



ONEIDA NATION



2023 Annual Report

www.oneida-nsn.gov

FOOD AND AGRICULTURE

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

HOUSING

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

HEALTH & SAFETY

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

GOVERNMENT ROLES AND RESPONSIBILITIES

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

EDUCATION

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

CULTURE AND LANGUAGE

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

REVENUE GENERATION

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



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

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Message from the Chairman

Shekoli Swakwekhe—

I hope my message finds you and your families well. Our annual report to General Tribal Council serves as a way to look back and reflect on all of the accomplishments of the Oneida Nation this past year. I would be remiss if I did not acknowledge the hardships and struggles we have faced as well. Let us remember all those we now carry in our hearts and acknowledge what our community has lost over the last year. At the same time, I feel strongly that the good of our nation and our people will continue to prevail, even during hard times. We have seen that perseverance this past year and we will continue to move forward.

Appreciation, gratitude, and heartfelt thoughts are extended to our Oneida Nation community. We are seeing a slow return to “normal” since the pandemic started almost three years ago. The positive efforts of the Oneida people continues to result in our community thriving. Proudly, our people come together in times of need. The way we collaborate, build and rebuild is what makes our Oneida Nation a nation to be proud of, raise our families in, and a welcome home to come back to.

On behalf of the Oneida Business Committee, I would like to acknowledge and thank the employees of the Oneida Nation. The nation and our employees continue to rebuild and overcome challenges every day. Departments, programs and services, and our valued employees have had to do more with less and is something that does not go unrecognized and is appreciated. Within the past year, a wage compensation study was completed by our Human Resource Department. As a result, many positions throughout the nation were adjusted accordingly to ensure we are staying competitive in the workforce. We will continue to look at ways to retain our valued employees, and also focus on hiring the talent we need to continue our success. Our employees’ continued dedication and hard work is appreciated and valued. Yawλ?kó for your contributions to the Nation.

In order to move forward, we had to adapt to more uses of technology during the pandemic. Rather than take this as a challenge, we choose to utilize opportunities to use technology as a way of improving how we do business. Oneida Nation continues to be in the forefront of all we do, “Proud and Progressive.” Many tribes and nations look at our processes and models as a way to improve efficiencies within their own organizations. Yawλ?kó to all who continue to keep our nation thriving and growing.

In conclusion, I am always reminded that we are a nation of strong families built on Tsí? Niyukwalihó-tł and a strong economy. It is our mission to strengthen and protect our people, reclaim our land, and enhance our environment by exercising our sovereignty. Let us remain hopeful for a continued strong recovery of our people and our nation. May we all strive to rebuild our own internal fire, continue to recognize and remember who we are as Oneida people, while we maintain compassion for one another.

Yawλ?kó- Be well and treat one another well.

Sa?nikuhlatsa-niht (You have a strong mind)

Tehassi tasi Hill

Tehassi tasi Hill,
Chairman
Oneida Nation





Chairman Tehassi Hill, Vice Chairman: Brandon Stevens, Secretary Lisa Liggins, Treasurer Tina Danforth, Council Members; David Jordan, Jennifer Webster, Daniel Guzman-King, Kirby Metoxen, E. Marie Cornelius



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



The Oneida Business Committee



FY 2022 BUSINESS COMMITTEE TRAVEL REPORT

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

Tehassi Hill, Chairman - FY 21-22 Budget \$12,000.00			
Washington, DC	11-07-21	White House Meeting	\$1360.91
Sarasota, FL	3/9/2022	National Republic Congressional	\$2123.73
Anchorage, AK	05-11-22	NACAI	\$4,052.90
New Buffalo, MI	06-23-22	MAST	\$384.50
Madison, WI	08-31-22	Madison- Consultation	\$48.55
Washington, DC	09-7-22	Inflation Reduction Act Passage Event	\$1,895.70
Washington, DC	09-22-22	Secretary of Indian Affairs	\$1,436.20
Total			\$11,302.55
Balance			\$697.45
Brandon Stevens, Vice-Chairman - FY 21-22 Budget \$12,000.00			
Las Vegas, NV	10-01-21	G2E-Sports Betting (BIE will reimburse)	\$549.45
Lawrence, KS	10-13-21	Board of Regent Meeting (Haskell \$336.68 reimbursed)	\$336.68
Washington, DC	11-05-21	White House Staff Meeting	\$1056.07
Temecula, CA	11-10-21	NIGA Mid-Year (NIGA \$789.99 reimbursed)	\$786.00
Washington, DC	03-23-22	Tribal Leader Dinner Dem Campaign	\$2,143.31
Anaheim, CA	03-23-22	Indian Gaming Assoc.	\$1,413.33
Lawrence, Kansas	05-25-22	Haskell Board Mtg	\$0
Anchorage, AK	05-11-22	NCAI	\$2,568.06
Rancho Mirage, CA	08-24-22	Democratic Congressional Campaign	\$2,424.51
Total			10,151.14
Balance			\$1,848.86

Cristina Danforth, Treasurer - FY 21-22 Budget \$12,000.00			
Denver, CO	10-01-21	Native American Bank Quarterly	0
Milwaukee, WI	11-17-21	Food Card Distribution	\$555.01
Phoenix, AZ	12-01-21	Native American Officers Mtg	0
Madison, WI	2-21-22	State of the Tribes	\$422.30
Seattle, WA	4-3-22	National Assoc. Financial Assessment Conf.	0
Denver, CO	4-18-22	Native American Bank Quarterly MTG	0
Total			\$977.31
Balance			\$11,022.69
Lisa Liggins, Secretary - FY 21-22 Budget \$12,000.00			
Grapevine, TX	11-07-21	2021 Tribal Net Conference	\$2745.36
Anchorage, AK	6-12-22	NCAI	\$4,321.16
WI Dells, WI	7-26-22	Assembly Democratic Campaign Fundraiser	\$279.32
Phoenix, AZ	9-18-22	NNI-Seminar- Tribal Consultations	\$2,320.20
Total			\$9,666.04
Balance			\$2,333.96
David Jordan - FY 21-22 Budget \$8,200.00			
Las Vegas, NV	04-27-22	Reservation Economic Summit-RES	\$3,256.70
Total			\$3,256.70
Balance			\$4,943.30



Kirby Metoxen - FY 21-22 Budget \$8,200.00			
Scottsdale, AZ	10-13-21	Annual American Indian Tourism	0
Milwaukee, WI	11-10-21	Food Card Distribution	\$516.43
Madison, WI	02-09-21	State of the Tribes	\$670.88
Madison, WI	02-24-22	Governor's Conference (GLITC pd \$738.25)	\$853.85
Anaheim, CA	03-31-22	Indian Gaming Trade Show (NATOW reimb \$2,357.32)	\$2,357.32
Albuquerque, NM	04-18-22	AIANTA	\$1,944.07
Las Vegas, NV	04-27-22	Reservation Economic Summit-RES	\$2,595.08
Wabeno, WI	05-11-22	NATOW	0
Milwaukee, WI	07-13-22	Wisconsin State Fair (NATOW reimb \$424.14)	\$550.58
New Buffalo, MI	06-27-22	MAST-Road to Healing, Pellston, MI	\$1,962.69
Total			\$8,029.49
Balance			\$170.54
Daniel Guzman - FY 21-22 Budget \$8,200.00			
Las Vegas, NV	11-24-21	Intertribal Ag Council Conference	\$1993.02
Madison, WI	02-21-22	State of the Tribes	\$659.30
Bloomington, MN	04-13-22	Opioid Conference	\$1,014.62
Wis. Dells, WI	05-9-22	GLITC (reimb \$229.36)	\$462.81
Bloomington, MN	05-11-22	Bemidji Area Pre- Negotiation	\$1,165.67
Washington, DC	06-22-22	Public Mtg- Local Government Advisory (pd \$1,155.93)	\$1,155.93
Total			\$5,066.06
Balance			\$3,133.94

Ethal (Marie) Cornelius - FY 21-22 Budget \$8,200.00			
Madison, WI	02-21-22	State of the Tribes	\$588.38
Washington, DC	03-23-22	Testimony before House Select Committee	\$1,859.24
Lac Du Flambeau, WI	04-27-22	Inter-Tribal Task Force	\$290.28
Las Vegas, NV	04-27-22	Reservation Economic Summit-RES	\$4,001.23
Carter, WI	07-27-22	Wis. Dept. of Transportation Tribal Consultation	\$320.50
Carter, WI	09-7-22	Wis DOT Inter-Tribal Task Force	\$184.75
Total			\$7,244.38
Balance			\$955.62
Jennifer Webster - FY 21-22 Budget \$8,200.00			
Baraboo, WI	04-13-22	Dept of Children & Families Tribal Consultation	\$313.25
Minneapolis, MN	04-13-22	Tribal Health IHS Pre- Negotiations	\$785.00
Washington, DC	04-27-22	ACF-TAC Administration for Children & Families (Federal Funded \$1,254.30)	\$1,267.74
Milwaukee, WI	03-23-22	Midwest Tribal Consultation Session	\$365.50
Burlingame, CA	04-27-22	Annual Tribal Self Governance Conference (Governance Dept \$3,047.05)	\$3,047.05
Lac Du Flambeau, WI	07-27-22	Kinship Care Tribal Consultation	\$393.50
Albuquerque, NM	07-13-22	2022 Secretary's Tribal Advisory Committee Mtg. (Federal Funded \$2,690.50)	\$2,690.50
Washington, DC	08-10-22	National Tribal Health Conference	\$3,893.57
Total			\$5,764.26
Balance			\$2,435.74

