribe
W. Ron Allen, Tribal Chairman/CEO, Jamestown S'Klallam Tribe
- 10:45 - 11:00 am **Updates Expansion of Tribal Self-Governance Authority Within HHS**
W. Ron Allen, Tribal Chairman/CEO, Jamestown S'Klallam Tribe
- 11:15 am - 12:30 pm **Lunch**

- 12:30 pm **Occupation of Alcatraz** (Location: Grand Peninsula Ballroom)
- Dr. LaNada War Jack
 - Paloma Flores
- Hosts: Jay Spaan, Executive Director, Self-Governance Communication & Education Tribal Consortium
Heather Washington, Salt River Pima-Maricopa Indian Community
- 1:00 pm **Self-Determination and Self-Governance at USDA**
(Location: Grand Peninsula Ballroom)
- Panel 1: FDIPIR Self-Determination Demonstration Project**
- Rebecca Chandler, Executive Officer, Chickasaw Nation Nutrition Services
 - Stella Kay, Vice Chair, Little Bay Band of Odawa Indians
 - Barbara Lopez, Senior Technical Advisor, U.S. Department of Agriculture
- Hosts: Amber Torres, Chairman, Walker River Paiute Tribe
Nickolaus Lewis, Council Member, Lummi Nation
- Panel 2: Proposal to Expand Self-Determination and Self-Governance to SNAP**
- Anna McCloskey, Legislative Assistant for Senator Tina Smith
 - Erin Parker, Executive Director, Indigenous Food and Agriculture Initiative, University of Arkansas School of Law
- Hosts: Amber Torres, Chairman, Walker River Paiute Tribe
Nickolaus Lewis, Council Member, Lummi Nation
- Panel 3: Listening Session with USDA on Supporting Tribal Capacity for Self-Determination and Self-Governance in FNS Programs**
- Ali Hard, Senior Policy Advisor for Strategic Initiatives, Food and Nutrition Service, U.S. Department of Agriculture
- Hosts: Amber Torres, Chairman, Walker River Paiute Tribe
- 2:15 pm **Closing Message**
W. Ron Allen, Tribal Chairman/CEO, Jamestown S'Klallam Tribe
- 2:25 pm **Retire Colors/ Closing Prayer**

Additional Meetings & Activities

- 8:30 - 9:00 am - DOI OSG "Meet & Greet" for Tribal Nations that Recently Entered into a Self-Governance Agreement
- 9:00 am - 2:00 pm - DOI SGDB Training Room
- 9:00 am - 2:00 pm - Individual Meetings with OSG Staff - Open

IHS Tribal Self-Governance Advisory Committee (TSGAC) Meeting

August 3, 2022

10:15am-11:30am PACIFIC TIME (Annual Self-Governance Conference Hybrid Meeting)

Agenda

Welcome

W. Ron Allen, Chairman/CEO, Jamestown S'Klallam Tribe, Vice Chairman IHS TSGAC

Opening Remarks

*W. Ron Allen, Chairman/CEO, Jamestown S'Klallam Tribe, Vice Chairman IHS TSGAC
Benjamin Smith, Deputy Director IHS*

Open Discussion on Expansion of Self-Governance

*W. Ron Allen, Chairman/CEO, Jamestown S'Klallam Tribe, Vice Chairman IHS TSGAC
Benjamin Smith, Deputy Director IHS*

Update on Discussions with Office of Management and Budget (OMB)

*W. Ron Allen, Chairman/CEO, Jamestown S'Klallam Tribe, Vice Chairman IHS TSGAC
Benjamin Smith, Deputy Director IHS*

Discussion regarding COVID Funding

- HHS Funding
- CRRSAA Funding

*W. Ron Allen, Chairman/CEO, Jamestown S'Klallam Tribe, Vice Chairman IHS TSGAC
Benjamin Smith, Deputy Director IHS*

Open Discussion on Behavioral Health Grants

*W. Ron Allen, Chairman/CEO, Jamestown S'Klallam Tribe, Vice Chairman IHS TSGAC
Benjamin Smith, Deputy Director IHS*

Group Discussion on the Development of a Strategic Plan for TSGAC

- Process for developing the strategic plan
- Options to receive input from all TSGAC members

Approve the travel report - Councilwoman Jennifer Webster - 2022 Secretary's Tribal Advisory Committee

Business Committee Agenda Request

1. Meeting Date Requested: 09/28/22

2. Session:

Open Executive – must qualify under §107.4-1.

Justification: *Choose or type justification.*

3. Requested Motion:

Accept as information; OR

Approve travel report – Councilwoman Jennifer Webster– 2022 Tribal Secretary’s Tribal Advisory Committee (STAC) – Albuquerque, NM- Sept. 5-9, 2022

4. Areas potentially impacted or affected by this request:

Finance

Programs/Services

Law Office

MIS

Gaming/Retail

Boards, Committees, or Commissions

Other: OBC

5. Additional attendees needed for this request:

Name, Title/Entity OR Choose from List

Name, Title/Entity OR Choose from List

Name, Title/Entity OR Choose from List

Name, Title/Entity OR Choose from List

6. Supporting Documents:

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

7. Budget Information:

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

8. Submission:

Authorized Sponsor: Jennifer Webster, Councilwoman

Primary Requestor: (Name, Title/Entity)

BUSINESS COMMITTEE TRAVEL REPORT



Travel Report for: Jennifer Webster
Travel Event: 2022 Secretary's Tribal Advisory Committee (STAC)
Travel Location: Albuquerque, NM
Departure Date: 09/05/2022 **Return Date:** 09/09/2022
Projected Cost: \$2,300.00 **Actual Cost:** \$1,157.93
Date Travel was Approved by OBC: 07/13/2022

Narrative/Background:

The "Indian Country" meeting of the Secretary's Tribal Advisory Committee (STAC) met in Albuquerque, NM on Sept. 6-8, 2022. I was appointed as an alternate to this committee in 2020 to represent the Bemidji area. The primary from Sault St. Marie has stepped down so that moved me to the Primary position. Elections were held and Victor Joseph/Alaska was selected as Chairman and Ron Allen/Washington State was selected as Vice-Chairman. The STAC's primary purpose is to seek consensus, exchange views, share information, provide advice and/or recommendations or facilitate any other interaction related to intergovernmental responsibilities or administration of HHS programs, including those that arise explicitly or implicitly under statute, regulation or Executive Order.

The following departments provided updates from their area that included: National Institutes of Health, Administration for Community Living, Administration for Children and Families, Indian Health Service, Substance Abuse and Mental Health Services Administration, Health Resources and Services Administration, Food and Drug Administration, Center for Medicare and Medicaid Services, Agency for Healthcare Research and Quality, Centers for Disease Control and Prevention. In addition, HHS Secretary Beccera and CDC Director Rochelle Walensky were in attendance for a portion of the meeting. Day 3 consisted of meetings in the morning then 2 site visits to Jemaz Pueblo Visit and Santa Clara Pueblo Visit.

In addition, the schedule for 2023 dates are identified and scheduled for Washington DC except for the Indian Country Meeting, see dates below:

January 17-18, 2023

March 28-29, 2023

September 11-15, 2023 (Indian Country Meeting)
November 28-29, 2023

Also pls note the Annual Tribal Budget Consultations are scheduled for:
April 18-9, 2023

If you have questions or would like more information pls contact me.

*****Please note all travel expenses are funded by STAC*****

Item(s) Requiring Attention:

Click here to enter text.

Requested Action:

Approve travel report



**DEPARTMENT OF HEALTH AND HUMAN SERVICES
SECRETARY'S TRIBAL ADVISORY COMMITTEE (STAC)**
Indian Pueblo Cultural Center
2401 12th St NW, Albuquerque, NM 87104
MEETING ROOM: Chaco Room

TUESDAY SEPTEMBER 6, 2022

- 12:30 – 1:30 PM** **TRIBAL CAUCUS**
- 1:30 – 1:40 PM** **TRIBAL OPENING AND WELCOME**
Raymond Loretto, Governor, Pueblo of Jemez
- 1:40 – 2:30 PM** **WELCOME and MEETING LOGISTICS**
TBD, Chair, Secretary's Tribal Advisory Committee
Marvin Figueroa, Director, Office of Intergovernmental and External Affairs (IEA)
1. Introductions
 2. Roll Call
 3. Chair and Vice-Chair Elections
 4. Approval of meeting minutes
 5. Logistical Rundown of Meeting and Site Visits
 6. 2023 Dates (*Proposed*)
 - a. STAC Meetings
 - January 17-18, 2023
 - March 28 -29, 2023
 - September 11- 15, 2023 (Indian Country Meeting)
 - November 28-29, 2023
 - b. Annual Tribal Budget Consultation
 - April 18-19, 2023
 7. Tribal Consultation Policy Update
- 2:45 – 3:30 PM** **HHS BUDGET UPDATES**
Purpose: This session is designed for the Office of Budget, Office of the Assistant Secretary for Financial Resources to give a brief overview of the HHS Budget, current updates on the budget process and an overview of the current budget situation. It will include a broad overview, provide tribal specific information and have time for question and answers.
Speaker:
Miriam Cabezas, Director, Division of Discretionary Programs
Staff:
Tyler Anderson, Program Analyst, Office of Budget, ASFR
- 3:30 – 4:15 PM** **NATIONAL INSTITUTES OF HEALTH**
Purpose: This session is designed to provide an opportunity for the STAC to engage with the NIH Acting Director who will provide an overall update on the work of the National Institutes of Health as it relates to Indian Country.
Speaker:
Lawrence Tabak, Performing the Duties of the NIH Director
Staff:
Dave Wilson, Director, Tribal Health Research Office

- 4:15 – 5:00 PM** **ADMINISTRATION for COMMUNITY LIVING**
Purpose: This session is designed to provide an opportunity for the STAC to engage with the ACL Administrator who will provide an overall update on the work of ACL as it relates to Indian Country.
Speaker:
Alison Barkoff, Acting Administrator and Assistant Secretary for Aging
Staff:
Cynthia LaCounte, Director, Office for American Indians, Alaska Natives and Native Hawaiian Programs, ACL

- 6:30 – 8:00 PM** **RECEPTION: Agenda forthcoming**



**DEPARTMENT OF HEALTH AND HUMAN SERVICES
SECRETARY'S TRIBAL ADVISORY COMMITTEE (STAC)**
Indian Pueblo Cultural Center
2401 12th St NW, Albuquerque, NM 87104
MEETING ROOM: Chaco Room

WEDNESDAY SEPTEMBER 7, 2022

7:20 – 8:20 AM **TRIBAL CAUCUS**

8:20 – 8:30 AM **TRIBAL OPENING and REVIEW OF PREVIOUS DAY**
TBD, Chair, Secretary's Tribal Advisory Committee

8:30 – 9:30 AM **ADMINISTRATION for CHILDREN and FAMILIES**
Purpose: This session is designed to provide an opportunity for the STAC to engage with the ACF Assistant Secretary who will provide an overall update on the work of ACF as it relates to Indian Country.
Speaker:
January Contreras, Assistant Secretary
Staff:
Hope MacDonald LoneTree, Deputy Commissioner, Administration for Native Americans

9:30 – 11:00 AM **INDIAN HEALTH SERVICE**
Purpose: This session is designed to provide an opportunity for the STAC to engage on an overall update on the work of IHS as it relates to Indian Country.
Speaker:
Elizabeth Fowler, Acting Director
Staff:
Liz Carr, Senior Advisor to the Director
Benjamin P. Smith, Deputy Director
Jillian Curtis, Director, Office of Finance and Accounting
Raven Ross, Evaluation and Efficiency Officer, Office of Quality

11:00 – 12:00 PM **SECRETARY BECCERA REMARKS and DISCUSSION**
Secretary Discussion

12:00 – 1:15 PM **LUNCH BREAK**

1:15 – 2:15 PM **SUBSTANCE ABUSE and MENTAL HEALTH SERVICES ADMINISTRATION**
Purpose: This session is designed to provide an opportunity for the STAC to engage with the SAMHSA Assistant Secretary who will provide an overall update on the work of SAMHSA as it relates to Indian Country.
Speaker:
Miriam Delphin-Rittmon, Assistant Secretary
Staff:
Karen Hearod, Director, Office of Tribal Affairs and Policy
Daniel Gallardo, Special Assistant, SAMHSA

2:15 – 3:00 PM **HEALTH RESOURCES and SERVICES ADMINISTRATION**
Purpose: This session is designed to provide an opportunity for the STAC to engage with the HRSA Administrator who will provide an overall update on the work of HRSA

regarding issues in Indian Country
Speaker:
Carole Johnson, Administrator

3:00-3:15 PM **BREAK**

3:15 –4:15 PM **CENTERS for MEDICARE and MEDICAID SERVICES**
Purpose: This session is designed to provide an opportunity for the STAC to engage with the CMS Administrator who will provide an overall update on the work of CMS as it relates to Indian Country.
Speaker:
Dan Tsai, Director, Center for Medicaid and CHIP
Staff:
Kitty Marx, Director, CMCS Division of Tribal Affairs

4:15 – 5:00 PM **FOOD AND DRUG ADMINISTRATION**
Purpose: This session will focus on the Section 804 Importation Programs, in furtherance of Executive Order 14036, Promoting Competition in the American Economy, that directs the FDA to work with states and tribes on its implementation.
Speaker:
Leigh Verbois, Director, Office of Drug Security, Integrity and Response
Nick Alexander, Director of Intergovernmental Affairs, Office of Policy, Legislation, and International Affairs, Office of the Commissioner

5:00 – 5:30 PM **AGENCY FOR HEALTHCARE RESEARCH AND QUALITY**
Purpose: This session is designed to provide an opportunity for the STAC to learn about AHRQ and the work that they do. AHRQ's mission is to produce evidence to make health care safer, higher quality, more accessible, equitable, and affordable, and to work within the U.S. Department of Health and Human Services and with other partners to make sure that the evidence is understood and used.
Speaker:
Robert Valdez, Director



**DEPARTMENT OF HEALTH AND HUMAN SERVICES
SECRETARY'S TRIBAL ADVISORY COMMITTEE (STAC)**
Indian Pueblo Cultural Center
2401 12th St NW, Albuquerque, NM 87104
MEETING ROOM: Chaco Room

THURSDAY, SEPTEMBER 8, 2022
Pueblo Visits: Jemez and Santa Clara
ITINERARY

THURSDAY SEPTEMBER 8, 2022

- 8:00 – 8:15 AM** **TRIBAL OPENING and REVIEW OF PREVIOUS DAY**
TBD, Chair, Secretary's Tribal Advisory Committee
- 8:15 – 9:00 AM** **OFFICE OF THE ASSISTANT SECRETARY FOR HEALTH**
Purpose: This session is designed to provide an opportunity for the STAC to engage with the OASH Assistant Secretary who will provide an overall update on the work of OASH as it relates to Indian Country.
Speaker:
Admiral Rachel Levine, Assistant Secretary for Health
Staff:
Roslyn Moore, Deputy Director for Programs, OMH
- 9:00 – 10:00 AM** **CENTERS FOR DISEASE CONTROL and PREVENTION**
Purpose: This session is designed to provide an opportunity for the STAC to engage with the CDC Director who will provide an overall update on the work of CDC as it relates to Indian Country.
Speaker:
Rochelle Walensky, Director
Jose Montero, Director, Office for State, Tribal, Local and Territorial Support
Staff:
Karen Hacker, Director, National Center for Chronic Disease Prevention and Health Promotion
- 10:00 AM – 9:15 PM** **TRIBAL VISITS: TENTATIVE AGENDA**

1st Tribal Site Visit: JEMEZ PUEBLO
Arrive at 11:45 AM
Depart at 2:30 PM

Drive to Santa Clara, NM (1 hour and 45 Minutes)

2nd Tribal Site Visit: SANTA CLARA PUEBLO
Arrive at 4:15 PM
Depart at 7:00 PM

Drive back to Albuquerque (2 hours)

- 10:30 AM** **Depart Indian Pueblo Cultural Center**
Travel to Jemez Pueblo Travel Time: 1 hour
- 11:30 AM** **Jemez Pueblo Visit 471 Highway 4, Jemez Pueblo, NM 87024**
11:45 – 12:45 PM *Break into two groups and alternate visits to:*
o *Jemez Health and Human Services*
o *Pueblo of Jemez Language Immersion Program*

12:45 – 1:15 PM *Cultural Presentation*
o *Head Start Children*
o *Cloud Eagle*

1:15 – 2:00 PM *Walatowa Youth Center (Includes Lunch)*
o *Welcome – Gov. Loretto*
o *Invocation – Arlan Sando, Cacique, Pueblo of Jemez*
o *Presentation of HHS Funded Programs*
o *Melissa Stone – Director, Jemez Health and Human Services*
o *Stephanie Mack, Assistant Director, Jemez Education Department*
- 2:00 PM** **Depart Jemez Pueblo**
Travel to Santa Clara Pueblo Travel Time: 1 hour and 45 Minutes
- 4:00 PM** **Santa Clara Pueblo Visit**
578 Kee Street, Espanola NM 87532

4:00 – 4:30 PM *Welcome (Includes Refreshments)*

4:45 – 5:15 PM *Break into small groups and visit:*
o *Head Start Program & Khapo Community School*
o *Behavioral Health Program*
o *Senior Center & Adult Day Care Center*

5:15 – 5:30 PM *Regroup and travel to Puyé*

5:30 – 7:00 PM *Tour of Puyé*
- 7:00** **Travel to Indian Pueblo Cultural Center** *Travel Time: 1 Hour and 30 Minutes*
- 8:30 PM** **RON**

Oneida Business Committee Travel Request

Approve the travel request - Chairman Tehassi Hill - 79th Annual National Congress of American Indians.

1. **OBC Meeting Date Requested:** 09 / 28 / 22 e-poll requested

2. General Information:

Event Name: NCAI 79th Annual Convention & Marketplace

Event Location: Sacramento, CA Attendee(s): Tehassi Hill

Departure Date: Oct 30, 2022 Attendee(s):

Return Date: Nov 4, 2022 Attendee(s):

3. Budget Information:

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

Cost Estimate: \$2,700

4. Justification:

Describe the justification of this Travel Request:

Attendees will have the opportunity to work collaboratively to protect and advance tribal sovereignty. Tribal leaders, NCAI members, Native youth, and partners from across Indian Country will gather in-person to discuss critical issues, develop strategy, and to embark upon a new era of Nation-to-Nation engagement.

Agenda and hotel room block have not been released yet.

Requested Action:
 Approve the Travel Request – Chairman Hill to NCAI 79th Annual Convention & Marketplace, Sacramento, CA, Oct. 30 - Nov. 4, 2022

5. Submission

Sponsor: Tehassi Hill, Chairman

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

Approve the travel request - Councilman Kirby Metoxen - Annual American Indian Tourism Conference - ..

Business Committee Agenda Request

1. **Meeting Date Requested:** 09/28/22

2. **Session:**

Open Executive – must qualify under §107.4-1.

Justification: *Choose or type justification.*

3. **Requested Motion:**

Accept as information; OR

Approve travel request - Councilman Kirby Metoxen -2022 Annual American Indian Tourism Conference- Funner, CA, Oct. 23-28, 2022

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

Finance

Programs/Services

Law Office

MIS

Gaming/Retail

Boards, Committees, or Commissions

Other: OBC

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

Name, Title/Entity OR Choose from List

Name, Title/Entity OR Choose from List

Name, Title/Entity OR Choose from List

Name, Title/Entity OR Choose from List

6. Supporting Documents:

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

7. Budget Information:

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

8. Submission:

Authorized Sponsor: Kirby Metoxen, Councilman

Primary Requestor: (Name, Title/Entity)

Oneida Business Committee Travel Request

1. OBC Meeting Date Requested: 09 / 28 / 22 e-poll requested

2. General Information:

Event Name: Annual American Indian Tourism Conference

Event Location: Funner, CA Attendee(s): Kirby Metoxen

Departure Date: October 23,2022 Attendee(s):

Return Date: October 28, 2022 Attendee(s):

3. Budget Information:

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

Cost Estimate: 4013 (NATOW Reimburse)

4. Justification:

Describe the justification of this Travel Request:

Funds from FY23-Native American Tourism of Wisconsin (NATOW) will provide reimbursement. Every year the Annual American Indian Tourism Conference attracts more than 300 attendees, who attend for the networking opportunities, the high-level keynote sessions and the informative breakout sessions led by some of the leading hospitality industry experts. Councilman Metoxen will tend NATOW s informational booth as NATOW's Vice President and Oneida Nation's representative. NATOW's mission is to promote tribal tourism and economic development, while highlighting the beauty, diversity and cultural dynamism of the 11 federally recognized tribes of Wisconsin. AIANTA will recognize the best of Indian Country travel and tourism at the annual Excellence in Tourism Industry Awards Gala and Silent Auction, October 27, 2022.

5. Submission

Sponsor: Kirby Metoxen, Councilmember

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

ONEIDA NATION - OBC
TRAVEL AUTHORIZATION REQUEST

General Travel Information

Name of Traveler	Kirby Metoxen		
<i>Legal name as it appears on Travelers Driver's License or State ID, no nicknames</i>			
Employee Number			
Destination	Funner, CA		
Departure date	10/23/2022	Return date	10/28/2022
Purpose of travel	American Indian Tourism Conference		
Charged GL Account	001-4272000-005-701000-000		

GSA (General Services Administration) Rates are linked on SharePoint under Employee Resources

Per Diem rate per day	\$ 74.00		
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Cost Estimate Information

Personal Automobile Mileage Expenses

Total miles		Multiply by the Mileage rate	\$.625	\$ 0.00
Description	Rate	Factor	Days	Total
Per Diem for initial travel date	\$ 74.00	0.75	1	\$ 55.50
Per Diem full day at destination	\$ 74.00	1.00	4	\$ 296.00
Per Diem for return travel date	\$ 74.00	0.75	1	\$ 55.50
Subtract included meals				
Miscellaneous expenses: taxi, parking, fees, etc.				
Subtotal = Advance to Traveler				\$ 407.00
Lodging including room, taxes, fees, and hotel parking				\$ 1,000.03
Airfare				\$ 1,200.00
Luggage Fees				\$ 60.00
Car Rental				\$ 720.00
Registration				\$ 625.00
Subtotal				\$ 3,605.03
Total Trip Cost Estimate				\$ 4,012.03

I understand this advance will be deducted from my claim for reimbursement of actual travel expenses.
I also understand that if this advance is not cleared within 10 calendar days after my travel return date, the Nation has the authority to withhold any advanced funds from future wages.

Signatures / Approvals

	Signature	Date
Traveler		
Supervisor		

Send all travel related items to: CentralAccounting_Travel@oneidation.org

Welcome to the American Indian Tourism Conference

Rising Together for the Journey Ahead

AITC Conference

045	:	00	:	48	:	38
Day(s)		Hour(s)		Minute(s)		Second(s)



24th Annual American Indian Tourism Conference
 October 24-27, 2022

Harrah's Resort Southern California

777 Harrah's Rincon Way

Funner, CA 92082

Rincon Tribe

[Register Now →](#)

The Annual American Indian Tourism Conference (AITC), now in celebrating its 24th anniversary, is the only national conference dedicated to growing tourism in America's indigenous communities.

Every year the conference attracts more than 300 attendees, who attend for the networking opportunities, the high-level keynote sessions and the informative breakout sessions led by some of the leading hospitality industry experts. At our first-ever virtual conference we had 800 registrants.

More Information

Sponsor AITC

Extend your visibility by sponsoring AITC, the only national conference dedicated to travel and tourism in Indian Country.

[Sponsor AITC](#)

Program at a Glance

See the full AITC program schedule and list of speakers.

[Coming Soon!](#)

Excellence in Tourism Industry Awards

Join AIANTA as we recognize the best of Indian Country travel and tourism at the annual Excellence in Tourism Industry Awards Gala and Silent Auction, October 27, 2022.

[See Previous Winners](#)

Exhibit at AITC

An exhibitor table at the [American Indian Tourism Conference](#) will provide you with direct access to more than 350 hospitality industry professionals ..

Exhibit at AITC

AITC Mobile Workshops

Join the Rincon Tribe in one of two cultural tourism experiences that explore the Native culture and history of the Greater San Diego area.

Mobile Workshops at AITC

Business of Art

This workshop is designed for artists. It will discuss working with your tribe to promote tourism; pricing and marketing; working with galleries and museums; and much more.

Learn More

AITC Schedule at a Glance

Monday, October 24

8:00 a.m. – 5:00 p.m.

Mobile Workshops

1:00 – 4:00 p.m.

Business of Art Workshop

6:00 – 7:30 p.m.

Opening Reception

Tuesday, October 25

7:30 a.m. – 5 p.m.

Exhibit Hall Open

8:30 – 10 a.m.

Opening Ceremonies/Regalia Day

10:30 a.m. – 11:45 a.m.

Break Out Sessions "1"

noon – 1:30 p.m.

Luncheon & General Session

1:45 – 3 p.m.

AIANTA Town Hall / Information Gathering Session

3:30 – 5 p.m.

AIANTA Regional Meetings

Wednesday, October 26

7:30 a.m. – 5 p.m.

Exhibit Hall Open

7:30 – 9 a.m.

Networking Continental Breakfast

9 – 10:15 a.m.

General Session

10:45 a.m. – noon

Break Out Sessions "2"

12:15 – 1:30 p.m.

Luncheon & General Session

1:45 – 3 p.m.

Break Out Sessions "3"

Thursday, October 27

7:30 a.m. – 1:30 p.m.

Exhibit Hall Open

7:30 – 8:45 a.m.

Networking Continental Breakfast

8:45 – 10 a.m.

Break Out Sessions "5"

10:30 a.m. – 11:45 p.m.

Break Out Sessions "6"

noon – 1:15 p.m.

Luncheon & General Session

1:30 – 2:45 p.m.

Break Out Sessions "7"

3:15 – 4:30 p.m.

The Heart Speaks (Closing Session)



6 – 7 p.m.
No Host Happy Hour

7 – 10 p.m.
Excellence in Tourism Industry Award

About Harrah’s Resort Southern California



Located between San Diego and Los Angeles, in a mountain valley along the San Luis Rey River, Funner, California is the city where fun lives.

With two luxurious towers housing 1,087 rooms and suites, an award-winning trifecta of pools, a serene 11,000 square-foot spa and SoCal’s first tribally

owned brewery it’s easy to see why Harrah’s Resort SoCal is voted “Best resort in Funner, CA.”

www.harrahssocal.com.

About the Rincon Tribe

The Rincon Tribe resides on a 5,000-acre reservation in Valley Center (Funner), California. Established in 1875, the Rincon Tribe is a sovereign government recognized by the U.S. Constitution, the United States Congress, court precedent and federal policy. The Rincon Tribe owns Harrah’s Resort Southern California and uses profits and other commercial enterprises to provide government services, cultural programs and economic development resources for their members and surrounding communities.

AITC 2022 Sponsors

Presenting Sponsor

Rincon Tribe



6. Supporting Documents:

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

7. Budget Information:

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

8. Submission:

Authorized Sponsor: Kirby Metoxen, Councilman

Primary Requestor: (Name, Title/Entity)

Oneida Business Committee Travel Request

1. OBC Meeting Date Requested: 09 / 28 / 22 e-poll requested

2. General Information:

Event Name: Smithsonian's National Museum of American Indian Veterana's Memorial

Event Location: Washington, DC Attendee(s): Kirby Metoxen

Departure Date: Nov 9, 2022 Attendee(s):

Return Date: Nov 13, 2022 Attendee(s):

3. Budget Information:

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

Cost Estimate: \$2565.50 (per diem, lodging, air, etc.)

4. Justification:

Describe the justification of this Travel Request:

Funds from FY23. The National Native American Veterans Memorial opened on November 11, 2020, on the grounds of the National Museum of the American Indian in Washington, DC. This tribute to Native heroes recognizes for the first time on a national scale the enduring and distinguished service of Native Americans in every branch of the US military.

Native Veterans Procession and Dedication Ceremony Veterans Day, November 11, 2022-honoring the exceptional military service of Native Americans in a formal dedication of the National Native American Veterans Memorial in Washington, DC. The dedication and processional will honor American Indian, Alaska Native, and Native Hawaiian veterans and their families.

5. Submission

Sponsor: Kirby Metoxen, Councilmember

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

ONEIDA NATION - OBC
TRAVEL AUTHORIZATION REQUEST

General Travel Information

Name of Traveler	Kirby Metoxen		
<i>Legal name as it appears on Travelers Driver's License or State ID, no nicknames</i>			
Employee Number			
Destination	Washington, DC		
Departure date	11/09/2022	Return date	11/13/2022
Purpose of travel	Smithsonian's National Museum of American Indian Veterna's Memorial		
Charged GL Account	001-4272000-005-701000-000		

GSA (General Services Administration) Rates are linked on SharePoint under Employee Resources

Per Diem rate per day	\$ 79.00		
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Cost Estimate Information

Personal Automobile Mileage Expenses

Total miles		Multiply by the Mileage rate	\$.625	\$ 0.00
Description	Rate	Factor	Days	Total
Per Diem for initial travel date	\$ 79.00	0.75	1	\$ 59.25
Per Diem full day at destination	\$ 79.00	1.00	3	\$ 237.00
Per Diem for return travel date	\$ 79.00	0.75	1	\$ 59.25
Subtract included meals				
Miscellaneous expenses: taxi, parking, fees, etc.				
Subtotal = Advance to Traveler				\$ 355.50
Lodging including room, taxes, fees, and hotel parking				\$ 1,100.00
Airfare				\$ 700.00
Luggage Fees				\$ 60.00
Car Rental				\$ 350.00
Registration				
Subtotal				\$ 2,210.00
Total Trip Cost Estimate				\$ 2,565.50

I understand this advance will be deducted from my claim for reimbursement of actual travel expenses.
I also understand that if this advance is not cleared within 10 calendar days after my travel return date, the Nation has the authority to withhold any advanced funds from future wages.

Signatures / Approvals

	Signature	Date
Traveler		
Supervisor		

Send all travel related items to: CentralAccounting_Travel@oneidanation.org



- Calendar
- Memorial
- About
- Online Resources
- Shop
- Donate
- Press



NATIONAL MUSEUM of the AMERICAN INDIAN



NATIONAL NATIVE AMERICAN VETERANS MEMORIAL

Honoring the Military Service of Native Americans

VISIT
THE MEMORIAL

SUPPORT
THE MEMORIAL

Native Veterans Procession and Dedication Ceremony

Veterans Day, November 11, 2022

Join the museum in honoring the exceptional military service of Native Americans in a formal dedication of the National Native American Veterans Memorial in Washington, DC. The dedication and processional will honor American Indian, Alaska Native, and Native Hawaiian veterans and their families.

Procession [Register](#)

Native veterans are invited to participate in a procession along the National Mall from the museum to the ceremony



stage in front of the US Capitol. Registration is open to individual veterans and veterans groups. Family members, friends, and communities are encouraged to honor participating veterans from viewing areas along the procession route. The procession will be livestreamed.

Dedication

The Dedication Ceremony on the National Mall will include a veterans seating area and standing room for the public. The ceremony will be livestreamed.

Weekend Celebration

November 11 | 10 AM–8 PM

November 12 | 10 AM–5:30 PM

November 13 | 10 AM–5:30 PM

Celebrations at the museum will include hands-on activities, films in the Rasmuson Theater, performances in the Potomac Atrium, and a veterans hospitality suite.

[Sign up](#) for email updates.

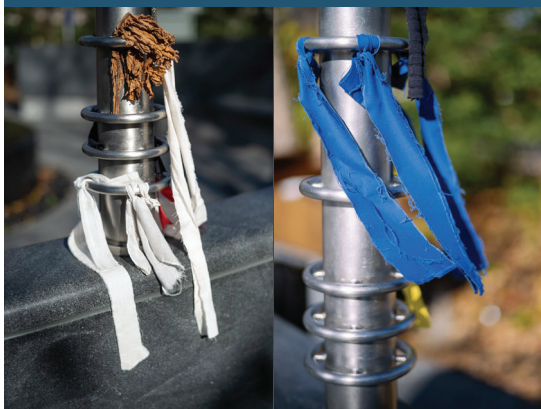


Press and Media Inquiries

[Register](#) with the NMAI Marketing and Communications team.

General Inquiries

Contact the Office of Special Events at NNAVMDedication@si.edu or 202-633-7020.



Prayer cloths

Prayer cloths are used by many Native people as a symbol of spirituality. Some may contain tobacco and be tied as a bundle, others are strips of cloth. Visitors to the memorial are welcome to bring and tie prayer cloths to the memorial lances. When tying a prayer cloth, please do not touch or remove other prayer cloths.

EXPECTATIONS/FUTURE PLANS REGARDING THE OUTCOME/GOAL:

It is the intent of ONVAC to continuously work to improve the Memorial Site, including the honoring and recognition of our Oneida Warriors past, present and future. We are also very PROUD to have the Wisconsin State Military Order of the Purple Heart Monument within our Memorial Site, with special thanks to the unconditional commitment by our former ONVAC Member and Commander of the Wisconsin Military Order of the Purple Heart, our comrade and colleague, Mr. George Greendeer.

Stipends

Per the Boards, Committees, and Commissions law, stipends are set via OBC resolution. BC resolution # 08-12-20-C sets the stipend amounts.

Budget Information

<u>FY-2022 BUDGET:</u>	\$51,524.00
------------------------	-------------

<u>FY-2022 EXPENDITURES AS OF END OF REPORTING PERIOD: 6/30/2022</u>	\$2,775.00
--	------------

The ONVAC has received approval from the Business Committee to attend the Dedication Ceremony in Washington, D.C. in November 2022. The ONVAC will be participating in the procession along the National Mall from the museum to the ceremony stage in front of the U.S. Capitol. Given that this event is on a National platform and, whereas ONVAC recognizes the importance of having our Nation's veterans represented in full, all ONVAC members were requested to participate for an event of this magnitude. ONVAC members will participate, in uniform, with the colors including our Nation's flag and the ONVAC eagle staff.

Requests

Enter request(s), if needed.

Other

Although the ONVAC has unofficially continued to represent our Oneida Veterans, their families and our Community throughout the Covid-19 Pandemic, we have respectfully provided our services within the parameters as allowed during this period. It is truly our honor to be reinstated and we THANK the OBC and the Oneida Health Department for keeping our Nation safe and our on-going services will continue to be provided within these preventative parameters.

Enter the e-poll results into the record regarding the approved travel request for Chairman Tehassi Hill to.