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QUALITY OF LIFE (QOL)

MEMBER

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

ACCOMPLISHMENTS

Inspiring Yukwatsistya

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

CDPC

MEMBER

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

ACCOMPLISHMENTS

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

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





AUDIT

MEMBER

- Committee Chair** Councilman, David Jordan
- Committee Vice-Chair** Ethel Cornelius
- Committee Member** Secretary, Lisa Liggins
- Committee Member** Vice-Chairman, Brandon Yellowbird-Stevens
- Committee Member** James Skenandore

ACCOMPLISHMENTS

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

UPDATE ON GOAL

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

Continue to improve Internal Control Environment to enforce accountability of Management and Governance. Six (6) Performance Assurance audits have been followed up on and all fourteen (14) medium risk findings and one (1) high risk finding has been corrected/reduced to low risk, which is a 100% improvement. All Oneida Nation departments and/or entities will be assessed to give Management the opportunity to develop the missing tools to enable them to carry out their functions effectively and efficiently. A new audit, Controls Assessment, developed by Internal Audit has been approved by the Audit Committee. This audit works with management to review their processes and procedures to ensure risks are mitigated or eliminated.

	FY 22	FY 21	FY 20	FY 19
Gaming Compliance	29	34	38	47
Operational	1	2		1
Investigative/Analytics	1	2		
Consultation/Hotline		1	1	1
Performance Assurance	8	8	15	24
TOTALS	39	46	54	73

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





Oneida Law Office

PURPOSE

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

BUDGET — \$1,963,487

Funding Sources for FY-2022

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

Budget for FY-2022: \$1,963,487
 Expenditures for FY-2022: \$1,777,513
 Variance for FY-2022: \$185,974

VARIANCE EXPLANATION

The positive variance is identified within the external legal service account. The variance is the result of fewer litigation related expenses than anticipated. The Law Office budgets for ongoing litigation costs within the operational portion of the budget and utilizes the Legal Reserve Fund for unforeseen/ unexpected legal actions.

EMPLOYEES — 9

Enrolled Oneida	Non-Oneida
6	3

WHO WE SERVE

The ONEIDA LAW OFFICE provides legal services to all aspects of the Oneida Nation’s organization which includes General Tribal Council and the Oneida Business Committee and programs and gaming operations in matters such as environmental, land-into-trust litigation, health regulations, gaming issues, retail, Indian Child Welfare, child support program and finance, to name a few. Also, this office reviews all contracts entered into by the Oneida Nation and its programs and gaming operations. In FY 2022, over 850 contracts were reviewed by this office.

Subrogation Cases. The Oneida Law Office is currently monitoring 22 pending files in which the Nation may have a subrogated interest/right of recovery for medical expenses as the result of personal injury or worker’s compensation claims. As of this writing, the Oneida Law Office assisted in the recovery of \$52,615. These recaptured funds are returned to the Nation’s health programs and used to assist other tribal members.

Indian Child Welfare Cases. The Oneida Law Office represents the interests of the Nation in Indian Child Welfare cases. Currently there are a total of 169 cases with 43 of these cases out-of-state. There are 26 cases in Oneida Family Court, 79 cases in Brown or Outagamie County and 43 cases in other Wisconsin counties.

Finally, this office continues to assist and advise the Nation’s programs, retail and gaming operations in drafting policies,



interpretations of laws, including local, state, federal and the Nation's laws and how they apply to or affect day-to-day operations.

ACCOMPLISHMENTS FOR FY-2022

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

ACCOMPLISHMENT 1

Oneida Nation v. Oneida Indian Nation of New York, Cancellation No. 9206411, United States Patent and Trademark Office, Trademark Trial and Appeal Board. In 2015, the Oneida Indian Nation of New York (OIN) sent a letter to the Ladies Professional Golf Association asserting that OIN has the exclusive right to use the terms "Oneida" and "Oneida Nation" in conjunction with golf events based upon OIN's registration of trademarks for those terms. The Nation proposed a coexistence agreement under which both the Nation and OIN would have the right to use those terms, but OIN refused to consider such an agreement. The Nation then filed a petition with the United States Patent and Trademark Office's Trademark Trial and Appeal Board (TTAB) seeking cancellation of OIN's trademarks. TTAB denied a motion to dismiss filed by OIN, but granted a motion by OIN to suspend the proceedings pending the outcome of a lawsuit filed by OIN against the United States Department of Interior (DOI) regarding approval of the Nation's name-change constitutional amendment. OIN lost its lawsuit against DOI, and TTAB reinstated the trademark cancellation proceedings. The Nation again proposed a coexistence agreement to OIN, OIN again refused to consider such an agreement. The proceedings are now in the discovery phase and will move to trial phase in the coming year.

ACCOMPLISHMENT 2

Brackeen v. Haaland, et al., Nos. 21-376, 21-377, 21-378, and 21-380, United States Supreme Court. The States of Texas, Indiana, and Louisiana and several individual plaintiffs filed a lawsuit against the Department of Interior (DOI) and various federal officials asserting the Indian Child Welfare Act (ICWA) and the Final Rule promulgated by DOI for implementation of ICWA are unconstitutional and unenforceable because they violate the 10th Amendment, the Equal Protection Clause of the 5th Amendment, and other provisions of the United States Constitution. They claimed ICWA and the Final Rule are based upon impermissible racial classifications and violate states' rights. The United States filed a motion to dismiss on the grounds the state and individual plaintiffs lack standing and have otherwise failed to state a claim for relief. The Nation,

together with Quinault Indian Nation, the Morongo Band of Mission Indians and the Cherokee Nation, intervened in the case and also filed a motion to dismiss. The plaintiffs moved for summary judgment. The district court denied the motions to dismiss and granted the plaintiffs' motions for summary judgment. The district court ruled ICWA and the Final Rule are unconstitutional because they are based on racial classifications which are not narrowly tailored to achieve a compelling governmental interest, they improperly delegate legislative authority to Indian tribes, and they commandeer state courts to apply federal standards in state cases. The Navajo Nation then intervened in the case, and the United States and the intervening Tribes appealed. A three-judge panel of the United States Court of Appeals for the Fifth Circuit granted a stay of the district court's ruling pending appeal, and then reversed the district court's ruling. The three-judge panel held that ICWA is based upon political classifications and does not violate the Equal Protection Clause, and ICWA does not impermissible delegate legislative authority to Indian tribes or commandeer state governments. The individual plaintiffs and State plaintiffs filed petitions for rehearing en banc, and the Fifth Circuit granted the petitions. After briefing and oral argument, the Fifth Circuit issued a lengthy, complicated and divided en banc decision in which it ruled: 1) ICWA's provisions regarding "active efforts", qualified expert witnesses, placement preferences, record keeping, notice to Indian tribes, and transmittal of records unconstitutionally commandeer States to implement a federal regime; 2) the plaintiffs have standing to raise equal protection challenges to ICWA; 3) ICWA is based on political classifications, not racial classifications, and therefore is subject to rational-basis review as opposed to strict scrutiny; 4) the majority of ICWA's provisions are rationally related to legitimate government purposes and therefore do not violate equal protection; and 5) ICWA's adoptive-placement preference for "other Indian families" and foster-care preference for licensed "Indian foster home[s]" are not rationally related to a legitimate government interest and therefore violate equal protection. The United States, the Nation and other intervening Tribes, the State of Texas, and the individual plaintiffs filed petitions for certiorari seeking review by the United States Supreme Court. The United States and the intervening Tribes contend the Fifth Circuit erred by ruling ICWA commandeers States, by finding the plaintiffs have standing to raise equal protection challenges to ICWA, and by finding ICWA's adoptive-placement preference and foster-care preference violate equal protection. The State of Texas and the individual plaintiffs argue that Congress lacks authority under the Indian Commerce Clause to enact laws governing state child-custody proceedings, ICWA is based upon impermissible racial classifications and violates equal protection, ICWA impermissible commandeers States to implement a federal regime, and ICWA violates the non-delegation doctrine by allowing individual Tribes to alter the placement preferences. The Supreme Court granted all petitions for review. The case is fully briefed, and the Supreme Court will hear oral arguments on November 9, 2022.



ACCOMPLISHMENT 3

Oneida Nation v. AmerisourceBergen Drug Corp., et al., Case No. 1:18-op-46034-DAP, United States District Court for the Northern District of Ohio, Eastern Division. The Nation and other Indian tribes, states, and municipal governments sued opioid manufacturers and distributors alleging negligence, gross negligence, public nuisance, civil conspiracy, deceptive practices, fraud, unjust enrichment, and violation of the Racketeer Influenced and Corrupt Organizations Act. The court has divided the cases into separate tracks, including a tribal track, and has selected bellwether cases in each track which will establish liability determinations. The court denied motions to dismiss the claims in the tribal bellwether cases (Muscogee Creek Nation and Blackfoot Tribe), and the cases are being prepared for trial. The manufacturers Purdue Pharma and Mallinckrodt have filed for bankruptcy, and we anticipate the Nation will receive a share of funds set aside to resolve opioid claims against the companies in the bankruptcy proceedings. Settlement negotiations have resulted in settlement of claims against the manufacturer Johnson & Johnson, and the distributors AmerisourceBergen, McKesson, and Cardinal Health. The Nation will receive in excess of \$3,000,000 over time to be used to address opioid addiction. Settlement negotiations with other defendants are pending, and it is possible the claims against these defendants will also be settled prior to trial.

ACCOMPLISHMENT 4

City of Kenosha, et al. v. McKinsey and Company, Inc., Case No. 21-CV-01380, United States District Court for the Eastern District of Wisconsin, and **In re: McKinsey & Company, Inc., National Opioid Consultant Litigation**, MDL No. 2996, United States District Court for the Northern District of California. The Nation and other governmental plaintiffs sued McKinsey and Company, Inc. (McKinsey), in the United States District Court for the Eastern District of Wisconsin based upon McKinsey's work for Purdue Pharma and other companies to promote the sale and distribution of opioids. The complaint states claims against McKinsey for violation of the Racketeer Influenced and Corrupt Organizations (RICO) Act, Public Nuisance, Civil Conspiracy, and Unjust Enrichment, and requests compensatory damages, treble damages, interest, damages for the cost of responding to the opioid epidemic, injunctive relief requiring McKinsey to abate the nuisance and enjoining McKinsey from repeating its conduct, and attorney fees. The case was then transferred to multidistrict litigation pending before the United States District Court for the Northern District of California. McKinsey has filed motions to dismiss, and the motions have been fully briefed and have been taken under consideration by the court. In the meantime, discussions are ongoing with McKinsey regarding possible resolution of the case.

ACCOMPLISHMENT #5

Hawk v. Hunter, Case No. 2021-CV-000978, Brown County Circuit Court. Hawk sued Judge Hunter after she was assigned as a pro tem judge to hear an Oneida Family Court action in which Hawk is involved. Hunter moved to dismiss on the grounds Hawk's lawsuit is barred by sovereign immunity and judicial immunity and Hawk failed to state a claim for relief. The court granted the motion and dismissed the lawsuit. The court also granted a motion for attorney's fees and ordered Hawk to pay attorney's fees and costs for filing a frivolous lawsuit. Hawk appealed the dismissal of his lawsuit, and his appeal is pending.

ACCOMPLISHMENT 6

Hawk v. Dequaine, Case No. 2022-CV-262, Brown County Circuit Court. Hawk sued Oneida Family Court Judge Dequaine after Judge Dequaine became the presiding judge in Hawk's Oneida Family Court action. Judge Dequaine moved to dismiss on the grounds of sovereign immunity, judicial immunity, and failure to state a claim. Judge Dequaine also moved for sanctions against Hawk for filing a frivolous lawsuit, and for an order barring Hawk from filing future lawsuits against Oneida judges. The court granted the motion to dismiss, granted the motion for sanctions, and entered an order barring Hawk from filing additional lawsuits against Oneida judges. Hawk has filed a notice of appeal of the order dismissing his lawsuit.

ACCOMPLISHMENT 7

Hawk v. Dequaine, et al., Case No. 2022-CV-734, Brown County Circuit Court. Hawk filed another lawsuit against Judge Dequaine and other individuals related to Hawk's Oneida Family Court action. Judge Dequaine has filed a motion to dismiss on the grounds of sovereign immunity, judicial immunity and failure to state a claim, and has filed a motion for sanctions.

ACCOMPLISHMENT 8

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



STRATEGIC GOALS FOR FY-2023

GOAL 1

Represent the Oneida Nation in all legal matters regarding tribal sovereignty. This priority fits definitively with the government roles and responsibilities.

Exercising Sovereignty

GOAL 2

Represent the Oneida Nation in all legal matters protecting tribal resources. This goal is aimed not only at obtaining the maximum from our revenue generating-programs, but also in maintaining, enhancing and protecting all of the Nation's resources.

Exercising Sovereignty

GOAL 3

Provide legal advice and analysis to assist the Nation's government in developing and implementing policies and programs. This objective fits within all of the Nation's broad goals as this office provides legal assistance to the government as well as all of the Nation's programs and enterprises.

Exercising Sovereignty

CONTACT



JO ANNE HOUSE,
CHIEF COUNSEL

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WEBSITE: oneida-nsn.gov





PURPOSE

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

DEPARTMENTS IN DIVISION/OFFICE/AREA

- Legislative Affairs
- Self-Governance
- Communications

BUDGET — \$4,029,687

Funding Sources for FY-2022

Tribal Contribution	69.7%
Grants	0%
Self-Governance Compact Funding	19.3%
Sales	<1%
Loss Revenue	11.0%

Budget for FY-2022:	\$4,029,687
Expenditures for FY-2022:	\$2,393,537
Variance for FY-2022:	\$1,636,150

VARIANCE EXPLANATION

Legislative Affairs & Communications had a positive variance due to each having a vacant position for most of the year. Intergovernmental agreement payments were lower than budgeted.

EMPLOYEES — 8

Enrolled Oneida	Descendant
7	1

WHO WE SERVE

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

ACCOMPLISHMENTS FOR FY-2022

ACCOMPLISHMENT 1 - LEGISLATIVE AFFAIRS

ICWA. The Oneida Nation has been one of four Tribes leading at the forefront of defending the Indian Child Welfare Act. At the time of the writing of this report, the United States Supreme Court is set to hear oral arguments in *Brackeen v. Haaland* on November 9, 2022. The case could have significant implications on Indian child welfare systems across the Nation. The Nation's internal (BC, IGA, Law Office, lobbyists) working with national and regional associations such as the National Indian Child Welfare Association and the National Congress of American Indian, were able to introduce and advocate for legislation that would create a legislative fix to one of the main arguments in the case.



Acquisition of 5.08 Acres. Intergovernmental Affairs, Land Division and the Oneida Law Office worked together to acquire 5.08 acres of Brown County/Airport land just east of the Oneida Main Casino. The Nation has sought this parcel for over 20 years. On March 15, 2022, the acquisition was completely finalized.

Cooperative Governance/Service Agreements. Intergovernmental Affairs is working to conclude two cooperative governance/service agreements with the Village of Ashwaubenon and Brown County.

Protection Of Land, Resources And People.

ACCOMPLISHMENT 2 - SELF-GOVERNANCE

Oneida Nation works collaboratively with tribes and organizations across the country to support the expansion of Self-Governance programming in federal agencies such as Health & Human Services, Department of Transportation and the U.S. Department of Agriculture. Through Self-Governance, tribes gain autonomy and flexibility to redesign and deliver federal programs and services to their own communities, incorporating their culture and addressing their unique needs.

Oneida Nation is one of 8 tribes nationwide selected to participate in the USDA FDPIR Self-Determination Demonstration Project. Through this project, the Nation replaces USDA-procured foods in our Food Distribution program with our own Oneida-produced bison, beef, and apples. The Office of Self-Governance worked with SGCETC to develop and present a video on the project at the 2022 Annual Self-Governance Conference to share our experiences and promote the permanent expansion of this project.

The Office of Self-Governance has secured BC representation on several federal advisory committees within HHS, including the HHS Secretary's Tribal Advisory Committee, IHS Tribal Self Governance Advisory Committee, Administration for Children and Families TAC, CDC/ATSDR TAC, and the Office of Minority Health CIHE TAC. Through these forums, Oneida Nation's elected leaders engage directly with federal officials on the need to ensure tribal flexibility, increase funding, and expand self-governance within federal programming.

Protection of Land, Resources and People.

ACCOMPLISHMENT 3 - GET OUT THE VOTE

The Oneida Nation encourages all Tribal Citizens and Oneida Reservation Residents to become part of the political process and exercise the right to vote. Our approach to elections is non-partisan. We build rapport with candidates and elected officials across the isles to advocate for the issues that impact our Nation.