Business Committee Agenda Request

1. Meeting Date Requested: 09/28/22

2. General Information:

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

Justification: *Choose reason for Executive.*

3. Supporting Documents:

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

4. Budget Information:

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

5. Submission:

Authorized Sponsor: Lisa Liggins, Secretary

Primary Requestor: _____

Additional Requestor: (Name, Title/Entity)

Additional Requestor: (Name, Title/Entity)

Submitted By: CELLIS1

From: [Secretary](#)
To: [Secretary](#); [Tehassi Tasi Hill](#); [Brandon L. Yellowbird-Stevens](#); [Cristina S. Danforth](#); [Lisa A. Liggins](#); [Daniel P. Guzman](#); [David P. Jordan](#); [Kirby W. Metoxen](#); [Ethel M. Summers](#); [Jennifer A. Webster](#)
Cc: [Danelle A. Wilson](#); [Rhiannon R. Metoxen](#); [Kristal E. Hill](#); [BC Agenda Requests](#)
Subject: E-POLL RESULTS: Approve the travel request - Chairman Tehassi Hill - Inflation Reduction Act Passage Event - Washington, D.C. - September 13-14, 2022
Date: Friday, September 9, 2022 1:23:58 PM
Attachments: [BCTR Approve the travel request - Chairman Tehassi Hill - Inflation Reduction Act Passage Event - Washington DC - September 13-14 2022.pdf](#)

E-POLL RESULTS

The e-poll to approve the travel request for Chairman Tehassi Hill to attend the Inflation Reduction Act Passage Event in Washington, D.C. - September 13-14, 2022, **has carried**. Below are the results:

Support: Marie Cornelius, Daniel Guzman King, David P. Jordan, Lisa Liggins, Kirby Metoxen, Brandon Stevens, Jennifer Webster

Aliskwet Ellis
Information Management Specialist
Government Administrative Office
O: 920.869.4408 • E: cellis1@oneidanation.org
P.O. Box 365 • Oneida, WI • 54155



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

CONFIDENTIALITY NOTICE: This message and any included attachments are intended only for the addressee. This message may contain privileged, confidential, or proprietary information. Unauthorized forwarding, printing, copying, distribution, or use of such information is strictly prohibited and may be unlawful. If you have received this message in error, please inform us promptly by reply e-mail, then delete the e-mail and destroy any printed copy.

From: Secretary <TribalSecretary@oneidanation.org>
Sent: Wednesday, September 7, 2022 10:57 AM
To: Secretary <TribalSecretary@oneidanation.org>; Tehassi Tasi Hill <thill7@oneidanation.org>; Brandon L. Yellowbird-Stevens <bstevens@oneidanation.org>; Cristina S. Danforth <cdanfor4@oneidanation.org>; Lisa A. Liggins <lliggins@oneidanation.org>; Daniel P. Guzman <dguzman@oneidanation.org>; David P. Jordan <djordan1@oneidanation.org>; Kirby W. Metoxen <KMETOX@oneidanation.org>; Ethel M. Summers <esummer1@oneidanation.org>; Jennifer A. Webster <JWEBSTE1@oneidanation.org>
Cc: Danelle A. Wilson <dwilson1@oneidanation.org>; Rhiannon R. Metoxen <rmetoxe2@oneidanation.org>; Kristal E. Hill <khill@oneidanation.org>
Subject: E-POLL REQUEST: Approve the travel request - Chairman Tehassi Hill - Inflation Reduction Act Passage Event - Washington, D.C. - September 13-14, 2022

E-POLL REQUEST

-
Summary:

The Chairman received the attached invitation on September 6, 2022, to an event celebrating the passage of the Inflation Reduction Act to be held at the White House on Tuesday, September 13, 2022 at 3:00 p.m. In consultation with our Intergovernmental Affairs Department and federal contacts, the recommendation is to approve the travel for the Chairman to attend as this will be a great networking opportunity.

Justification for E-Poll:

An e-poll is being requested as the next BC meeting is on September 14, 2022.

-
Requested Action:

Approve the travel request for Chairman Tehassi Hill to attend the Inflation Reduction Act Passage Event in Washington, D.C. - September 13-14, 2022

-
Deadline for response:

Responses are due no later than 4:30 p.m., Thursday, September 8, 2022.

-
Voting:

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

Aliskwet Ellis

Information Management Specialist
Government Administrative Office
O: 920.869.4408 • E: cellis1@oneidanation.org
P.O. Box 365 • Oneida, WI • 54155



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

CONFIDENTIALITY NOTICE: This message and any included attachments are intended only for the addressee. This message may contain privileged, confidential, or proprietary information. Unauthorized forwarding, printing, copying, distribution, or use of such information is strictly prohibited and may be unlawful. If you have received this message in error, please inform us promptly by reply e-mail, then delete the e-mail and destroy any printed copy.

Oneida Business Committee Travel Request

1. **OBC Meeting Date Requested:** ___ / ___ / ___ e-poll requested

2. General Information:

Event Name: _____ Inflation Reduction Act Passage Event _____

Event Location: _____ Washington DC _____ Attendee(s):

Departure Date: Attendee(s):

Return Date: Attendee(s):

3. Budget Information:

Funds available in individual travel budget(s)

Unbudgeted

Grant Funded or Reimbursed

Cost Estimate: _____ \$2250 _____

4. Justification:

Describe the justification of this Travel Request:

The Chairman received the attached invitation on September 6, 2022, to an event celebrating the passage of the Inflation Reduction Act to be held at the White House on Tuesday, September 13, 2022 at 3:00 p.m.

In consultation with our Intergovernmental Affairs Department and federal contract, the recommendation is to approve the travel for the Chairman to attend as this will be a great networking opportunity.

An e-poll is being requested as the next BC meeting is on September 14, 2022.

5. Submission

Sponsor:

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

From: The White House Social Office RSVP <SocialOfficeRSVP@WHO.eop.gov>
Sent: Tuesday, September 6, 2022 9:10 PM
To: Tehassi Tasi Hill <thill7@oneidanation.org>
Subject: Invitation from The President for an event celebrating the passage of the Inflation Reduction Act on Tuesday, September 13

Dear Chairman Hill,

Please see your invitation below for an event celebrating the passage of the Inflation Reduction Act to be held at the White House on Tuesday, September 13, 2022 at 3:00 p.m.

This invitation is individual you and is non-transferable.

RSVP: Accept or regret using [THIS LINK](#). Please RSVP by 4:00 p.m. on Wednesday, September 7.

White House Entry Instructions: Please arrive at **15th Street just below E Street, NW between 11:45 a.m. – 2:45 p.m. on Tuesday, September 13.** There is no parking on the White House grounds. The best vehicle drop-off point is 15th and E Street, NW. Please see the map below. Arriving earlier during this timeframe is encouraged to avoid long lines.

If you require an accessible route, the best vehicle drop-off point is 15th Street and Alexander Hamilton Place, NW.

ID Requirements:

US Citizens ages 18 and older: Must present a valid driver's license, military ID, or US passport. US Citizens under age 18 will not need to present a government issued ID but must be accompanied by a parent or guardian.

Foreign Nationals regardless of age: Must present a valid passport, alien registration card, or US State Department ID.

Any discrepancy between the information provided and the information stated on your government-issued ID will delay the entry process.

COVID-19 Guidance:

Vaccination: When responding to this invitation, all guests must attest to their vaccination status.

You are considered "fully vaccinated" two weeks after completing the second dose of a two-dose COVID-19 vaccine (e.g., Pfizer or Moderna) or two weeks after receiving a single dose of a one-dose vaccine (e.g., Johnson & Johnson/Janssen).

Masks: Fully vaccinated guests are not required to wear a mask at the event. Guests who are not fully vaccinated must **test prior to the event, wear a mask at all times, and maintain at least 6 feet distance** from others while at the event.

If you indicate you are not fully vaccinated, please report to our testing facility at 708 Jackson Place in Lafayette Square anytime **between 5:00 a.m. – 12:00 p.m. on Tuesday, September 13**. Testing earlier in the day is encouraged to avoid long lines. If this timeframe does not work, please contact COVID-19 Operations at covid-ops@who.eop.gov as soon as possible. Individuals who do not get tested for COVID-19 during the hours indicated above or make alternative arrangements with COVID-19 Operations will not be permitted to enter the White House grounds or the event.

Please note: this testing facility is only accessible by stairs. If you require accommodations that make it more accessible to you, please contact covid-ops@who.eop.gov.

Consent: By submitting the information requested, you understand that the White House will share this information internally with relevant White House offices in order to coordinate appropriate public health and safety measures for this event.

Questions: If you have any questions regarding COVID-19 guidelines and protocols, please contact covid-ops@who.eop.gov.

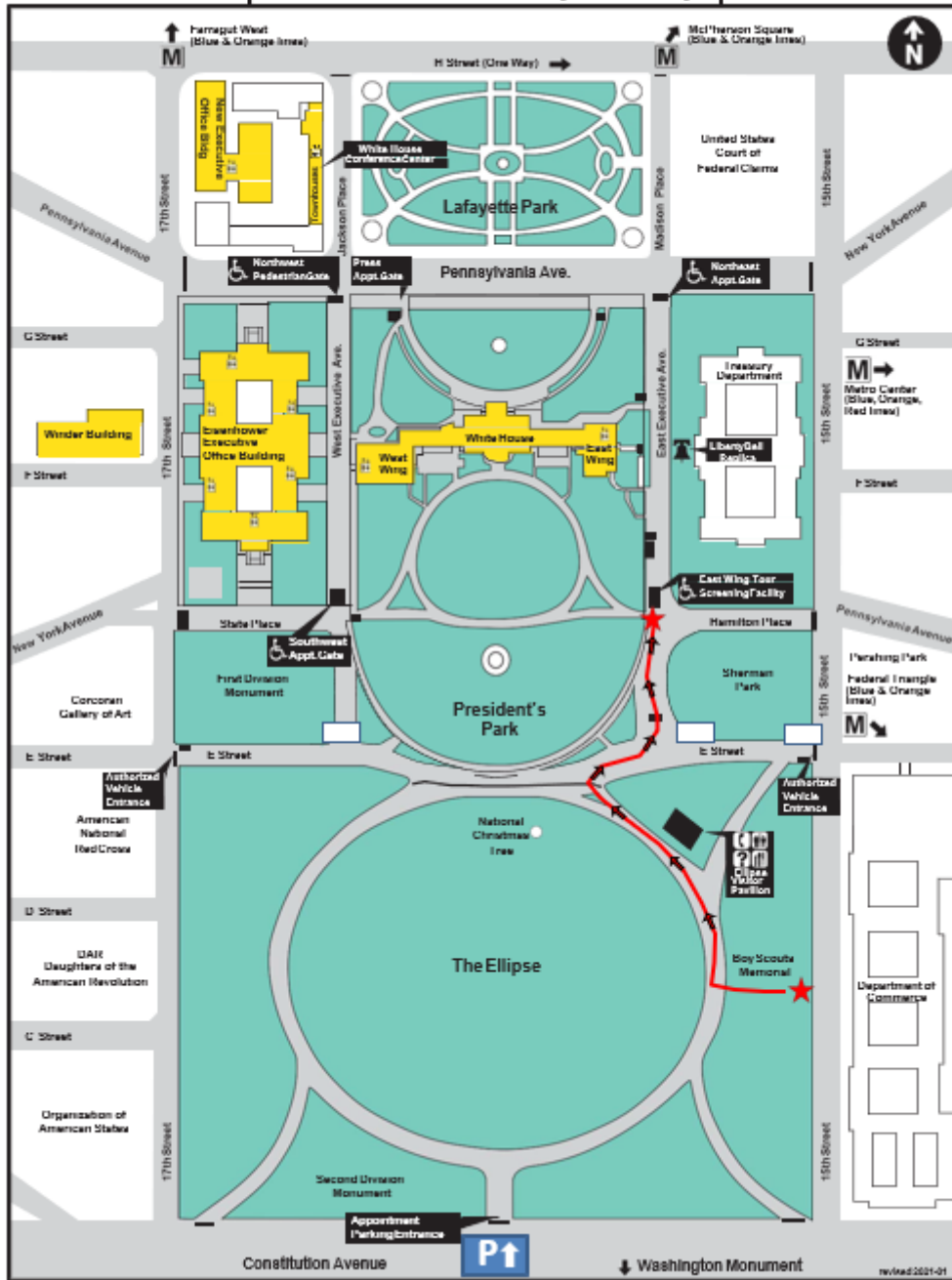
Attire: Business. This event is scheduled to take place outdoors.



The President
requests the pleasure of your company
at an event celebrating the passage of the
Inflation Reduction Act
to be held at
The White House
on Tuesday, September 13, 2022
at three o'clock

Please respond via this link
Kindly direct any questions to
The Social Secretary
The White House
(202) 456-6336
SocialOfficeRSVP@who.eop.gov

White House Complex Map



Enter the e-poll results into the record regarding the approved travel request for Chairman Tehassi Hill to.

Business Committee Agenda Request

1. Meeting Date Requested: 09/28/22

2. General Information:

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

3. Supporting Documents:

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

4. Budget Information:

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

5. Submission:

Authorized Sponsor: Lisa Liggins, Secretary

Primary Requestor: _____

Additional Requestor: (Name, Title/Entity)

Additional Requestor: (Name, Title/Entity)

Submitted By: CELLIS1

From: [Secretary](#)
To: [Secretary](#); [Tehassi Tasi Hill](#); [Brandon L. Yellowbird-Stevens](#); [Cristina S. Danforth](#); [Lisa A. Liggins](#); [Daniel P. Guzman](#); [David P. Jordan](#); [Kirby W. Metoxen](#); [Ethel M. Summers](#); [Jennifer A. Webster](#)
Cc: [Danelle A. Wilson](#); [Rhiannon R. Metoxen](#); [Kristal E. Hill](#); [BC Agenda Requests](#); [Debbie J. Melchert](#); [BC Agenda Requests](#)
Subject: E-POLL RESULTS: Approve the travel request - Chairman Tehassi Hill - meet with U.S. Department of the Interior Assistant Secretary of Indian Affairs – Washington, DC - September 22, 2022.
Date: Tuesday, September 20, 2022 7:56:00 PM
Attachments: [Approve travel request Chairman Tehassi Hill meet with US Dept of Interior Assistant Secretary of Indian Affairs Washington DC September 22.pdf](#)
[image001.png](#)

E-POLL RESULTS

The e-poll to approve the travel request for Chairman Tehassi Hill to meet with U.S. Department of the Interior Assistant Secretary of Indian Affairs in Washington, DC - September 22, 2022, **has carried**. Below are the results:

Support: Marie Cornelius, Daniel Guzman King, David P. Jordan, Lisa Liggins, Kirby Metoxen, Brandon Stevens, Jennifer Webster

Aliskwet Ellis
Information Management Specialist
Government Administrative Office
O: 920.869.4408 • E: cellis1@oneidanation.org
P.O. Box 365 • Oneida, WI • 54155



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

CONFIDENTIALITY NOTICE: This message and any included attachments are intended only for the addressee. This message may contain privileged, confidential, or proprietary information. Unauthorized forwarding, printing, copying, distribution, or use of such information is strictly prohibited and may be unlawful. If you have received this message in error, please inform us promptly by reply e-mail, then delete the e-mail and destroy any printed copy.

From: Secretary <TribalSecretary@oneidanation.org>
Sent: Monday, September 19, 2022 10:31 AM
To: Secretary <TribalSecretary@oneidanation.org>; Tehassi Tasi Hill <thill7@oneidanation.org>; Brandon L. Yellowbird-Stevens <bstevens@oneidanation.org>; Cristina S. Danforth <cdanfor4@oneidanation.org>; Lisa A. Liggins <lliggins@oneidanation.org>; Daniel P. Guzman <dguzman@oneidanation.org>; David P. Jordan <djordan1@oneidanation.org>; Kirby W. Metoxen <KMETOX@oneidanation.org>; Ethel M. Summers <esummer1@oneidanation.org>; Jennifer A. Webster <JWEBSTE1@oneidanation.org>
Cc: Danelle A. Wilson <dwilson1@oneidanation.org>; Rhiannon R. Metoxen <rmetoxe2@oneidanation.org>; Kristal E. Hill <khill@oneidanation.org>
Subject: E-POLL REQUEST: Approve the travel request - Chairman Tehassi Hill - meet with U.S. Department of the Interior Assistant Secretary of Indian Affairs – Washington, DC - September 22, 2022.

E-POLL REQUEST:**Summary:**

The Oneida Nation submitted a meeting request (attached) and information to the Assistant Secretary of Indian Affairs to discuss settlement options on the Nation's land claims. The Assistant Secretary has scheduled an in person meeting for Thursday, September 22, 2022 at 1:30 p.m. (ET). The request is for Chairman Hill to meet with U.S. Department of Interior Assistant Secretary of Indian Affairs, September 22, 2022, Washington, DC.

Justification for e-poll:

The next Business Committee meeting will not be held until September 28, 2022.

Requested Action:

Approve the travel request - Chairman Tehassi Hill - meet with U.S. Department of the Interior Assistant Secretary of Indian Affairs – Washington, DC - September 22, 2022.

Deadline for response:

Responses are due no later than 4:30 p.m., Tuesday, September 20, 2022.

Voting:

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

Brooke Doxtator

Boards, Committees, and Commissions Supervisor
Government Administrative Office (GAO)

office 920.869.4452



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Oneida Business Committee Travel Request

1. OBC Meeting Date Requested: ___ / ___ / ___

e-poll requested

2. General Information:

Event Name: Meeting with U.S. Department of the Interior Assistant Secretary of Indian Affairs

Event Location: Washington, DC

Attendee(s): Tehassi Hill

Departure Date: Sep 22, 2022

Attendee(s):

Return Date: Sep 22, 2022

Attendee(s):

3. Budget Information:

Funds available in individual travel budget(s)

Unbudgeted

Grant Funded or Reimbursed

Cost Estimate: \$1,436.70

4. Justification:

Describe the justification of this Travel Request:

The Oneida Nation submitted the attached meeting request and information to the Assistant Secretary of Indian Affairs to discuss settlement options on the Nation’s land claims. The Assistant Secretary has scheduled an in person meeting for Thursday, September 22, 2022 at 1:30 p.m. (ET). The next Business Committee meeting will not be held until September 28, 2022.

Requested Action: Approve Chairman Hill to attend a meeting with the U.S. Department of the Interior Assistant Secretary of Indian Affairs, September 22, 2022.

5. Submission

Sponsor: Tehassi Hill, Chairman

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



**Background memo:
 Oneida Nation meeting request on Assistant Secretary's discretionary authority
 under Indian Claim Limitation Act of 1982 with respect to certain Nation claims**

Statutory authority: In 1982, Congress enacted the Indian Claims Limitation Act as an amendment to the statutory provision imposing a statute of limitations on money damage claims filed by the United States on behalf of Indian tribes. Act of Dec. 30, 1982, P.L. 97-394 ("Act"). The Act set up an administrative process to identify meritorious tribal and individual Indian claims for money damages and, among other things, gave the Secretary of the Interior discretionary authority to recommend proposed legislation to Congress to settle such claims. This discretionary authority, now codified at 28 U.S.C. §2815(a), has been delegated by the Secretary to the Assistant Secretary - Indian Affairs. See 209 Departmental Manual 8.1.

Oneida Nation claims for money damages: In the course of the administrative process established under the Act, the Department of the Interior identified what it called aboriginal and Nonintercourse Act claims for money damages by the Oneida Nation. See 48 Federal Register 13698, at 13920, Mar. 31, 1983. These money damage claims arose because of third parties' occupation of recognized and treaty-protected Oneida territory in New York without authority or approval of the United States and in violation of federal common law and the Nonintercourse Act. *Oneida Indian Nation v. County of Oneida*, 470 U.S. 226 (1985). The Supreme Court held that Oneida title to its New York territory had not been extinguished and, as a result, those third parties such as the counties currently in occupation were committing trespass upon Oneida territory.

Litigation of Oneida claims in federal court is now foreclosed: The Oneida claim for title to its New York territory, and similar claims by other Iroquois governments in New York, were litigated in federal court. The Second Circuit adopted a rule that these claims, both the title claims and those for trespass damages, were barred by the passage of time under the federal common law of laches. *Cayuga Nation v. Pataki*, 413 F.3d 266 (2d Cir. 2005). Eventually, the Second Circuit applied this same rule to the Oneida claims, foreclosing any opportunity for a court recovery for the meritorious Oneida claims for title and trespass damages. *Oneida Nation v. County of Oneida*, 617 F.3d 114 (2d Cir. 2010). The Supreme Court declined to hear this case, closing the courthouse doors to the Oneida Nation unless there is a change in law in the Second Circuit or the Supreme Court decides to consider the laches issue in another case.

United States' responsibility for the Oneida claims: The United States has acknowledged that it has a trust and treaty obligation to protect the Oneida in the possession of the New York

territory, an obligation that the United States violated when it failed to intercede in New York State's duplicitous and coercive acquisition of Oneida territory. This same obligation continues to exist.

Oneida leadership wishes to discuss whether the Assistant Secretary will exercise his discretionary authority under §2415 to negotiate a possible settlement of the Oneida claims for money damages and propose such a settlement to Congress for enactment.

Review the Environmental, Health, Safety, Land, and Agriculture Environmental Resource Board...

Business Committee Agenda Request

1. Meeting Date Requested: 09/28/22

2. Session:

Open Executive – must qualify under §107.4-1.

Justification: *Choose or type justification.*

3. Requested Motion:

Accept as information; OR

Follow up to BC meeting August 10, 2022: Motion by Lisa Liggins to direct the General Manager to complete the assessment regarding the feasibility of the EHSLA Division taking on the roles of the ERB and for the assessment to be submitted at the second Business Committee meeting in September.

4. Areas potentially impacted or affected by this request:

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

5. Additional attendees needed for this request:

Mark W. Powless, General Manager

Nicole Rommel, EHSLA Director

Name, Title/Entity OR Choose from List

Name, Title/Entity OR Choose from List

6. Supporting Documents:

- Bylaws
- Fiscal Impact Statement
- Presentation
- Contract Document(s)
- Law
- Report
- Correspondence
- Legal Review
- Resolution
- Draft GTC Notice
- Minutes
- Rule (adoption packet)
- Draft GTC Packet
- MOU/MOA
- Statement of Effect
- E-poll results/back-up
- Petition
- Travel Documents
- Other: *Describe*

7. Budget Information:

- Budgeted – Tribal Contribution
- Budgeted – Grant Funded
- Unbudgeted
- Not Applicable
- Other: *Describe*

8. Submission:

Mark W. Powless Digitally signed by Mark W. Powless
Date: 2022.08.26 16:38:08 -05'00'

Authorized Sponsor: Mark W. Powless, General Manager

Primary Requestor: Nicole Rommel, EHSLA Director



Memorandum

TO: Mark Powless, General Manager
 FROM: Nicole Rommel, EHSLA Director
 SUBJECT: Environmental Resource Board (ERB) Responsibilities
 DATE: 08/12/2022

Due to the pandemic, the ERB has been in temporary closure status since April 8, 2020.

A review of the ERB's applicable laws and the responsibilities included in each law has been completed. The Environmental, Health, Safety, Land, and Agriculture Division (EHSLA) and/or Judiciary can take on the duties from six of the seven applicable laws.

Many of the responsibilities are jointly executed between the ERB and EHSLA. EHSLA has the capability to take over full responsibility. The ERB does have some hearing body authorities which could be transferred to the Judiciary.

The Public Use of Tribal Lands Law is different due to the ERB having the duty and power to carry out the intent and purposes of the law and enforce the provisions of the law. The responsibilities in this law could be split between EHSLA and the Oneida Land Commission.

A legal review of all seven of the applicable laws may need to be completed to determine the needed changes and determine who should be responsible for the Public Use of Tribal Lands Law.

Below are details on the establishment and purpose of the ERB. Also included is a summary of the applicable laws with a description of the ERB's responsibilities in each.

The ERB was established through resolution BC-02-22-85-B (Attachment A). An excerpt on the purpose as stated in the resolution is, overseeing and coordinating all tribal conservation activities including, reforestation, recreational development and the orderly regulation of hunting and fishing on the Oneida Indian Reservation.

According to the ERB's Bylaws (Attachment B), the purpose is as follows:

1. Through its establishment, the ERB was delegated authority to supervise and regulate the Nation's conservation resources and the environment of the Oneida Reservation.
2. The ERB shall be responsible for the oversight, compliance, and/or development of conservation and environmental laws, practices, and/or policies for the Oneida Nation that relate to including, but not be limited to:
 - a. hunting and fishing;
 - b. conservation, reforestation, parks/wildlife, and recreation;
 - c. environmental protection and improvement;
 - d. community education; and

- e. enforcement.
- 3. The ERB shall monitor environmental problems on the Oneida Reservation.
- 4. The ERB shall carry out all other powers and/or duties delegated through the laws, policies, rules, and resolutions of the Nation, including but not limited to the Hunting, Fishing, and Trapping Law; the Well Abandonment Law, the Public Use of Tribal Land Law, and the Domestic Animals Law.

In addition to the laws listed above, the ERB also has responsibilities in the Tribal Environmental Response Law, Water Resources Law, and the All-Terrain Vehicle Law.

Title 3, Chapter 304 - Domestic Animals

- Develop fines and penalties jointly with EHSLA

Title 4. Chapter 401 - Tribal Environmental Response

- Rulemaking authority to adopt a penalty schedule upon recommendation of EHSLA
- Garnishment process for non-payment

Title 4. Chapter 404-Well Abandonment

- Fines and penalties payable to ERB
 - Proceeds to general fund
 - Garnishment process for non-payment

Title 4, Chapter 406 - Hunting, Fishing, and Trapping

- Joint rulemaking authority with EHSLA
- Form a Hearing Body for denial of a license or permit by Conservation Department
- Fines and penalties payable to ERB
 - Proceeds to general fund
 - Garnishment process for non-payment

Title 4, Chapter 409 - Water Resources

- Advisory capacity to EHSLA in the development and administration of the programs contemplated under this law
- Approval of any agreements along with the Business Committee between EHSLA and political entities
- Form a Hearing Body for review of any orders by the Conservation Department under this law
- Garnishment process for non-payment

Title 4, Chapter 410 - All-Terrain Vehicle

- Fines and penalties payable to ERB
 - Proceeds to general fund
 - Garnishment process for non-payment

Title 6, Chapter 609 - Public Use of Tribal Land

- ERB has the duty and power to carry out the intent and purposes of this law and enforce provisions of this law



Oneidas bringing several hundred bags of furs to Washington's starving army at Valley Forge, after the colonists had consistently refused to aid them.

Oneida Tribe of Indians of Wisconsin

Phone: 869-2771



Oneida, WI 54155



UGWA DENOLUH YATEHE
Because of the help of this Oneida Chief in cementing a friendship between the six nations and the Colony of Pennsylvania, a new nation, the United States was made possible.

RESOLUTION NO. 2-22-85-B

- WHEREAS, The governing body of the Oneida Tribe of Indians of Wisconsin is the Oneida General Tribal Council, and
- WHEREAS, the Oneida General Tribal Council has delegated its governing powers and responsibilities to the Oneida Business Committee, subject to its review, and
- WHEREAS, the legal right of Oneida Indians to hunt and fish on the Oneida Indian Reservation is defined by the 1838 Treaty, and
- WHEREAS, it has been determined that the treaty protected rights to hunt and fish on the Oneida Reservation by Oneida Indians can best be accomplished by the establishment of an Oneida Conservation Board, and
- WHEREAS, it has been determined that the establishment of the Oneida Conservation Board will benefit the Oneida Tribe, from the present into the future, by overseeing and coordinating all tribal conservation activities including, reforestation, recreational development and the orderly regulation of hunting and fishing on the Oneida Indian Reservation.

NOW, THEREFORE BE IT RESOLVED: That the Oneida Conservation Board is hereby established to carry out the purposes set forth above, and

BE IT FURTHER RESOLVED: That the attached charter and by-laws shall govern the conduct and activities of the Oneida Conservation Board.

BE IT FINALLY RESOLVED: That the following named persons are hereby appointed as the first Oneida Conservation Board members:

- | | |
|-------------------|----------------------|
| 1. Larry Barton | 5. Jerry Kurowski |
| 2. Bob Christjohn | 6. Al Manders |
| 3. Ted Hawk | 7. Dennis G. Powless |
| 4. Harlan King | |

Resolution No. 2-22-85-B
Page 2

The following persons are hereby appointed as alternates to the first Oneida Conservation Board members, and may serve in the absence of any of the regular members.


1. Jim Danforth
2. Bill Sauer
3. Gary Ness

All persons will be installed by public oath at a regular meeting of the Oneida Business Committee by the Chairman or his delegate prior to commencing business.

The first Oneida Conservation Board will serve until the first annual meeting when they may be succeeded or re-elected as determined by, and provided for the Charter and By-laws.

C E R T I F I C A T I O N

I, the undersigned, as Secretary of the Oneida Business Committee, hereby certify that the Oneida Business Committee is composed of nine (9) members of whom 7 members, constituting a quorum, were present at a meeting duly called, noticed, and held on the 22 day of February, 1985; that the foregoing resolution was duly adopted at such meeting by a vote of 6 members for, 0 members against, and 0 members abstaining: And that said resolution has not been rescinded or amended in any way.


L. Gordon McLester, Tribal Secretary
Oneida Business Committee

ONEIDA ENVIRONMENTAL RESOURCE BOARD BYLAWS**Article I. Authority**

- 1-1. *Name.* The Oneida Environmental Resource Board is the official name of this entity. For the purpose of these bylaws, the Oneida Environmental Resource Board may hereinafter be referred to as the ERB.
- 1-2. *Establishment.* The Oneida Environmental Resource Board, formerly known as the Oneida Conservation Board, was established through resolution BC-02-22-85-B pursuant to the authority delegated to the Oneida Business Committee under Article IV, Section 1(g) of the Constitution of the Oneida Nation and the Oneida Nation's inherent sovereign power to protect the political integrity, economic security, health and welfare of its members, and its territory. The purpose for the ERB's establishment was later expanded upon by the Oneida Business Committee in resolution BC-09-16-86-A.
- 1-3. *Authority.* Through its establishment, the ERB was delegated authority to supervise and regulate the Nation's conservation resources and the environment of the Oneida Reservation.
- (a) The ERB shall be responsible for the oversight, compliance, and/or development of conservation and environmental laws, practices and/or policies for the Oneida Nation that relate to including, but not be limited to:
 - (1) hunting and fishing;
 - (2) conservation, reforestation, parks/wildlife, and recreation;
 - (3) environmental protection and improvement;
 - (5) community education; and
 - (6) enforcement.
 - (b) The ERB shall monitor environmental problems on the Oneida Reservation.
 - (c) The ERB shall carry out all other powers and/or duties delegated through the laws, policies, rules and resolutions of the Nation, including, but not limited to, the Hunting, Fishing and Trapping law; the Water Resources law; the All-Terrain Vehicle law; the Well Abandonment law; the Public Use of Tribal Land law; and the Domestic Animals law.
- 1-4. *Office.* The official office of the ERB shall be located within the exterior boundaries of the Oneida Reservation, and its mailing address shall be:
The Oneida Environmental Resource Board
P.O. Box 365
Oneida, Wisconsin 54155
- 1-5. *Membership.*
- (a) *Number of Members.* The ERB shall consist of nine (9) members.
 - (b) *Appointment.* The ERB members shall be appointed by the Oneida Business Committee, in accordance with the Boards, Committees and Commissions law, to three (3) year terms which shall be staggered.

- (1) The ERB shall review application materials and, per a decision by majority vote of the members in attendance at an ERB meeting of an established quorum, the ERB Chairperson shall provide the Oneida Business Committee with recommendations for appointment from among the qualified applicants by the executive session in which appointments are intended to be made.
- (c) *Vacancies.* The ERB shall fill vacancies through appointment by the Oneida Business Committee in accordance with the Boards, Committees and Commissions law.
 - (1) A position on the ERB shall be considered vacant in any of the following situations:
 - (A) *End of Term.* A vacancy is effective as of 4:30 p.m. on the last day of the month in which the term ends.
 - (i) Although a member's position is considered vacant once his or her term ends, that member may remain in office until a successor has been sworn in by the Oneida Business Committee in an effort to prevent a discontinuation of business or a loss of quorum for the ERB.
 - (B) *Termination of Appointment.* An ERB member may have his or her appointment terminated by the Oneida Business Committee in accordance with the Boards, Committees and Commissions law.
 - (i) The ERB may make recommendations to the Oneida Business Committee for termination of a member's appointment by a majority vote of the members present at an ERB meeting of an established quorum.
 - (C) *Resignation.* A member may resign at any time verbally at a meeting or by delivering written notice to the Oneida Business Committee Support Office and the ERB Chairperson or Chairperson's designee. The resignation is deemed effective upon:
 - (i) Deliverance of the written notices to the Oneida Business Committee Support Office and to the ERB Chairperson or Chairperson's designee; or
 - (ii) Acceptance by motion of the ERB of the member's verbal resignation.
- (d) *Qualifications of Members.* Members of the ERB shall meet the following qualifications:
 - (1) Be an enrolled member of the Nation;
 - (2) Be a resident of Brown or Outagamie County;
 - (3) Be 18 years of age or older;
 - (4) Unless pardoned under the Nation's Pardon and Forgiveness law, not have a felony on his or her record;

- (5) Applicants that possess a degree in either environmental sciences or environmental law/policy; have sportsmen's experience and/or have a back-ground in Oneida culture shall be given preference; and
- (6) Not be employed by the Oneida Environmental, Health, Safety, and Land Division.

1-6. *Termination.* Upon a majority vote of the members in attendance at an ERB meeting of an established quorum, the ERB may make a recommendation to the Oneida Business Committee that it terminate the appointment of an ERB member pursuant to the Boards, Committees and Commissions law for any of the following reasons:

- (a) Unexcused absences from more than three (3) meetings or other mandatory events of the ERB within one (1) year.
 - (1) An ERB member will be deemed unexcused if he or she fails to provide written notification of the pending absence to an Officer at least thirty (30) minutes before the missed meeting/mandatory event.
- (b) Violation of any laws of the Nation, these bylaws or any other policy governing members of the ERB.
- (c) Failure to maintain qualifications to be an ERB member.
- (d) Failure to act within the scope of a member or Officer of the ERB.
- (e) Failure to complete all training mandated by section 1-7 of these bylaws within the time allowed for completion or within any extension of time granted thereunder.

1-7. *Trainings and Conferences.*

- (a) All ERB members, within one (1) year after being appointed to the ERB, shall participate in mandatory training as follows:
 - (1) Environmental Law – Two (2) hours, which shall include the Nation's laws and procedures.
 - (2) Legal Writing – Two (2) hours, which shall include environmental and conservation law drafting.
 - (3) Professional Ethics – Two (2) hours of training, including issues of confidentiality.
 - (4) Robert's Rules of Order.
- (b) The ERB may, at its discretion, extend the time allowed for completion of any and all required training of a member for good cause shown.
- (c) Regardless of the number of trainings/conferences that he or she is required to attend, no member of the ERB shall be eligible to receive stipends for attending more than five (5) full days of mandatory trainings/conferences per year.

Article II. Officers

2-1. *Officers.* The ERB shall have three (3) Officer positions consisting of a Chairperson, a Vice-Chairperson and a Secretary.

- 2-2. *Responsibilities of the Chairperson.* The responsibilities, duties and limitations of the Chairperson shall be as follows:
- (a) To preside over all meetings of the ERB.
 - (b) To, either personally or through a designee, meet with the ERB liaison from the Oneida Business Committee as the official spokesperson of the ERB.
 - (c) To, with the help of the ERB Secretary, schedule or reschedule meetings of the ERB as deemed necessary.
 - (d) To submit, or through a designee have submitted, annual and semi-annual reports to the Oneida General Tribal Council, as well as quarterly reports to the Oneida Business Committee, in accordance with the Boards, Committees and Commissions law.
 - (e) To attend, or designate an ERB member to attend, the Oneida Business Committee meeting in which the ERB's quarterly report appears on the agenda.
- 2-3. *Responsibilities of the Vice-Chairperson.* The responsibilities, duties and limitations of the Vice-Chairperson shall be as follows:
- (a) In the absence of the Chairperson, to preside over all meetings of the ERB and carry out all other functions of the Chairperson as specified in section 2-2 of these bylaws.
- 2-4. *Responsibilities of the Secretary.* The responsibilities, duties and limitations of the Secretary shall be as follows:
- (a) Subject to the limitations set forth herein, in the absence of the Chairperson and Vice-Chairperson, to carry out all functions of the Chairperson as specified in section 2-2 of these bylaws.
 - (1) The Secretary's authority to call and/or preside over meetings of the ERB shall be limited as follows:
 - (A) In the event that both the Chairperson and Vice-Chairperson positions become vacant before the end of their terms, the Secretary shall be allowed to call meetings of the ERB to fill the vacancies and preside over those meetings for the sole purpose of appointing new Officers, at which point the Chairperson, or Vice-Chairperson in the absence of the Chairperson, shall preside.
 - (b) To inform ERB members of the time and place of each meeting and the trainings/conferences that they are required to attend in the manner required by these bylaws.
 - (c) To schedule ERB member trainings/conferences as specified in section 1-7 (a) of these bylaws.
 - (d) To attend all meetings to record and create accurate minutes of the proceedings.
 - (1) If the Secretary is unable to attend a meeting, it is his or her responsibility to find a replacement prior to the meeting and to notify the Chairperson or Chairperson's designee who the replacement is that will accurately record the proceedings in place of the Secretary.