Creating a strong voter coalition is essential to encourage elected representatives to be attentive to our key issues as we continue to lay a robust foundation for our people. We have a wide variety of policy issues ranging from

environmental to agricultural, and education to health, which are universal issues impacting our community. It is absolutely integral that our community get out and vote to elect individuals that will seek to understand our key issues and will work with us.

Our focus continues to be on voter education and ensuring that our voters have information on how to vote, where to vote, and candidate information so individuals can choose who to vote for. Utilizing technology and the power of social media to enhance our means of communication has also been key.

Protection of Land, Resources and People

STRATEGIC GOALS FOR FY-2023

GOAL 1

Enhance government-to-government relations

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

Exercising Sovereignty

GOAL 2

Expansion of self-governance

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

Exercising Sovereignty

GOAL 3

Enhance get out the vote

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

Promoting Positive Community Relations

CONTACT



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IGAC Sponsorships Report

The Oneida Nation practices good marketing and reaches for a return on our investment by sponsoring initiatives in our community.

Spend money where it matters. Building partnerships, encouraging economic partnerships, and reciprocal contributions, either through dollars or goods & services for our community.

We look for a return on our sovereignty. We contribute to causes that will understand, respect and support the sovereignty of the Oneida Nation.

Sponsorships must be an investment in our operations directly and we must receive reciprocity. For example, if the Nation contributes to support a youth initiative, there is an expectation for our youth to participate or receive a benefit from service.

Oneida directs contributions where they will give us a return on our investment such as:

- Charitable Contributions are usually directed toward organizations that also service our population in areas that we don't have services. Youth, homeless and disadvantaged are populations that we strive to support beyond our tribal operations.
- Business partnerships are equally important as we support businesses that support our businesses and those that have high profile partnerships. Having the Oneida name in the spotlight can be a result of successful partnerships.
- The Oneida Nation Finance Committee offers opportunities through the Oneida Finance Fund (formerly known as the Community fund) to offer funds or Coca Cola products for families or local events. The funds are focused on tribal member self-enrichment, community events and/or fundraisers that benefit the community.

The spending is guided by the impact we seek on the quality of life on our reservation and the community around us.

Retail	\$1,820.22
Tourism	\$7,299.98
Finance Committee - Special Funding	\$34,749
Finance Committee - Coca Cola Fund.	\$32,367.99
Business Committee Special Projects	\$767,637.23
Oneida Nation Farm	\$62.94
Legislative Affairs	\$42,245.75
Gaming	\$15,184

TOTAL SPONSORSHIP/DONATIONS: \$901,367.11



Church of the Holy Apostles – Oneida





Legislative Operating Committee



PURPOSE

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

LOC MEMBERS

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

BUDGET — \$0.00

Funding Sources for FY-2022

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

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

EMPLOYEES — 3

Enrolled Oneida	Descendant	Non-Oneida
1	1	1

Regular Stipend Amount: \$0 per meeting.
The Legislative Operating Committee members do not receive a stipend.

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



ACCOMPLISHMENTS FOR FY-2022

ACCOMPLISHMENT 1

Prepare for and conduct Legislative Operating Committee meetings.

During FY22 the LOC held twenty-two (22) LOC meetings. In addition to attending the meetings in person, the LOC allows employees and community the opportunity to participate in LOC meetings through Microsoft Teams. Recordings of the meetings are made available on the Nation's website after the meeting concludes.

ACCOMPLISHMENT 2

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

During FY22 the LOC successfully completed legislative actions on sixteen (16) laws of the Nation. The legislative actions included the adoption of new laws, amendment of current laws, and emergency amendments of current laws. Currently, the LOC has thirty-eight (38) legislative items on its Active Files List.

ACCOMPLISHMENT 3

Gather input from community and stakeholders during the legislative process.

During FY22 the LOC held one hundred and six (106) work meetings, many of which were held in collaboration with various areas within the Nation's organization that have an interest or are affected by legislation. The LOC also held nine (9) public meetings and/or public comment periods to provide members of the community the opportunity to provide input on proposed legislation.



Legislative Operating Committee
From Left to Right:
Kirby Metoxen, Jennifer Webster, David Jordan, Daniel Guzman King, and Marie Cornelius

STRATEGIC GOALS FOR FY-2023

GOAL 1

Efficiently and effectively hold Legislative Operating Committee meetings.

Advancing Oniyote?aká Principles

GOAL 2

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

Exercising Sovereignty

GOAL 3

Increase participation in the legislative process by the community as well as departments and areas within the Nation.

Promoting Positive Community Relations

MEETINGS

HELD: Every 1st and 3rd Wednesday of the month.

TIME: 9:00 a.m.

MEETINGS: Open.

LOCATION: Norbert Hill Center,
N7210 Seminary Road, Oneida, WI
Business Committee Conference Room

CONTACT

DAVID JORDAN, CHAIR

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PURPOSE

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

BUDGET — \$553,729

Funding Sources for FY-2022

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

Budget for FY-2022: \$553,729
 Expenditures for FY-2022: \$348,270
 Variance for FY-2022: \$205,459

VARIANCE EXPLANATION

Positive variance of \$205,459 due to the Legislative Reference Office not being fully staffed during the first six (6) months of FY22, and savings on supplies and materials and other costs.

EMPLOYEES — 3

Enrolled Oneida	Descendant	Non-Oneida
1	1	1

CONTACT

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 SENIOR STAFF ATTORNEY

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SAKOLI SWAKWEKU ONEIDA NATION:

The Annual Treasurer's report is presented to provide financial information to General Tribal Council that gives an overview on the financial areas of the Nation by following the Constitution, Laws of the Nation, and/or GTC directives. The report for 2022 will include an update on the overall Nation's budget, the enterprise areas, the goals of our investment portfolios, our business investments, as well as information from the Finance Area. Please note that all financial information provided in this report is preliminary and not audited at the time of this submission. The audited financial statements will be presented by the external auditors, RSM US LLP, at the Annual Meeting in January 2023.

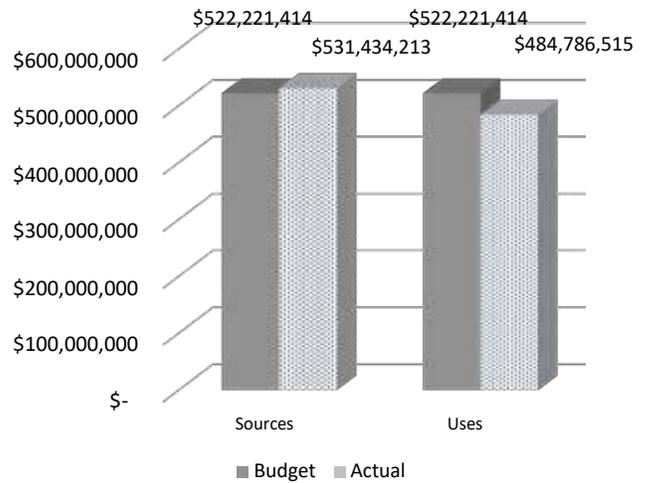
Cristina Danforth, Treasurer
 Larry Barton, Chief Financial Officer

OVERALL FISCAL YEAR 2022

Due to the Public Health Emergency, the Oneida Business Committee adopted the Fiscal Year 2022 budget on Wednesday, December 22, 2021, with BC Resolution 12-22-21-B. The total budget for Fiscal Year 2022 is \$522,221,414. The actual revenue sources are \$531,434,213 and the actual uses are \$484,786,515 representing a \$46,647,698 positive variance overall. After removing the TC savings of \$41,658,226 attributed to ARPA Funding and adding TC Savings used of \$6,271,296, the positive balance is \$11,260,768.

The positive variance due to ARPA funding is transferred to the Tribal Contribution (TC) Savings in the Investments and is used to fund the various BC approved ARPA projects.

Overall Fiscal Year 2022



Tribal Contribution

Retail sales were \$10.6 million more than budget and expenses \$12.7 more than budget. Resulting in an overall negative variance of \$2,489,521 compared to budget.

Gaming Net Revenues were \$ 12.4 million more than budget and expenses were \$9.8 million less than budget. Resulting in an overall positive variance in Tribal Contribution of \$23.9 million.

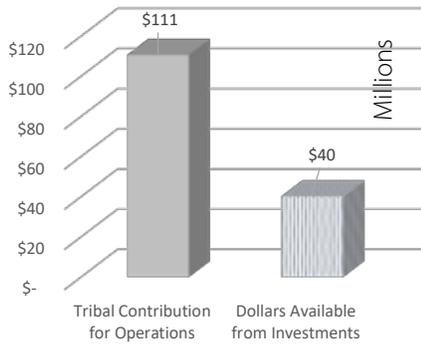


OUR INVESTMENT GOAL

Our objective was to protect the future by having funds available to operate the organization if a crisis occurred, such as diminished revenue sources. It is the goal of the Oneida Nation to have enough available invested funds from Tribal Contribution to operate

the organization for one (1) full year without any additional revenue generation. For Fiscal Year 2022, our annual expenses totaled approximately \$110 million in Tribal Contribution for operations and mandates.