- (e) To provide notice on the Nation's calendar of when and where each regular and emergency meeting will be held no less than two (2) business days prior to the meeting and further provide notice of the meeting agenda, documents and minutes in accordance with these bylaws and the Nation's Open Records and Open Meetings law.
- (f) To prepare, as well as make available in writing to all members, the agenda, minutes and any documents to be reviewed by the ERB at an upcoming meeting no less than two (2) business days prior to the meeting.
- (g) To type the minutes from all regularly scheduled and emergency meetings and make them available to all ERB members.
- (h) To forward the ERB meeting minutes to the Oneida Business Committee Support Office in accordance with these bylaws upon their approval by the ERB.
- (i) Except for the limited ability to call and/or preside over meetings of the ERB under subsection (a)(1)(A) of this section, the Secretary may select a designee to complete his or her duties when necessary.

2-5. *Selection of Officers.* Officers of the ERB shall be elected for one (1) year terms by majority vote of the members present at the ERB meeting of an established quorum held on the first Thursday in the month of August.

- (a) Any ERB member may nominate any other ERB member for an Officer position.
 - (1) A nominee shall be asked by the Chairperson whether he or she accepts or declines the nomination.
 - (2) The Chairperson shall close the nominations for each Officer position by a majority vote of the ERB members in attendance at the meeting of the established quorum.
- (b) The Chairperson shall be elected first, the Vice-Chairperson second, and the Secretary shall be elected last.
 - (1) The newly elected Officers shall take office at the next meeting of the ERB.
- (c) ERB members may be dismissed from their Officer positions by majority vote of the members in attendance at an ERB meeting of an established quorum.
- (d) An ERB member may attempt to win election to any or all offices, but upon accepting one (1) Officer position, may not be nominated to another Officer position or serve in more than one (1) Officer position per Officer term.

2-6. *Budgetary Sign-Off Authority and Travel.* The ERB shall follow the Nation's policies and procedures regarding purchasing and sign-off authority.

- (a) Levels of budgetary sign-off authority for the ERB shall be as set forth in the manual titled, *Oneida Tribe of Indians of Wisconsin Purchasing Policies and Procedures*, for Area Directors/Enterprise Directors.
 - (1) ERB Officers shall have and be of an equal sign-off authority level.
 - (2) Two (2) ERB Officers shall be required to sign-off on all budgetary requests, except as follows:

- (A) The Oneida Business Committee Support Office shall have sign-off authority over requests for stipends, travel per diem and business expense reimbursement.
- (b) The ERB shall approve a member's request to travel by majority vote of the members in attendance at a regular or emergency meeting of an established quorum.

2-7. *Personnel.* Commencing the date these bylaws are adopted by the Oneida Business Committee and from that point forward, the ERB shall not have authority to hire staff for its benefit.

Article III. Meetings

3-1. *Regular Meetings.* The ERB shall hold regular meetings on the first and third Thursday of each month at the Ridgeview Plaza located in Oneida, WI, commencing at 6:00 p.m.

- (a) The first Thursday of each month may be for the conducting of regular ERB business, and the third Thursday of each month may include community meetings and outreach.
- (b) The meeting date, time and/or location may change from time-to-time as determined by the ERB upon notice to all members in writing and, along with the public, in accordance with the Nation's Open Records and Open Meetings law prior to the implementation of a new date, time and/or location.
 - (1) The meeting location shall be within the Reservation boundaries unless the entire ERB membership is notified in writing and, along with the public, in accordance with the Nation's Open Records and Open Meetings law, of an off-Reservation meeting location prior to designating the meeting location.
- (c) The Secretary and/or Secretary's designee shall provide notice of meeting agendas, documents and minutes to all ERB members in writing and, along with the public, in accordance with the Nation's Open Records and Open Meetings law, as well as these bylaws.
- (d) Meetings shall follow Robert's Rules of Order.

3-2. *Emergency Meetings.* An emergency meeting may be called when there is an imminent need to address conditions that threaten the conservation, environmental, and/or public health or safety of the Oneida Nation which cannot wait until the next scheduled meeting.

- (a) The Chairperson, or a majority of the ERB, may call an emergency meeting so long as the Secretary provides notice in writing and by telephone call to every ERB member of the emergency meeting no less than twenty-four (24) hours prior to such meeting.
 - (1) Notice of the emergency meeting shall further be provided to all members and the public in accordance with the Nation's Open Records and Open Meetings law.

- (2) Email notification must be sent to the official Oneida Nation email address that was provided to each member to conduct business electronically on behalf of the ERB.
 - (b) The Secretary or Secretary's designee shall provide notice of the emergency meeting agendas, documents and minutes as specified in section 2-4 of these bylaws.
 - (c) Within seventy-two (72) hours after an emergency meeting, the ERB shall provide the Nation's Secretary with notice of the emergency meeting, the reason for the emergency meeting, and an explanation as to why the matter could not wait until the next regular meeting.
- 3-3. *Joint Meetings.* Joint meetings between the ERB and the Oneida Business Committee shall not be held.
- 3-4. *Quorum.* Five (5) members of the ERB must be present at any regular or emergency ERB meeting in order to constitute a quorum.
- (a) The ERB shall take no official action without a quorum present.
- 3-5. *Order of Business.* The ERB meeting agenda shall be set up as follows:
- (a) Call to Order
 - (b) Adopt the Agenda
 - (c) Approval of Minutes
 - (d) Old Business
 - (e) New Business
 - (f) Reports
 - (g) Other Business
 - (h) Executive Session
 - (i) Adjournment
- 3-6. *Voting.* Decisions of the ERB shall be by majority vote of the members present at a regular or emergency ERB meeting of an established quorum.
- (a) The Chairperson, or Officer presiding over the meeting in lieu of the Chairperson, shall not vote on matters at the ERB meetings, except in the event of a tie vote, in which case he or she shall cast the tie-breaking vote.
 - (b) E-polls are permissible so long as completed in accordance with the Boards, Committees and Commissions law.
 - (1) The Secretary shall serve as the Chairperson's designee for the responsibility of conducting an e-poll when the Chairperson is absent or unavailable.

Article IV. Expectations

4-1. *Behavior of Members.*

- (a) ERB members shall conduct themselves in accordance with the applicable behavioral expectations and requirements set forth in the Nation's Code of Ethics law and these bylaws.

- (b) *Enforcement.* Violations of this or any section of these bylaws shall be enforced as follows:
 - (1) Upon majority vote of the members in attendance at an ERB meeting of an established quorum, the ERB may make a recommendation to the Oneida Business Committee for the termination of a member's appointment in accordance with the Boards, Committees and Commissions law or any other law of the Nation governing the termination of appointed officials.
 - (2) The ERB may take action to discipline a member in accordance with any law of the Nation governing sanctions and penalties for appointed officials.
- 4-2. *Prohibition of Violence.* Members of the ERB are prohibited from committing any violent intentional act that inflicts, attempts to inflict, or threatens to inflict emotional or bodily harm on another person or damage to property.
- 4-3. *Drug and Alcohol Use.* The use and/or consumption of any prohibited drugs or alcohol when acting in their official capacity as ERB members is strictly forbidden.
 - (a) Prohibited drugs are defined as marijuana, cocaine, opiates, amphetamines, phencyclidine (PCP), hallucinogens, methaqualone, barbiturates, narcotics, any other substances included in Schedules I through V under Section 812 of Title 21 of the United States Code, and prescription medication or over-the-counter medicine used in an unauthorized or unlawful manner.
- 4-4. *Social Media.* Members of the ERB shall use social media in accordance with the Nation's Social Media Policy and their oath of office.
- 4-5. *Conflict of Interest.* Members of the ERB shall follow all laws and policies of the Nation governing conflicts of interest, including, but not limited to, the Conflict of Interest law.

Article V. Stipends and Compensation

- 5-1. *Stipends.* Members of the ERB shall receive the following stipends so long as in accordance with these bylaws; the Boards, Committees and Commissions law; and resolution BC-05-08-19-B titled, Amending Resolution BC-09-26 -18-D Boards, Committees and Commissions Law Stipends, as may be further amended from time-to-time hereafter:
 - (a) One (1) meeting stipend per month, whether called as a regular or emergency meeting; provided:
 - (1) A quorum was established;
 - (2) The meeting of the established quorum lasted for at least one (1) hour; and
 - (3) The ERB member requesting the stipend was physically present for the entire meeting.
 - (b) A stipend for each day of attendance at a conference or training; provided:

- (1) The ERB member attended a full day of training or was present at the conference for a full day; and
- (2) The ERB member's attendance at the training or conference was mandated by law, bylaws or resolution.
- (c) A stipend for attending a Judiciary hearing if the ERB member's attendance at the Judiciary hearing was required by official subpoena.

5-2. *Compensation.* Besides the travel, per diem and business expense reimbursement authorized by the Boards, Committees and Commission law, members of the ERB shall not be eligible for any other form of compensation for duties/activities they perform in relation to their membership on the ERB.

Article VI. Records and Reporting

6-1. *Agenda Items.* Agenda items shall consistently follow the format as specified in section 3-5 of these bylaws.

6-2. *Minutes.*

- (a) Minutes of the ERB shall be typed in the format set forth in section 3-5 of these bylaws and shall generate the most informative record of the ERB's meetings to include, but not be limited to:
 - (1) A summary of the actions taken by the ERB during the meeting;
 - (2) The ERB members who made motions and seconded motions; and
 - (2) The ERB members who voted for, against or abstained from voting on motions.
- (b) Within ten (10) business days of being approved, minutes shall be submitted by the ERB to the Oneida Business Committee Support Office for filing.

6-3. *Attachments.* All meeting handouts, reports, memorandum and the like shall be attached to their corresponding meeting agenda and minutes for filing on the network drive.

6-4. *Oneida Business Committee Liaison.* The ERB, through its Chairperson or Chairperson's designee, shall regularly communicate with the member of the Oneida Business Committee who is its designated liaison.

- (a) The frequency and method of communication shall be as agreed upon by the ERB and the liaison, but not less than that required in any law or policy on reporting developed by the Oneida Business Committee or the Oneida General Tribal Council.
- (b) The purpose of the liaison relationship is to uphold the ability of the liaison to act as support to the ERB.

6-5. *Audio Recordings.* All meetings of the ERB shall be recorded with a standard portable audio recorder.

- (a) Audio recordings shall be maintained on the network in accordance with the Boards, Committees and Commissions law and the Open Records and Open Meetings law.

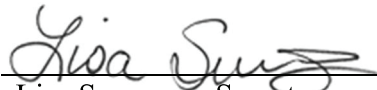
- (b) *Exception.* Audio recordings of executive session portions of an ERB meeting shall not be required.

Article VII. Amendments

7-1. *Amendments.* Amendments to these bylaws shall be approved by a majority vote of the members in attendance at an ERB meeting of an established quorum.

- (a) Amendments to these bylaws shall conform to the requirements of the Boards, Committees and Commissions law and any other policy of the Nation.
- (b) Amendments to these bylaws shall be approved by the Oneida Business Committee before implementation.
- (c) The ERB shall conduct a review of these bylaws no less than on an annual basis.

These By-laws, as amended and revised, are hereby approved by the Oneida Business Committee at a duly called meeting held on October 23, 2019, by the Secretary of the Oneida Business Committee's signature.



Lisa Summers, Secretary
Oneida Business Committee

Approve two (2) requested actions - CDC # 20-101 Museum Relocation

Business Committee Agenda Request

1. Meeting Date Requested: 09/28/22

2. Session:

Open Executive – must qualify under §107.4-1.

Justification: *Choose or type justification.*

3. Requested Motion:

Accept as information; OR

Two actions noted on attached memo.

4. Areas potentially impacted or affected by this request:

Finance

Programs/Services

Law Office

MIS

Gaming/Retail

Boards, Committees, or Commissions

Other: *Describe*

5. Additional attendees needed for this request:

Tina M. Jorgensen – GSD Director

Stacy S. Coon – Museum Director

Name, Title/Entity OR Choose from List

Name, Title/Entity OR Choose from List

6. Supporting Documents:

- Bylaws
- Fiscal Impact Statement
- Presentation
- Contract Document(s)
- Law
- Report
- Correspondence
- Legal Review
- Resolution
- Draft GTC Notice
- Minutes
- Rule (adoption packet)
- Draft GTC Packet
- MOU/MOA
- Statement of Effect
- E-poll results/back-up
- Petition
- Travel Documents
- Other: CDC Approval Package

7. Budget Information:

- Budgeted – Tribal Contribution
- Budgeted – Grant Funded
- Unbudgeted
- Not Applicable
- Other: *Describe*

8. Submission:

Mark W. Powless

Digitally signed by Mark W. Powless
Date: 2022.09.16 08:45:48 -05'00'

Authorized Sponsor: Mark W. Powless, General Manager

Primary Requestor: Paul J. Witek – Engineering Director/Senior Architect



Capital Improvement Process (CIP) - Client Division Director Approval Form

To: Tina M. Jorgensen - Governmental Services Division Director
Through: Stacy Coon - Museum Director
From: Paul J. Witek – Engineering Director / Senior Architect
Date: September 7, 2022
Re: Museum Relocation - CDC #20-101

I have reviewed the attached Capital Improvement Process (CIP) document identified below for the above noted project and approve of the project moving into the next phase of the CIP Process

- Concept Paper – dated: June 11, 2021
- CDC Approval Package – dated: September 7, 2022

Digitally signed by Tina Jorgensen, MS, RDN
Date: 2022.09.14 11:52:06 -05'00'

Tina M. Jorgensen - Governmental Services Division Director

Date

September 14, 2022

Business Committee Agenda Request - Memo

Project No.: 20-101 **Project Title:** Museum Relocation

Purpose:

The project team is seeking approval of the project through the Capital Improvement Process (CIP).

Background:

The project proposes to relocate the Oneida Nation Museum from its present location into a remodeled and expanded facility at 760 Airport Drive (HWY 172).

The Business Committee approved the project's Concept Paper on June 23, 2021.

Project need and justification is denoted in the attached CDC #20-101 CDC Approval Package.

The project has approved funding from the Capital Improvement Process Budget as follows: Approved FY2021 CIP Budget - \$ 150,000; Approved FY2022 CIP Budget - \$ 300,000. This funding was used for creation of the Business Plan and concept design. Additional funding will be needed for design, construction, and Furniture, Fixtures & Equipment (FF&E). The additional funding has been requested in the FY2023 CIP Budget. The additional funds would be activated in the project's CIP Budget and managed within that process.

Phase II of the CIP has various tribal entities review the project's CDC Approval Package and provide comments on its impacts to the Oneida Reservation. Because the project is a remodeling to an existing building and not a new development, we feel it is appropriate to forgo Phase II of the CIP and proceed directly into Phase II – Design.

Attachments:

- 20-101 CDC Approval Package with CIP Form-05.

Action Requested:

1. Approval of procedural exception to forgo Phase II of the CIP process of routing the CDC Approval Package to the various review entities.
2. Approval of the CDC Approval Package for CDC #20-101 Museum Relocation.

Museum Relocation



CDC #20-101

CDC APPROVAL PACKAGE

Project Client: Museum – Governmental Services Division

Project Team:

Tina M. Jorgensen	Governmental Services Division Director
Stacy S. Coon	Museum Director
Tsyoshaht C. Delgado	Bear Clan Manager
Nicholas A. Metoxen	Turtle Clan Manager
Kristine M. Hill	Wolf Clan Manager
Craig A. Clausen	DPW – Facilities Director
Shannon J. Stone	Division of Public Works Director
Jacque L. Boyle	Operational Analyst - GM
Troy D. Parr	Community Development Area Manager
T.B.D.	Construction Manager - Engineering Dept.
Paul J. Witek	Engineering Director/Senior Architect - Engineering Dept.

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PROJECT EXECUTIVE SUMMARY

Project Title: Museum Relocation

Project Description:

The Oneida Nation Museum will be expanded into a state-of-the-art facility that will be capable of hosting exhibitions, related events, and will integrate cultural education. The Museum preserves cultural resources and assures their accessibility to the community and the public. The project proposes to renovate the existing building on the selected property to accommodate the functional and environmental (*heating, cooling, humidity control, infestation prevention, etc.*) needs of the Oneida Museum

A Community Survey and a Community Engagement Session were held to help inform priorities for the future museum, see Business Plan - Appendix B for detail of results.
(see page 7 of CDC Approval Package)

Management/Business Plan:

There are no changes needed to the current management structure as a result of this project and staffing increases will be modest (additional 2.0 FTE) largely to provide for weekend staff.

While there will be increased revenue for the new museum, the Oneida Nation will need to continue to supplement the new museum to break even on operations. A Budget Forecast is included in the Appendix.

(see page 8 of CDC Approval Package)

Site Selection:

The property identified for the proposed project is located at 760 Airport Drive (HWY 172) in Oneida.

(see page 9 of CDC Approval Package)

Project Budget Estimate: (also see page 10 of CDC Approval Package)

Soft & Misc. Costs:	\$968,400
Construction:	\$8,604,200
Furniture, Fixtures & Equipment (FFE):	\$4,642,000
Contingency:	\$1,455,800
Total (rounded):	\$15,670,000

Financial Plan:

The project would be funded through the CIP Budget over multiple fiscal years. CIP funding was approved in FY2021 and FY2022. Remainder has been requested in the FY2023 CIP Budget.

(see page 11 of CDC Approval Package)

Communication Plan:

The standard process will be used for communicating the project status to the community.

(see page 11 of CDC Approval Package)

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I. Needs Assessment and Project Justification

- A. **Introduction:** Sovereignty, self-determination and self-governance are primary goals of native nations including Oneida. Over the centuries and decades, our leadership and community members have taken important steps toward these goals by renewing control over our stories, documents, and artifacts.

The 1987 Comprehensive Plan noted the community wanted a cultural center to preserve and learn our history, culture, language and so on. The 2018 purchase of the property at 760 Airport Drive (HWY 172) in Oneida, brought forth the opportunity to relocate the existing museum to a more accessible and identifiable location and meet the GTC's desire noted in the Comprehensive Plan.

GTC support for the museum/cultural center goes back to the GTC motion to adopt resolution 04-22-96-B and to approve programming and continue with the development of a Oneida Cultural Center. The GTC support was reiterated on 1/09/06 Semi Annual Meeting to approve programming and continue with development.

The project proposes to renovate the existing building on this property to accommodate the functional and environmental (*heating, cooling, humidity control, infestation prevention, etc.*) needs of the Oneida Museum.

- B. **Present Facilities:** The Oneida Nation Museum was established in 1976 by the Tribal General Manager and the Oneida Nation Business Committee. The initial funding for the Museum was provided by a Bicentennial Grant. The Museum opened its doors to the public in 1979. Of the 6000 plus objects acquired since the late 1970's, the collection has grown exponentially and will continue to do so.

The museum serves local, national, and international visitors and is one of the older Native American museums within the United States. Educational and cultural events and workshops are offered year round for a nominal fee. The Museum helps preserve cultural resources and assures their accessibility to the community and the public.

- C. **Problem:** The current Oneida Nation Museum building was built over 45 years ago, the limited space, unstable environmental conditions and further deterioration of the building are not conducive to the protection, preservation, and exhibition of the Nation's collections, nor functionality of the museum and its programming.

1. Issues with the current location/facility include, but are not limited to:
 - a) The current Oneida Nation Museum is in an isolated area on the Reservation which does not support the Oneida Nation's tourism initiative to collectively establish the Oneida Nation as a premier destination.
 - b) Because of the small 1,500 sq. ft. of exhibit space, only 20 visitors are allowed into the area at a time.
 - c) A used trailer serves as a classroom to accommodate local school groups and host artist workshops. The trailer is not connected to the main building.

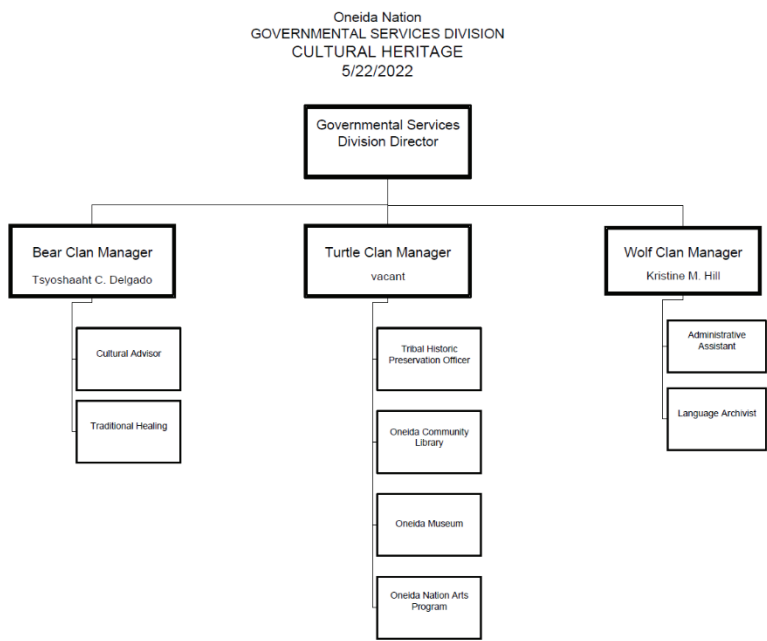
- d) The permanent collection of over 6000+ artifacts pertaining to Oneida culture and history are currently being housed at another offsite facility due to space limitations of the current museum.
- e) As our membership grows, so do our archives, libraries, and museum collections. We have increased requests and expectations from tribal members without the physical space to house the collections.

II. Business Plan

- A. A Budget Forecast for the Museum is included in the Appendix of this document.
- B. The Business Plan is included in the Appendix of this document.
 - 1. The Project Team determined the financials in the Business Plan, while based on valid assumptions, were too aggressive. So, the Museum Budget Forecast document was created to identify more conservative financials.
 - 2. It is anticipated that actual financials will be somewhere between the Budget Forecast and the Business Plan.
- C. While there are opportunities for the new museum to generate additional revenue, the Oneida Nation will need to continue to supplement the budget of the new museum to break even on operations.
 - 1. See the Budget Forecast for the Museum in the Appendix for specific values of estimated tribal contribution.

III. Management Plan

- A. Management: There are no changes needed to the current management structure as a result of this project.
- B. Organizational Chart:



- C. Staffing, Requestor: As noted in the Business Plan, the current 6.0 full-time equivalent (FTE) positions would need to be increased by 2.0 FTE to operate the new facility. Those positions will be requested, as the need arises, through the normal HRD processes.
- D. Staffing, Service Departments: The tribal service departments that are impacted by this project include the following. Their need for additional staffing due to this project is noted (*while this project by its self does not require additional support staff, the cumulative effect of other projects and this project may have the impacts noted*):
 - 1. DPW – Facilities (one additional position may be needed)
 - 2. DPW - Groundskeeping (one additional position may be needed)
 - 3. Custodial (one additional position may be needed)
 - 4. DTS (one additional position may be needed)

IV. **Facility Concept and Space Requirements**

- A. The Oneida Nation Museum will be expanded into a state-of-the-art facility that will be capable of hosting major exhibitions and related events which will attract visitors from around the world. Other components will integrate environmental education, the arts and art education, and will have an outdoor natural environment for cultural education and recreational activities.
- B. The objectives for the new Museum include housing a growing collection, enabling implementation of larger permanent and temporary/traveling exhibitions, offering more space for public and educational programs, and to bring staff together. There is also an opportunity for the new site and facility to be more conducive to substantially increasing attendance levels and to boost retail and other revenue generation.
- C. The existing 19,400 sq. ft. building will be remodeled to accommodate the new functions and the building will be expanded to 22,060 sq. ft. by:
 - 1. Adding a 1,600 sq. ft. addition for mechanical equipment and loading area.
 - 2. Adding a 1,060 sq. ft. addition to the front of the building expanding the lobby and creating a vestibule.
- D. Consistent with the Oneida Design Standards, it is our intention to utilize sustainable design principals on this project. Meaning, we will design, construct, and operate the building to minimize negative impacts to the natural environment and health, while optimizing long-term costs.
- E. The spaces to be included are noted in the Space Tabulation on page 41 of the Business Plan.

V. **Site Selection Criteria**

- A. The property identified for the proposed project is located at 760 Airport Drive (HWY 172) in Oneida.

1. Parcel #HB-96 contains 11.172 acres.
2. Current zoning is compatible with proposed use. Commercial District (C-1) and “Public Buildings” are a permitted use.

VI. Environmental

- A. An Environmental Assessment will be initiated once the project has been approved and the design is at a stage where there is sufficient information to request the assessment.

VII. Budget Estimate

- A. The Project Budget Estimate follows:

SOFT and MISCELLANEOUS COSTS

Design Fees & Reimbursables	946,500
Soil Borings, Testing and Surveys	12,900
Agency Review and Approval Fees	8,600
Insurance - Builders Risk	covered by property insurance
Historical/Cultural/Archaeological Review	350

Sub-total: 968,400

CONSTRUCTION

Site Work, Building Remodeling, & Additions	8,588,000
Temporary Collections Storage	16,200

Sub-total: 8,604,200
included

Oneida Preference Amount

Sub-total: 8,604,200

FIXTURES, FURNISHINGS AND EQUIPMENT

Division 10 - Specialties	257,000
Division 11 - Equipment & Exhibits	3,964,000
Division 12 - Furnishings	51,000
Division 27 - Communications	125,000
Division 28 - Electronic Safety & Security	245,000

Sub-total: 4,642,000

TOTAL:		14,214,600
Contingency:	12.0%	1,705,800

ESTIMATED TOTAL PROJECT BUDGET: **\$ 15,920,000**

Unobligated Approved CIP Funds: 250,000

ESTIMATED TOTAL PROJECT BUDGET NEED: **\$ 15,670,000**

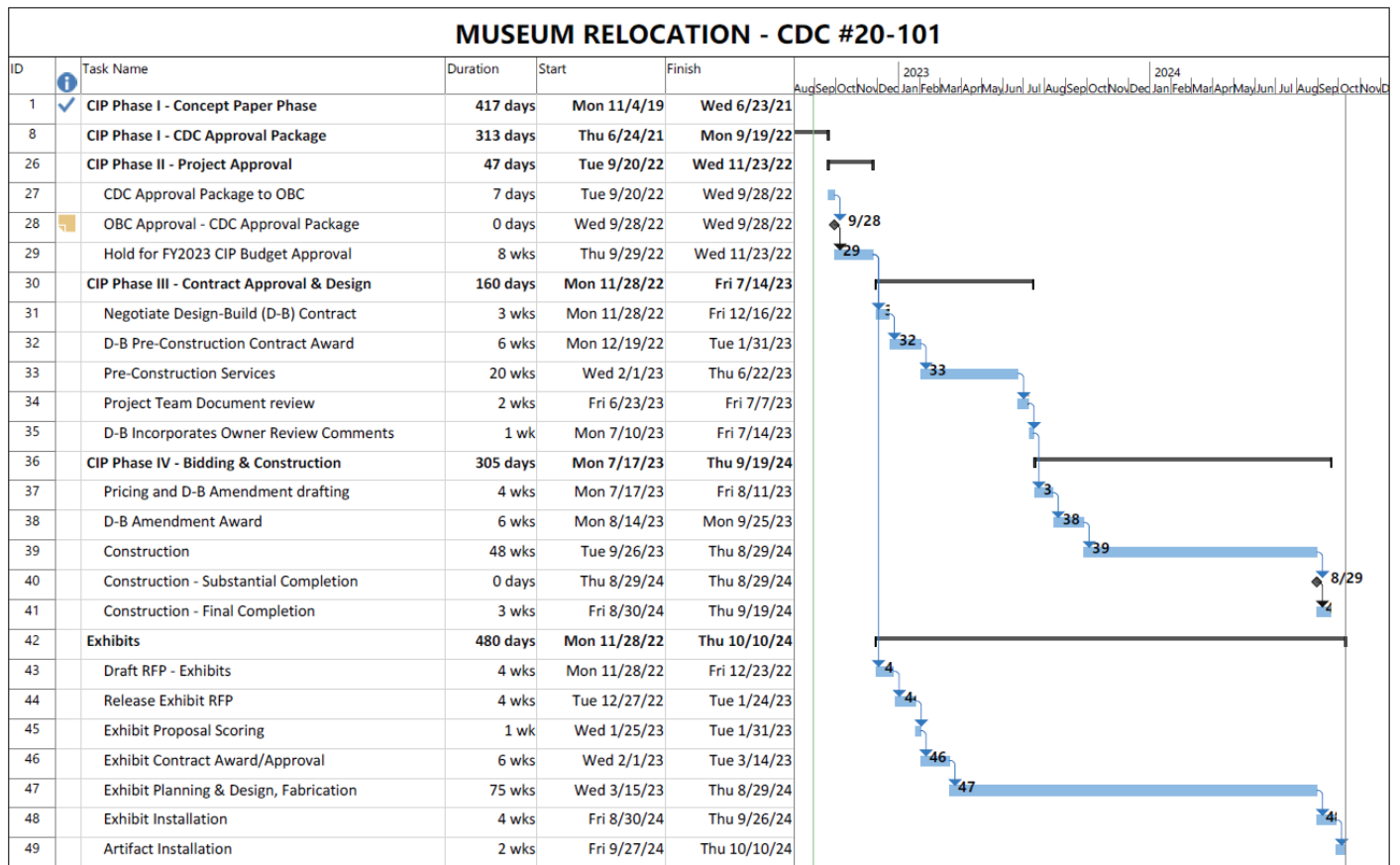
VIII. Financial Plan

- A. Tribal Financing: - It is proposed to fund this project through the tribal CIP Budget.
- B. The project's budget will be requested in multiple fiscal years.
 - 1. FY2021 CIP Budget: \$ 150,000 has been approved by OBC.
 - 2. FY2022 CIP Budget: \$ 300,000 has been approved by OBC.
 - 3. FY2023 CIP Budget: \$ 15,670,000 has been requested in the CIP Budget.
- C. The Project Team has been researching possible grant opportunities for the project and has identified the following potentials:
 - 1. Institution of Museum and Library Services (IMLS) grants.
 - 2. National Endowment for the Humanities (NEH) grants.
 - 3. National Trust for Historic Preservation (NTHP) grants.

IX. Communication Plan

- A. Information included in a communication plan for this project will include:
 - 1. Project number
 - 2. Project title
 - 3. Brief description of the project scope
 - 4. Project schedule
- B. The Project Information will be communicated to the community and staff as follows:
 - 1. Reports on Oneida website (Project Manager)
 - 2. Ground breaking and dedication ceremonies scheduled with the events coordinator (Project Manager / Business Unit Manager)
 - 3. Periodic articles in the Kalihwisaks based upon the specific needs of the project. (Project Manager)

X. Project time line



XI. Appendix

These documents are located on subsequent pages:

- A. Museum Budget Forecast
- B. Business Plan
- C. Concept Sketches

Department

Oneida Nation Museum (BU# 4225032)

	Account Line	Narrative	FY22	FY 23	FY 24-Forcast	FY 25-Forcast	FY 26-Forcast
Revenue							
Sales Goods & Service-(Gift Shop Sales)	400000-000	Revenue generated from the Giftshop sales.	90,000	90,000	94,500	99,225	104,186
Sales-WooCommerce-(Gift shop Sales)	400000-000	Revenue generated from on line sales with Woo Commerce from the Giftshop.		12,000	12,600	13,230	13,892
Sales - Admissions-(Tours)	400000-700	Museum Tours	2,500	5,000	5,250	5,513	5,788
Other Charges for Serv.-(Offsite presentations)	405900-000	Offsite Presentations and educational programming to surrounding schools,tours from tourism. ('19- 19 Outreach programs- \$1,800 and 30-tours from tourism-\$2,646) (20-15- Outreach programs-\$1,616 and no tourism tour-plus COVID Shut down) // '24 calculated by adding '19-'20 and adding 5%.			6,355	6,683	7,017
Other Charges for Serv.	405900-000	Charge for customer request of a copy of elder interview, photo's etc.					
Donations	409905-000	Onsite donation box and monetary donations from outside sources. Money used to go towards future exhibits and exhibit gallery needs	100	100	105	110	116
Inter/Dif Sales-(Intertribal dept. purchase from us)	450000-000	Intertribal purchases from within same business units					
Intra/Same Sales-(Intertribal sales within c-h)	450000-700	Intertribal department purchases from ONM					
I/T Sales - Admissions-(Intertribal dept. tours)	480000-000	Intertribal Department tours at ONM					
Revenue Total			92,600	107,100	118,820	124,761	130,999
Tribal Contribution	458100-000		378,447	582,233	584,720	614,481	776,206
Total Revenue			471,047	689,333	703,540	739,242	907,205
Expense - Labor							
Personnel	502100-000	Museum Director/Museum Registrar/Administrative Assist/Giftshop Coordinator/Cultural Educator/Museum Specialist ++FY26' 1-FTE Giftshop Associate and 1-FTE Cultural Interpreter	267,571	346,286	363,600	381,780	479,533
Wage Accrual Expense	502100-999						
Incentive	505000-000						
Salaries - Training	502110-000						
Overtime	503100-000	Shift Differential / Overtime			4,160	4,368	5,586
Grade Adjustment	502105-000			13,851			
Paid Time Off	504000-000	Vacation or Personal time					
Fringe Benefit	505000-000		84,491	153,059	160,712	168,748	213,763
Fringe Accrual Expense	505000-999						
Labor Expense Total			352,062	513,196	528,472	554,896	698,882
Expenses External							
Purchases-	600100-000	Purchased Product to sell in Gift Shop: The ONM currently purchases product from over 60 different Native Owned and Oneida Vendors. This would include independent local and non-local Native and Oneida artisans from across the U.S. Product ranges from Clothing, textiles, Native made home/office decor, Books, artwork(various mediums). Emphasis is primarily to promote and market Oneida artisans in all catagories of product. Gift Shop will be implementing the Woo-Commerce platform for online sales.	30,000	50,000	52,500	55,125	57,881
Shipping & Freight-	600130-000	Gift Shop freight charges once product is ordered and ready to be shipped from destination.	500	1,000	1,050	1,103	1,158
External Expense			30,500	51,000	53,550	56,228	59,039

Museum Budget Forecast							
		Purchases for museum that consist of general office supplies to properly maintain an orderly office environment for the following areas: Office, Giftshop, Education-Outreach, Exhibits, Collections/Archives. These supplies include: file folders, client sectioned/tabbed folders, labels, binders, writing pads, pens, paper clips, printer toner. Gift Shop: Display mounts, merchandise boxes/bags, mewelry mounts, receipt tape. Education-Outreach: Education folders, printing supplies for handouts, pens/pencils, boxes to store education material in. Exhibits: Adhesive Stencils, text panels, exhibit mounts, plexi-cases. Collections/Archives: Archival preservation containers, preservation safe paper, materials and tools to properly mount and store collection objects to ensure further preservation.					
Supplies & Materials-	700001-000		7,500	10,000	10,500	11,025	11,576
Copy Charges	700010-000	Cost to photocopy a document and the supplies associated with making copies.	333	333	350	367	385
Dues	700071-000	Memberships: American Alliance of Museums \$230 / Brown County Federation of History Organizations \$60 / Wisconsin Federation of Museums \$60 = \$350	357	357	375	394	413
Book Purchases	700072-000	Purchase of books not for resale	-	-	-	-	-
Travel	701000-	Staff travel to conference, workshops, etc. not available locally	-	8,000	8,400	8,820	9,261
Mileage Expense	701001-000	Mileage reimbursement to cover the cost of travel to and from offsite collection storage, travel to and from other museums to attend meetings and events. Travel to and from other tribal departments within the Nation.	1,500	1,500	1,575	1,654	1,736
Outside Serv - Garbage	702010-000	Garbage pick up from Advance Disposal - DPW	1,200	1,200	1,260	1,323	1,389
Honorariums	702300-000	Reward given to participants who volunteer their time to assist ONM in different events/activities. I.e. highschool youth lacross demonstrations, cultural speaking topics, art/craft/dance demonstrations and other workshops ONM has in regards to cultural activities by local community members	1,750	1,750	1,838	1,929	2,026
Main-Agreement	703110-000	Yellow Dog Giftshop Inventory \$2,270 yearly /Past Perfect on-line program for collections-archives \$1,015 yearly/Yellow Dog WooCommerce System 1,000.	3,285	4,285	4,499	4,724	4,960
Artifact Purchases	703201-000	Cost incurred for the purchase of objects/artifacts and art culturally significant to the Oneida people and the Mission of the Oneida Nation Museum	2,500	3,000	3,150	3,308	3,473
Promotion/Items	705100-000	to further market and promote the ONM. Items purchased for education and outreach initiatives to surrounding school groups and community organizations and events and during tours. Items include: stickers 500@\$315.00, pencils 1500@\$275.00 , tote bags	2,500	2,500	2,625	2,756	2,894
Special Events	705105-000	Will be used for exhibit receptions to be hosted once a year highlighting a newly featured exhibit. Cost will include food, utensils, plateware, exhibit banners, guest speakers, electronics, extra seating, etc.	3,500	3,500	3,675	3,859	4,052
Advertising	705110-000	Fox Cities Magazine \$1,622 year /Voyageur Magazine \$918 year. Total=\$2540	2,750	2,750	3,176	3,859	3,844
Rental Usage	705202-000	Tent and equipment rental from outside companies for special events.	550	550	578	606	637
Heat & Lights	705211-000	DPW - Cost incurred for heating and lighting	4,750	4,750	-	-	-
Telephone	705213-000	Cost incurred for the use of Museum phone system and cell phone.	1,500	1,500	1,575	1,654	1,736
Credit Card Charges	705402-000	Cost to company for CC transactions	300	300	315	331	347
Insurance	705500-000	Cost incurred for ONM property and general liability	4,944	4,944	-	-	-
Cash/Over Short	709004-000	Balance of end of day transactions through POS	-	-	-	-	-
External Expenses			39,219	51,219	43,891	46,609	48,729
Total External Expense			69,719	102,219	97,441	102,837	107,768
Expenses Internal							
I/T Printing	750009-000	Cost incurred for exhibit text panels, labels, banners, postage costs, gift certificates for museum tours.	2,427	2,427	2,548	2,676	2,810
I/T Rent Expense	755201-000	Rental of the museum new location	-	-	-	-	-
I/T Equip Rent Expense	755202-000	Cost incurred to rent tents, equipment, picnic tables for special events.	460	460	483	507	533
I/T Utilities Expense	755210-000	cost incurred for expense of utilities	250	263	276	290	304
Indirect Costs	758300-000		46,129	70,781	74,320	78,036	96,908
Indirect Cost Accrual Exp	758300-999						
Total Internal Expenses			49,266	73,931	77,627	81,509	100,555
Total External/Internal Expenses	Budget Balance		471,047	689,346	703,540	739,242	907,205
	T/C is		378,447	582,246	584,720	614,481	776,206



tsiʔniyukwalihó·tʌ
this is our way

Relocation and Expansion Business Plan:

Final Report

June 2022



Lord Cultural Resources is a global professional practice dedicated to making the world a better place through culture.

We assist people, communities, and organizations to realize and enhance cultural meaning and expression.

We distinguish ourselves through a comprehensive and integrated full-service offering built on a foundation of key competencies: visioning, planning and implementation.

We value and believe in cultural expression as essential for all people. We conduct ourselves with respect for collaboration, local adaptation and cultural diversity, embodying the highest standards of integrity, ethics and professional practice.

We help clients clarify their goals; we provide them with the tools to achieve those goals; and we leave a legacy as a result of training and collaboration.

Our Toronto office is located within the traditional territory of many nations, including the Mississaugas of the Credit, the Anishnabeg, the Chippewa, the Haudenosaunee and the Wendat peoples. Our New York office is located on the traditional lands of the Lenape peoples. Our Long Beach office is located on the land of the Tongva/Gabrieleño and the Acjachemen/Juaneño Nations, who have lived and continue to live here.

We encourage you to acknowledge the presence of the people who came before, wherever you are.

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Executive Summary

The Oneida Nation Museum (ONM) was established in 1979 in a very small building that offered limited visibility and access. The need for larger and better located facilities for the ONM has been recognized for many years. In 2007, a feasibility study was conducted for a new-build 18,000 sq. ft. Cultural Center but the project was not implemented. In 2018 the Nation purchased a much more visible and accessible 11-acre property on Highway 172. The property includes outdoor space for parking and other uses and a 19,400 sq. ft. former church building, the Woodland Worship Center. COVID-19 delayed moving forward with planning for a relocation and expansion on the Woodland site.

The objectives for the new Museum include housing a growing collection, enabling implementation of larger permanent and temporary/traveling exhibitions and offering more space for public and educational programs. There is also an opportunity for the new site and facility to be more conducive to substantially increasing attendance levels and to boost retail and other revenue generation.

While there is a substantial opportunity to increase attendance and revenue generation from the general public, especially tourists, the new Museum is also intended to help instill a greater sense of identity and pride among the Oneida people, especially the youth, and encourage all to learn more about their history, culture and language.

Contextual, comparables, and market analyses, a community engagement session and a community survey, along with an interview process, all helped to inform the consultant recommendations regarding the future Oneida Nation Museum. Among the agreed assumptions for it are the following points:

- The future Oneida Nation Museum will encompass 15,393 net sq. ft. (NSF) of useable space and 22,060 gross sq. ft. (GSF), which takes mechanical, electrical and circulation space into account as well as wall thicknesses. This will include 6,400 NSF of exhibition space plus 2,600 NSF of visible storage of important or compelling artifacts in the collection. The exhibition space will be flexible to accommodate changing permanent and temporary exhibitions and will feature an increased emphasis on art and an 800 sq. ft. Oneida-themed children's gallery.
- A 1,000 sq. ft. multi-purpose auditorium will be available for lectures, films, performances and other public and educational programs with a flat floor and movable seats for periodic venue rentals. There will also be a retail store offering 400 sq. ft. of public space.
- More engaging interactive and immersive exhibits associated with Oneida history, culture and language will be offered to visitors while existing content will be modernized & digitized to offer even more compelling, interactive and technology focused experiences.

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- All collections storage will be in the building, eliminating the need to potentially pay for off-site storage, and/or to eliminate the cost and inefficiency of moving collections back and forth. Other work rooms and office space will be provided.
- Admission charges are assumed to increase only moderately despite larger and enhanced exhibitions, and discounts for seniors and youth will be introduced. The definition of an adult as aged 25-54 will provide a price break and help increase attendance by youth, whether or not they are students.
- School groups will continue to be charged admission both on-site and through outreach programs, very much reflecting the requirements for education associated with Native Americans in Wisconsin Act 31.
- Free admission will continue to be provided to all Oneida Nation members and potentially to all members of other Native American nations/tribes if the program is sponsored by a private foundation or company. Other free admission opportunities will also be introduced.
- It is assumed that the brand/name of the Museum will be modified from Oneida Nation Museum to *Oneida Nation Museum and Cultural Center*.
- With larger, better located and more easily accessible facilities, open days will be extended to include most Saturdays and Sundays on a year-round basis. Regular open hours will be from 10 a.m. to 4 p.m. on Monday through Saturday and from noon to 4 p.m. on Sundays.
- No change is assumed to the governance of the ONM, and staffing increases will be modest from 7.0 full-time equivalent (FTE) to 9.0 FTE positions, largely to provide for weekend staff.

Based on the analyses and assumptions in this report, we project that on-site attendance levels will increase from the 2019 pre-COVID base level of 4,249 visitors in the existing very small and poorly located museum to stabilize at about 26,000 annual visitors. This includes substantially more tourists and more repeat visitation from among Nation members. In addition to higher attendance, the ONM should be able to increase earned income, especially admissions revenue and retail sales.

The total operating budget for the ONM is projected to increase from the base level of about \$589,600 to just over one million dollars each year. This allocates all operating costs to the ONM as opposed to assuming that the Nation will continue to absorb some of the building occupancy and general and administrative costs.

If base level revenues from Oneida Nation and private support are maintained at 2019 levels, the projections are that the Museum will need to generate an additional \$271,300 in Year 1, \$314,900 in Year 2, and \$324,800 in Year 3 from a combination of Nation, other government and private sources. It is likely that the future gap will need to be filled primarily from the Nation, but efforts to increase private funding support should be pursued as well.

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1. Introduction

This chapter summarizes the background to and purpose of this Business Plan for the relocation and expansion of the Oneida Nation Museum (ONM) as well as the methodology to conduct it.

1.1 Background to the Business Plan

The Oneida Nation Museum was established in 1979 “to provide accurate information about the Oneida and Iroquois culture, history, and nationhood. This is accomplished by developing, preserving, and expanding resources and collections, and by providing exhibits and other educational programming. The Museum also displays and promotes Iroquois artwork. The Oneida Nation Museum shall provide a unique and enlightening experience that can be interpreted to all ages for the next seven generations.”

The ability of the ONM to achieve its mission has long been limited by a site that is not easily accessible and a building that is very small. The existing building includes only 4,530 sq. ft. of space, within which 2,500 sq. ft. is usable by the Museum and only 1,500 sq. ft. is exhibition space. A very small gift shop of 200 sq. ft. limits potential revenue generation from that source. There is also inadequate space to accommodate the Nation’s growing collections and consequently off-site collections storage is required. A trailer next to the Museum has been used for classes and programs.

The need for larger and better located facilities has been recognized for many years. In 2007, a feasibility study was conducted for a new-build Cultural Center of 18,000 sq. ft. but the project was not implemented. In 2018 the Nation purchased a much more visible and accessible 11-acre property on Highway 172. The property includes outdoor space for parking and other uses and a 19,400 sq. ft. former church building, the Woodland Worship Center. COVID-19 delayed moving forward with planning for a relocation and expansion on the Woodland site.

The objectives for the new Museum include housing a growing collection, enabling implementation of larger permanent and temporary/traveling exhibitions, offering more space for public and educational programs, and to bring staff together. There is also an opportunity for the new site and facility to be more conducive to substantially increasing attendance levels and to boost retail and other revenue generation.

While there is a substantial opportunity to increase attendance and revenue generation from the general public, especially tourists, the new Museum is also intended to help instill a greater sense of identity and pride among the Oneida people, especially the youth, and encourage all to learn more about their history, culture and language.

In 2024, a likely opening date of the new Oneida Nation Museum, it will be the 200th anniversary of the beginning of emigration of the Oneida (People of the Standing Stone) to Wisconsin from their ancestral home in what is currently New York state. To help plan for the new ONM in the adaptively reused building, the Nation engaged Mission Support Services LLC to work with Continuum Architects and Planners to assess the capabilities

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of the former church facility, to prepare a functional program, and to provide concept level design services.

The Nation also identified the need for museum-specialist business planning and projections. After a qualification based selection process, Lord Cultural Resources, the largest museum planning firm in the world, was selected to conduct the business plan.

1.2 Business Plan Methodology

This study was conducted in two phases. Phase 1 provides the operations and revenue focused research, analyses and recommendations associated with the relocation and expansion. Approved recommendations became finalized assumptions, leading in the second phase to attendance, operating revenues and expense projections.

In order to meet the objectives of this business plan, Lord Cultural Resources conducted the following scope of work and methodology:

- Reviewed background information associated with the Oneida Nation and the ONM.
- Participated in a design workshop with Nation and Museum representatives led by Continuum Architects and Planners.
- Led an operations and revenue generation vision/assumptions workshop with Museum staff and other Nation representatives.
- Conducted interviews with key informants. Please see Appendix A, which acknowledges both the workshop and the interview participants.
- Compiled and analyzed available data regarding the overall museums marketplace, other Native American museums, and selected museums in the Green Bay area.
- Compiled and analyzed available data regarding potential resident, school and tourist markets for the region and the ONM in particular.
- Conducted a community engagement workshop and a community survey to help inform priorities for the future ONM. Detailed findings are set out in Appendix B.
- Prepared and submitted a Phase 1 report which included the research and analyses that provided the basis for recommendations and assumptions that were finalized at a Zoom workshop with the client group and representatives of Continuum Architects and Planners. The finalized assumptions helped to provide the basis for the attendance, operating revenue and expense projections in a Draft Final report.
- Prepared this Final Report, including an executive summary.

Bold, italics is used throughout to highlight key findings, conclusions and recommendations.

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2. Contextual and Comparables Analyses

This chapter seeks to establish context for the recommendations in Chapter 4 of this report and to provide benchmarks for attendance and financial projections for the relocated, expanded and enhanced Oneida Nation Museum (ONM) in the next phase of this study. It includes contextual and comparables data regarding museums in general and Native American museums in particular and also selected museums in the Green Bay area. To provide additional context, survey data are cited regarding the general motivations of museum/cultural visitors and associated revenue generation.

2.1 Realities of the Museums Marketplace

It is important for all proponents and funders of the relocated and expanded Oneida Nation Museum to understand the realities of the museums marketplace. In particular, museums are not businesses that seek to be profitable or at least operationally self-sufficient based on earned income (admissions, retail, venue rentals, programs, memberships, etc.). Museums also need substantial annual funding support from private supporters and government sources. ***Although an objective of this business plan is to maximize attendance and earned income, it must be understood that the primary funder of the Museum will continue to be the Nation itself.***

The following table is from survey data prepared for the American Alliance of Museums (AAM) that compare the performance of various museum types to 2019 (pre-COVID) data for the Oneida Nation Museum, which is best categorized as a history museum among the AAM categories. The AAM financial data are from 2017 while the attendance figures that were supposed to be updated in 2020 from the 2009 data were not because of the pandemic.

The key points that illustrate the realities of the museums marketplace and some implications to the ONM are as follows:

- **Total Attendance:** In 2019, the ONM reported attendance of 5,617, of which 1,368 were served in outreach to the schools. Therefore 4,249 on-site visitors. This reflects the limitations of the site and building, including very little exhibition space. The table that follows should be considered in the context of the relative attendance of various museum types, not the dated specific attendance figures. ***Of particular note is that median attendance figures for history museums are modest. This suggests both the need for realism regarding the extent of the attendance growth that is possible and also the need to consider an increased focus on Oneida art and more for children, as discussed later in this report.***
- **Sources of Operating Income:** In 2019, the ONM had operating revenues of \$450,136. About 24% of the revenues were from earned sources, very little from

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private donations and sponsorships, none from endowments, and the vast majority (76%) from the Oneida Nation. No government funds were received from other municipal, state or federal sources. In considering the experience of surveyed history museums compared to other museum types we find that the average history museum generated 35% of its operating income from earned sources (also 35% for all museums), 33% from private support (35% for all museums), 12% from endowments (11% for all museums), and 21% from government sources (19% for all museums). **A relocated and expanded ONM should seek to increase not only earned income but also private support.**

Sources of Operating Income by Museum Type	Oneida Nation Museum, 2019	Art Museums	Children's Museums	History Museum/ Historic House/Site	Natural History/ Anthropology	Science / Technology Centers/ Museums	Multi-Disciplinary	Arboretum/ Botanic Garden/ Nature Centers	Zoos/ Aquariums	Total Sample/ Weighted Average
Sample Size		209	36	408	31	31	100	27	15	857
Earned Income	23.6%	26%	52%	35%	42%	57%	33%	45%	59%	35.1%
Private Donations/ Sponsorships	0.1%	42%	33%	33%	28%	31%	35%	31%	25%	35.0%
Investment/Endowment Income	0.0%	16%	2%	12%	9%	2%	8%	10%	4%	11.4%
Government Income	76.3%	17%	13%	21%	22%	10%	24%	14%	12%	19.3%

Source: American Alliance of Museums, Museum Board Leadership 2017: A National Report

Sample Size		156	18	279	32	25	71	N/A	17	671
Reported Attendance	5,617	44,878	130,870	11,500	58,176	357,103	58,500	N/A	208,574	26,500

Source: Financial Survey of the American Alliance of Museums, 2009, that is not yet updated by AAM due to COVID-19

2.2 Data Regarding General Motivations of Museum/Cultural Visits and Revenue Generation

Two survey-based data sources are cited here to help inform the analyses, recommendations and projections for the relocated and expanded Oneida Nation Museum. These are as follows:

2.2.1 Impacts Research and Development

Impacts Research and Development tracks 224 visitor-serving organizations in the United States, including performing arts, museums and related institutions. The survey data are regularly updated from 124,000 participants but are largely from 2017 and updated annually.¹ Data from 2020 and 2021 are of course not very useful because of the impact of COVID-19 on museum closures and reduced openings and visitation. The data are skewed by which visitor-serving organizations are part of the 224 cited, which is not divulged. Since there is a membership payment involved to receive the detailed data, it is likely that they represent larger, wealthier organizations, which also skews the data

¹ *National Awareness, Attitudes and Usage Study* (Impacts Research and Development, Washington DC, 2017 and partially updated annually)

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somewhat. Similarly, it is unclear who in the general public was surveyed among the 124,000 respondents. For example, respondents need to have easy access to the Internet and be willing to take the time to be surveyed.

Colleen Dilenschneider in a weekly blog, *Know Your Own Bone*, reports on the highlights of the data and offers a variety of insights associated with them. This section considers some of her insights and offers our own comments associated with the data and its applicability to the future Oneida Nation Museum.

Among the survey data of particular interest to the issues of attendance and revenue generation for the ONM are the following points:

Attendance

- Attributes of People Most Likely to Attend Cultural Organizations/Facilities:** The Impacts survey found that only 16% of the US population visited any cultural organization within the past two years. This is a reality that all museums need to take into account. The attributes associated with the 16% who attended differed for those born before 1980 and those during or after 1980 (millennials). For those in the older age category, the primary attributes for attendance are higher education and higher income and includes more of those who are white, non-Hispanic. For culturally active millennials, the characteristics and behaviors are similar, but there is less reference to white, non-Hispanic. ***The data point to the growth of a more diverse younger audience for culture that will increase over time, which is positive for the ONM, especially if it focuses even more on attracting younger visitors.***
- Attributes of People Who Express Interest in Cultural Organizations/ Facilities but Do Not Attend:** The Impacts survey identified these persons as also representing only 16% of the U.S. population. Surprising is that they have higher levels of education and income than those who are active attenders, whether millennials or not. The main reason for not attending, despite these positive characteristics, is that their time is precious, and they simply prefer alternative leisure activities (sporting events, movies, etc.). The second ranked reason not to attend despite expressed interest in culture was access challenges and the third was “have already visited.” The latter reason not to attend, despite interest in culture, confirms the importance of change to motivate repeat visitation. ***This suggests that planning for change, including temporary exhibitions, will be important to building repeat visits to the Oneida Nation Museum.***
- Factors for Non-Attendance:** The Impacts survey reported that cost is only 15th of 16 reasons cited. However, there is a tendency for people in surveys not to wish to appear “cheap.” The results are similar for millennials and non-millennials with the largest differences among millennials referring to scheduling and transportation issues, negative experiences, and attitude affinity perceptions (“it is not for people like me”). Non-millennials were more likely to refer to safety concerns.
- Attributes of Unlikely and Non-Visitors:** The Impacts survey of 124,000 American adults reported that 38% of the U.S. market are unlikely visitors who require an incentive or direct motivation like accompanying a visiting friend or relative to attend while 30% will not attend under almost any circumstances. An important factor for non-attendance is a growing preference to stay at home. In 2011, about 21% of

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respondents expressed a preference to stay home during the week. By 2017 this figure had grown to nearly 25%. Among the culturally active, the stay at home preference on weekends grew from about 29% in 2011 to 36% in 2017. ***The internet, entertainment streaming services and other at home opportunities are an important and growing competitor to museum and other cultural attendance, which has been further threatened by COVID-19 lockdowns and fears.***

- **Greater Propensity to Stay Home on Weekends:** Impacts reported that the likelihood to stay at home on weekends among all Americans increased from about 38% in 2011 to 49% in 2019 (pre-COVID). Among those most likely to attend cultural institutions, the propensity to stay home increased from 29% to 39%. Not surprisingly, during 2020 and 2021 the percentages staying home were even higher. The data emphasize the increasing competition among cultural institutions when people do leave home and also the challenge of motivating visits.
- **Entertainment Value is the Primary Motivator of Attendance and the Primary Measure of Visitor Satisfaction:** Entertainment value is reported to be a four times greater measure of visitor satisfaction than educational value. The museum types that have higher perceptions of entertainment value than educational value also generally attract the most visitors. These include zoos, aquariums and science centers. The museum types in which the visit is perceived to be more educational than entertaining include art and history museums. The data emphasize the importance of an entertaining visitor experience to motivate first time and repeat visits. ***Noteworthy is that the survey finds entertainment value motivates visitation, but educational value justifies visitation, so both are important.***
- **Millennials are already the Most Frequent Attenders:** Millennials (born in 1980 to 1996) surpassed baby boomers (1946-1964) in numbers and account for the largest percentage of the population. Millennials, according to Impacts, also account for the highest percentage of cultural attenders, with the spread growing over time with the maturing of the millennial generation. In 2011, baby boomers accounted for about 24% of attenders but declined to 22% in 2017. Conversely, millennials as a percentage of total attenders grew from 29% in 2011 to 32%. However, baby boomers who are cultural attenders exceeds baby boomers as a percentage of the US population by 0.4% while attendance by millennials trails their percentage of the US population by 4.8%. The data indicate that for most types of cultural institutions attendance increases with age until mobility or health-related factors cause a decline in attendance. ***A key objective for the relocated, expanded and enhanced Oneida Nation Museum is to appeal to younger members of the Nation to elevate the pride they feel in their history, culture and language.***
- **Importance of Attending as Children to Adult Cultural Attendance and Other Benefits of Attracting Children:** The Impacts survey found that, on average, those who visited a cultural attraction as a child are 73% more likely to have visited a within the last two years than someone who did not or doesn't recall visiting as a child. The survey also found that about 75% of parents believed that taking a young child to visit gives the child an "edge" in their academic or intellectual development. ***Among museum types that have greater challenges attracting young children (art, history, public gardens) the data confirm the need to consider children's galleries, family days with special programming, or free or very low admission charges for children.*** This, however, needs to recognize that attracting children

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must not have a negative impact on attracting adults who do not wish to be in the same space at the same time as young children, whether in school groups or with families, and may point to the need to separate incompatible market segments in space or time. It must also be recognized that according to the U.S. Census, the percentage of households with children has declined from about 51% in 1970 to about 36% in 2017.

- **Racial Diversity by Type of Cultural Organization:** Data from the U.S. Census Bureau indicated that about 39% of people in the United States identified as “non-white alone.” However, the Impacts survey of 224 cultural organizations found that none of the cultural institutions met the 39% threshold. Most likely to include a diverse audience are zoos (37%), aquariums (31%), history museums (30%) and science museums (29%). Somewhat lower are art museums (27%), botanic gardens (16%), and orchestras (12%). ***While the future ONM will seek to maximize attendance from among the general public, its mission is very much also related to attendance by Nation members.***
- **Tourists are Motivated to Visit a Specific City Far More than to Attend a Specific Museum:** When surveyed about leisure activity motivations, nearly 69% referred to visiting a city, slightly less than visiting friends and relatives (70%), but substantially more than visiting historic locations (30%), a science center, aquarium or zoo (17%), or a museum (11%). In other words, people are most likely to be motivated to visit a city and friends and relatives, then consider visiting museums while already there. ***This is a clear weakness of the ONM, despite a better location, since not even Green Bay is a city that motivates substantial tourism as discussed in the following chapter of this report.***
- **Importance of Social Media:** Social media ranks higher than the web as the source of information about cultural institutions for both high-propensity and inactive likely visitors. Impacts found that social media plays an important role in motivating visitation and that followers are more likely to visit cultural organizations and report better experiences. ***This requires a staffing commitment to social media as part of the enhanced staffing plan for the Oneida Nation Museum.***

Revenue Generation

The Impacts Research and Development survey also leads to insights regarding revenue generation, including the following points and their applicability to the future Oneida Nation Museum:

- **Effect of Admission Prices on Attendance:** The Impacts survey data show that admission prices are not a primary barrier to visitation. However, this may reflect who is being surveyed and a propensity for people to seek to avoid appearing “cheap” in surveys. Data are cited where even free admission had limited impact on attendance but ignores many examples in which free admission had a major effect. The Impacts data indicate that those who receive free admission are 48% less likely to return within one year compared to those who paid the full admission price. (The experience of Lord Cultural Resources suggests that admission prices, and free admission, do have an important impact on attendance levels assuming a good quality visitor experience. We are not recommending free admission for the future ONM but rather prices that should be considered reasonable in the context of the local marketplace).

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- Membership:** The ONM does not have a membership program but an issue to be considered is whether a membership program should be introduced as part of the expansion and relocation. Impacts found that the total cost of attracting a new member was five times greater than the cost of keeping an existing member. They also found that the revenue from renewed members over a 5-year period exceeded the revenues from a new member by close to 36%. This, of course, reflects a greater propensity for renewed members to move to upper categories and become donors. Balancing revenues vs. costs, Impacts found that the net value of a renewed member was 66% greater than a new member. We have not recommended introduction of a membership program for the future ONM as discussed further in Chapter 4.
- Operating Costs are Exceeding Earned Revenues:** The data indicate that between 2010 and 2016 the operating expenses of the cultural organizations increased by 27% while earned income increased by 17%. More have cut costs than increased earned income, and cutting costs has in turn made it even more challenging to increase earned income. Many have sought to increase private and to a lesser extent governmental support. The ONM currently receives very little private support. ***A key issue is whether private support can be increased in the relocated and expanded facility in the context of perceptions in the region that the ONM is well taken care of by casino revenue.***
- The Financial Importance of Highlighting Mission:** Impacts used data that indicate cultural organizations which offer strong “reputational equities” (visitor perceptions of trust, authority, credibility and satisfaction) had better financial performance (revenue efficiency) than cultural institutions marketed primarily as attractions. This is largely because mission-focused institutions are more likely to receive contributed income, which would help to pay for programming, marketing and other expenditures that in turn help to increase earned income. ***The data emphasize the importance of the mission of the ONM not only to the Oneida Nation but also to other potential private and government funders.***

2.2.2 Annual Surveys of Museum Goers

Like the surveys conducted by Impacts Research and Development in which specific data are proprietary to the cultural institutions, Wilkening Consulting charges participating museums (140 in 2021) to participate and thereby have access to specific data. It does provide “Data Stories” which are general summaries and insights, most of which have focused on the pandemic, but some of which are cited here to help plan for the future ONM. Among the data of particular relevance are the following points:

- In 2021 the survey focused on the issue of inclusivity and asked respondents about the extent to which they believed that museums should be more inclusive, including stories and perspectives of women, people of color, religious minorities, LGBTQ, etc. It found that 33% of respondents thought such inclusive content was very important and 37% somewhat important. This is an indicator of who core audiences for the Oneida Nation Museum might include among the general public.
- Attending a museum as children increases the likelihood of attending as adults and taking one’s own children to museums. The key issue for an Oneida Nation Museum

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is how to be more inviting for children because many parents or grandparents decide whether or not to attend based on the perceived interest to their children. Data from the Wilkening survey showed that it was parents of children 10 and younger who were most likely to have attended in the past two years.

- The racial gap among museum attenders is narrowing. The survey showed that 31% of white households had attended in the past two years compared to 25% for people of color but the gap has been narrowing and should continue to narrow in the future.

2.3 Overview of Native American or Tribal Museums

Considered here are data from the overall Native American or Tribal museums marketplace in the United States with a focus on selected museums in Wisconsin and Michigan.

2.3.1 Survey of Tribal Museums

The latest available data that helps to profile the market, operational and financial experience of Native American museums in general is from a 2002 study for the Association of State and Local History, *Tribal Museums in America*. Although very dated, the profile of Native American museums is unlikely to have changed substantially in more recent years, and we believe the data are still relevant for benchmarking purposes today.

The survey included responses from 106 Native American museums, but many did not respond to all questions. Among the data of interest for the Oneida Nation Museum are the following points, which are based on aggregated figures to maintain the confidentiality promised to respondents associated with their specific data:

- **Open Days:** Reflecting that many of the respondents were small, understaffed and underfunded, only 32% of respondents were open both during the week and on weekend days. The Oneida Nation Museum varies hours by season with open hours on Saturdays only during the summer months and no openings on Sundays at all. Our recommendations regarding the operating schedule of the expanded and relocated ONM are set out in Chapter 4.
- **Governance:** Some 34% were independent not-for-profit 501 (c) 3 organizations, with another 20% as 501 (c) 3 organizations under tribal law. About 30% of the museums were departments within tribal governments, with the remainder in other categories or unknown. The ONM is part of the Department Culture and History, and this governance arrangement has been assumed to continue during the period projected in this study. However, it limits the extent to which the Museum is able to generate private support if it cannot issue tax receipts for donations. Regarding the composition of Boards, some 63% had tribal-only members.
- **Admission Charges:** About 60% charged fixed admission prices and all offered free admission to tribal members. Some 21% charged admission to other Native Americans. The ONM offers free admission to only Oneida Nation members and not to other Native Americans.
- **Total Attendance:** The average was 32,470, which was skewed higher by a few major Native American museums. Respondents indicated that attracting tribal

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members was the priority target, followed by school groups, which are also the priorities for the Oneida Nation Museum. On average, school groups accounted for about 30% of total visitors. For the ONM, school groups represented 35% of the total attendance in 2019.

- **Staffing Levels:** The average among respondents was 5.8 full time and 1.1 part-time. For the ONM in 2019 it was 5 full-time supported by 3 part-time staff. There is no reference to volunteer support in either the survey or by the ONM.
- **Annual Operating Budgets:** There were only 36 respondents to this question. Among respondents, the average operating budget in 2002 was \$801,000. The operating budget of the ONM in 2019 was about \$455,000.
- **Sources of Operating Funds:** The average was 41% from tribal governments, 17% from other government sources, 12% from gaming, 11% from the gift shop, 5% from admissions and 5% from private donations and sponsorships. As shown in the previous section of this report, the ONM operates with a higher percentage of operating revenue from the Nation and very little from private and other government support in large part because of perceptions that with casino funding of the Museum other support is not needed. Recommendations to address this issue are set out in Chapter 4.
- **Membership:** About 34% of the reporting Tribal museums had membership programs and associated revenues.
- **Operating Cost Allocations:** As is common, the highest cost is for staffing (44%). For the ONM, staffing costs accounted for 64% of total operating expenditures in 2019. For collections-focused museums the norm is for staffing costs to be at 50-55% of total operating expenditures. As discussed in the following chapter, the 64% allocation to staffing costs at the ONM does not appear to reflect over-staffing but rather under-spending in other expense categories.

2.3.2 Data from Selected Comparable Native American Museums in Wisconsin and Michigan

Whereas the survey of Tribal Museums above included only aggregated data, the following table includes the often limited available published data from five selected Native American museums in Wisconsin and Michigan that were identified by ONM senior management as comparable or relevant for the purposes of this business plan. This is followed by more detailed information regarding two or the five identified to be the most comparable. Those selected, in alphabetical order, are:

- Arvid E. Miller Memorial Library/Museum of the Stockbridge Munsee Tribe, Bowler Wisconsin
- Forest County Potawatomi Cultural Center and Museum, Crandon, Wisconsin
- George W. Brown Ojibwe Museum and Cultural Center, Lac du Flambeau, Wisconsin
- Menominee Indian Tribe's Cultural Museum, Keshena, Wisconsin
- Ziiibwing Center of Anishinabe Culture & Lifeways, Mount Pleasant, Michigan

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Among the most relevant data for the Oneida Nation Museum are the following points:

- **Location and Site:** All five are on reserve lands in small communities. This helps to increase attendance by tribal members but limits attendance and associated revenues from the general public. The new site for the Oneida Nation Museum will offer much better visibility and access for the general public than the existing site.
- **Facilities:** It is common for museum spaces to be combined with library, archival and cultural center spaces. The two tribal museums of particular relevance to planning for the future ONM are the George W. Brown Ojibwe Museum and Cultural Center at 9,000 sq. ft. and the Ziibiwing Center of Anishinabe Culture & Lifeways at over 34,000 sq. ft. The others are smaller than the existing ONM and so less relevant.
- **Operating Schedule:** Of the five only the large Ziibiwing Center is open on a weekend day, Saturday. The Oneida Nation Museum opens on Saturdays only during the summer months. Our recommendations regarding the schedule for the relocated and expanded ONM are set out in Chapter 4.
- **Admission Charges:** Four of the five, including those that are very small, have fixed admission charges in place, although they are generally modest at \$3-5 for adults. The Ziibiwing Center of Anishinabe Culture & Lifeways has the highest adult charge at \$6.50. Discounts are offered for seniors, youth and children. Members of the specific tribes receive free admission in all cases and some offer free admission to all Native Americans. Recommendations for the future ONM are set out in Chapter 4.
- **Reported Attendance Levels:** In 2019, the last full year before the impact of the COVID pandemic, the ONM reported 5,619 total visitors, of which 4,249 were on-site. The highest reported attendance was at the Ziibiwing Center at about 15,600 visitors.
- **Staff:** Staffing costs generally account for about half the operating costs of most museums. Those with substantial collections care responsibilities generally allocate more to staffing costs and those with no collections care responsibilities such as children's museums and science centres are able to allocate less. In 2019, the Oneida Nation Museum allocated 64% to staffing costs for 5 full-time and 3 contract staff persons. Four of the five museums compared operate with smaller staff levels while the Ziibiwing Center operated in 2019 with 8 full-time and 2 part-time staff.
- **Operating Budgets and Sources:** Operating budgets are limited and tribal funds, generally from casino profits, are understood to be the primary source of operating revenues for all of the museums, including the ONM.