As of September 30, 2022, unrestricted cash and short-term investment funds that are not currently supporting resolutions and operational obligations were approximately \$47.9 million. Nation's ability to respond to a crisis is in a very delicate condition as our reserves are not enough to cover our annual operational expenses and GTC mandates. The Nation has a positive working capital of \$40.3 million. Positive working capital is a critical factor in the Nation's ability to address short term liquidity issues through access to a source of cash to fund operations on a temporary basis.



INVESTMENT PORTFOLIO

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

The short-term investments will be invested in easily accessible funds in the event that cash flows fall short of our needs we are able to quickly liquidate to meet operational cash needs. The Finance Committee will use reasonably sound judgment to create a mixture of assets that have a 95% probability of achieving a minimum return of 0.50% over any 5-year period. The portfolios are invested in a conservative, prudent fashion with below average expected volatility (projected increases and/or decreases in market price). The primary goal is to maximize returns while maintaining a reasonable level of risk. For the period October 1, 2021 to March 31, 2022 the portfolios expected rate of return, or index, was a loss of 2.69 % in value. Our actual rate of return on our investments was a loss gain of

1.73 % in value after all administrative fees were paid. Therefore, our investment portfolio slightly out-performed the market for the same time period.

BUSINESS INVESTMENT REPORTS

HOSPITALITY

Oneida Airport Hotel Corporation (OAHC)

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

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

Four Fires Business Venture

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

In Fiscal Year 2002, the Nation approved the investment for the formation and funding of Four Fires, LLC. Four Fires, LLC is represented by four Tribes: Oneida, Potawatomi, Viejas, and San Manuel.

These Tribes are 46.829% of the investment with Oneida being a 25% shareholder within that percentage. The other 53.171% is split between other outside investors. The limited liability company was established to take part in the developing, constructing, and operating of a Marriott Residence Inn located in Washington D.C. The Hotel opened in January 2005. It was estimated that it would take approximately 7 years to see our return on investment. As noted above, the Nation has already received this return.

Oneida Golf Course Enterprises (OGE)

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

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



.BANKING

Bay Bank Business Venture

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

Oneida was major shareholder of a group of investors which formed Bay Bank in 1995. Original investment was \$1,634,000, which was a 35% share of Bay Bancorporation. In 2001, Oneida exercised an option to purchase the remaining shares to become the sole shareholder of Bay Bancorporation.

This additional cost was \$7,079,046. Bay Bank returned \$125,000 to the Nation in 2022.

Native American Bank

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

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

ENGINEERING

***Oneida Engineering, Science & Construction (OESC)**

Total Nation's Investment.	\$.6.4 million
Increase in Equity Value.	\$.21.3 million
Return to Nation	\$.5.8 million

In Fiscal Year 2007, the Nation approved \$180,000 initial investment to form Oneida Totally Integrated Enterprise Corporation. OTIE is a tribally owned corporation. The function and purpose of the corporation is to contract environmental engineering and design services with the Federal Government. In fiscal year 2009, OTIE acquired and merged with TN and Associates. This was an established firm with 13 offices nationwide, providing services in areas including: environmental remediation, homeland security/ emergency response, infrastructure engineering and traditional construction. The increase in equity value has been obtained through acquisition of businesses.

*Formerly OTIE

ENERGY

Oneida Nation Solar LLC

Total Nation's Investment.	\$960,000
Increase in Equity Value.	\$14,000
Total Return to Nation.	\$0

In Fiscal Year 2017 the Nation received a grant from the Department of Energy for \$960,000 in conjunction with the construction of solar panels on the Oneida Reservation. This grant is Oneida's investment in Oneida Nation Solar LLC, the Nation is 1% owner. Oneida Nation Solar LLC is contracted with an external vendor to install solar panels over future years; this vendor will receive investment tax credits for the energy project. At the end of the energy project, the ownership of the solar panels installed will revert to the Oneida Nation.





Charitable Giving

Blizzard Basketball fees for daughter.	\$500	YMCA Camp U-Na-Ly-Ya fees for daughter.	\$500
First Tee NE WI golf lesson fees for son	\$183.60	Green Bay Soccer Club fees for daughter.	\$178
GB Metro Hoops for daughter	\$400	Green Bay Soccer Club fees for daughter.	\$207
GB Metro Hoops for daughter.	\$350	920 Elite Team Tournament Fees	\$750
Fusion Athletics - Cheer fees for daughter	\$500	Sconnie Lacrosse Player Fees for son	\$500
Team Sconnie LAX fees for son	\$500	Sconnie Lacrosse Player Fees for son	\$500
Blizzard Basketball fees for daughter.	\$500	F.I.R.E. Fitness Registration /class fees	\$500
Team Sconnie LAX fees for son	\$500	Sconnie Lacrosse Player Fees for son	\$500
94 Elite Basketball AAU fees for daughter.	\$500	SOAR Fox Cities, Inc - Camp Fees	\$500
Synergy Sports Training Ctr	\$500	Harvard MEDscience at HMS Program fees for daughter . .	\$500
Total Self Defense Registration/Class fees for daughter . .	\$500	Sconnie Lacrosse Player Fees for son	\$500
Steven Baker Basketball fees for son	\$500	YMCA Summer Camp Fees for son.	\$500
YMCA membership dues-health issues.	\$197.40	Gymnastics & Softball Fees for daughter	\$379.88
STARZ Gymnastics Academy class fees for daughter	\$500	Air Force Gymnastics Class Fees for daughter	\$252
Green Bay Metro Hoops fees for daughter	\$500	Air Force Gymnastics Class Fees for son.	\$252
GB Youth Lacrosse League for son	\$500	Sconnie Lacrosse Player Fees for son	\$500
Blizzard Basketball fees for daughter.	\$500	YMCA Summer Camp Fees for son.	\$500
YMCA Camp U-Na-Ly-Ya fees for daughter.	\$500	East River Pop Warner Football Fees & guitar fees for son. .	\$396
YMCA Camp U-Na-Ly-Ya fees for daughter.	\$500	Southwest Dance Team fees for daughter	\$500
Impact Sports Academy Class fees for son	\$500	Mathnasium Summer Program for son	\$500
YMCA Camp U-Na-Ly-Ya fees for daughter.	\$500		
		QUARTER 3 TOTAL	\$18,545.8





PURPOSE:

The Finance Office provides exceptional financial management and support while safeguarding the assets and ensuring financial integrity. Finance provides the Treasurer and the Oneida Business Committee with honest, unbiased, competent financial expertise and direction utilizing best practices and aligns the Broad Goals of the Nation.

DEPARTMENTS IN DIVISION/OFFICE/AREA

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

BUDGET — \$1,570,357

Funding Sources for FY-2022

Tribal Contribution	18%
Grants	80%
Other Sources (Licensing Fees)	2%

Budget for FY-2022: \$1,570,357
 Expenditures for FY-2022: \$1,650,546
 Variance for FY-2022: \$(80,189)

VARIANCE EXPLANATION

Variances from budget to actual are attributed to labor.

EMPLOYEES — 40

Enrolled Oneida	Other Native	Non-Native
19	-	-

WHO WE SERVE

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

ACCOMPLISHMENTS FOR FY-2022

ACCOMPLISHMENT 1

Monthly Treasurers Report

Ensuring all internal areas are made aware of the nation’s financial position for informed decision making.

ACCOMPLISHMENT 2

Purchasing and Procurement best practices

Adhering to industry best practices demonstrates consistency, integrity, and ensures the best value.

ACCOMPLISHMENT 3

Ensuring accounting and financial reporting governmental and general accepted accounting principles.

Clean FY 2022 annual financial statement audit



STRATEGIC GOALS FOR FY-2023

GOAL 1

Maintain Fiscal Accountability

Broad Goal: government roles and responsibilities

GOAL 2

Purchasing Policies and Procedures submitted for Rules of Law.