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Summary of Available Key Data from Selected Comparable Museums	Arvid E. Miller Memorial Library/Museum of the Stockbridge Munsee Tribe	Forest County Potawatomi Cultural Center and Museum	George W. Brown Ojibwe Museum and Cultural Center	Menominee Indian Tribe Cultural Museum	Ziibiwing Center of Anishinabe Culture & Lifeways
Location on Reserve Lands	Bowler, WI	Crandon, WI	Lac du Flambeau, WI	Keshena, WI	Mount Pleasant, MI
Facilities	Museum, library and archives	Cultural Center, Library and Museum	9,000 sq. ft. building of which 5,000 sq. ft. exhibition space	6,000 sq. ft. building featuring tribal artifacts and a gift shop, located next to a Tribal Logging Museum	34,349 sq. ft. museum and cultural center, meeting and conference facilities, large gift shop
When Founded/Opened	Founded 1976	Opened 2002	Opened 1989	Opened 2010, Logging Museum founded 1969	Opened 2004
Operating Schedule	Monday-Friday 8 a.m. to 4 p.m.	Monday - Thursday 7 a.m. to 5 p.m.	Monday-Friday 10-4, reduced in winter to Tuesday - Thursday	Monday-Friday 8-4:30	Monday - Saturday 10-6
Admission Charges	Free, but modest charge for private tours	Adults \$3, Children and Seniors \$1	Adults \$5, Children and Seniors \$3	Adults \$5, Youth (10-17) \$4, seniors and children \$3	Adults \$6.50, Seniors (60+)/ Military/Youth (5-17) \$3.75, Tribal members with ID free; group discounts 10-15%, school groups \$2.00 per student
Rounded Reported Total Attendance (pre-COVID)	700	N/A	7,000	N/A	15,600
Memberships	No	No	No	No	Yes, both general and corporate
FT Staff	2	N/A	1	N/A	8
PT Staff	0	N/A	2	N/A	2
Operating Budget	N/A	N/A	\$135,000	N/A	N/A

Sources: Published information and interview by Lord Cultural Resources

2.3.3 Focus on Two Selected Native American Museums Offering the Most Comparability

Among the five referenced above the Native American Museums offering the most comparability were the George W. Brown Ojibwe Museum and Cultural Center and the Ziibiwing Center of Anishinabe Culture and Lifeways because they offer larger spaces for exhibitions and programs. These were subject to additional research and interview requests.

The analyses are intended to help inform recommendations for the Oneida Nation Museum in Chapter 4 and to provide benchmarks for projections of attendance, operating revenues and expenses in the second phase of this feasibility study.

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George W. Brown Ojibwe Museum and Cultural Center

The mission of the George W. Brown Jr. Ojibwe Museum and Cultural Center is to “preserve, disseminate and advance the history and traditions of the Lac du Flambeau Band of Lake Superior Ojibwe, their reservation and environs.”

The Ojibwe Museum and Cultural Center opened in 1989 at a site in the downtown area of Lac du Flambeau in northern Wisconsin, whose population is less than 2,000. The Vilas County population in 2020 was only 21,923. The site is not on the main street and not easily visible. It occupies a building of about 9,000 square feet, of which exhibition space encompasses about 5,000 sq. ft. The Director believes that the exhibition space is too small and would have preferred 8,000 sq. ft. The building also includes a small gift shop and space for programs, offices and collections storage.

The museum “celebrates Ojibwe culture with a four season diorama and other exhibits including a 24-foot Ojibwe dug- out canoe, smaller birch bark canoes, Ojibwe arts and crafts, traditional clothing, a French fur trading post, and a world record speared sturgeon taken from one of Lac du Flambeau's many beautiful lakes. Year-round programs and classes are available to the public as well as special events.”

The Museum attracted about 7,000 visitors in 2019 (pre-COVID), of which about 2,000 arrived in school groups, very much in compliance with Wisconsin Act 31. They paid the guided tour rate of \$5.00 per person. Self-guided visit opportunities are available to all visitors at \$4.00 for adults and \$3.00 for seniors (65+) and children (6-17).

Open hours vary by season with winter openings limited to Tuesday – Thursday from 10 a.m. to 4 p.m. ***During the rest of the year the Museum opens only from Monday through Friday even though peak attendance at the casino is on weekends and the casino is only two blocks away from the Museum. The limited hours reflect the fact that the Museum operates with only one staff person supported by two volunteers.*** Until 2008 the Museum operated with a staff of five.

Tribe/band members are estimated to represent only about 300 of the 5,000 non-school visitors. This is partly because most have previously visited, and it is understood that the exhibitions have not changed substantially for many years. Of non-Tribe and non-school visitors, about 25% reside within a 50-mile radius while 75% are tourists, despite the lack of weekend openings.

The Museum operating budget in 2019 (pre-COVID) was a modest \$135,000, of which close to 90% is from the Tribe (casino and hotel revenues), about 10% from earned income (retail sales and admissions), with very little private support and no financial support from the state or other governments. Staffing costs account for over 60% of operating expenses.

Ziibiwing Center of Anishinabe Culture & Lifeways

The Ziibiwing Center was created in 2004 in Mount Pleasant Michigan with a population of 25,290. It is within Isabella County, whose population in 2020 was 70,363. The Center preceded the opening of a casino in 2008 and a hotel, RV park and waterpark in 2012. Its mission is to promote belief that the “culture, diversity and spirit of the Saginaw Chippewa Indian Tribe of Michigan and other Great Lakes Anishinabek must be

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recognized, perpetuated, communicated and supported.” It is marketed as the “Midwest’s Premier American Indian Museum².” Ziibiwing translates to place by the river.

The Center offers 34,349 sq. ft. of space including a museum, cultural center, conference facilities, cafe and a major gift shop. About 7,000 sq. ft. may be defined as exhibition space. The Center regularly opens on Monday through Saturday from 10 a.m. to 6 p.m. but days and hours were reduced during the pandemic.

The Ziibiwing Center is ranked highest among things to do in Mount Pleasant by TripAdvisor and has close to a 5-star rating.

The Center offers free admission not only to Saginaw Chippawa tribe members but also to members of all Native American tribes. ***This study has recommended free admission to all Native Americans for the future Oneida Nation Museum only if it is sponsored by a private organization or foundation.***

The Center offers two main venue rentals rooms of 900 sq. ft. each, or 1,800 sq. ft. when combined to serve up to 100 people banquet style and 150 theater style. The lobby and activity room offer additional rental opportunities only during evening hours while the changing exhibit hall is available only when temporary exhibitions are not in place. The data confirm opportunities for the future Oneida Nation Museum in a larger market area to also generate revenue from venue rentals especially given proximity to the Green Bay area compared to Mount Pleasant for Ziibiwing.

The Ziibiwing gift shop offers more than 150 Anishinabek artworks and crafts from around the Great Lakes. The Center also offers a media lounge which includes fee Wi-Fi and a large selection of North American Indian books, music and videos.

The Center is governed by a 12-person Board of Directors and a staff of 10, of which 8 are full-time, in the following positions:

- Interim Director/Curator
- Administrative Assistant
- Sales and Events Coordinator
- Visitor Services Representative (Cultural Resource Development)
- Research Center Coordinator
- Tribal Historic Preservation Officer
- 2 Facilities and Grounds Maintenance Housekeepers
- 2 Retail Clerks

Vacant positions include a Funding and Development Specialist and two youth workers.

The latest available pre-COVID annual report is from 2017/18 and indicated total attendance at 15,609. The Tribe and its casino are the primary funder of the Museum. In 2016/17 a total of \$206,105 was generated from external sources about 51% was from grants, 21% from corporate and other sponsorships and donations, 13% from admissions, and 4% each from venue rentals, memberships and programs. The data

² Despite numerous attempts, the Ziibiwing Interim Director/Curator declined to be interviewed to provide additional information or advice.

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indicate opportunities for the future ONM to also generate revenue from venue rentals in larger spaces.

E-commerce retail sales, primarily on-line as Zeebiwing Commercial Services, are additional and in FY2018 generated about \$1.4 million in sales. It is unknown how much of these revenues and the revenues from casino operations and the tribe are allocated to the Ziibiwing Center and its total operating budget.

2.4 Benchmarks from Selected Existing Museums in the Region

The museums and related institutions identified to offer particular relevance to the Oneida Nation Museum are:

- Neville Public Museum, Green Bay
- Heritage Hill State Historical Park, Green Bay
- Green Bay Children's Museum, Green Bay
- Wisconsin Historical Museum, Madison

Each is considered below in the context of available data and interview feedback that help to inform the recommendations and projections in this business plan for the relocated and expanded Oneida Nation Museum.

2.4.1 Neville Public Museum

The Neville Public Museum of Brown County is located in downtown Green Bay and is "dedicated to the collection and preservation of significant objects relevant to Northeast Wisconsin and the Upper Peninsula of Michigan. The museum seeks to bridge these multi-generational regional communities through engaging exhibits and dynamic programming." It occupies a space of about 60,000 sq. ft. of which 17,000 sq. ft. is exhibition space focused on history, science and art. This includes some reference to Native American history and culture, primarily as part of its 8,000 sq. ft. Generations Gallery, which encompasses the 13,000 year history of the region. But there is no dedicated Native American gallery.

The Neville Public Museum opened in 1927, based on a private donation of the building with the condition that the City of Green Bay fund its operating costs and retain the Neville name. In 1962 Brown County agreed to join the Board and contribute 50% of the operating costs and to offer free admission.

With a growth in collections and related responsibilities a new building was required and in 1980 the voters of Brown County agreed to fund the capital costs of a larger museum, which opened in 1983. The County then owned the building and its collections and agreed to be responsible for operating costs without the participation of the City of Green Bay. Admission charges were introduced in 2004 and renovation of its galleries took place in 2019. The Museum was closed to the public from May of 2019 to August of 2020 and experienced lockdowns and reduced open days and hours due to COVID as well.

The Museum is currently open Tuesday through Sunday from 9 a.m. to 5 p.m. with the exception of noon openings on Sundays. Hours are noon to 8 p.m. hours on Tuesdays

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and remaining open to 8 p.m. for free admission to Brown County residents during the first Wednesday of each month with proof of residency. This leads to higher attendance on that day.

Admission charges are as follows:

- Adult (16+): \$9.00 (no seniors discount is offered because of free admission to veterans)
- Child (3-15): \$6.00
- Infant, Military (active, reserve, veterans): \$0.00 (military spouses \$4.50, military children \$3.00)

Adult groups are charged \$7.00 per person and school groups at \$4.00 per pupil and chaperone. Tours are guided and require advanced registration. Similarly, behind the scenes tours are charged at \$25.00 per person with a minimum group of four. However, these tours are rarely booked.

In 2018, before the museum was closed for renovation, attendance was about 50,700, of which close to 9% arrived in school groups and over 8% were tourists from out of state.

In order to raise private funds and issue tax receipts to donors, the Neville Public Museum Foundation was established as a nonprofit 501(c)3 organization. It funds all exhibits and programs at the Museum. The Foundation has a staff of three (Director, Development and Events Coordinator, Office Manager). In 2019 the Foundation raised over \$1.9 million in support of the renovation of the Neville Public Museum.

The Museum staff in 2019 (pre-COVID) included 12 full-time personnel, of which 9 are County staff and three are Foundation staff. They are supported by about 100 volunteers.

In 2018 there were about 900 memberships in the Museum of which about 16% were in upper level categories (\$100 to \$2,500). This study has not recommended a traditional membership program for the future Oneida Nation Museum for reasons set out in Chapter 4.

In 2018, the Museum had an operating ***budget of about \$1.3 million, of which about 90% was County funds, with 3% raised from the Foundation, and 7% as earned income. The challenge for the Neville Public Museum is that even with a Foundation raising funds, private support is difficult to achieve given a perception that the Museum is well taken care of by County funds. The Oneida Nation Museum faces the same challenge of overcoming the perception that it is well taken care of by casino revenues.***

2.4.2 Heritage Hill State Historical Park

Heritage Hill State Historical Park is a 56-acre living history state park in Green Bay at a site in suburban Allouez. The site is owned by the Wisconsin Department of Natural Resources but managed by the Heritage Hill Corporation, a not-for-profit 501 (c) 3 organization.

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The Park opened in 1977. Its mission is to “enrich the lives of others by sharing Northeast Wisconsin’s diverse cultural and historic ties that bind our communities together.” It includes 26 historic buildings that were moved to the site over the years and a collection of over 9,000 artifacts dating from the 17th century to the present. In 2006 a modern Education Center was added, but it is essentially classroom and programming space that does not include the indoor exhibition space that will encourage attendance during inclement weather and on a year-round basis. The Park has therefore operated only seasonally from June through October from 9 a.m. to 4:30 p.m. on Tuesday through Saturday and on Sundays from noon to 4:30. Current plans are to extend the operating season to year-round and to add a Museum/Visitor Center building.

In 2019 (pre-COVID), total annual attendance was about 42,000, of which over 18,000 (45%) arrived in school groups. Regional non-school residents accounted for an additional 45%, including those attending wedding and other special events, with tourists at about 10%.

There has been relatively little collaboration between the State Historical Park and the Oneida Nation Museum even though the Park includes a focus on the fur trade and therefore the interaction between Native Americans and Europeans. The current Executive Director of the Park is open to much more substantial collaboration including admission ticket packaging.

The current adult admission charge is \$12.00, with seniors at \$10.00, children (5-17) at \$8.00. Children under 6 and active military are free. School tours are charged at \$6.00 per student with free admission for teachers and chaperones. The charge is essentially one dollar more than was in place in 2019 in most ticket categories.

The Park operates with a core staff of 8 full-time employees, supported by 15 seasonal part-timers and 10 volunteers. Its operating budget in 2019 was about \$800,000, of which only \$10,000 was from the State of Wisconsin. However, the state provides in-kind services and pays for some of the maintenance costs. The Park generates revenue from a \$6 million endowment, which earns about \$300,000 per year. About \$350,000 from the remaining \$500,000 was earned income, a large percentage of which was from weddings and other events, as well as from retail, admissions and public programs. The Foundation generates the rest from donations, sponsorships and fundraising. ***The data confirm opportunities for the future Oneida Nation Museum to also generate revenue from weddings and other venue rentals and to increase retail and other earned income in the context of the relocated, expanded and enhanced facilities.***

2.4.3 Children’s Museum of Green Bay

The Children’s Museum of Green Bay began as a traveling exhibit in 1986, had a small space in a downtown mall in 2001 and when required to leave opened in its own downtown space in 2012. It relocated to a new site in downtown Green Bay in 2018 adjacent to a wildlife sanctuary, mini-golf and go-cart track. The building is 15,000 sq. ft. of which about 12,000 sq. ft. is exhibition space. There are plans for a future expansion to grow to 25,000 with substantially more outdoor space. ***The planned expansion of the Children’s Museum of Green Bay is a good indicator of the demand for things to do for younger children in the region and why a children’s gallery has been recommended to be part of the exhibition space in the future ONM.***

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The importance to the ONM of learning about the experience of the Children's Museum of Green Bay is that many adults make decisions regarding which museums to visit based on the perceived interest to their children. Exhibits in the children's museum include the digestive system, farmer's market, under construction, the fire station, the diner, vet clinic, auto garage, water gallery and various early education opportunities. Its age focus is 0-8. There are no exhibits or programs that focus on Native American culture. A variety of scheduled programs are offered each week, none of which focus on Native American culture. The site also includes an outdoor Discovery Area and museum-owned parking for up to 50 vehicles.

Pre-COVID, the museum opened daily from 10-5 with noon openings on Sundays with peak attendance on Saturdays and peak birthday parties on Sunday afternoons. ***We have also recommended regular weekend openings for the future Oneida Nation Museum.***

Admission charges before COVID and now are \$8.00 for adults and children over 15 months, and \$7.00 for seniors. A privately sponsored Children of Promise program offers \$3.00 admission for all family members on Foodshare, Head Start, Foster Care and related programs. The charge for school groups is \$5.00 per student for a minimum of 10 students and requires pre-booking. One free admission chaperone/teacher is required for every four students. A variety of additional programs are available for pre-K up to grade 3 students at a cost of \$1.00 to \$2.00 per child depending on the specific 30-minute program selected. Outreach programs into the schools, either in person or virtually, are charged at \$150 per class of 25 for a period of 45-60 minutes. Summer camp, spring break and winter break camps are popular as are birthday parties. Corporate and other rental opportunities are available.

Available pre-COVID data indicates over 69,000 total annual visitors, of which about 45,000 were on-site and the rest outreach, especially to the schools. About 3,700 attended on school field trips, over 2,200 attended birthday parties and 2,000 attend on the sponsored Children of Promise substantially reduced admission charge programs. Pre-COVID, the children's museum had over 900 memberships.

Whereas no positive impact is achieved from Packer weekends, the Children's Museum does experience higher attendance during training camp from late July to early September as families attend and are looking for things to do.

Pre-COVID, the Children's Museum had a full-time staff of 7 supported by 10 part-timers and up to 200 volunteers. In 2019 the Children's Museum had an operating budget of over \$601,000, of which 41% was from admissions and programs, 34% was from fundraising events, 13% was from memberships, and 3% each from retail sales, private donations and other sources. No government support is received. Staffing costs accounted for close to 60% of operating expenses.

2.4.4 Wisconsin Historical Museum, Madison

The Museum is located in the heart of downtown Madison on Capitol Square and is operated by the Wisconsin Historical Society, which is also responsible for 10 other museums and historic sites throughout the state. In 2018 the Society introduced a full-

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time Wisconsin Native American Nations Liaison staff position to foster enhanced relations between the Historical Society and the state's 12 nations/tribes. A substantial part of the responsibility of the Liaison staff position is to help to ensure that the planning for a new 100,000 sq. ft., \$120 million Wisconsin Historical Museum better tells the story of the Native American nations/tribes.

The existing Historical Society Museum is an adaptively reused former hardware store. It is 42,000 sq. ft. over four floors and includes only 17,000 square feet of exhibition space in a building with 10 foot ceilings and no loading dock. About 4,250 sq. ft. of space on the second floor of the building is devoted to Native American history and culture. This includes People of the Woodlands, encompassing First Settlers, featuring a 1000 year old Azlalan house. The Busy Year focuses on the life of an Ojibwe family during the four seasons in the course of the year in the 1700s. The Era of Exchange is an exhibition focused on the Fur Trade while an exhibition on Native Nations and Tribes explores more recent history including boarding schools, culture and language.

There has long been discussion of the need for a new museum, which is currently planned to be replaced on its existing site and an adjacent property to encompass the four-storey, 100,000 sq. ft. facility. An exhibition plan and design by Ralph Appelbaum Associates is in process and specific details are not yet known regarding the size and nature of the future exhibitions, but it is understood that there will be an increased focus on Wisconsin Native American history and culture, encompassing all 12 tribes/nations, including the Oneida. ***A statewide community engagement process, including members of the tribes/nations, is being implemented and it is expected that the new Museum will not only attract substantially more visitors but that it would orient them to the tribal and other museums throughout the state. That is very positive for the Oneida Nation Museum.***

The existing Historical Museum in Madison has not had fixed admission charges as there have been suggested donations of \$5.00 for adults and \$3.00 for seniors and children. It is uncertain at this time whether fixed admission charges will be introduced with the opening of the new Museum.

Attendance in 2019 for all 11 museums and sites combined was 142,342, of which 17,153 (12%) attended in school groups. The highest attended was the Historical Museum in Madison. Projections are for the new museum in Madison alone to attract 200,000 visitors, of which 60,000 will be school groups.

The Wisconsin Historical Museum operating budget in 2019/20, which covered all 11 sites in the state, was about \$24.1 million. Of this total, about 77% came from the state of Wisconsin, with 10% as earned income and the remaining 13% from a combination of private support and endowment income.

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3. Analysis of Existing Operation and Potential Markets

This chapter focuses on the existing markets, operations and finances of the Oneida Nation Museum in its current facilities and site as well as potential resident, school and tourist markets for a larger, enhanced and better located Museum.

3.1 Existing Oneida Nation Museum

The existing Oneida Nation Museum is on a site seven miles west of Green Bay in a very small building of only 4,530 sq. ft. of which 2,300 sq. ft. is useable space, including about 1,500 sq. ft. categorized as exhibition space. It includes a 200 sq. ft. retail store but no space to allow for venue rentals. The site offers 15 free parking spaces but is not easily accessible or visible. These and other deficiencies have long been known and caused the Nation to purchase a better located 11-acre site for a new, larger and enhanced Oneida Nation Museum.

Although the new ONM will be very different than the existing operation it is nonetheless important to understand the attendance, market, operational and financial experience of the existing Museum to provide a base level for considering the opportunities of the new Museum. To be as relevant as possible the following points focus primarily on the operational, market and financial experience of the Museum based on pre-COVID 2019 data.

- **Operating Schedule:** In 2019, the ONM opened from Tuesday through Saturday during the summer months from 9 a.m. to 4.m. During the other months hours were reduced to 1 p.m. on weekdays only. A better site, larger and enhanced facilities and visitor experience will allow for more hours and days available for public visits.
- **Admission Charges:** Oneida members received free admission and accounted for 36% of total visitors, while the charges for non-Oneida members were very modest at \$4 for adults and \$2 for seniors and children (5 and over) for self-guided visits. Non-school group tours were charged at \$8 per person with school groups charged at \$5 per pupil. Outreach to the schools were charged at \$100 per hour or \$60 for 30 minutes. Hands-on activities were surcharged at \$5 per person.
- **Total Attendance:** In 2019, the ONM reported 5,617 visitors, including 1,368 students served in the schools. On-site attendance was therefore 4,249. Total attendance levels were lower at 4,030 and 3,180 the previous two years.
- **Market Segments:** Oneida Nation members account for about 35% of total visitors with other Indigenous persons at 5%. School groups accounted for about 35% of visitors in 2019 (half in the schools), with tour groups at about 12%. About half of all visitors were estimated to reside within a 50-mile radius. In considering the

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- demographic of non-school visitors about 75% are estimated to be women often attending with children (80%). A very low percentage of non-school visitors are aged 55 or over, with 9% aged 17 and under. ***It will be important for the future ONM to appeal to more men, seniors and children to help maximize attendance levels.***
- **Patterns of Visitation:** Some 60% of visitors are estimated to be repeat, with only 1% of visitors attending on limited open weekend days. The average length of stay for school groups is a substantial two hours, very much reflecting program opportunities. For residents and repeat visitors the average length of stay is about 30 minutes, which extends to 60 minutes for first-time visitors and 90 minutes for tourists. ***Larger exhibition spaces will help lead to an increased length of stay, more repeat visitors, and opportunities for higher admission charges.***
 - **Staffing and Volunteers:** In 2019, the ONM operated with a full-time staff of five, supported by three contract workers and no volunteers. Our recommendations associated with staffing in the future Museum are set out in Chapter 4.
 - **Operating Budget and Sources of Costs:** In 2019, the total operating budget of the ONM was \$455,016. As is common, staffing represented the largest expense category at about 64% of the total. This is higher than the 50-60% norm not because of over-spending on staff but rather on under-spending in other expense categories.
 - **Sources of Operating Revenues:** The Oneida Nation is the primary source of operating revenues at about 76% of total revenues, with earned income, primarily retail sales, at close to 24% with very little income from private support, and no endowment funds. All sources of revenue should increase in the context of a relocated, larger and enhanced ONM.

3.2 Amelia Cornelius Culture Park

In addition to the Oneida Nation Museum, the Amelia Cornelius Culture Park is an important cultural opportunity on site. It features a longhouse, five reconstructed log homes, Veteran's Wall, medicinal garden and walking trails, and is often referred to as the Oneida Village. Big Bear Media/Tourism is the Oneida Nation operator of tours to the Culture Park/Village. The tours are seasonal, offered from April through October. In the past three tour options were offered - Experience Oneida, Reservation Oneida, and Garden Oneida. In 2019 (pre-COVID) about 1,600 people took the tours, which included 48 motor coach groups, half of which were school groups. Others not attending in groups were transported using the 12-seat van operated by Big Bear Media.

Charges for the tours were \$15 per person and \$12 for children 12, which included a tour guide. About 60% of the tour visitors also attended the existing Oneida Nation Museum and discounted combination admission charges were applied.

Enhancements to the Park scheduled to be completed in 2023 include paved parking, more accessible trails, improvements to the Veteran's Wall, and a new Visitor Center. ***The total capital project for all of the enhancements is \$2.6 million, of which \$1 million is allocated to the Visitor Center. It will provide a sheltered gathering space and public washrooms but will not include significant exhibition, program or retail space and will thus not be competitive with the new Oneida Nation Museum. In fact, given its better location, the Museum will be the ideal starting and end point for the tours of the Park, which is about three miles from the new site of the ONM,***

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compared to the current 10 miles. There are also opportunities for combination admission tickets.

Whereas the Park/Village will continue to be seasonal the Museum will operate on a year-round basis.

3.3 Planned Mulva Cultural Center

The Mulva Cultural Center is planned to open in downtown De Pere in the late summer of 2023. The specific site is at 601 3rd St, De Pere, which is about eight miles from the new site of the Oneida Nation Museum. The Mulva Cultural Center is to be a 60,000 net sq. ft. (73,800 gross sq. ft.) facility “where history, culture and the arts will meet to inspire, engage and transform”.

The capital project costs have risen to \$95 million from the previously estimated \$70 million, plus a \$10 million endowment to support operating costs. The project is funded by the Mulva Family Foundation and managed by the De Pere Cultural Foundation.

The Mulva Cultural Center “will host traveling exhibitions from leading institutions worldwide, diverse cultural programming, educational opportunities for people of all ages, and more.” The Center will operate on a daily basis year-round. It will include a 200-seat auditorium for films and lectures, 10,000 sq. ft. of exhibition space, a 300-person event space, classrooms, a café, gift shop, and outdoor terrace and indoor gathering spaces.

Exhibitions will be rented and brought to the center to include art, history, science and other exhibitions. Admission charges will vary depend on the cost to rent each exhibition. Adult prices are expected to range from \$12 to \$20.

Attendance levels have not been projected but the total annual operating budget is expected to be in the range of \$2.5 million to include museum staff of about 20 plus restaurant and venue rentals staff. No government operating funds are anticipated.

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3.4 Potential Markets

The focus here is on potential resident, school and tourist markets for the Oneida Nation Museum, including data on the Enrolled Oneida members.

3.4.1 Overall Resident Markets

The resident market is of primary importance to a relocated and expanded ONM for the following main reasons:

- Residents are readily accessible and available on a year-round basis.
- Residents can be made aware of the Museum and its exhibitions and programs more easily and more cost-effectively than tourists.
- Residents are most likely to be repeat visitors.
- Residents are more likely to become volunteers, members and donors.
- Residents often advise, and accompany, visiting friends and relatives to area attractions.

Set out here are data and interview feedback regarding the size and demographic/socioeconomic profile of potential resident markets for the Oneida Nation Museum.

Population Levels and Projections

While the Oneida Nation Museum will continue to attract national and international visitors its core market will be regional, including members of the Oneida Nation who account for an estimated 35% of current visitors, along with 5% of visitors as other Native Americans. The following table sets out local, regional, state and national figures. The data confirm a small but growing local population and a Green Bay MSA market that is projected to experience a greater level of growth over the period between 2020 and 2030 than state and national averages. This is positive for the future ONM.

Population Totals and Projections	Actual 2010	Actual 2019	Projected 2030	% Change Actual 2010/2020	% Change Projected 2020/2030
Hobart	5,993	9,053	N/A	51.1%	N/A
De Pere	23,225	24,903	N/A	7.2%	N/A
Green Bay MSA	307,100	322,906	381,180	5.1%	18.0%
Wisconsin	5,691,660	5,822,434	6,597,570	2.3%	13.3%
USA	309,339,220	328,239,523	373,751,030	6.1%	13.9%

Sources: US Census Bureau, American Community Survey Data (2019) and Woods and Poole MSA Profile

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Race/Ethnicity

Since Oneida Nation and other Native American people will continue to be a core market for the Museum, it is important to understand the size of the “American Indian and Alaska Native” population. The following table shows that Native Americans account for 11% of the residents of Hobart, numbering about 1,000 persons. In the Green Bay MSA, the total is close to 7,800, or 2.4% of the population and in Wisconsin less than 1%.

The data confirm the need for the ONM to focus very much on Oneida Nation and other Native American residents to achieve mission-related objectives but also the need to attract the wider resident market if attendance is to be maximized.

Total Population- Race	Hobart		De Pere		Green Bay MSA		Wisconsin		USA	
	#	%	#	%	#	%	#	%	#	%
White	6,717	74.2%	22,700	91.2%	279,274	86.5%	4,963,354	85.2%	236,475,401	72.0%
American Indian and Alaska Native	1,001	11.1%	528	2.1%	7,769	2.4%	54,577	0.9%	2,847,336	0.9%
Black or African American	0	0.0%	157	0.6%	7,229	2.2%	374,747	6.4%	41,989,671	12.8%
Asian	617	6.8%	797	3.2%	9,454	2.9%	167,420	2.9%	18,636,984	5.7%
Native Hawaiian and Other Pacific Islander	0	0.0%	6	0.0%	21	0.0%	4,220	0.1%	628,683	0.2%
Some other race	77	0.9%	86	0.3%	9,699	3.0%	121,082	2.1%	16,352,553	5.0%
Two or more races	641	7.1%	629	2.5%	9,460	2.9%	137,034	2.4%	11,308,895	3.4%
Total	9,053	100%	24,903	100%	322,906	100%	5,822,434	100%	328,239,523	100%

Sources: US Census Bureau, American Community Survey Data (2019)

Gender and Age

Women represent slightly more than half of the regional population, but generally account for 55-65% of visitors to most museum types. It is estimated that about 75% of non-school visitors to the existing ONM are women. Of particular note is that women have a very important role in Oneida culture. On the other hand, increasing appeal to men will also be important, including even more emphasis on Oneida players in the NFL and other sports leagues and the military.

The following table compares the age profile of local residents (Hobart and De Pere) with regional residents (Green Bay MSA) and state and national averages. The data indicate a substantially younger median age for De Pere residents and a slightly older median age for Hobart residents compared to regional, state and national averages.

While the future ONM will need to seek to appeal to visitors in all age categories, this study recommends a stronger emphasis on appealing to children since many adults decide which museums to attend based on the perceived interest to their children.

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Total Population Age	Hobart		De Pere		Green Bay MSA		Wisconsin		USA	
	#	%	#	%	#	%	#	%	#	%
Under 5 years	347	3.8%	1,412	5.7%	19,449	6.0%	327,258	5.6%	19,404,835	5.9%
5 to 9 years	785	8.7%	1,741	7.0%	20,659	6.4%	344,543	5.9%	19,690,437	6.0%
10 to 14 years	684	7.6%	1,319	5.3%	21,266	6.6%	368,646	6.3%	21,423,479	6.5%
15 to 19 years	119	1.3%	2,623	10.5%	21,686	6.7%	380,127	6.5%	21,353,524	6.5%
20 to 24 years	341	3.8%	2,133	8.6%	19,960	6.2%	386,575	6.6%	21,468,680	6.5%
25 to 34 years	929	10.3%	3,651	14.7%	40,391	12.5%	737,315	12.7%	45,578,475	13.9%
35 to 44 years	1,749	19.3%	2,668	10.7%	40,085	12.4%	714,436	12.3%	41,914,845	12.8%
45 to 54 years	765	8.5%	3,080	12.4%	41,388	12.8%	719,293	12.4%	40,863,107	12.4%
55 to 59 years	1,235	13.6%	1,616	6.5%	23,124	7.2%	415,388	7.1%	21,484,060	6.5%
60 to 64 years	682	7.5%	1,353	5.4%	21,250	6.6%	408,957	7.0%	20,984,053	6.4%
65 to 74 years	911	10.1%	1,917	7.7%	32,007	9.9%	597,951	10.3%	31,575,561	9.6%
75 to 84 years	402	4.4%	871	3.5%	15,551	4.8%	295,832	5.1%	16,140,238	4.9%
85 years and over	104	1.1%	519	2.1%	6,090	1.9%	126,113	2.2%	6,358,229	1.9%
Total	9,053	100%	24,903	100%	322,906	100%	5,822,434	100%	328,239,523	100%
Median Age	40.7		34.0		39.0		39.9		38.5	

Sources: US Census Bureau American Community Survey Data (2019)

Educational Attainment

There is a well-known strong correlation between higher educational attainment and museum attendance or other cultural participation. As shown in the table below, there is a higher percentage of residents of Hobart and De Pere with at least a bachelor's degree than regional, state and national averages. However, there is also a need for the future ONM to seek to attract those with lower levels of educational attainment.

In general, persons with lower levels of educational attainment require more substantial entertainment value if they are to become first-time and repeat visitors. The visitor experience at a future Oneida Nation Museum should seek to both educate and entertain.

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Educational Attainment (Total Population 25 Years or Over)	Hobart		De Pere		Green Bay MSA		Wisconsin		USA	
	#	%	#	%	#	%	#	%	#	%
Less than high school diploma	242	3.5%	611	3.9%	17,233	7.9%	290,862	7.3%	25,618,541	11.4%
High school graduate (includes equivalency)	1,847	27.3%	3,648	23.3%	70,674	32.1%	1,223,392	30.5%	60,482,353	26.9%
Some college	1,125	16.6%	2,920	18.6%	43,833	19.9%	804,271	20.0%	44,914,086	20.0%
Associate's degree	880	13.0%	2,308	14.7%	26,920	12.2%	438,381	10.9%	19,381,937	8.6%
Bachelor's degree	1,359	20.1%	4,431	28.3%	43,789	19.9%	829,878	20.7%	45,730,479	20.3%
Graduate or Professional Degree	1,324	19.5%	1,757	11.2%	17,437	7.9%	428,501	10.7%	28,771,172	12.8%
Total	6,777	100%	15,675	100%	219,886	100%	4,015,285	100%	224,898,568	100%

Sources: US Census Bureau, American Community Survey Data (2019)

Income

Although level of education is the variable with the closest correlation to museum and other cultural attendance and participation, household income is an important indicator of potential attendance too. The table that follows compares household income and poverty levels.

The data indicate higher household incomes in Hobart than De Pere, with both higher than for the overall Green Bay MSA. Both municipalities also report lower percentages of residents who live in poverty. However, as with those with lower levels of educational attainment, it is important for the ONM to seek to also attract people in lower income categories or living in poverty. This is an important consideration for future admission charges. Our recommendations are set out in Chapter 4.

Household Income	Hobart	De Pere	Green Bay MSA	Wisconsin	USA
Average Income	\$119,521	\$82,207	\$80,945	\$82,899	\$92,324
Median Income	\$80,364	\$72,286	\$65,026	\$64,168	\$65,712
% Living in Poverty	7.4%	6.6%	9.6%	11.3%	13.4%

Sources: US Census Bureau, American Community Survey Data (2019)

3.4.2 Enrolled Oneida Market

The following table focuses exclusively on pre-COVID data for the enrolled Oneida population both on the Oneida reservation and also overall figures for Brown and Outagamie Counties, which includes the reservation. Among the data of particular interest to this business plan for a relocated and expanded Oneida Nation Museum are the following points:

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- The enrolled Oneida population is limited:** The population on the reservation in 2020 was 4,627. Including Brown and Outagamie Counties the total Oneida enrolled population was 7,903. This market is core to the mission of the ONM but is relatively modest in size, confirming the need for the ONM to continue to appeal to wider resident and tourist markets. Outside the area there are 2,333 Oneida elsewhere in Wisconsin. The total national Oneida population is reported to be 17,267.
- Children under 18 are a substantial market:** At 21-23% of the regional Oneida population the data confirm a demographic rationale for a stronger focus on exhibits and programs of particular appeal to children in the future ONM. This would be in addition to mission-related objectives to instill a greater sense of awareness and pride in Oneida history and culture among the youth.
- High levels of educational attainment are positive for potential attendance:** The 31-33% of enrolled Oneida with at least a bachelor's degree is higher than the averages for the Green Bay MSA, state and nation. This is positive since level of educational attainment is a main determinant influencing museum attendance.
- Median household income levels are relatively low while poverty levels are high:** This is a socioeconomic reason for continuing to offer Oneida Nation people with free admission to the Museum in addition to a mission-related objective to maximize attendance by all Oneida people to increase their awareness of and pride in Oneida history and culture.

Enrolled Oneida Demographics		
	Oneida Reservation	Brown & Outagamie Counties (includes Reservation)
Enrolled Oneida Population	4,627	7,903
Enrolled Oneidas Aged 18+	3,578	6,256
Children Under 18	1,049	1,647
Children as % of Total	22.7%	20.8%
Estimated Enrolled Oneida Households	1,893	2,993
Average Household Size (includes non-Oneidas living in household)	3.3	3.2
Home Ownership	61.4%	57.9%
Educational Attainment (25+)		
Less than high school diploma	4.7%	5.8%
High school graduate	18.1%	21.2%
Some college or associate's degree	44.5%	42.4%
Bachelor's degree or higher	32.8%	30.5%
Labor Force Participation (18+)*	71.5%	71.3%
Unemployment Rate*	8.6%	8.8%
Median Household Income*	\$42,521	\$ 40,999
Family Poverty Rate*	21.6%	23.8%
* 2018 QOL due to Pandemic in 2020		

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It is clear that the new Oneida Nation Museum will seek to serve both members of the Oneida Nation and the general public. Internal interview subjects were asked whether the new museum should seek to serve Oneida Nation members and the general public equally or skew in one direction over the other. Noteworthy is that most expressed a preference for seeking to increase awareness levels of Oneida history and culture for the general public.

3.4.3 School Markets

It will be important for the ONM to continue focus on the school market for the following main reasons:

- Education is part of the mission and mandate of all museums that seek opportunities to broaden and deepen participation from school groups.
- Children brought to museums as part of school field trips often convince their parents to take them again.
- For children in lower income/education families, attending on a field trip is often the only opportunity to attend.

Considered here are the size of the potential school market and the main factors that influence decisions whether or not to attend museums on field trips or for individual study. Those factors are curriculum links and field trip funding and policies.

Enrollment

About 35% of those served by the existing Oneida Nation Museum are school children, of which about half each attend on site or are reached through outreach programs to the schools. On-site school groups are primarily from schools relatively close to the Museum. A larger museum building and a better site should help to widen the potential school market, especially in the context of Wisconsin Act 31, discussed below.

The overall Green Bay Metropolitan Statistical Area (MSA) in 2019 included over 78,000 students. This includes college undergraduates and graduates who would not attend an Oneida Nation Museum on field trips but rather through individual study or social visits.

Although the potential for more on-site school attendance appears substantial, there will be an expectation fully post-COVID for continued outreach and also digital engagement for school groups.

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School Enrolment Levels	Hobart		De Pere		Green Bay MSA		Wisconsin		USA	
	#	%	#	%	#	%	#	%	#	%
Population 3+ Enrolled	2,019		8,117		78,036		1,384,039		80,465,620	
Nursery School	148	7.3%	323	4.0%	4,635	5.9%	73,575	5.3%	5,044,389	6.3%
Kindergarten	175	8.7%	342	4.2%	5,186	6.6%	81,739	5.9%	4,011,764	5.0%
Grade 1 to 4	592	29.3%	1,408	17.3%	16,350	21.0%	270,184	19.5%	15,728,625	19.5%
Grade 5 to 8	515	25.5%	1,112	13.7%	16,654	21.3%	294,851	21.3%	16,918,899	21.0%
High School	253	12.5%	1,357	16.7%	16,571	21.2%	297,978	21.5%	16,932,635	21.0%
College (Undergraduate)	291	14.4%	3,223	39.7%	15,526	19.9%	300,935	21.7%	17,507,427	21.8%
Graduate or professional school	45	2.2%	352	4.3%	3,114	4.0%	64,777	4.7%	4,321,881	5.4%
Total	2,019	100%	8,117	100%	78,036	100%	1,384,039	100%	80,465,620	100%

Sources: US Census Bureau, American Community Survey Data (2019)

Curriculum Links

Important to curriculum links is Wisconsin Act 31 (State Statutes for American Indian Studies). Introduced in 1989, it is a “requirement that all public school districts and pre-service education program provide instruction on the history, culture, and tribal sovereignty of Wisconsin’s eleven federally-recognized American Indian nations and tribal communities”. Instruction is required in three separate sessions: one in grade school, a second in middle school, and a third in high school.

The Wisconsin standards in social studies as related to Native American history and culture are implemented, in part, by means of Native American Liaison teachers who work with classroom teachers and go into the schools, especially those in school districts with substantial Indigenous populations. Common curricula covered by the De Pere West based Native American Liaison teacher in the K-5 grades are as follows:

- Kindergarten: Stories read to the children.
- Grade 1: Teacher shows videos and Liaison teacher goes into schools to make pinch pots and talk about long-houses with a local focus.
- Grade 2: Wider Native American stories including famous people such as Jim Thorpe and an emphasis on the existence of many Native American languages.
- Grade 3: A focus on Oneida foods, government, the making of cornhusk dolls and other activities.
- Grade 4: Treaties mostly taught by the classroom teacher
- Grade 5: Trail of Tears

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In middle and high school levels there is a greater focus on the tribes in Wisconsin, including Indigenous games and music.

Attending the Oneida Nation Museum is related primarily to the social studies and history curricula but there are attempts to be as multi-disciplinary as possible including science, art, music and Indigenous games.

Field Trip Policies and Cost

Each school has a budget for field trips and priorities are established by the teachers in collaboration with the Principals. Wisconsin Act 31 and a larger, enhanced ONM mean that the new Museum is likely to become even more of a priority. However, factors affecting decision-making include the cost of admissions and more importantly, the cost of bus transportation.

Supplementing the budget for field trips available to each school are requests for contributions by parents, recognizing that the schools will cover the costs for families that cannot afford admission. However, at present field trips are reduced not primarily because of COVID concerns but rather because there are fewer people interested in working as bus drivers.

3.4.4 Tourist Markets

Although the core market for the Oneida Nation Museum will be primarily local and regional residents and school groups, it will be important to build the tourist market too, which is reported to account for about 15% of visitors to the small, poorly located existing ONM.

Given the impact of COVID-19 on tourism since early 2020, the most relevant data regarding tourist and convention markets for Green Bay and Wisconsin are from 2019 or earlier. Brown County attracted about 5.99 million tourists in 2019, of which 66% arrived on day trips and 34% stayed overnight. The latest available data that profiles the tourist market is the *Green Bay Visitor Profile, 2016* (D. K. Shifflet, 2017) with comparisons to overall U.S. data. Among the available data most helpful data regarding the size, profile, preferences, and activity patterns of potential tourists are as follows.

In comparison to U.S. averages, the tourist market for Green Bay is:

- in lower income and educational attainment categories
- more likely to be married but less likely to travel with children
- more likely to be visiting friends and relatives and staying in their homes
- **more likely to be attending sporting events and to gamble.**
- spends less time in Green Bay
- more likely to visit during summer and fall
- most likely to reside elsewhere in Wisconsin, Michigan and Illinois
- travel primarily by automobile

The data indicate the advantages of the new Woodland Worship Centre site and its Highway 172 location and proximity to the Oneida casino, airport and Lambeau Field. With many in Green Bay to visit friends and relatives the more successful the Museum is

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in attracting regional residents, the more successful it can be in attracting a substantial part of the tourist market. This is because it is residents who advise on things to do and often accompany their visitors. For those in lower educational and income categories, reasonable admission charges and substantial entertainment value offered by the new exhibits will be very important.

Packer weekends and training camp are important tourism draws for Green Bay. Some 87% of those attending Packer games do not reside in Brown County. While many spend time in the Titledown Entertainment District there is an opportunity to seek to attract some visitors to a better located, larger and enhanced Oneida Nation Museum, especially if it was open on weekends.

Noteworthy is that a new Green Bay Visitor Center at the corner of Highway 41 and Lombardi Street is scheduled to open in July of 2023. It is to offer more than racks of brochures and a person responding to questions by including audio-visual and other contemporary technologies. The expectation is that the new Oneida Nation Museum will be among the attractions highlighted when it opens.

4. Recommendations and Assumptions

This chapter builds upon the analyses in the previous chapters to provide the basis for recommendations and assumptions for the operation of the relocated and expanded future Oneida Nation Museum (ONM). Once recommendations are approved, deleted or modified, the finalized assumptions will provide the basis for attendance, operating revenue and expense projections in the next phase of this business planning study.

The recommendations/assumptions that follow build upon the contextual, comparables and market analyses conducted in this study as well as the input and feedback from the vision/assumptions workshop, internal and external interview process, the community engagement session and the survey of community members.

A summary of the polling in both the community engagement session and the community survey is as follows, with detailed results set out in Appendix B.

4.1 Summary of Community Engagement Session and Survey Polling

To help guide the planning of the relocated, expanded and enhanced Oneida Nation Museum a community engagement session was conducted during the evening of April 14, 2022. It was facilitated by the Oneida Nation Museum Director and Lord Cultural Resources and included eight participants. Please see Appendix A for a list of the community engagement participants along with participants of an earlier vision/assumptions workshop. Various ideas and options were discussed, leading to the polling of participants regarding priorities for the future ONM.

In addition to the participants in the community engagement session there was an opportunity for other members of the Oneida Nation and the general public to have input into the establishment of priorities for the future Museum. There were a total of 288 email and social media survey respondents over the period from April 25 to May 2, 2022.

The polling/survey questions were in three separate categories, the first focused on the site and facilities, the second on exhibitions and programs, and the third on operations. Within each category were a variety of ideas and options. Respondents were asked to rate each on a scale of 1 to 5, with 1 as low priority and 5 as high priority. Detailed and segmented responses are set out in Appendix B with highlights set out here.

Overall

It is noteworthy that there was not a single idea or option that averaged less than a 3 out of 5, confirming the need to consider all of them in the future Oneida Nation Museum. In other words, the deficiencies of the existing site and building were recognized in

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establishing a wide range of needs for the relocated and expanded ONM. However, there were priorities that rated higher and lower and are discussed below.

4.1.1 Site and Building

- The highest priority, ranking 4.3 out of 5, is **larger space for exhibitions**, whether permanent, temporary or traveling exhibitions brought into the new ONM and 53% of all respondents rated it as the highest 5 priority. This is not surprising given the fact that the existing Oneida Nation Museum includes only 1,500 sq. ft. of exhibition space. It was the highest ranked among all gender, age and frequency of previous visits categories, and was particularly high among those who had visited at least six times in the past (4.5) and community leaders in the community engagement workshop (4.9). ***This study has recommended at least 6,000 sq. ft. of exhibition space.***
- Second ranked was the need to have all ONM collections on site (4.1). It was rated highest among workshop participants (4.4) and 44%. The lowest ratings were among the youth (3.7) and those who have visited the Museum two times or less (3.9). ***This study has recommended that all collections be on site if possible.***
- Traditional Oneida gardens ranked third (3.9) with higher support among women than men and surprisingly among the youth aged 25 or under. The large site available to the new ONM creates opportunities for traditional Oneida gardens and nature trails with outside exhibits, also rated very highly as discussed below.
- Three options tied in a 3.8 rating. These were a larger retail store, a multi-purpose auditorium and nature trails with outside exhibits. This study has recommended all three. A larger retail store creates opportunities for more earned income and has been recommended. It was seen to be of high priority among workshop participants (4.6) and of lesser priority by the youth (3.4). The lowest support for a multi-purpose auditorium was reported by men (3.6), seniors and infrequent visitors to the existing ONM (3.7).
- A children's gallery and the ONM as a potential starting and end point for tours of the Oneida Village rated lower at 3.3. Both received their strongest support among the youth and women. The lowest ranked at a still substantial 3.1 was a lacrosse field, which had its strongest support among seniors (3.5). Among these this study most strongly supports the addition of a children's gallery as part of the exhibition space of the new ONM but endorses the others as well.

4.1.2 Exhibitions and Programs

- Tied for highest priority at 4.4 among the exhibitions and programs options considered were virtual/digital Oneida history and culture and cultural teachings workshops. They were rated at the highest 5 priority by 53% and 56% of respondents, respectively. Surprisingly, it was the youth that had the lowest rating for digital/virtual opportunities.
- Next ranked at 4.1 were more interactive/immersive exhibition experiences, rated highest at 4.6 by workshop participants, and language circles or courses, rated highest at 4.6 by youth 25 and under.

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- Enhanced web site and social media was rated at 4.0 with the lowest score at 3.8 among the youth.
- More change in the exhibitions offered was lowest at a still substantial 3.7, but perhaps ***suggesting that bringing in often high cost traveling exhibitions from external sources might not be a high priority relative to internally developed exhibitions that would focus on the Oneida.***

4.1.3 Operations

- Tied for highest among operations and revenue generation options at 4.0 were continued free admission for Oneida Nation members and to open on most Saturdays and Sundays. Both are recommended in this study. Continued free admission for Oneida Nation members was particularly important to seniors (4.4) and was rated a 5 in priority among 50% of all respondents.
- Rebranding from the current Oneida Nation Museum name was also rated highly. An average of 3.8 emerged for those preferring Oneida Nation Museum and Cultural Center, while the rating was 3.7 for rebranding to an Oneida word that would “describe who we are and where we are from.” In Chapter 2 we have an example of each among other Native American museums – the George W. Brown Ojibwe Museum and Cultural Center and the Zeebiwing Center of Anishinaabe Culture and Lifeways. Ziibiwing translates to “place by the river.” We have no recommendation regarding which rebranding option should be implemented.
- A modest increase in admission prices as opposed to a more substantial increase in the context of the new ONM facility rated a 3.5, with the highest support among workshop participants (4.0) and the lowest among male respondents (3.2).
- Rental of spaces in the new Museum, both to Nation members and the general public rated a 3.4, and rated highest among women, youth and infrequent visitors to the existing ONM. Although rental spaces rated highly, it must be emphasized that actual utilization of other available spaces is minimal. For this reason, the assumption is for multi-purpose space for both programs and venue rentals of a limited size that is connected to the lobby to create a larger space when needed.
- The lowest rated, but still substantial at 3.0, was the idea of offering free admission to the Museum to guests of the Oneida-owned Radisson Hotel and some casino players. The rationale is that it is the commercial operations of the Oneida Nation that will continue to be the primary funder of the ONM and seeking to add value to these offerings will be far more important than some potentially lost admissions revenue. Higher attendance will also expose more visitors to retail and other revenue centers. This idea is among the recommendations later in this chapter.

4.1.4 Other Ideas and Options

The community engagement session was designated to be the forum for introduction of other ideas and options for the future ONM. Although the community survey was intended to be short and focused on rating the numerous ideas and options set out,

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there were some persons not in the community engagement session who emailed in suggestions. These are also included here and are summarized as follows:

- The new Museum needs to focus on the present and future of the Oneida Nation as well as its past.
- Both the positive and negative should be part of the Oneida story told, with the positive including success stories and the negative including boarding schools, alcohol and drug addiction.
- Focus on the importance of women, including clan mothers, in Oneida history and culture.
- Very important are interactive exhibitions, hands-on displays and digital tools, especially for the youth.
- Emphasize the unique aspects of early Oneida dress, dance and art and the survival of the language.
- Emphasize contemporary Oneida art alongside historical/traditional objects.
- Include reference to lacrosse as an Indigenous sport.
- Emphasize how the Confederacy of Indigenous Nations became a model for the United States of America
- There needs to be adequate space to allow for collections growth, including repatriated artifacts.
- A coat check should not be overlooked in the space planning.
- The enlarged gift shop should include opportunities for Oneida Elders to sell their items.
- Establish an opportunity for arts groups to use classroom areas on a rotating schedule to include access to locked cubbies for supplies and materials.
- Seek to increase partnership and collaboration opportunities with other museums and cultural institutions in Green Bay.

4.2 Site

The assumed site for the relocated and expanded Oneida Nation Museum is the former Woodland Worship Center on Highway 172 in Oneida Wisconsin. From a market and financial perspective, the new site offers substantial advantages in comparison to the existing ONM site. These include the following points:

- Visibility from Highway 172, which connects to Interstate 41, with easy links to the main Oneida Casino and Radisson hotel, which are less than two miles away. Existing casino shuttles could easily include the new, better located Museum.
- Proximity to the Green Bay Airport and other hotels, Bay Park Square Mall and other commercial establishments and movie theaters.
- Lambeau Field is only 5 miles away.

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- Much closer to residential areas.
- Substantial on-site parking.
- Outdoor space that could be used for a traditional garden, outdoor exhibits and a lacrosse field.

All of these advantages create opportunities to attract more of the general public in addition to Oneida Nation members and will therefore contribute to higher levels of attendance and earned income.

It is also important to emphasize the cultural/historical importance of outdoor opportunities and their relationships to the history and culture of the Oneida. In particular, “Haudenosaunee knowledge is acquired from the relationships that are witnessed within our Creation. In our Thanksgiving address, everything in the natural world is our family. Vital to this belief is that all elements of creation have a spirit and are all worthy of respect.” It is therefore “our Nation’s inherent duty and responsibility to protect preserve, maintain and respect the preservation of our artifact collections, most of which are created using materials from the natural world. Thus, our obligation as an entire community is to take care of this responsibility now and for future generations to come.”

4.3 Building

The space and facility assumptions that represent the work of Continuum Architects and Planners, which took into account direction from the Oneida Nation architectural and engineering team and the recommendations from Lord Cultural Resources.

Key assumptions are as follows:

- The future Oneida Nation Museum will encompass 15,393 net sq. ft. (NSF) of useable space and 22,060 gross sq. ft. (GSF), which takes mechanical, electrical and circulation space into account as well as wall thicknesses.
- The ONM will include 6,400 NSF of exhibition space plus 2,600 NSF of visible storage of important or compelling artifacts in the collection. It is assumed that the 6,400 NSF of exhibition space will be flexible to accommodate changing permanent and temporary exhibitions as specific opportunities arise. Temporary exhibitions could either be developed internally focused on Oneida history, culture and language, or externally developed and traveled from other museums to focus on wider comparative Native American history and culture.
- The exhibition space will include an increased emphasis on art as developed by Woodland Indian Inc. and other Native American art, with opportunities for sales of works of art in the Museum retail store. The Museum currently has over 500 pieces of two-dimensional art in its permanent collection.
- An 800 sq. ft. Oneida-themed children’s gallery will be part of the permanent exhibition space of the ONM to reflect Oneida culture, including birthday party opportunities and the making of corn husk dolls and baskets. It will be oriented to 3-8 year olds and thereby attract young families that would otherwise not consider attending a museum focused on Oneida history and culture.

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- A 1,000 sq. ft. multi-purpose auditorium will be available for lectures, films, performances and other public and educational programs with a flat floor and movable seats to accommodate up to 50 persons seated in the same space for banquets or up to 100 persons for receptions. A variety of smaller spaces available for rental opportunities will include the lobby and classroom. It is assumed that ceiling and other design will seek to be circular in shape to reflect Native American traditions. A catering kitchen will not be required given limited expectations for rentals business and the fact that many catering companies cater from their own trucks.
- A retail space with 400 square feet of public space will be in place plus 120 sq. ft. of storage space for on-line sales and 100 sq. ft. for office space. The public retail space will be integrated with the admissions area to enable the same staff to handle admissions, information and retail sales. The retail store will include a cooler for limited pre-packaged food items and beverages and a Keurig or similar machine for hot beverages because a restaurant or café is not recommended in the Museum.
- All collections storage will be in the building, eliminating the need to potentially pay for off-site storage, and/or to eliminate the cost and inefficiency of moving collections back and forth. The Oneida Nation's collections and archives "serve as a representation that solidifies our sovereignty and self-determination as a Nation. In addition, they serve as a reminder that we are unique and also what sets us apart from other Nations."
- 2,460 NSF of space will be allocated for work rooms associated with exhibition development and collections as well as adequate other back-of-house space provided to facilitate shipping of traveling exhibitions from or to other Native American museums.
- Offices will be limited to Museum personnel as Cultural Heritage staff will continue to work from separate facilities. The staffing recommendations set out below indicate 9 full-time equivalent (FTE) staff, of whom up to seven would require offices or workstations. However, with hybrid work in the office and home the size of the office space and workstations will be limited.
- A summary of the assumed space program is as follows.

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ONEIDA NATION MUSEUM SPACE TABULATION				
Net Square Footage (NSF)				
Space	Qty	NSF	Total NSF	Notes
MUSEUM				
Public Spaces				
Lobby/ Exhibit	1 @	1,000sf	1,000	Lobby only - gift shop retail sf separated. Acceptable size. Multi-functional space(s) - pre-event space, gathering for school and bus groups, and exhibit display, reconfigurable visitor seating for 6.
Gallery - Permanent, Travelling and Children's	1 @	6,400sf	6,400	increased. Combined all gallery spaces. Some fixed displays and installation but mostly flexible space(s) that can swing between permanent and travelling exhibitions as desired. Includes 220 sf experiential/reconfigurable auditorium area for projecting interpretive cultural films / presentations for visitors. Max 20 seats. Includes an 800 sf Oneida-themed children's gallery that will be part of the permanent exhibition space of the ONM to reflect Oneida culture, including birthday party opportunities and the making of corn husk dolls and baskets. It will be oriented to 3-8 year olds and thereby attract young families that would otherwise not consider attending a museum focused on Oneida history and culture.
Gift Shop Retail Area	1 @	400sf	400	SF separated from Lobby / Exhibit space. Securable gift retail area embedded within lobby, adjacent to retail office and storage.
Multipurpose Room	1 @	1,000sf	1,000	Acceptable size. Multi-function room - Wall monitor(s), magnetic whiteboards, flexible tables and chairs to reconfigure for events Casework, some lockable cubbies for project supplies, sink, near exhibits - seats up to 50.
Coat Room	1 @	80sf	80	Acceptable size. Space for 40 visitor coats - shelf /rod, near lobby.
Group Storage	1 @	150sf	150	Acceptable size. School class groups and bus groups, example: 4 5th grade class groups of 30 students at a time, shelf /rod, near lobby.
			9,030	
Collections Spaces				
Collections Storage	1 @	3,030sf	3,030	Acceptable size. Mix of storage strategies, some open, some closed, viewing windows to public spaces, near other collections storage
Collections Cold Storage	1 @	100sf	100	Acceptable size. Equipment - large plug-and-play refrigeration and freezers, near other collections storage
Sacred/ Ceremonial Object Care/ Storage	1 @	100sf	100	Acceptable size. A way from light, securable, some casework / cabinets
Collections Workroom	1 @	500sf	500	Acceptable size. Collection preservation / conservation area. Casework, work tables, good technical lighting, viewing windows to public spaces, near archivist / specialist office area
Exhibit Prep Workroom	1 @	300sf	300	Acceptable size. Exhibition prep - building and assembling display infrastructure, equipment requirements TBD, good technical lighting, viewing windows to public spaces, near archivist / specialist office area
Dirty Workshop	1 @	100sf	100	Acceptable size. Small room for artifact cleaning, sink, floor drain, mobile stainless steel tables - near collections workroom and collections storage
Shipping / Receiving	1 @	800sf	800	Acceptable size. Accommodates travelling exhibits, storage of crates for an exhibition's duration, arriving supplies, pallets, breaking down wood and cardboard for recycling as need, space to move items around, floor drain, overhead or double doors to exterior, at service entrance.
			4,930	
Staff Spaces				
Reception Desk / Administrative Assistant	1 @	100sf	100	Acceptable size. Reception desk welcome/ admission/ information area. Seats 1-2 people, typically admin assistant and occasionally others, i.e., volunteers as needed
Director Office	1 @	180sf	180	Acceptable size. 10 x 18 office - systems furniture, 1 L-shaped desk with 1 sit/stand leg, file credenza and storage, 1 office chair, separate small meeting table with 4 chairs, wall monitor, near Reception
Archivist/ Registrar and Specialist Office - shared	1 @	160sf	160	Acceptable size. 10 x 16 office - systems furniture, 2 L-shaped desks each with 1 sit/stand leg, storage, 2 office chairs, 2 visitor chairs, adjacent to collections areas
Educator Office	1 @	100sf	100	Acceptable size. 10 x 10 office - systems furniture, 1 L-shaped desk with 1 sit/stand leg, storage, 1 office chair, 1 visitor chair, near multipurpose classroom
Swing Workspace	1 @	40sf	40	Bench-style workstations with 2 'x4' workspaces, office chairs in staff area for use by visiting Clan Manager (Turtle), volunteers and others
Volunteer Touch-Down Area	1 @	80sf	80	Acceptable size. Securable lockers for 8, a couple of seats for changes footwear, near reception
Gift Shop Staff Office - Manager plus 2 - shared	1 @	100sf	100	10 x 10 office with 3 touchdown workstations/ desk chairs for 3 staff, near lobby
			760	
Museum / Staff Support Spaces				
Gift Shop Inventory Storage	1 @	220sf	220	Reduced at BPMtg. Accommodates more than current, including growing web sales, shelving types TBD, near lobby
Library Area	1 @	20sf	20	Acceptable size. Bookshelves for reference books and binders - near staff
Conference Room	1 @	200sf	200	Wall monitor(s), magnetic whiteboards, flexible tables and chairs, seats 10, near staff
Copy/ Print/ Work Area	1 @	50sf	50	Acceptable size. Project assembly can happen in conference room or workrooms. Floor standing multifunction device, base and wall cabinets for office supply storage, work counter, near staff
Staff Lounge	1 @	180sf	180	Acceptable size. Wall and base cabinets with counter, sink, microwave, refrigerator, tables and chairs for 10, computer area for volunteers and custodial staff. Full event kitchen is not needed. Breakroom may be able to serve as warming kitchen for events. Convenient to staff areas, multipurpose classroom and gathering spaces
			670	
MUSEUM PROGRAM			Total NSF	15,390
			Space Factor	1.43
<i>(Gross SF includes NASF spaces noted below)</i>			Gross SF	22,060
EXISTING BUILDING			Gross SF	19,400
Program Deficit Difference SF			Difference	-2,660
TOTAL PROJECT				
Existing Building			Gross SF	19,400
ME/Air Lock			Gross SF	1,600
Front Area Lobby / Vestibule			Gross SF	1,060
			Total Project Gross SF	22,060

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4.4 Visitor Experience

Subsequent to the completion of the facility planning and business planning, the ONM will require a detailed plan for exhibition content and methods of interpretation. At this point in the planning process, the assumptions associated with the visitor experience, both exhibitions and programs, are general in nature, and reflect preferences and priorities that emerge from the workshop, interview, community engagement and community survey process, and the judgment and experience of the consultants.

- More engaging interactive and immersive exhibits associated with Oneida history, culture and language will be offered to visitors while existing content will be modernized & digitized to offer even more compelling, interactive and technology focused experiences.
- Themes associated with exhibitions to be offered will focus both on the positive athletic, military, cultural and other accomplishment of Oneida as well as the negative aspects of what Oneida had to endure including relocation from their historic lands in what is now New York State as well as boarding schools.
- The Museum will include a strong focus on the important role of women in Oneida history and culture and on the confederacy of Indigenous nations as a model for the United States of America.
- The multi-purpose auditorium will include opportunities to see the 15-minute Seneca film version of the Creation Story, or another version created for or available to the ONM, as well as other scheduled films, lectures, performances and programming opportunities.
- Temporary exhibitions will be primarily developed in house but there will also be periodic temporary exhibitions rented from other museums.
- Public and educational programming opportunities will seek to appeal to all ages, especially the youth.
- A map, touch screen or other orientation experience will be offered to increase awareness levels of all of the tribes in Wisconsin and to encourage visitors to also attend the other Native American museums and cultural centers in the state.
- The Museum will serve as a starting point and end point for some of the tours of the Amelia Cornelius Culture Park/Oneida Village, which is about three miles from the new Museum site. The tours could either be independent or on large tour buses, or as part of guided tours utilizing the 12-seat van offered by the Big Bear Tourism.

4.5 Revenue Generation and Operations

- **Admission Charges:** Key recommendations/assumptions are as follows:
 - Admission charges are assumed to increase only moderately despite larger and enhanced exhibitions. The primary objective is higher attendance is to expose more people to the retail store and other revenue generators and, more importantly, to help make more people aware of the history and culture of the Oneidas, which is part of the mission of why the Museum exists.
 - Discounts for seniors and youth are assumed to be introduced.

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- Donation boxes will also be in place that emphasize the donations help to preserve the history and culture of the Oneida and support free admission to those who cannot afford it.
- The definition of an adult is recommended to change to age 25-54 in order to provide a price break and help increase attendance by youth, whether or not they are students. A new youth ticket rate is assumed to apply to ages 13-24.
- School groups will continue to be charged admission both on-site and through outreach programs to include staff or volunteer-led programs, very much reflecting the requirements for education associated with Native Americans in Wisconsin Act 31. The
- Free admission is recommended to continue to be provided to all Oneida Nation members but with a children's gallery, free admission for other children will be for under two rather than under the current four years of age.
- Free admission is recommended to be provided to all members of other Native American nations/tribes assuming that the program is sponsored by a private foundation or company. Based on interviews conducted in this study, an attempt at achieving sponsorship for this program will likely be successful.
- Free admission is assumed to be provided to all guests staying at the Oneida owned Radisson hotel, golfers at Thornberry Creek, and selected Oneida casinos patrons. Again, the core objective is higher attendance as well as recognition that the Nation, and the revenue its generates from the casinos and other commercial ventures will continue to be the source of much of the operating revenue to support the ONM.
- Ticket packaging opportunities will continue to be offered with the Amelia Cornelius Culture Park.
- Ideally sponsored free admission tickets are recommended to provide access to those who cannot afford admission through social service agencies, religious institutions and schools.
- Current and recommended admission categories and charges are as follows:

Admission Charges (2019/Current	Recommended
General (18-54)	\$4.00	
Adult (25-54)		\$6.00
Senior (55+)	\$2.00	\$4.00
Youth (13-24)		\$4.00
Child (4-18)	\$2.00	
Child (2-12)		\$3.00
Guided School Groups (per person)	Mostly in-school at \$100 per hour or \$60 for 30 minutes. \$5.00 on site plus another \$5.00 if activity included	\$5.00 guided plus \$5.00 for activity with no change to charges for outreach to schools
Guided Non-School Groups (per person)	\$7.00 avg.	\$8.50 avg.

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- **Retail:** More space for on-site sales and higher attendance will help lead to more on-site retail sales. Equally as important will be increased online retail sales opportunities that will be aided by being part of the Nation's fiber network. The experience of the Zeebiwing Center in Michigan is that online retail sales have been substantial. The product line is assumed to widen with more items for children and also more works of art sold on consignment. There will also be an increased focus on online sales.
- **Food Service:** It is assumed that there will be no café or restaurant in the ONM, but that snacks and beverages will be available on a grab and go basis in the retail store.
- **Venue Rentals:** There is an opportunity for the better located, larger and enhanced ONM to generate revenues from venue rentals, especially during evening hours. The main heritage/cultural spaces in Green Bay used for venue rentals include Heritage Hill, especially for weddings in its historic church, the Botanical Garden, and the National Railroad Museum. Even the Children's Museum is successful in generating revenue from venue rentals beyond the birthday parties for which it is known. Interview subjects believed that the new ONM could also be successful in venue rentals.
- **Membership:** We have not recommended introduction of a membership program for the ONM during the period projected for several main reasons:
 - Oneida Nation members will already receive free admission and attendance and repeat visitation levels by non-Oneida visitors will not be substantial enough to warrant the value of membership even with discounts on retail sales, venue rentals and charged public programs.
 - Very little revenue is generated by Native American museums that offer membership programs.
 - There are staffing and other costs associated with a membership program that could likely not be offset by the modest membership revenues that may be earned.
 - Membership is sometimes a lower cost substitute to private donations, which offer the potential for revenues that do not have the costs associated with a membership program or the lost revenues associated with member discounts.
 - Membership is often a measure of support for a museum that is important to private and government funders. The Oneida Nation, as the primary funder of the ONM, should not require their support to be in any way dependent on membership levels.
- **Branding and Marketing:** The key recommendation/assumptions are as follows:
 - It is recommended that the brand/name of the Museum be modified from Oneida Nation Museum to *Oneida Nation Museum and Cultural Center*. This reflects an increased focus on cultural programming and an emphasis on the present as well as the past. The modified name also emphasizes that the new museum is different than the former one.

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- More joint marketing, ticket packaging and other forms of collaboration will take place with other museums and related attractions in Green Bay and with other Native American Museums in Wisconsin and Michigan.
- Although Black History Month in February is widely known, Native American History Month in November is far less known. It is recommended that the Oneida Nation Museum collaborate with other Native American museums and cultural centers throughout the country to seek funding for television and radio commercials to help increase awareness levels and to offer special programming in each institution during that month.
- The marketing budget will be increased somewhat.
- **Operating Schedule:** With larger, better located and more easily accessible facilities it is recommended that open days be extended to include most Saturdays and Sundays on a year-round basis. This reflects the weekend popularity of the casinos on weekends and requirements that most hotels in Green Bay have for minimum two night stays on Packers weekends. In addition to Packer weekends, there are opportunities More weekend hours also reflects that most residents are likely to have more time to attend on weekends.
 - Regular open hours are recommended to be from 10 a.m. to 4 p.m. on Monday through Saturday and from noon to 4 p.m. on Sundays. Closing at 4 p.m. offers ample time to set up for periodic evening venue rentals and because that last hour is a commonly low attendance period.
- **Private Support:** One of the reasons that the ONM generates very little income from private support is because it is perceived to be well taken care of by the Nation on the basis of substantial casino revenues. Rather than requests for funds to support the Museum in general, we recommend a menu that will have a variety of priced options be promoted to potential sponsors and donors.
- **Endowment:** It would be ideal to have an endowment started as part of the capital campaign for the future museum, but it has not been assumed. An endowment to support operating costs is *not* assumed to be in place during the period projected in this study.
- **Governance:** It is assumed that the governance of the Oneida Nation Museum will remain unchanged. The Museum will be part of the Cultural Heritage Department, which is within the Government Services Division of the Oneida Nation. However, it is assumed that a not-for-profit Oneida Nation Museum Foundation will be established to raise funds and issue tax receipts for donations. The Foundation will also function as an Advisory Board.
- **Staffing:** The existing staff and the recommended/assumed staff of the future ONM are as follows, as full-time equivalent (FTE) positions. The main changes are upgrading the Giftshop Coordinator position to a Business Manager/Volunteer Coordinator responsible for a larger retail store, modest venue rentals, as well as an increased expectation for volunteers:

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Existing Positions	FTE	Assumed Positions	FTE
Director	1.0	Director	1.0
Giftshop Coordinator	1.0	Business Manager/Volunteer Coordinator	1.0
Educator	1.0	Educator	1.0
Museum Specialist	1.0	Museum Specialist	1.0
Registrar	1.0	Registrar	1.0
Administrative Assistant	1.0	Administrative Assistant	1.0
Part-Time/Weekend Staff	1.0	Increased Part-Time/ Weekend Staff, Adding Gift Shop and Cultural Interpreters for Tours	3.0
Total FTE	7.0	Total FTE	9.0

- Oneida Nation Department of Cultural Heritage:** Support for the Museum from the Department is assumed to continue. The Department has a current staff of seven, two of which have generally allocated regular time in support of the ONM.
- Volunteers:** Although Oneida Nation Risk Management has been opposed to the presence of volunteers because of liability concerns, this study recommends a reconsideration of that policy to encourage the participation of volunteers in support of Museum staff because volunteers are integral to the operations of almost all museums. The recommended staff list above includes an allocation of time to volunteer coordination by the recommended Business Manager.