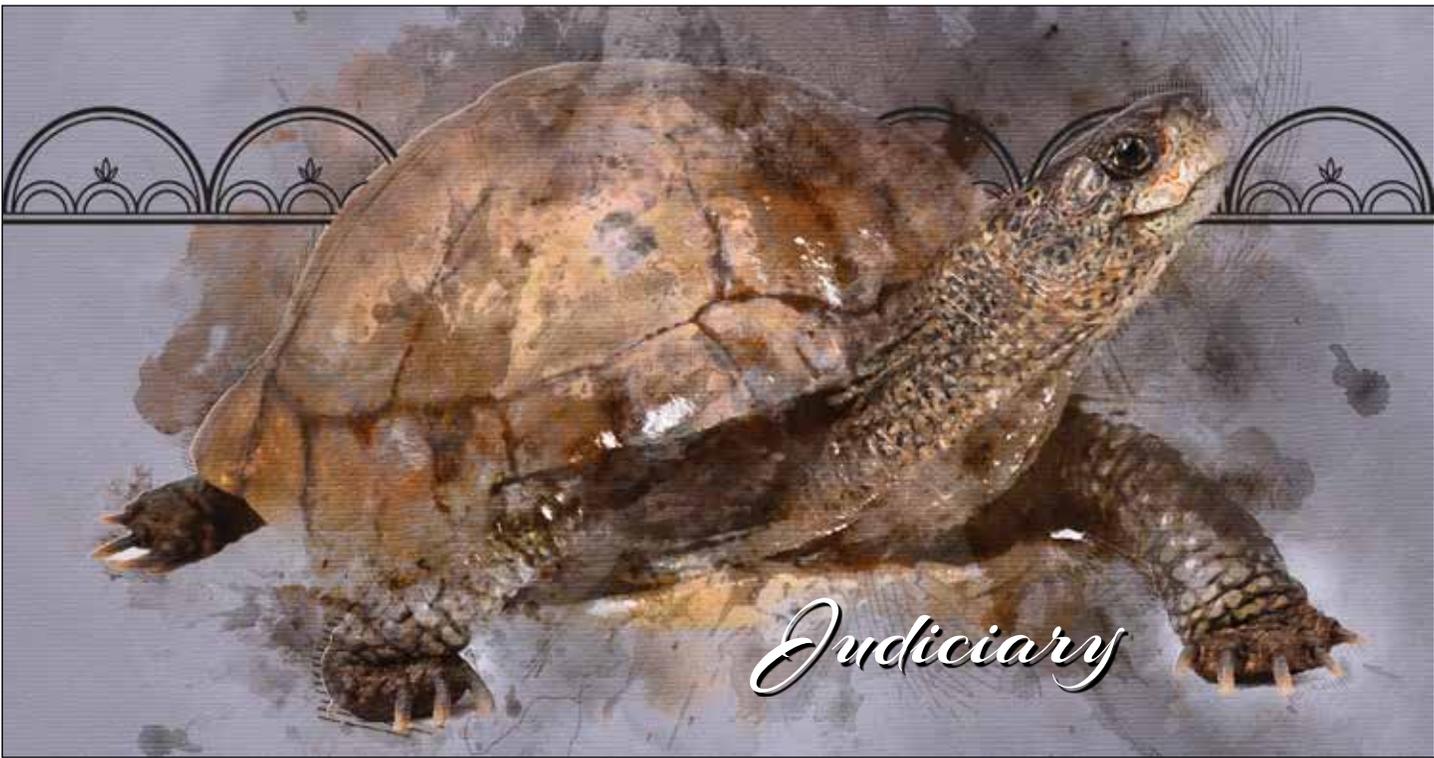
Broad Goal: government roles and responsibilities

CONTACT

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CHIEF FINANCIAL OFFICER

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ABOUT US

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

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

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

The Oneida Judiciary serves enrolled members of the Oneida Nation, employees of the Oneida Nation, internal departments, and any person or entity that is subject to the Nation's jurisdiction (e.g., contracted vendors and individuals issued citations, including those that are disabled, low-income, or veterans).

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

The Oneida Judiciary is embedded in the Oneida Constitution as a separate branch of government and is responsible directly to the General Tribal Council. Our broad goals as defined by the Oneida Business Committee fall into the Government Roles and Responsibilities category.

JUDGES

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



COURT OF APPEALS

During the past fiscal year, the Court of Appeals received 10 new case filings and granted 2 fee waivers. There were 44 rulings/decisions issued/deliberations held. See oneida-nsn.gov/government/judiciary/reporter/#Judiciary-Court-of-Appeals for Initial Reviews and Final Decisions.

BUDGET — \$1,644,321

Judiciary & Family Court Business Units Combined FY-2022

Funding Sources for FY-2022

Tribal Contribution	-
Grants	-
Other Sources	-

Budget for FY-2022: \$1,644,321
 Expenditures for FY-2022: \$1,510,139

STIPEND EXPENSE*:

*Part Time Judges \$31,624

CONTACT

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

DISCIPLINARY PANEL REPORT (REQUIRED)

There have been no complaints against any judge pursuant to the complaint process outlined in the Oneida Code of Laws – Chapter 801 in this reporting period. There has; however, been litigation against judges in an outside jurisdiction. For purposes of transparency, the following cases are disclosed. In Brown County Case No. 2021CV000978, Daniel D. Hawk sued Pro Tem Family Court Judge Mary Jo Hunter. An Order to Dismiss was entered on April 20, 2022 and Mr. Hawk was sanctioned in the amount of \$5,060.55. In Brown County Case No. 2022CV000362, Mr. Hawk filed a complaint against Family Court Judge Rodney W. Dequaine. An Order to Dismiss was signed on August 22, 2022 and Mr. Hawk was subsequently barred from filing future actions against Oneida Judiciary judges. In Brown County Case No. 2022CV000734, which was filed before Mr. Hawk was prohibited from suing Oneida Judiciary judges, Mr. Hawk filed a complaint against Family Court Judge Rodney W. Dequaine and several other individuals. This matter is still pending, and a hearing on a Motion to Dismiss has been scheduled by the state court.

FAMILY COURT UPDATE

During the past fiscal year, the Family Court held 505 hearings and granted 21 fee waivers in cases not involving the child support agency or child protective services. The court's caseload as it pertains to child welfare legal matters continues to increase, and revisions to the Oneida Nation's Children's Code now provide additional dispositional options, such as suspension of parental rights, that were not available to the Indian Child Welfare Department in the past.

TRIAL COURT UPDATE

During the past fiscal year, 115 new case filings were received, 139 hearings were held, and 85 fee waiver requests were granted. There were 62 new intakes received by the Peacemaking Division and 124 Peacemaking sessions were held, resulting in 36 agreements that either eliminated or reduced the need for litigation. In July 2022, the Oneida Business Committee adopted the Healing to Wellness Court law, which created a new division of the Trial Court aimed at bringing together community-healing resources with the Nation's justice system to collaboratively work with intragovernmental and intergovernmental partnerships to reduce and address community member's substance abuse needs and drug-related criminal activity affecting the Nation's community. This division of the Judiciary will promote life-long substance abuse recovery and the reintegration of its participants into the Oneida community. The expected implementation date of this new division of the court is January 2023.





ABOUT US

On November 14, 2016, the Oneida Nation General Tribal Council (GTC) approved a motion directing the Oneida Business Committee (OBC) to establish a legal resource office consisting of two (2) Advocates and one (1) Supervising Attorney to represent Tribal Members and employees in any type of litigation at the Oneida Judiciary arising out of the Oneida Nation Code of Laws and to advise and report to the Oneida General Tribal Council during duly called General Tribal Council Meetings.

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

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

The Advocates elected at the General Election on July 8, 2017, were Tsyoslake G. House, and Wesley T. Martin, Jr. The position of Supervising Attorney went unfilled due to the absence of candidates. Without the knowledge and mentorship of a Supervising Attorney the elected Advocates requested additional training and a delayed opening of the GTC Legal Resource Center Office to August 1, 2018. The Supervising Attorney position remained open through the next Election and was not filled until the election of Gerald L. Hill at the General Election in 2020. The Legal Assistant was then reinstated. She had been laid off when the OBC cut the work force due to the COVID-19 Pandemic. The temporary administrator returned to his previous position. By September 2020, the GTC Legal Resource Center was fully staffed as intended and directed by the GTC.

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

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

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

The GTC Legal Resource Center's purpose is to provide legal advice and/or representation to Tribal members and Oneida Nation employees based on matters subject to the jurisdiction of the Oneida Judiciary and arising out of the Oneida Nation Code of Laws. Our mission is to represent clients due process and substantive rights for individual Oneida members and employees. There are no costs for our services.

Types of litigation we may help clients with at Oneida Judiciary include: Trial Court: Civil Matters, Housing Violations, Small Claims, Garnishments, Disinterment Disputes, Declaratory Judgements, Employment Related Disputes, etc. Family Court: Divorce, Separation, Paternity, Child Support, Custody, Placement, etc. Appellate Court: appeals heard by the Court of Appeals. Additionally, we offer general guidance on other matters such as probate, traffic, consumer actions, to Nation members by telephone, if they are not seeking representation, as well as referrals to outside representation when appropriate.



INTAKE PROCESS

All requests for services are determined at weekly staff meetings by review of Intake applications, as set forth above, that identify the nature of the request. Intake requests may be made by mail, electronically, or directly to the GTC Legal Resource Center Office located at the Ridgeview Plaza, Suite #8, 3759 W, Mason St, Oneida, WI 54155. Applicants are informed of the status of their application after the Intake review.