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5. Attendance, Revenue and Expense Projections

This chapter sets out our projections of attendance, operating revenues and expenses for the opening three years of operation of the relocated and expanded Oneida Nation Museum (ONM), with Year 3 as a stabilized year representative of subsequent years of operation.

The projections build on a base level of pre-COVID 2019 attendance, income and expenditure figures for the ONM, with the exception of more recent staffing figures and some other adjustments that lead to a “base level” that is not precisely the same as 2019. Given the uncertainty regarding exactly when the relocated and expanded Museum will open, we have not referred to specific years but rather to Year 1, Year 2 and Year 3.

The bulk of the operating funds to support the ONM have been, and will continue to be, from the Oneida Nation. For the purposes of these projections, the 2019 amount from the Nation and modest existing private support is assumed to remain constant for each year projected. This allows the ***bottom line of the projections to be as follows: Operating expenses minus earned income and existing amounts from the Oneida Nation and private support to leave a revenue gap that will need to be filled by additional Nation, other government and private support each year.***

The projections are based on the contextual, comparables and market analyses in Chapters 2 and 3 and the assumptions in Chapter 4, as well as the judgment and experience of the consultants. The figures are also rounded, where possible, to reflect the order of magnitude nature of projecting the future.

Just as there is no attempt to predict the opening date of the new Museum, there is no attempt to predict the rate of inflation until then. Rather, the financial projections are in 2022 constant dollars. Figures are assumed to change at whatever the prevailing rate of inflation is, with the exception of staffing costs, which are assumed to increase at a rate of 0.5% per year above the annual inflation rate.

5.1 On-Site Attendance Projections

To prepare attendance projections first requires a reasonable definition of who would or would not be defined as a visitor. For the purposes of this analysis a visitor is someone who attends an exhibition, event or program in the Oneida Nation Museum. This includes those attending rentals or events. Not included are staff and volunteers, service and delivery people or those on site but who do not enter the building. While outreach and access through a web site are important, the attendance projections do not include

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potential outreach programs or web site hits/visits. The projections are for on-site and in museum attendance.

It is important to emphasize that there is no simple computer formula that leads to accurate attendance projections. While there are ratios and formulas that may be used based on the experience of comparable or similar institutions, all methods have weaknesses. It is also important to note, in utilizing data from other museums, that there are a variety of definitions of what constitutes a visitor and no complete certainty that the comparative attendance figures reported are accurate. The ratios and benchmarks nonetheless help to inform our judgment in preparing the attendance projections for the relocated and expanded ONM.

5.1.1 Benchmarks for On-Site Attendance Projections

Four quantitative methodologies have been used to establish benchmarks for attendance at the Oneida Nation Museum in its first three years of operation after relocating and expanding. The benchmarks used in this study to help inform attendance projections for a stabilized year of operation (Year 3) are as follows:

Based on Growth of Exhibition Space in ONM

The Oneida Nation Museum currently offers only 1,500 sq. ft. of exhibition space. With on-site attendance in 2019 at 4,249, this translates to 2.83 visitors per square foot. Applied to the assumed 6,400 sq. ft. of exhibition space in the future Oneida Nation Museum, it suggests attendance of about **18,100**.

Based on Attendance at Other Native American Museums

Chapter 2.3 sets out data from a 2002 survey of Tribal Museums, which remain the latest comprehensive survey data, and four Native American Museums in Wisconsin or Michigan that were identified to offer comparability to the ONM. Of the four, the most relevant from the perspective of attendance benchmarks are the George W. Brown Jr. Ojibwe Museum and Cultural Center in Lac de Flambeau and the Ziibiwing Center of Anishinabe Culture & Lifeways in Mount Pleasant, Michigan. Both charge admission but have access to regional resident markets much smaller than the Green Bay regional market available to the ONM.

Pre-COVID, the Ojibwe Museum and Cultural Center reported about 7,000 annual visitors, while the Ziibiwing Center reported 15,600 visitors. Two methods are used to help project attendance levels based on the size of the exhibition space and the size of the regional population. The ratios that emerge from the average of the two best comparables are then applied to the assumed size of the future exhibition space at the ONM and the regional population it serves. These are shown on the following table.

- **Visitors per Sq. Ft. Exhibition Space:** The average ratio that emerges is 1.81 visitors per sq. ft. of exhibition space. Applied to the 6,400 net square feet of exhibition space at the future ONM suggests a stabilized attendance of about **11,600**.
- **Visitors per 1,000 County Population:** Both of the selected comparable Native American Museums are in areas with smaller resident population levels than

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available to the ONM. The average ratio that emerges is 270.5 visitors per thousand County population. The Oneida Nation Museum has access to the larger Green Bay Metropolitan Statistical Area. In considering the population of only Outagamie County at 190,705 in 2020 that leads to an attendance estimate of a rounded **51,600**.

Benchmarks from Most Comparable Native American Museums					
Name of Museum	Reported Pre-COVID Attendance	Exhibition Space (sf)	Visitors per Sq. Ft. Exhibition Space	County Population	Visitors per 1,000 County Population
George W. Brown Jr. Ojibwe Museum and Cultural Center, Lac de Flambeau WI	7,000	5,000	1.40	21,923	319.30
Ziibiwing Center of Anishinabe Culture & Lifeways, Mount Pleasant, MI	15,600	7,000	2.23	70,363	221.71
Average	11,300	6,000	1.81	46,143	270.50

Based on Attendance at Other Museums in Green Bay

Data regarding other selected museums in Green Bay and elsewhere in Wisconsin are set out in Chapter 2.4. The most relevant to provide benchmarks to help inform our attendance projections for the relocated and expanded ONM are the Neville Public Museum, the Heritage Hill State Historical Park, and the Children's Museum of Green Bay. Since they are in the same population center as the ONM, the only useful ratios are visitors per sq. ft. exhibition space, with consideration of overall reported attendance levels. Heritage Hill is an historic site with numerous buildings so there is no ratio opportunity.

The visitors per square foot exhibition space that emerges from the Neville Museum and the Children's Museum is 4.37. Applied to the 6,400 sq. ft. of exhibition space assumed for the future ONM indicates an attendance estimate of 28,000. Given the high repeat visitation levels of children's museums, we have used only the 2.98 ratio from the Neville Museum, leading to a stabilized attendance estimate of **19,100**, which appears more likely.

Benchmarks from Selected Museums in Green Bay			
Name of Museum	Reported Pre-COVID Attendance	Exhibition Space (sf)	Visitors per Sq. Ft. Exhibition Space
Green Bay Children's Museum	69,000	12,000	5.75
Heritage Hill State Historical Park	52,000	N/A	N/A
Neville Museum	50,700	17,000	2.98
Average	57,233	14,500	4.37

Averaging the Quantitative Methods

As stated, all of the methods used have weaknesses but are nonetheless helpful in establishing benchmarks. *Averaging all of these methods leads to a rounded attendance figure of about 25,000 visitors in the stabilized Year 3.*

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Attendance Projections Based on ...	Attendance Estimate
Growth of exhibition space at Oneida Nation Museum	18,100
Exhibition Space at Selected Comparables	11,600
County Population at Selected Comparables	51,600
Attendance at Other Museums in Green Bay	19,100
Stabilized Year 3 (rounded) Average	25,000

This estimate has been modified to take into account our judgment regarding the following largely qualitative factors.

Judgment Regarding Impact of Various Qualitative Factors

The methods above suggest stabilized (Year 3) attendance of about 25,000. Other, largely qualitative, factors summarized below help to inform our judgment to lead to refinement of that estimate. Most factors are positive:

Positive Factors:

- **A Visible and Accessible Site:** In contrast to the existing site of the ONM, the former Woodland Worship Center site offers good access for the general public, especially tourists, in addition to Nation members.
- **An Enhanced Visitor Experience:** The assumption is for more contemporary, interactive and immersive experiences, with the added appeal of a high repeat visit children's gallery.
- **Increased Operating Hours:** The assumption of weekend openings for more of the year will lead to higher attendance.
- **Modified Admission Charges:** A relatively modest increase in the adult admission charge and discounts for seniors and youth, as well as free admission for some hotel patrons and casino players should be positive for attendance levels.
- **Increased Expenditures on Marketing:** A modest increase in marketing expenditures will help to boost attendance levels.

Negative Factors:

- **Uncertainty Regarding the Long-Term Impacts of COVID-19:** Although a return to largely pre-COVID normalcy may be assumed before the new facility opens, the potential for continued negative impacts on school field trips and tourism cannot be completely discounted.

Based on the foregoing points, it is our judgment that on-site attendance levels will be somewhat more than suggested by the ratios above to lead to a projection of 26,000 visitors in the stabilized Year 3. Year 1 attendance will be higher at about 30,000 because of curiosity and media attention at opening with Year 2 closer to Year 3. For context, as shown in Chapter 2 of this report, the average attendance at Tribal Museums surveyed in 2002 was 32,000, recognizing that this figure is skewed higher by a few major Native American Museums.

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In summary the final projected attendance levels for the relocated, expanded and enhanced Oneida Nation Museum are as follows.

Year	Final Projected Attendance (rounded)
Year 1	30,000
Year 2	27,000
Year 3	26,000

5.1.2 Projected Attendance Patterns and Levels

Attendance levels may be segmented in a variety of ways. The following table segments visitors by the main resident and tourist markets, and by admission ticket category. Explanations for the estimates are as follows:

- Attendance by Main Resident and Tourist Market Segment:** The existing Oneida Nation Museum reported that about half of all visitors in 2019 were regional residents from within a 50-mile radius. Residents include almost all school groups and rentals visitors. The new facility will result in a higher percentage attendance by regional residents in the opening years because it will be larger, include a children's gallery, and offer more change. However, tourist attendance will increase over time as a percentage of a much larger number of projected visitors.
- Attendance by Ticket Category:** Adults will account for the highest percentage of paid visitors, followed by seniors, who are defined to be 55 and older. Children will represent a substantial percentage of visitors in part because of the children's gallery which should have a substantial number of repeat visits. A larger ONM should also benefit from more on-site field trips seeking to adhere to the requirements of Wisconsin Act 31. Free visitors, including all Oneida members, potentially other Native Americans, Radisson hotel and selected casino guests and others, as well as indirect paid visitors (programs and rentals) are estimated to account for a combined 40% of total visitors.

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Attendance Projections (rounded)	Base Level	Year 1%	Year 2 %	Year 3%	Year 1	Year 2	Year 3
Projected Total On-Site Attendance	4,249				30,000	27,000	26,000
Attendance by Main Segment							
Residents (50-mile radius)	50%	55%	53%	50%	16,500	14,310	13,000
Tourists	50%	45%	47%	50%	13,500	12,690	13,000
Total	100%	100%	100%	100%	30,000	27,000	26,000
Attendance by Ticket Category							
Adult (25-54)		20%	20%	20%	6,000	5,400	5,200
Senior (55+)		12%	12%	12%	3,600	3,240	3,120
Youth (13-24)		3%	3%	3%	900	810	780
Child (2-12)		11%	12%	12%	3,300	3,240	3,120
Non-School Groups		2%	2%	2%	600	540	520
School Groups		12%	11%	11%	3,600	2,970	2,860
Free (including Oneida) and Indirect Paid (Programs and Rentals)		40%	40%	40%	12,000	10,800	10,400
Total Annual Attendance		100%	100%	100%	30,000	27,000	26,000

5.2 Projected Operating Revenues

Operating revenue projections for the future Oneida Nation Museum are set out in the following categories and build largely upon a base level of pre-COVID 2019 data:

- Admissions
- Retail Sales
- Venue Rentals
- Public and Educational Programs
- Existing Private Support
- Oneida Nation Financial Support

5.2.1 Admissions

Admissions revenue in pre-COVID 2019 from admissions totaled \$7,481, which at 4,249 on-site visitors translates to \$1.76 per visitor. The following table sets out admissions revenue projections for visitors to the relocated and expanded Oneida Nation Museum during the three years projected.

The projected admissions revenue emerges from attendance projections by ticket category multiplied by the assumed admission charges. Revenues from school groups and others who take guided tours and hands-on programs is included with the public and education programs revenue not with admissions.

Discounts offered in collaboration with the Amelia Cornelius Culture Park, other museums, attractions, hotels, AAA and other potential partners, will help to increase attendance levels but will lower admissions revenue by an estimated 7% per year. This leads to the following projections.

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Admissions Revenue Ticket Categories	Base Level	Admission Charge	Year 1 Attendance	Year 1 Revenue	Year 2 Attendance	Year 2 Revenue	Year 3 Attendance	Year 3 Revenue
Adult (25-54)		\$6.00	6,000	\$36,000	5,400	\$32,400	5,200	\$31,200
Senior (55+)		\$4.00	3,600	\$14,400	3,240	\$12,960	3,120	\$12,480
Youth (13-24)		\$4.00	900	\$3,600	810	\$3,240	780	\$3,120
Child (2-12)		\$3.00	3,300	\$9,900	3,240	\$9,720	3,120	\$9,360
Non-School Groups (avg. per person)		\$5.00	600	\$3,000	540	\$2,700	520	\$2,600
School Groups (avg. per person)		\$5.00	3,600	\$18,000	2,970	\$14,850	2,860	\$14,300
Other Free and Indirect Paid		\$0.00	12,000	\$0	10,800	\$0	10,400	\$0
Total Admissions Revenue (before discounts)	4,249		30,000	\$84,900	27,000	\$75,870	26,000	\$73,060
Total Admissions Revenue (after discounts)	\$7,481			\$78,957		\$70,559		\$67,946
Revenue per Visitor	\$1.76			\$2.63		\$2.61		\$2.61

5.2.2 Retail Sales

In 2019, the ONM reported retail sales of \$95,915. This reflects both on-site sales in only 200 sq. ft. of space, including works of art sold on consignment, and translates to \$22.57 per visitor because of the consignment sales and also online sales. Increased retail sales will be based on higher attendance with weekend openings, a larger retail store, and increased online sales.

With substantially more visitors, some of whom will have a lesser interest in Oneida retail products, the sales per visitor ratio will decline. We estimate it at \$10 with a slight growth each year to reflect better market and product knowledge over time. Based on the foregoing, we estimate retail sales, including increased consignment and online sales, as follows. The costs of goods sold are accounted for in the expense projections later in this chapter.

Retail Store (400 sf)	Base Level	Year 1	Year 2	Year 3
Total Attendance	4,249	30,000	27,000	26,000
Average Sales per Visitor	\$22.57	\$10.00	\$10.05	\$10.10
Total Net Revenue	\$95,915	\$300,000	\$271,350	\$262,600
Sales per Square Foot	\$480	\$750	\$678	\$657

5.2.3 Venue Rentals

Venue rentals have not generated any revenue at the existing Oneida Nation Museum given the inadequacy of the existing spaces for this purpose. Although multi-purpose space will be available in the new facility, the limited use of other existing facilities of the Nation available for venue rentals suggests the need for limited expectations for substantial revenue from venue rentals in the new ONM facility. However, a better site and facilities and a revenue focused Business Manager means that some revenue will be generated.

Relatively modest venue rental revenues are projected. Since it will take time for the venue rentals business to develop, we have projected that it will be highest in Year 3, as shown on the following table.

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Venue Rentals	Base Level	Year 1	Year 2	Year 3
Total Revenue	\$0	\$10,000	\$12,000	\$15,000

5.2.4 Public and Educational Programs

Public and educational programs offered by the ONM in 2019 totaled \$2,830. The introduction of the 1,000 sq. ft. multipurpose auditorium will increase the number of programs offered, some of which will be free or free with admission, and other charged. This includes school and other visitors who wish to add a hands-on program to their experience at the ONM.

Increased attendance levels should also expose more visitors to opportunities for public and educational programs while a modestly increased marketing budget should also have a positive impact on awareness levels and thus programming revenues.

Although revenues may vary widely, we estimate that rounded revenues from public and educational programs will grow over time as follows.

Public and Educational Programs	Base Level	Year 1	Year 2	Year 3
Total Revenue	\$2,830	\$12,000	\$14,000	\$15,000

5.2.5 Existing Private Donations and Sponsorships

The Oneida Nation Museum received a very modest **\$589** in private support in 2019. For the purposes of these projections, this amount is assumed to be maintained for each year projected in order to allow the bottom line to be the *additional* amount of Oneida Nation, private and other government support needed to break even each year.

5.2.6 Support from Oneida Nation

The primary funder of the Oneida Nation Museum, as is the case with other Native American or Tribal Museums, is the Oneida Nation. In 2019, this totaled **\$343,321**. No funds were received to support operations from municipal, state or federal government sources.

For the purposes of these projections, the 2019 Nation contribution amount is assumed to continue for each year projected to allow the bottom line to be the *additional* amount of Nation, other government and private support required to break even each year.

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5.3 Projected Operating Expenses

The categories of projected operating expenses for the Oneida Nation Museum over the three years projected are as follows:

- Salaries, Wages and Benefits
- Occupancy Costs
- Collections Care
- Exhibitions
- Public and Educational Programs
- Marketing
- Retail Cost of Goods Sold
- General and Administrative

The projections build upon a base level of pre-COVID 2019 figures. The bottom line of the projections is operating expenses minus earned income and existing private and Nation support to lead to the *additional* amount needed from Nation, other government and private sources to break on operations each year.

5.3.1 Salaries, Wages and Benefits

Although we have used the FY2019 figures as the base level in most cases, we have used FY2022 figures for staffing costs at \$467,044 including benefits. With a strong core existing staff, the staffing levels associated with the relocation and expansion are assumed to add only 2.0 FTE largely part-time weekend staff, increasing the total staff from 7.0 full-time equivalent (FTE) positions to 9.0 FTE.

All financial projections are in 2022 constant dollars, which does not attempt to predict future inflation rates. Nevertheless, we have assumed that, on average, salaries, wages and benefits will increase at an average rate of 0.5% over and above the prevailing rate of inflation each year. A 2% increment is applied above the FY2022 base level to opening. This leads to the following projections.

Staffing Costs (2022 dollars, rounded)	Base Level	FTE	Cost per TFE	Year 1	Year 2	Year 3
Existing Salaries, Wages and Benefits	\$467,044	7.0		\$476,385	\$478,767	\$481,161
Additional Staff						
Additional Allocation for weekend and other part-time staff		2.0	\$35,000	\$70,000	\$70,350	\$70,702
Total Additional Salaries, Wages and Benefits				\$70,000	\$70,350	\$70,702
Total Staff Costs	\$467,044	9.0		\$546,385	\$549,117	\$551,862

5.3.2 Occupancy Costs

These costs are generally defined to include all costs, excluding salaries, associated with building repairs and maintenance, utilities, janitorial supplies, security systems and non-employee related insurance costs, but can vary by institution. In the case of the ONM in 2019, the allocation was \$11,381, which translates to only \$4.95 per gross

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square foot for the 2,300 gross square feet allocated to the Museum. That is lower than the common \$6-8 per gross square foot range likely because of deferred maintenance, limited open hours and that some costs are absorbed by the Nation. **For the purposes of these projections all occupancy costs will be estimated with no absorption of costs by the Nation.**

The expanded building space is assumed to encompass 22,060 gross square feet, to include a modest expansion. With planned enhancements to the building, it will be more energy efficient and with limited repair and maintenance requirements in the opening years projected. On the other hand, there will be somewhat more use of electricity in the new exhibitions and the impact of higher levels of attendance. We have therefore estimated the building occupancy costs on the basis of \$5.75 per gross square foot in Year 1, when warranties will be in place, with a growth in occupancy costs in subsequent years of operation, as shown in the following table.

Occupancy	Base Level	Year 1	Year 2	Year 3
Total Gross Sq. Ft.	2,300	22,060	22,060	22,060
Cost per Gross Sq. Ft.	\$4.95	\$5.75	\$6.00	\$6.10
Total Occupancy Costs	\$11,381	\$126,845	\$132,360	\$134,566

5.3.3 Collections Care/Acquisitions

In 2019/20, the Oneida Nation Museum allocated \$6,500 to non-staff collections care and acquisitions costs. Although it will be an objective to acquire additional collections by donation rather than purchase, there will likely be a need to allocate some funds for purchases. Similarly, with more space allocated to collections and greater expectations for conservation and other collections care, the needed amounts will increase.

Costs will be highest in the opening year, both for acquisitions and supplies associated with collections care. Our projections are as follows.

Collections Care/Acquisitions	Base Level	Year 1	Year 2	Year 3
Total Costs	\$6,500	\$18,000	\$12,000	\$12,000

5.3.4 Exhibition Costs

The Oneida Nation Museum spent \$50,000 in 2019 on non-staff costs associated with exhibitions including grant funded exhibitions and routine exhibition maintenance. Periodic temporary exhibitions and introduction of a children's gallery will require higher expenditures each year. Higher expenditures will also be required in a larger space for temporary exhibitions that will both be developed internally and also rented from other institutions. A lesser expenditure on temporary exhibitions will be required in Year 1 given the newness of the expansion.

In addition, we have assumed implementation of a reserve fund as part of this expense category that will be introduced in Year 1 to pay for changing the "permanent" exhibitions over time. The fund will be introduced at opening but not implemented for 4-5 years.

These assumptions and estimates lead to the following projections of exhibition costs.

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Exhibition Costs	Base Level	Year 1	Year 2	Year 3
Routine Maintenance/Enhancements		\$15,000	\$18,000	\$20,000
Temporary Exhibitions		\$30,000	\$60,000	\$60,000
Reserve for Changing Exhibitions		\$30,000	\$30,000	\$30,000
Total Costs	\$50,000	\$75,000	\$108,000	\$110,000

5.3.5 Public and Educational Programs

The Oneida Nation Museum spent only \$1,800 on non-staff costs on public and educational programs in 2019. This is about 64% of the \$2,830 generated in revenues from such programs that year.

For the purposes of these projections, we estimate that public and education programs costs will continue to be 64% of the projected revenues for Years 2 and 3, and 90% in Year 1 associated with higher opening costs. This leads to the following projections.

Public and Educational Programs	Base Level	Year 1	Year 2	Year 3
Total Costs	\$1,800	\$10,800	\$8,960	\$9,600

5.3.6 Marketing

Marketing includes non-staff costs associated with advertising and promotion, social media and the web. The ONM allocated \$3,000 in 2019 to such expenditures. That translated to about \$0.71 per on-site visitor and less than 1% of operating expenditures. The norm for most museums is 3-4%.

It has been assumed that there will be a relatively modest increase in marketing expenditures to help promote the new museum and its temporary and other exhibitions and thereby contribute to higher attendance and earned income. It is estimated that marketing expenditures per visitor will increase in Year 1 to \$0.95 and then \$0.75 per visitor in subsequent years. Year 1 would include additional costs associated with a grand opening celebration. This leads to the following projections.

Marketing	Base Level	Year 1	Year 2	Year 3
Actual/Projected Attendance	4,249	30,000	27,000	26,000
Expenditures per Visitor	\$0.71	\$0.95	\$0.75	\$0.75
Total Costs	\$3,000	\$28,500	\$20,250	\$19,500

5.3.7 Retail Cost of Goods Sold

The cost of goods sold in 2019 was \$49,893. This was about 52% of retail revenues of \$95,915 and within the common 50-60% range. For the purposes of these projections, we estimate cost of goods sold will continue to be 52% each year. This leads to the following projections.

Retail Cost of Goods Sold	Base Level	Year 1	Year 2	Year 3
Total Costs	\$49,893	\$137,280	\$131,586	\$125,840

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5.3.8 General and Administrative

General and administrative costs vary by institution and generally include office and related supplies, information technology, equipment, mailing, printing, telephone, travel, conferences, volunteer perquisites, professional services, dues and subscriptions, and any other costs not in the other categories. The Oneida Nation Museum did not report any costs in this category in 2019 because costs were allocated to other expense categories.

It is common for general and administrative costs to be in the range of 10-15% of staffing costs. Taking into account that some general and administrative costs are included within the various expense categories above we have estimated such costs at 10% of staffing costs. This leads to the following projections.

General and Administrative	Base Level	Year 1	Year 2	Year 3
Total Costs	\$0	\$54,638	\$54,912	\$55,186

5.4 Summary of Attendance and Financial Projections

The table that follows summarizes our projections of attendance, operating revenues and expenses for the relocated, expanded and enhanced Oneida Nation Museum. The projections are for the opening three years of operation, assuming Year 3 is a stabilized year that is representative of subsequent years.

Based on the analyses and assumptions in this report, we project that on-site attendance levels will increase from the 2019 pre-COVID base level of 4,249 visitors in the existing very small and poorly located museum and stabilize at about 26,000 visitors. This includes substantially more tourist visitors and substantially more repeat visitation from among Nation members.

In addition to higher attendance, the ONM should be able to increase its earned income performance, especially admissions revenue and retail sales.

The total operating budget for the Oneida Nation Museum is projected to increase from the base level of about \$589,600 to just over one million dollars each year. This allocates all operating costs to the ONM as opposed to assuming the Nation will continue to absorb some of the building occupancy and general and administrative costs.

If base level revenues from Oneida Nation and private support are maintained at 2019 levels, the projections are that the Museum will need to generate an additional \$271,300 in Year 1, \$314,900 in Year 2 and \$324,800 in Year 3 from a combination of Nation, other government and private sources. It is likely that the future gap will need to be filled primarily from the Nation, but efforts to increase private funding support should be pursued as well.

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Summary of Attendance, Operating Revenue and Expense Projections	Base Level	Year 1	Year 2	Year 3	Base Level %	Year 1 %	Year 2 %	Year 3 %
Annual Attendance	4,249	30,000	27,000	26,000				
Projected Operating Revenues								
Admissions	\$7,481	\$78,957	\$70,559	\$67,946	1.3%	7.8%	6.9%	6.6%
Retail Sales	\$95,915	\$300,000	\$271,350	\$262,600	16.3%	29.5%	26.4%	25.5%
Facility Rentals	\$0	\$10,000	\$12,000	\$15,000	0.0%	1.0%	1.2%	1.5%
Educational and Public Programs	\$2,830	\$12,000	\$14,000	\$15,000	0.5%	1.2%	1.4%	1.5%
Existing Private Support	\$589	\$589	\$589	\$589	0.1%	0.1%	0.1%	0.1%
Existing Oneida Nation Support	\$343,321	\$343,321	\$343,321	\$343,321	58.2%	33.8%	33.4%	33.4%
Total Revenue Projected	\$450,136	\$744,867	\$711,819	\$704,456	76.3%	73.3%	69.3%	68.4%
Projected Operating Expenses								
Salaries, Wages, Benefits	\$467,044	\$546,385	\$549,117	\$551,862	79.2%	53.8%	53.5%	53.6%
Occupancy	\$11,381	\$126,845	\$132,360	\$134,566	1.9%	12.5%	12.9%	13.1%
Collections Care	\$6,500	\$18,000	\$12,000	\$12,000	1.1%	1.8%	1.2%	1.2%
Exhibitions	\$50,000	\$75,000	\$108,000	\$110,000	8.5%	7.4%	10.5%	10.7%
Public and Educational Programs	\$1,800	\$10,800	\$8,960	\$9,600	0.3%	1.1%	0.9%	0.9%
General and Administrative	\$0	\$54,638	\$54,912	\$55,186	0.0%	5.4%	5.3%	5.4%
Marketing	\$3,000	\$28,500	\$20,250	\$19,500	0.5%	2.8%	2.0%	1.9%
Retail Cost of Goods Sold	\$49,893	\$156,000	\$141,102	\$136,552	8.5%	15.4%	13.7%	13.3%
Total Expenses	\$589,618	\$1,016,168	\$1,026,700	\$1,029,267	100.0%	100.0%	100.0%	100.0%
Amount Required from <i>Additional Nation, Private and Other Government Support to Break Even on Operations</i>	(\$139,482)	(\$271,301)	(\$314,881)	(\$324,811)		-26.7%	-30.7%	-31.6%

**Oneida Nation Museum: Relocation and Expansion Business Plan:
Final Report**

Appendix A: Acknowledgements

We would like to acknowledge the participation of all those who took part in the vision/assumptions workshop and who have been interviewed to date. Special thanks to Stacy Coon for identifying and arranging the interviews conducted and for her leadership in this planning process. Those listed are in alphabetical order.

Vision/Assumptions Workshop and Community Engagement Session Participants

- Sherrole Benton, Oneida Nation Arts Program
- Craig Clausen, Director of Facilities, Oneida Nation
- Stacy Coon, Director, Oneida Nation Museum
- Tina Danforth, Oneida Nation Treasurer
- Tsyoshaat Delgado, Interim Area Manager, Cultural Heritage, Oneida Nation
- Darlene Denny, Owner, Turtle Island Gifts
- Courtney Gerzetich, Museum Registrar
- Josh Gerzetich, Oneida Nation Y.E.S (Youth Enrichment Services)
- Troy Parr, Community Development Manager, Oneida Nation
- Nic Reynolds, Oneida Nation HRD Training & Development
- Rae Skenandore, Oneida Nation Budget Analyst and Oneida Nation Artist
- Amy Spears – Oneida Nation Strategic Planner
- Paul Witek, Engineering Director/Senior Architect, Oneida Nation

Other Interviews

- Robert Brown, Cultural Advisor, Oneida Nation
- Toni Burnett, Executive Director, Children’s Museum of Green Bay
- Rebecca Holly Comfort, Native American Nations Liaison, Wisconsin Historical Society
- Michelle Danforth, Director, Big Bear Media and Tourism
- Eric Doxtator, Graphic Designer, Big Bear Media and Tourism
- Julie Gerczak, Vice President, Tourism, Green Bay Convention and Visitors Bureau
- Teresa Mitchell, George Brown Jr. Ojibwe Museum and Cultural Center
- Brandon Stevens, Vice Chairman, Oneida Nation
- Brad Toll, President, Green Bay Convention and Visitors Bureau
- Michael Telzrow, Executive Director, Heritage Hill State Historical Park
- Cameron Teske, Vice President, Visitor Experience, Green Bay Convention and Visitors Bureau
- Mike Van Asten, CEO, Mulva Cultural Center, De Pere
- Christine Yungwirth, Native American Liaison, School District of West De Pere

Lord Cultural Resources Consultant Team

- Natalie Maclean, Digital Specialist and Research
- Ted Silberberg, Senior Principal, Market and Financial Planning

**Oneida Nation Museum: Relocation and Expansion Business Plan:
Final Report**

Appendix B: Detailed Polling/Survey Results

Two forms of community engagement were undertaken in order to gain community feedback on possible plans for the new Oneida Nation Museum. The first form of engagement was a public workshop, which took place on Thursday April 14th and included nine participants. The second was a public survey, open from April 25th to May 2nd. The survey received 288 responses. Details of respondents are included below followed by the polling/survey results.

Profile of Survey Respondents

Survey Response Source	
Email	91%
Social Media	9%

Are you an Oneida Nation Member?	
Yes	92%
No	8%

What is your age?	
Under 25	4%
25-64	73%
65+	23%

What gender do you identify as?	
Male	18%
Female	81%
Other	1%

How many times have you been to the existing Oneida Nation Museum?	
2 times or less	24%
3-5 times	24%
6 times or more	51%

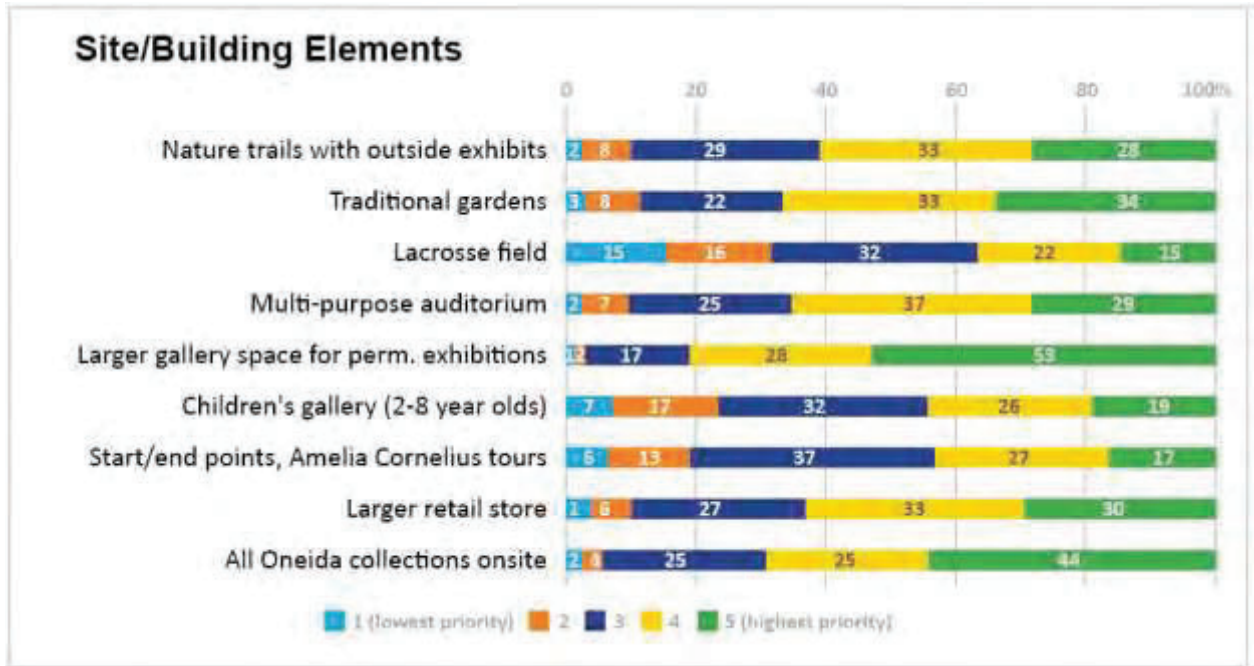
**Oneida Nation Museum: Relocation and Expansion Business Plan:
Final Report**

Priorities of Survey Respondents

As part of both the survey and the community engagement session, participants were asked to rate on a scale from 1 to 5 (with 1 being the lowest and 5 being the highest) how important different potential elements of the future Oneida Nation Museum were to them. The results of that prioritization exercise are included below.

Site/ Building Elements

Overall Survey Responses:



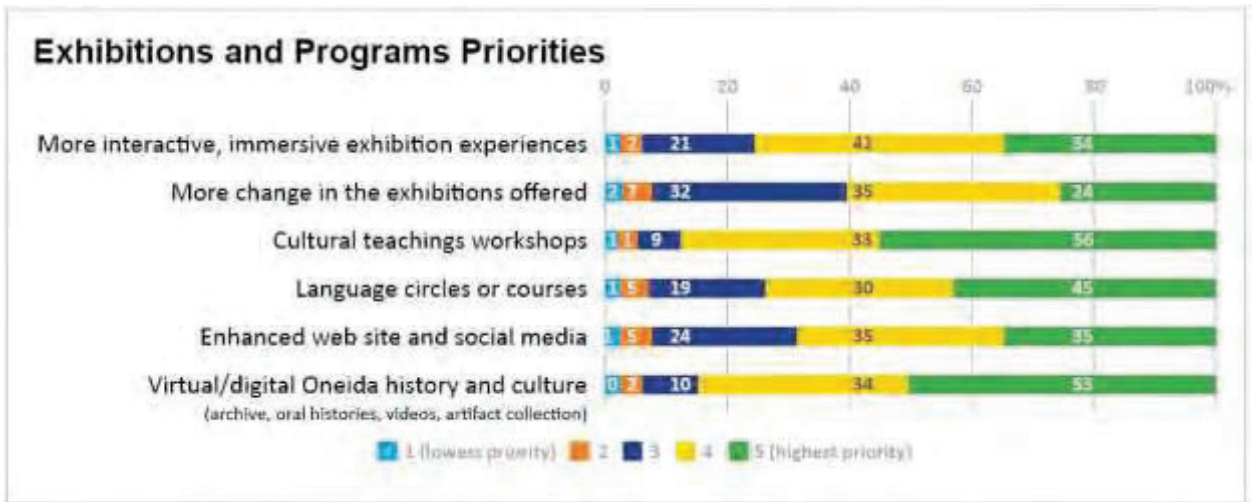
Average Ratings:

	All Survey Participants	Workshop Participants	Gender		Age			Visitation		
			Male	Female	Under 25	25-64	65 and Over	2 times or less	3-5 times	6 or more times
Larger gallery space for permanent exhibitions, temporary art exhibitions, and traveling exhibitions	4.3	4.9	4.1	4.3	4.3	4.3	4.3	4.1	4.2	4.5
All Oneida collections on-site	4.1	4.4	4.1	4.1	3.7	4.1	4.1	3.9	4.1	4.1
Traditional gardens	3.9	3.2	3.6	3.9	4.2	3.9	3.8	3.9	3.9	3.8
Larger retail store	3.8	4.6	3.4	3.9	3.4	3.9	3.6	3.7	3.7	3.9
Multi-purpose auditorium for performances, lectures, venue rentals	3.8	4.1	3.6	3.9	3.8	3.9	3.7	3.7	3.9	3.9
Nature trails with outside exhibits	3.8	4.0	3.7	3.8	3.7	3.8	3.7	4.0	3.5	3.8
Children's gallery focused on 2-8-year-olds, including birthday parties, based around traditional Oneida themes	3.3	2.9	3.0	3.4	3.5	3.3	3.3	3.3	3.3	3.3
Starting and end point for tours of Amelia Cornelius Culture Park (Oneida Village)	3.3	3.2	3.2	3.4	3.7	3.3	3.4	3.3	3.2	3.4
Lacrosse field	3.1	2.3	2.9	3.1	3.0	3.0	3.3	3.0	3.0	3.1

**Oneida Nation Museum: Relocation and Expansion Business Plan:
Final Report**

Exhibitions and Programs Priorities

Overall Survey Responses:



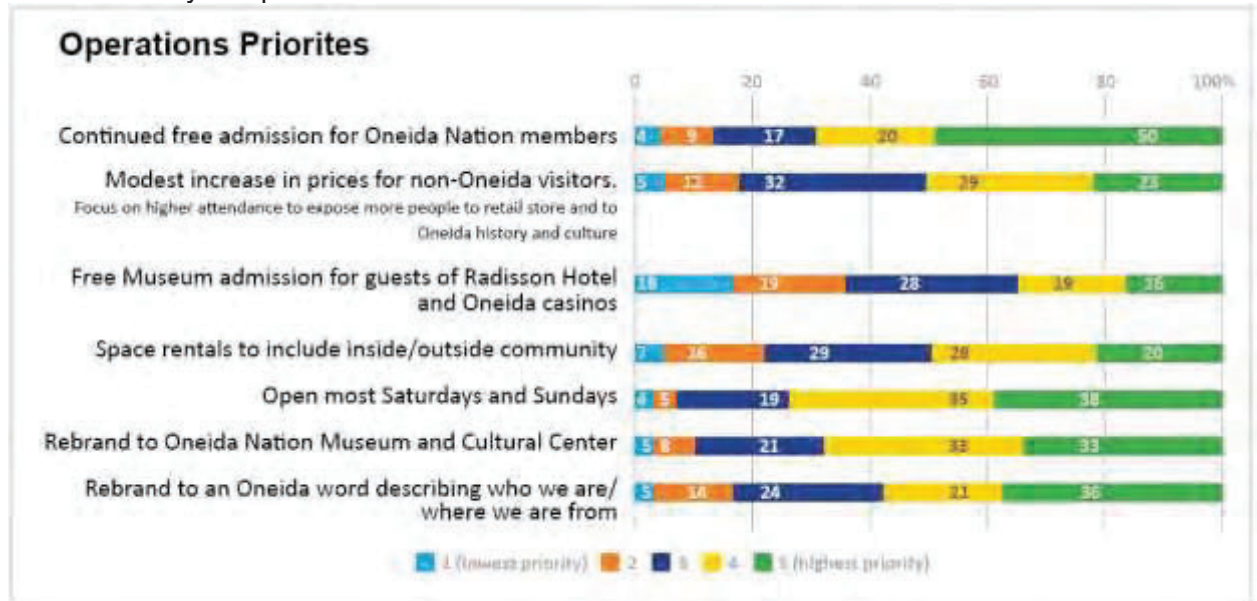
Average ratings:

	All Survey Participants	Workshop Participants	Gender		Age			Visitation		
			Male	Female	Under 25	25-64	65 and Over	2 times or less	3-5 times	6 or more times
Virtual/digital Oneida history and culture (archive, oral histories, videos, artifact collection)	4.4	4.6	4.4	4.4	3.9	4.4	4.4	4.4	4.4	4.4
Cultural teachings workshops	4.4	4.1	4.2	4.5	4.5	4.5	4.3	4.3	4.4	4.5
More interactive, immersive exhibition experiences	4.1	4.6	3.8	4.1	3.9	4.2	3.7	3.9	4.1	4.1
Language circles or courses	4.1	3.7	4.0	4.2	4.6	4.1	4.0	4.1	4.2	4.1
Enhanced web site and social media	4.0	4.4	4.0	4.0	3.8	4.0	3.9	3.9	4.0	4.0
More change in the exhibitions offered	3.7	4.0	3.7	3.7	3.5	3.8	3.6	3.8	3.7	3.7

**Oneida Nation Museum: Relocation and Expansion Business Plan:
Final Report**

Operations Priorities

Overall Survey Responses:

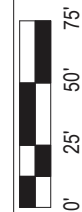


Average rating:

	All Survey Participants	Workshop Participants	Gender		Age			Visitation		
			Male	Female	Under 25	25-64	Over	less	3-5 times	times
Continued free admission for Oneida Nation members	4.0	3.7	4.0	4.0	3.9	3.9	4.4	3.9	3.9	4.2
Open most Saturdays and Sundays	4.0	3.7	3.9	4.0	4.1	4.0	3.7	3.8	3.9	4.1
Rebrand to Oneida Nation Museum and Cultural Center	3.8	3.6	3.7	3.8	4.0	3.8	3.7	3.8	4.1	3.7
Rebrand to an Oneida word describing who we are/where we are from	3.7	3.7	3.5	3.7	3.6	3.8	3.5	3.5	3.7	3.8
Modest increase in prices for non-Oneida visitors. Focus on higher attendance to expose more people to retail store and to Oneida history and culture	3.5	4.0	3.2	3.6	3.8	3.6	3.4	3.4	3.4	3.6
Space rentals to include inside/outside community	3.4	3.7	2.9	3.5	3.6	3.4	3.3	3.6	3.5	3.3
Free Museum admission for guests of Radisson Hotel and Oneida casinos	3.0	3.2	3.0	2.9	3.5	2.9	2.9	3.1	3.1	2.8

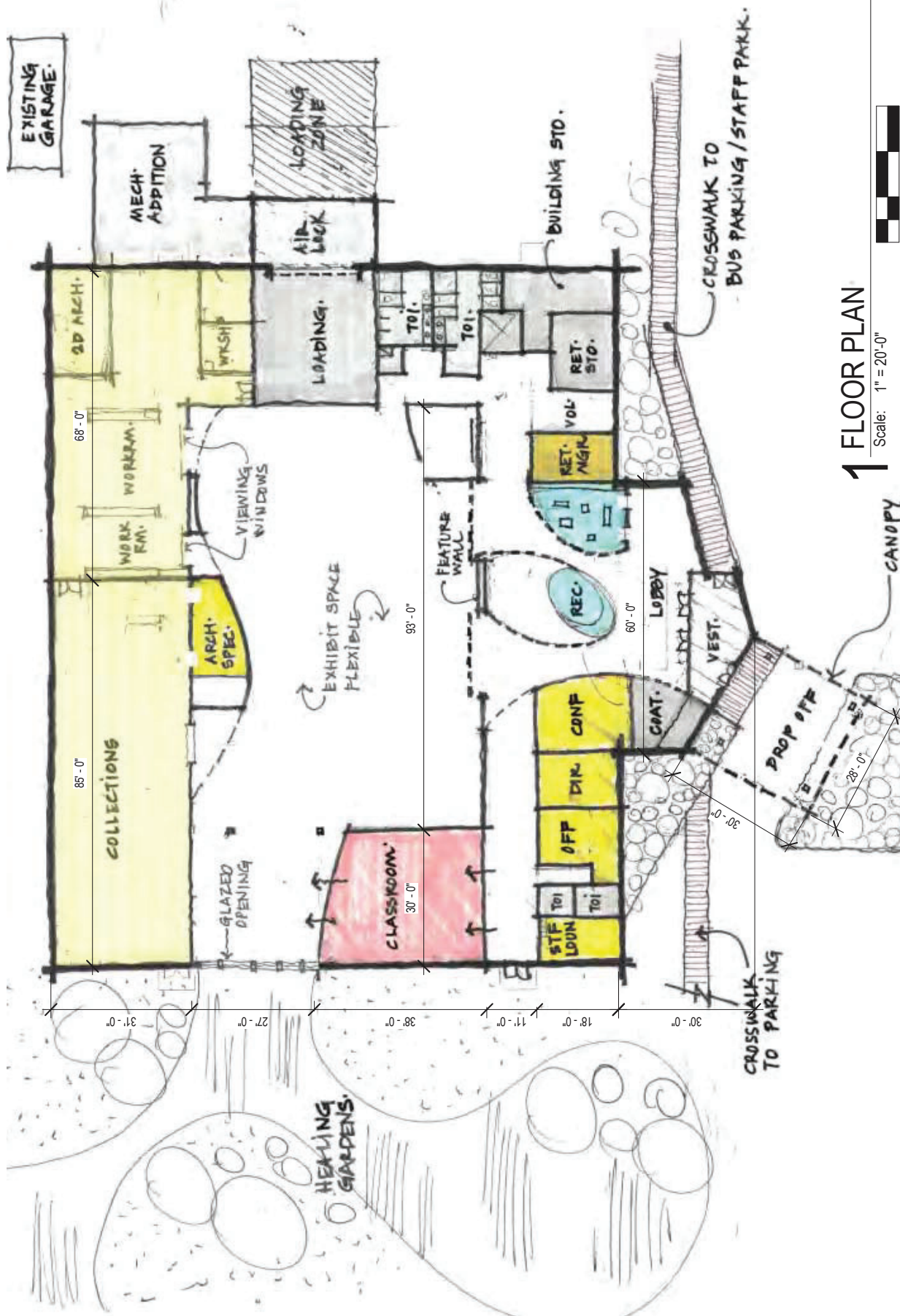


1 SITE PLAN



ONEIDA NATION MUSEUM RELOCATION

CAP PROJECT NO: 220201 | 04/26/22



1 FLOOR PLAN



ONEIDA NATION MUSEUM RELOCATION

CAP PROJECT NO: 220201 | 04/26/22





continuum
ARCHITECTS + PLANNERS

myote'a·ká

Enter the e-poll results into the record regarding the granted thirty (30) day extension to the After Action...

Business Committee Agenda Request

1. Meeting Date Requested: 09/28/22

2. General Information:

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

Justification: *Choose reason for Executive.*

3. Supporting Documents:

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

4. Budget Information:

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

5. Submission:

Authorized Sponsor: Lisa Liggins, Secretary

Primary Requestor: _____

Additional Requestor: (Name, Title/Entity)

Additional Requestor: (Name, Title/Entity)

Submitted By: CELLIS1

From: [Secretary](#)
To: [Secretary](#); [Tehassi Tasi Hill](#); [Brandon L. Yellowbird-Stevens](#); [Lisa A. Liggins](#); [Daniel P. Guzman](#); [David P. Jordan](#); [Kirby W. Metoxen](#); [Ethel M. Summers](#); [Jennifer A. Webster](#)
Cc: [Danelle A. Wilson](#); [Rhiannon R. Metoxen](#); [Kristal E. Hill](#); [BC Agenda Requests](#); [Kaylynn Gresham](#)
Subject: E-POLL RESULTS #1: Grant a thirty (30) day extension to the After Action Report presentation deadline for the June 15, 2022, storm per section 302.8-4 of the Emergency Management law
Date: Monday, September 12, 2022 4:32:07 PM
Attachments: [BCAR Grant a thirty \(30\) day extension to the After Action Report presentation deadline for the June 15, 2022, storm per section 302.8-4 of the Emergency Management law.pdf](#)

E-POLL RESULTS

The e-poll to grant a thirty (30) day extension to the After Action Report presentation deadline for the June 15, 2022, storm per section 302.8-4 of the Emergency Management law, **has carried**. Below are the results:

Support: Daniel Guzman King, David P. Jordan, Lisa Liggins, Kirby Metoxen, Brandon Stevens, Jennifer Webster

Aliskwet Ellis
Information Management Specialist
Government Administrative Office
O: 920.869.4408 • E: cellis1@oneidanation.org
P.O. Box 365 • Oneida, WI • 54155



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

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From: Secretary <TribalSecretary@oneidanation.org>
Sent: Sunday, September 11, 2022 11:38 PM
To: Secretary <TribalSecretary@oneidanation.org>; Tehassi Tasi Hill <thill7@oneidanation.org>; Brandon L. Yellowbird-Stevens <bstevens@oneidanation.org>; Lisa A. Liggins <lliggins@oneidanation.org>; Daniel P. Guzman <dguzman@oneidanation.org>; David P. Jordan <djordan1@oneidanation.org>; Kirby W. Metoxen <KMETOX@oneidanation.org>; Ethel M. Summers <esummer1@oneidanation.org>; Jennifer A. Webster <JWEBSTE1@oneidanation.org>
Cc: Danelle A. Wilson <dwilson1@oneidanation.org>; Rhiannon R. Metoxen <rmetoxe2@oneidanation.org>; Kristal E. Hill <khill@oneidanation.org>
Subject: E-POLL REQUEST #1: Grant a thirty (30) day extension to the After Action Report presentation deadline for the June 15, 2022, storm per section 302.8-4 of the Emergency Management law

E-POLL REQUEST

- **Summary:**

Section 302.8-4 of the Emergency Management (EM) law requires an After Action Report (AAR) be presented to Oneida Business Committee (OBC), any interested entity, and the public no later than sixty (60) days after the emergency has subsided, unless an extension is granted by the OBC. That deadline is September 14, 2022 for the June 15, 2022 storm. The EM Director is in the process of preparing the AAR; the document will not be completed within the current required timeframe for presentation. EM held three (3) Hot Wash Debriefings. The one meeting was held with the OBC and one was held with Division of Public Works, Governmental Services Division, and the General Manager. On August 22, 2022 a large Hot Wash Debriefing was held with the areas of the Nation that were involved in the response to the storm. To ensure that the information and feedback provided at all the debriefing is incorporated into the AAR, an extension is being requested to develop an AAR which includes all the information and feedback that was received during the debriefings.

- **Justification for E-Poll:**

The presentation deadline is the same day the next OBC meeting; requesting an e-poll was advised by the Secretary.

- **Requested Action:**

Grant a thirty (30) day extension to the After Action Report presentation deadline for the June 15, 2022, storm per section 302.8-4 of the Emergency Management law

- **Deadline for response:**

Responses are due no later than 4:30 p.m., Monday, September 12, 2022.

- **Voting:**

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

Lisa Liggins
Secretary
Oneida Business Committee

Business Committee Agenda Request

1. Meeting Date Requested: 09/28/22

2. Session:

Open Executive – must qualify under §107.4-1.

Justification: *Choose or type justification.*

3. Requested Motion:

Accept as information; OR

Grant a thirty (30) day extension to the After Action Report presentation deadline for the June 15, 2022, storm per section 302.8-4 of the Emergency Management law

4. Areas potentially impacted or affected by this request:

Finance

Programs/Services

Law Office

MIS

Gaming/Retail

Boards, Committees, or Commissions

Other: *Describe*

5. Additional attendees needed for this request:

Name, Title/Entity OR Choose from List

Name, Title/Entity OR Choose from List

Name, Title/Entity OR Choose from List

Name, Title/Entity OR Choose from List

6. Supporting Documents:

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

7. Budget Information:

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

8. Submission:

Authorized Sponsor: Kaylynn Gresham, Emergency Management Director

Primary Requestor: Danelle Wilson, Executive Assistant



Oneida Nation
Office of Emergency Management
2783 Freedom Road, Oneida WI 54155
o-920-869-6650, c-920-366-0411
kgresham@oneidanation.org

TO: Oneida Business Committee
FM: Emergency Management Director
SUB: Request for Extension for AAR June 15, 2022 Storm
DATE: September 9, 2022

This memo is to request a thirty (30) day extension for the required submission date for the After Action Report (AAR) on the June 15, 2022 storm. Currently the AAR is due on September 14, 2022, per the Emergency Management Law Section 302.8-4.

302.8-4. After-Action Report. After an emergency has subsided, the Director shall prepare, or shall work in conjunction with the appropriate entity to prepare, an after-action report to be presented to the Oneida Business Committee, any interested entity, and the public. This report shall be presented to the required parties no later than sixty (60) days after the emergency has subsided, unless an extension is granted by the Oneida Business Committee.

The EM Director is in the process of preparing the AAR, the document will not be completed within the current required timeframe for submission. Emergency Management held three (3) Hot Wash Debriefings. The one meeting was held with the OBC and one was held with DPW, GSD and the General Manager. One August 22, 2022 a large Hot Wash Debriefing was held with the areas of the Nation that were involved in the response to the storm. To ensure that the information and feedback provided at all the debriefing is incorporated into the AAR, an extension is being requested to develop an AAR which includes all the information and feedback that was received during the debriefings.

Thank you for your consideration of this request.

Kaylynn Gresham
Director Emergency Management Oneida Nation

Enter the e-poll results into the record regarding the approved exception to 3.6.1. of the American Rescue

Business Committee Agenda Request

1. Meeting Date Requested: 09/28/22

2. General Information:

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

3. Supporting Documents:

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

4. Budget Information:

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

5. Submission:

Authorized Sponsor: Lisa Liggins, Secretary

Primary Requestor: _____

Additional Requestor: (Name, Title/Entity)

Additional Requestor: (Name, Title/Entity)

Submitted By: CELLIS1

From: [Secretary](#)
To: [Secretary](#); [Tehassi Tasi Hill](#); [Brandon L. Yellowbird-Stevens](#); [Lisa A. Liggins](#); [Daniel P. Guzman](#); [David P. Jordan](#); [Kirby W. Metoxen](#); [Ethel M. Summers](#); [Jennifer A. Webster](#)
Cc: [Danelle A. Wilson](#); [Rhiannon R. Metoxen](#); [Kristal E. Hill](#); [Lawrence E. Barton](#); [Ralinda R. Ninham-Lamberies](#); [Todd A. Vanden Heuvel](#); [BC Agenda Requests](#)
Subject: E-POLL RESULTS: Approve an exception to 3.6.1. of the American Rescue Plan Act (ARPA) and Fiscal Recovery Funds (FRF) Lost Revenue Projects SOP to allow for late submission to the FRF Program Office by the Executive HR Director
Date: Monday, September 12, 2022 4:32:46 PM
Attachments: [BCAR Approve an exception to 3.6.1. of the American Rescus Plan Act \(ARPA\) and Fiscal Recovery Funds \(FRF\) Lost Revenue Projects SOP to allow for late submission to the FRF Program Office.pdf](#)

E-POLL RESULTS

The e-poll to approve an exception to 3.6.1. of the American Rescue Plan Act (ARPA) and Fiscal Recovery Funds (FRF) Lost Revenue Projects SOP to allow for late submission to the FRF Program Office by the Executive HR Director, **has carried**. Below are the results:

Support: Marie Cornelius, Daniel Guzman King, David P. Jordan, Lisa Liggins, Kirby Metoxen, Brandon Stevens, Jennifer Webster

Aliskwet Ellis
Information Management Specialist
Government Administrative Office
O: 920.869.4408 • E: cellis1@oneidanation.org
P.O. Box 365 • Oneida, WI • 54155



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

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From: Secretary <TribalSecretary@oneidanation.org>
Sent: Monday, September 12, 2022 12:30 AM
To: Secretary <TribalSecretary@oneidanation.org>; Tehassi Tasi Hill <thill7@oneidanation.org>; Brandon L. Yellowbird-Stevens <bstevens@oneidanation.org>; Lisa A. Liggins <lliggins@oneidanation.org>; Daniel P. Guzman <dguzman@oneidanation.org>; David P. Jordan <djordan1@oneidanation.org>; Kirby W. Metoxen <KMETOX@oneidanation.org>; Ethel M. Summers <esummer1@oneidanation.org>; Jennifer A. Webster <JWEBSTE1@oneidanation.org>
Cc: Danelle A. Wilson <dwilson1@oneidanation.org>; Rhiannon R. Metoxen <rmetoxe2@oneidanation.org>; Kristal E. Hill <khill@oneidanation.org>
Subject: E-POLL REQUEST: Approve an exception to 3.6.1. of the American Rescue Plan Act (ARPA) and Fiscal Recovery Funds (FRF) Lost Revenue Projects SOP to allow for late submission to the FRF

Program Office by the Executive HR Director

E-POLL REQUEST

-
Summary:

The topic of Change Management/Chief Innovation Officer was to be discussed at the July 19, 2022, BC Work Session, but the session was cancelled. After discussion with the Executive HR Director, the intention was to place this on the August BC Work Session to garner support and I would have asked for a submission to the FRF Portal; I failed to do either of these so as I have been overwhelmed with the additional work that has occurred in these past few months related to the vacant Employee Relations Representative tasks which I have been defaulted to take care of on behalf of the Oneida Business Committee and, to a much lesser degree, the additional responsibilities related to taking on the Treasurer's sign off while she is out on leave. The Executive HR Director has indicated he would be able to provide a late submission to the FRF Office with the required documents/information no later than NOON Monday, September 19, 2022; these would be provided to the BC as a handout at the September BC Work Session, on September 20, 2022.

Justification for E-Poll:

BC decision on the request is needed before the next regular meeting to allow adequate preparation time.

-
Requested Action:

Approve an exception to 3.6.1. of the American Rescue Plan Act (ARPA) and Fiscal Recovery Funds (FRF) Lost Revenue Projects SOP to allow for late submission to the FRF Program Office by the Executive HR Director

-
Deadline for response:

Responses are due no later than **4:30 p.m., Monday, September 12, 2022.**

-
Voting:

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

Lisa Liggins
Secretary
Oneida Business Committee

Business Committee Agenda Request

1. Meeting Date Requested:

2. Session:

Open Executive – must qualify under §107.4-1.

Justification: *Choose or type justification.*

3. Requested Motion:

Accept as information; OR

Approve an exception to 3.6.1. of the American Rescue Plan Act (ARPA) and Fiscal Recovery Funds (FRF) Lost Revenue Projects SOP to allow for late submission to the FRF Program Office by the Executive HR Director

4. Areas potentially impacted or affected by this request:

Finance

Programs/Services

Law Office

MIS

Gaming/Retail

Boards, Committees, or Commissions

Other: HRD

5. Additional attendees needed for this request:

6. Supporting Documents:

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

7. Budget Information:

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

8. Submission:

Authorized Sponsor: Lisa Liggins, Secretary

Primary Requestor: *Name, Title/Entity*



Memorandum

TO: Oneida Business Committee

FROM: Lisa Liggins, Secretary

CC: Larry Barton, Chief Financial Office
Ralinda Ninham-Lamberies, Assistant CFO
Todd VanDen Heuvel, Executive HR Director

DATE: September 12, 2022

RE: E-poll request to Approve an exception to 3.6.1. of the American Rescue Plan Act (ARPA) and Fiscal Recovery Funds (FRF) Lost Revenue Projects SOP to allow for late submission to the FRF Program Office by the Executive HR Director

The purpose of this memorandum to provide background information regarding the e-poll request before the Oneida Business Committee.

BACKGROUND

At the May 25, 2022, regular Business Committee meeting, I submitted my travel report for the 22nd Annual TribalNet 2021 Conference and Tradeshow in which I noted the following:

- *“...Session: Change Management – the tools of organized and effective change. The presenter for this session was Christine Pouliot, CEO/Owner of Evocent Leadership Development. <https://evokethepossible.com/> Some key points that I took away from this session were 1) Change is messy, personal, and emotional; 2) Change leadership requires authenticity, transparency, engagement and heart; and 3) Successful change is incremental, adequately resourced, frequently communicated, and built on trust, empathy, and respect...”*
- *“...Item(s) Requiring Attention: Change management is an area that has been an ongoing concern; this has only been exacerbated by the impacts of the COVID-19 pandemic on our operations. Understanding we need to make measured decisions about our resources, I think the Nation should consider contracting a change*

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

- *“...Requested Action #2: Forward the topic of Change Management/Chief Innovation Officer to the July 19, 2022, BC work session for further discussion...”*

The July 19, 2022 BC work session was cancelled. In the meantime, I had a discussion at the end of July 2022 with the Executive HR Director to prepare for the August BC Work Session; the Executive HR Director indicated that “...HRD would absolutely like to put together some additional input on this. Given the changes that are coming with our new HRIS system and how it can be utilized to create efficiencies, the concept of change management is one that the HRD team has discussed extensively. Myself along with the entire HRD team would support the discussion and certainly sees the need to plan around change management...”.

I had intended to do a couple more follow meetings with the Executive HR Director and get on August BC Work Session to garner support for a submission to the FRF Portal by the next deadline (September 1, 2022). I failed to do so as I have been overwhelmed with the additional work that has occurred in these past few months related to the vacant Employee Relations Representative tasks which I have been defaulted to take care of on behalf of the Oneida Business Committee and, to a much lesser degree, the additional responsibilities related to taking on the Treasurer’s sign off while she is out on leave.

I have spoken with the Executive HR Director, and he has indicated he would be able to provide a late submission to the FRF Office with the required documents/information no later than NOON Monday, September 19, 2022; these would be provided to the BC as a handout at the September BC Work Session, on September 20, 2022.

REQUESTED ACTION

Approve an exception to 3.6.1. of the American Rescue Plan Act (ARPA) and Fiscal Recovery Funds (FRF) Lost Revenue Projects SOP to allow for late submission to the FRF Program Office by the Executive HR Director


From: Ralinda R. Ninham-Lamberies
Sent: Wednesday, February 9, 2022 11:05 AM
To: Directors_Mgrs_Supvsrs_Programs; Chad M. Fuss; Louise C. Cornelius
Subject: FRF (Fiscal Recovery Fund) Revenue Loss TC (Tribal Contribution Savings) Request Ap
Attachments: FRF Revenue Loss TC Request Ap Memo.pdf; Revenue Loss TC Funding Request - Power Apps.pdf; American Rescue Plan Act Fiscal Recovery Fund Lost Revenue SOP.pdf

Good morning-

Please see the attached memo regarding the FRF Revenue Loss TC Request Ap which is now available in the Oneida Portal. A print screen with brief instructions as well as the S.O.P. are also attached.

If you have any questions, please feel free to contact me via e-mail or at 920-869-4242.

Thank you

 <p>ONEIDA NATION STANDARD OPERATING PROCEDURE</p>	<p>TITLE: American Rescue Plan Act (ARPA) and Fiscal Recovery Funds (FRF) Lost Revenue Projects Standard Operating Procedures.</p>	<p>ORIGINATION DATE: 6-21-21</p> <p>REVISION DATE:</p> <p>EFFECTIVE DATE: After last signature</p>
<p>AUTHOR: Rae Skenandore, Budget Analyst</p>	<p>APPROVED BY: <i>Cristina Danforth</i> Cristina Danforth, Treasurer</p>	<p>DATE:</p>
<p>DEPARTMENT: Accounting</p>	<p>APPROVED BY: <i>Lawrence Barton</i> Lawrence Barton, Chief Financial Officer</p>	<p>DATE 9/14/21</p>
<p>DIVISION: Finance</p>	<p>APPROVED BY: <i>Title & Signature</i></p>	<p>DATE: 9/16/21</p>
	<p>APPROVED BY: <i>Title & Signature</i></p>	<p>DATE:</p>

1.0 PURPOSE

- 1.1 To establish a standard process for Business Units, Accounting and Purchasing to follow regarding American Rescue Plan Act (ARPA) and Fiscal Recovery Funds (FRF) Lost Revenue Projects.
- 1.2 To encourage effective accounting and procurement processes reflecting best practices and due diligence to benefit the Oneida Nation fiscally and operationally.

2.0 DEFINITIONS

- 2.1 Broad Goals – refers to the 2020-2023 Term Oneida Business Committee Broad Goal Statements revised on May 18, 2021. The following are the proposed American Rescue Plan Act (ARPA) and Fiscal Recovery Funds (FRF) Lost Revenue Funds Use Categories based on broad goals – Focus.
 - 2.1.1 Direct Membership Assistance
 - 2.1.2 Housing
 - 2.1.2.1 Focus year one on apartments, decide on use for years 2 and 3; with an overall focus on middle income housing.
 - 2.1.3 Food and Agriculture
 - 2.1.3.1 Focus year one on food sovereignty infrastructure; years 2 and 3 on potential processing centers/operations
 - 2.1.4 Education
 - 2.1.4.1 Focus on increasing post high-school education opportunities.
 - 2.1.5 Culture and Language
 - 2.1.5.1 Focus on creating programming and infrastructure.
 - 2.1.6 Revenue Generation

- 2.1.6.1 Focus on improving parks and gathering areas, pow-wow grounds.
- 2.1.7 Government Roles and Responsibilities
 - 2.1.7.1 Focus in improving GTC resources through technology.
- 2.1.8 Overall Priority
 - 2.1.8.1 Land Infrastructure, sovereignty.
- 2.2 Project – any application presented for the use of Fiscal Recovery Funds (FRF).

3.0 WORK STANDARDS / PROCEDURES

Work Standards

- 3.1 The Oneida Business Committee sets the use and purpose of the ARPA FRF as guidance over the next three years in providing services; creating individual opportunities to increase health, living and economic standards; and, building or developing infrastructure to strengthen the Oneida Nation as set forth by the Oneida Business Committee which may be amended from time to time to clarify application or meet emerging needs.
- 3.2 Projects must align to one of the Oneida Business Committee (OBC) Broad Goals for 2020-2023.
- 3.3 Individual projects must be > \$50,000 (fifty thousand).
- 3.4 Reimbursement requests will not be accepted.
- 3.5 A quarterly approval schedule will be made available each fiscal year.

Procedures

- 3.6 American Rescue Plan Act (ARPA) and Fiscal Recovery Funds (FRF) Lost Revenue Projects.
 - 3.6.1 Business Units shall submit an application to the FRF Program Office according to the deadlines on the quarterly schedule provided by the Program Office. Applications submitted after the deadline will be processed with the next quarters applications.
 - 3.6.2 The FRF Program Office shall submit a list of what projects are coming forward and what projects were requested for more information.
 - 3.6.3 The FRF Program Office shall submit all completed and compliant applications to the next Oneida Business Committee work session meeting for discussion and questions. The Oneida Business Committee will provide guidance on which projects shall move forward for approval.
 - 3.6.4 Based on OBC guidance, Business Units may place their projects on the OBC regular meeting agenda for approval.
 - 3.6.5 Approved projects will follow the Oneida Nation Accounting and Purchasing Policies and Procedures.
- 3.7 Reporting
 - 3.7.1 Project owners shall report on the ARPA FRF LR funds monthly at the Oneida Business Committee Work Meeting.
 - 3.7.2 Finance will report on the ARPA FRF LR funds to the Business

Committee.

3.7.2.1 Monthly through the Treasurers report.

3.7.2.2 Annually on the obligated and unobligated value of the funds.

3.7.2.3 Concluding reports

3.7.2.3.1 Approved projects and obligated funds.

3.7.2.3.2 Total funds expended

3.7.3 Finance will report financial information regarding the use of FRF funding to the appropriate Federal Agency.

4.0 REFERENCES

- 4.1 BC Resolution # 06-09-21-B Setting Goals for Application of Funding from the American Rescue Plan Act of 2021 to Direct Support to Individuals, Families, Community, and the Oneida Nation.
- 4.2 Capital Improvement Process – Resolution 3-1-95-B
- 4.3 Chapter 3 Code of Ethics
- 4.4 Chapter 56 – Oneida Vendor Licensing
- 4.5 Chapter 57 – Oneida Indian Preference Law
- 4.6 OMB Circular A102, A-133 and 2 CFR 200 (Purchasing Excerpts)
- 4.7 Conflict of Interest Policy
- 4.8 Independent Contractor Policy
- 4.9 Personnel Policies and Procedures
- 4.10 Rider 1 to Constructor Contracts
- 4.11 Travel and Expense Policy
- 4.12 OGC R#1 Vendor Licensing and Permitting
- 4.13 Capital Expenditure Procedure – Subsequent Need/Reassignment of Funds
- 4.14 Purchasing Definitions Glossary
- 4.15 Oneida Tribe Guidelines for Non-competitive Negotiation
- 4.16 Principles and Standards of Ethical Supply Management Conduct, with Guidelines.
- 4.17 Purchase Order and Contract Guiding Principles
- 4.18 Sign Off Authority - Business Committee Action – January 4, 1994
- 4.19 Standard Construction Agreement
- 4.20 Standard Operating Procedures
 - 4.20.1 Blanket Purchase Order
 - 4.20.2 Capital Expenditure Procedure-Subsequent Need/Reassignment of Funds
 - 4.20.3 Competitive Bidding Process
 - 4.20.4 Competitive Bidding Process – Construction Projects (Sealed Bids)
 - 4.20.5 Credit Card Purchases
 - 4.20.6 Emergency Purchase Order Process

ONEIDA NATION

P.O. Box 365



MEMORANDUM

To: Tribal Business Unit
 From: Lawrence Barton, Chief Financial Officer
 RE: FRF Revenue Loss TC Request Portal
 Date: February 7, 2022

The portal to submit projects for the TC Savings created by ARPA Revenue Loss has been completed. You can find the link on the Oneida Nation Portal, Business, Finance, FRF Revenue Loss TC Savings Request.

Project submissions will be presented to the Business Committee quarterly at the BC Work Meeting. The Oneida Business Committee will determine the funding status of projects. Projects approved for funding at the BC Work meeting will be forwarded to the next available regular Business Committee meeting. Please see schedule below for meeting date and deadline.

BC Work Meeting Date	Deadline date for project to be submitted and APPROVED in the portal
Tuesday, March 15, 2022	Friday, March 4, 2022 4:30 PM
Tuesday, June 14, 2022	Wednesday, June 1, 2022 4:30 PM
Tuesday, September 20, 2022	Thursday, September 1, 2022 4:30 PM
Tuesday, December 20, 2022	Thursday, December 1, 2022 4:30 PM

Please see the attached American Rescue Plan Act (ARPA) and Fiscal Recovery Fund (FRF) Lost Revenue Project Standard Operating Procedure for the work standards and procedures for submission of projects.

Projects submitted to the portal will need approval up to the highest level within the chain of command. Please watch your email for confirmations as it goes through the approval process. This is manually programmed so if you notice a delay, please contact RaLinda at rlamberi@oneidanation.org or 920-869-4242 so she can have it reviewed.

If you have any questions, please feel free to contact RaLinda at 920-869-4242.

Finance Administration Office
 Phone: 920- 869-4325
FAO@oneidanation.org