All client files are maintained confidentially but we are providing a numerical listing of the matters we've addressed throughout the year. (See, Statistical Information)

BUDGET — \$648,341

Funding Sources for FY-2022

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

Budget for FY-2022: \$648,341

Expenditures for FY-2022: \$496,811

EMPLOYEES

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

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

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

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

GOVERNMENT ROLES AND RESPONSIBILITIES

The GTC Legal Resource Center reports semi-annually to the Oneida Business Committee Broad Goals. In the absence of our ability report directly to the GTC during the COVID-19 Pandemic the GTC Legal Resource Center communicates to the Oneida Nation's administration as necessary. Our commitment to this goal has promoted the implementation of providing our Intake Form and instructions to the Intake process with an updated Brochure and updated Website. This Brochure has been provided to various entities in the Oneida Nation as a resource for their areas and is available on request.

STATISTICAL INFORMATION

The Statistical Information provided below reflects requests for General Legal Advice and/or Representation regarding the following: Bankruptcy, Business Concerns, Child Support, CHIPS (Child in Protective Custody), Client Referrals, Custody & Placement, Divorce, Elder Issues, Employment Related Concerns, Enrollment, Family, Garnishments, Grandparent Rights, 3rd Party Custody, Guardianship, Evictions, Land, Incarceration, Peacemaking, P.O.A. (Power of Attorney), Probate/ Wills/Estates, Restraining Orders, Traffic (Accidents/Citations), Unemployment, Worker Compensation and Visitation.

FY22 Statistical Information

	Semi-Annual (1st & 2nd Qtr.)	Annual (3rd & 4th Qtr.)	Total
Intakes	83	87	170
Office Visits	148	195	343
TOTALS	231	282	513
<i>FY21 STATS</i>	183	203	386

CONTACT



GERALD L. HILL
SUPERVISING ATTORNEY

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





PURPOSE

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

DEPARTMENTS IN DIVISION/OFFICE/AREA

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

Funding Sources for FY-2022

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

Total Budgeted Gross Profit for FY-2022	\$228,833,085
Total Actual Gross Profit for FY-2022	\$241,193,516
Budgeted Net Profit for FY-2022	\$109,017,762
Total Actual Net Profit for FY-2022	\$132,986,701
Gross Profit Variance for FY-2022	\$12,360,431
Net Profit Variance for FY-2022	\$23,968,939

VARIANCE EXPLANATION

Gross Profit had a positive variance due to following a defined strategy and reinvestment into our customers. Net Profit had a positive variance due to positive revenues and savings in our payroll due to not being able to fill positions.

EMPLOYEES — 725

Enrolled Oneida	Non-Oneida
380	345

WHO WE SERVE

Gaming’s customer base consists of gamers who range in age from 18 years (Bingo) and older. The predominant age range of our slot players is 60-69 skewing 54% female to 46% male. For table games, 30-59 is the main age range with 76% male and 24% female. The primary age range for Bingo is 50-69 with 73% female to 27% male players. The majority of our customers live within a 50-mile radius of our gaming facilities.



ACCOMPLISHMENTS FOR FY-2022

ACCOMPLISHMENT 1

On Nov. 30, 2021, the Sportsbook was successfully launched in a temporary location. The permanent Sportsbook opened Feb. 11, 2022, at the main casino.

In January 2022, IGT provided onsite mobile app training. The Oneida Casino Sportsbook App went live on February 21, 2022. Patrons can place bets using the app at our casino locations and Retail One-Stops. Plans are currently in the development stage to rollout sports betting at our West Mason Casino.

ACCOMPLISHMENT 2

Gaming, along with Oneida Health Officials, established safeguards to assist in preventing the spread of COVID-19. Gaming is the main revenue source of the Nation.

Health and safety measures implemented keep us, our customers, and vendors as safe as possible. Continuously sanitizing commonly touched surfaces and hand sanitizing stations remain in place. Business hours were shortened for deeper sanitizing and cleaning. Remaining smoke-free is a healthier environment. Customers comment they are impressed with our sanitization.

ACCOMPLISHMENT 3

Our employees are our greatest resource and we strive to retain them. Implementation of ongoing InitiativeOne training continues with a third management team attending soon.

Oneida Casino embraces our Vision, Mission, and Values. We consistently analyze data to ensure we meet our customer's needs and revenue projections.



STRATEGIC GOALS FOR FY-2023

GOAL 1

Revenue Generation: Improve Human Resource Management through increased employee engagement and enhancing our employee experience.

Improving Organizational Changes

GOAL 2

Revenue Generation: Grow Gaming revenue by creating synergies within Gaming departments and other enterprises, plus introduce efficiencies that improve our customer experience.

Improving Organizational Changes

GOAL 3

REVENUE GENERATION: To present our proposal asking for approval from GTC for expansion and merger of Oneida Casino and the Radisson as a destination to maximize and improve our financial position.

Improving Organizational Changes

CONTACT



LOUISE CORNELIUS
GAMING GENERAL MANAGER

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





PURPOSE

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

BUDGET — \$10,300,474

Funding Sources for FY-2022

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

Budget for FY-2022: \$10,300,474
 Expenditures for FY-2022: \$9,195,931
 Variance for FY-2022: \$1,104,543

VARIANCE EXPLANATION

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

EMPLOYEES — 131

Enrolled Oneida	Non-Oneida
36	101

ACCOMPLISHMENTS FOR FY-2022

ACCOMPLISHMENT 1

Safety compliance checks at all gaming locations and select tribal entities.

Performing safety compliance checks at all gaming locations and designated tribal entities provides safety and protects the integrity, assets, employees, and patrons of the Oneida Nation.

ACCOMPLISHMENT 2

Implementation of the Security Incident Report in On-Base.

Transitioning forward with adjustments, will continue to identify processes within the department that can be streamlined using technology.

ACCOMPLISHMENT 3

Updated departments Standard Operating Procedures that had a positive impact on resources and standards.

Reviewing, updating department standard operating procedures to determine if changes can be made that are in alignment with current resources and standards.



STRATEGIC GOALS FOR FY-2023

GOAL 1

Identify processes within the department that can be streamlined using technology.

Improving Organizational Changes

GOAL 2

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

Inspiring Yukwatsístayλ

GOAL 3

Review safety standards, procedures and processes to determine if improvements can be made that would have a positive impact on safety and resources.

Improving Organizational Changes

CONTACT



KATSI DANFORTH
SECURITY DIRECTOR

PHONE: (920) 429-3396

EMAIL: kdanfor4@oneidanation.org



Oneida Retail Enterprise



PURPOSE:

Contribute to the prosperity of the Oneida Nation by providing quality products and services, exceptional customer service and meaningful employment opportunities to our community.

BUDGET — \$5,609,724

Funding Sources for FY-2022

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

Budget for FY-2022: \$5,609,719

Expenditures for FY-2022: \$3,156,012

Variance for FY-2022: \$2,453,707

VARIANCE EXPLANATION

Variance in net profit compared to budget has been operational expenses. Due to inflation, costs went up 8.312% or 807,488. Employee costs were also higher than last year by \$203,149.

EMPLOYEES — 99.50

Enrolled Oneida	Non-Oneida
94	5.5

WHO WE SERVE

Oneida Retail Enterprise customer base live, work, and shop within a five (5) mile radius of our locations. 80% of our

customer base are non-tribal members, who are brand loyal to Shell and/or Mobil customers who take advantage of Fuel Rewards (Shell) and/or Mobil Rewards discounts and earn rewards. Our competitive advantage is our ability to drive the market through our regulatory advantages, with a wide variety of tobacco products with EDLP pricing and convenient locations throughout the market.

ACCOMPLISHMENTS FOR FY-2022

ACCOMPLISHMENT 1

Renovation of Isbell

The Isbell Smoke shop was given a facelift to provide an opportunity to better serve our customer base and tap into the smoke shop market that has increased in the Green Bay market. The project centered around optimizing the space to increase revenue by expanding the most profitable sets in the tobacco, cigarette, and vape categories. The remodel included additional merchandising space for CBD, import cigars, package beverage along with a larger breakroom area for Retail employees.

The completion of the Isbell smoke shop impact to the community will be recognized as an increase in revenue and an opportunity to prepare for future expansion in product lines that are not available in our market at this time. Creating an opportunity for expansion in new product lines in the ever-changing retail market. The benefit to the employee will allow them a dedicated breakroom to allow them an opportunity to decompress from work and utilize the increased breakroom space.



ACCOMPLISHMENT 2

Addition of Digital Marketing

The addition of digital marketing at our Four Paths Shell and Oneida One Stop Westwind locations will provide another opportunity to communicate with our customer base and attract new customers with our deep discounts through our competitive advantage. Communication that will drive home our brand messaging and increase awareness of who Oneida Retail Enterprise is and how we serve them in our community.

The addition of digital marketing at two of our locations will be recognized as an increase in revenue, brand awareness, and an opportunity to communicate with the community to better serve their needs.

ACCOMPLISHMENT 3

Resurfacing Parking Lots

The parking lot resurface impacts the community and our customers because it is aesthetically pleasing. The stripping also provides a safe place and guidance where to park their vehicle. Resurfacing the parking lots extends the life of the parking lot.

ACCOMPLISHMENT 4

Social Responsibility Donations

One strategy for FY 2022 was to increase opportunities to develop partnerships in the community through social responsibility donations and sponsorships in the greater Oneida Community. The opportunities to partner with the Wolf River Watershed Alliance with the branding of the Oneida Water, the Spirit Pump at HWY 54 to support the youth at Oneida Nation School, the Giving Pump to support the youth at Southwest School and the Education Alliance for Exxon Mobil to support local schools. Orange Shirt Day. Veterans Day.

STRATEGIC GOALS FOR FY-2023

GOAL 1

- Improve community Relations in our community.
- Promoting Positive Community Relations

GOAL 2

- Increase product offering which results in increased net profits.
- Improving Organizational Changes

GOAL 3

- Increase revenue in our stores through digital marketing.
- Improving Organizational Changes

CONTACT



DEBRA POWLESS
RETAIL GENERAL MANAGER

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





General Manager

PURPOSE:

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

DEPARTMENTS IN DIVISION/OFFICE/AREA

- Grants Office
- Environmental Health, Safety, Land, and Agriculture
- Governmental Services Division
- Education and Training
- Comprehensive Housing Division
- Comprehensive Health Division
- Digital Technology Services
- Division of Public Works
- Tribal Action Plan
- Big Bear Media

BUDGET — \$508,229

Funding Sources for FY-2022

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

Budget for FY-2022: \$508,229
 Expenditures for FY-2022: \$253,910
 Variance for FY-2022: \$254,318

VARIANCE EXPLANATION

Vacant Operations Analyst position for portion of year and underutilized Outside Services budget.

EMPLOYEES — 833

Enrolled Oneida	Non-Oneida
401	432

WHO WE SERVE

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



ACCOMPLISHMENTS FOR FY-2022

ACCOMPLISHMENT 1

Developed and piloted a workplace culture assessment.

The assessment measures the alignment of departments to the core values of the Oneida Nation. The assessment was piloted in two areas providing feedback to area managers on targeted areas for improving workplace culture.

ACCOMPLISHMENT 2

Continued support and assistance with the Food and Agriculture area.

The Food and agriculture area strives to maintain a presence in the national spotlight. Current and continuing efforts include a new cannery, partnerships with UW-Green Bay, continued implementation of regenerative agriculture, and increasing food sovereignty and food security.

ACCOMPLISHMENT 3

Coordinated the implementation of the Oneida Nation Home Improvement Loan Program

Worked with multiple areas (Bay Bank, Comprehensive Housing Division, Governmental Services Division) to establish the community recommended Oneida Nation Home Improvement Program. The program provides accessible, low interest rate loans to assist Tribal membership in accomplishing home improvements and thereby improving their quality of life.

STRATEGIC GOALS FOR FY-2023

GOAL 1

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

Improving Organizational Changes

GOAL 2

Develop standards for data collection and utilization to shift towards a reliance on data as a key driver in all decision making and determinants of success.

Improving Organizational Changes

GOAL 3

Support management at all levels to deliver on workplace culture expectations while focusing on communication, accountability, and recognition. Utilize coaching as the initial method of corrective action.

Improving Organizational Changes

CONTACT



MARK W. POWLESS
GENERAL MANAGER

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EMAIL: mpowles1@oneidanation.org
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PURPOSE

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

DEPARTMENTS IN DIVISION/OFFICE/AREA

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

EMPLOYEES — 10 FTE, 2 PTE — 12

Enrolled Oneida	Non-Oneida
12	0

WHO WE SERVE

Big Bear Media is a combination of services to market the Oneida Nation and includes; Oneida Tourism, the Print Shop, Mail Center and the Kalihwisaks. We serve internal departments, and external customers on various levels from print, tours, event, media services, and mail services.



Printing (\$643,583) Funding Sources for FY-2022	
Tribal Contribution	6%
Grants	0%
Other Sources (Sales)	94%

Budget for FY-2022: \$643,583
 Expenditures for FY-2022: \$681,503
 Variance for FY-2022: \$37,974

Mail Center (\$1,421,245) Funding Sources for FY-2022	
Tribal Contribution	100%
Grants	0%
Other Sources	N/A

Budget for FY-2022: \$1,421,245
 Expenditures for FY-2022: \$1,004,529
 Variance for FY-2022: \$0

Tourism (\$454,727) Funding Sources for FY-2022	
Tribal Contribution	0%
Grants	0%
Other Sources - Room Tax	100%

Budget for FY-2022: \$454,727
 Expenditures for FY-2022: \$539,630
 Variance for FY-2022: \$28,752

Kalihwisaks (\$146,812) Funding Sources for FY-2022	
Tribal Contribution	98.8%
Grants	0%
Other Sources (Ads)	1.2%

Budget for FY-2022: \$146,812
 Expenditures for FY-2022: \$272,828
 Variance for FY-2022: \$126,016

VARIANCE EXPLANATION

Print Net loss \$29,153 (8/22) reduction of \$20K vs FY21.

Tourism \$28,752 positive value back to TC – Actual Room Tax \$563,696 up from \$212,000 in FY21.

Kalihwisaks expenses exceed budget due to GL correction needed for transferred employee still being charged to department prior to submitting reports.

ACCOMPLISHMENT 1

Operational sustainability: the Print & Mail Center has continued to maintain services that includes 5 GTC packets processed with in Q3/Q4a equating to 4.9M copies with the movement of roughly 125k lbs of paper. The Print operation increased the total average jobs per month from 55 to 102. Tourism functions continue to be supported by room tax dollars with this year’s expenses 100% covered and the return of \$28K back to the tribal contribution. Printing continues to be an internal printing operation with some external customers. The net loss for this internal service was \$30K, a reduction of \$20k from FY22.

The limited staff of Big Bear Media staff continues to pull together and assisting all areas when needed to maintain the level of workflow.

ACCOMPLISHMENT 2

Advancing Onnyoteza-ká Principles – Big Bear Media continues to use all areas to develop and create media of all forms about Oneida. During the summer of 2022, the biggest pow wow in our history was hosted, successful outdoor storytelling event, sponsorship of path lit by lightening (Jim Thorpe story) and an amazing 200-year anniversary recognition of the 1822 treaty with the Menominee and HoChunk nations. Oneida tourism brought back tours, which had a very successful year with a total of 26 tours ranging in size. The longhouse had additional pieces created or procured to enhance the visitor’s learning experience. Smoke dance presentations returned, and requests continue for the upcoming FY. Oneida Big Bear Media applied for and received an \$8K grant from the WI Humanities Council for the creation of a Three Sisters teaching module, which included games, a children’s book, and on-line resources. This project was accomplished in October 2022. The Kalihwisaks look has been well received as the staff continues to bring the “happenings” of Oneida to our tribal members. Like facebook: Oneida Tourism or Kalihwisaks to stay in the know. The Kali will be posted on-line and mailed at the end of the month. If you would like to receive a paper copy of the kali, email kalihwisaks@oneidanation.org with your address.

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



ACCOMPLISHMENT #3

Advance forward using technology – Due to limited staff, the OBC approved a digital storefront project for Oneida Printing. This will allow customers to order and approve projects in real-time. The Kali has all the past issues going back to 2002 on-line. More work will be facilitated in the upcoming year to post older issues and advancing technology for the readers enjoyment. Issues now include QR codes linked to videos, longer in-depth stories will have a link for readers to expand their knowledge and understanding about important topics. ExploreOneida.com had a facelift and continues to post more historical scanned documents under culture tab/history timeline.

The more we can push technology in our various areas the more we can help connect and sustain Oneida.

STRATEGIC GOALS FOR FY-2023

GOAL 1

Revenue Generation

Operational Sustainability. We will continue to strive to close the gap between revenue and tribal contribution for the print operation and Tourism. Developing a niche market for cultural materials and securing grant funding. Continue to promote Oneida and all our offerings, keeping our Native identity out in the public. This goal continues to be a guiding principle of operations.

GOAL 2

Expand Cultural offerings by Oneida: Accessibility and expansion of the Amelia Cornelius Culture Park for the 200 Year Anniversary. The \$2.6M TCS grant will continue to be facilitated to ensure the expansion of the park work continues and is completed in 2023/24. The continuation of posting important happenings about culture, history and events for the community.

Culture and Language

GOAL 3

Advance forward using technology – Digital store front and other equipment implementation will be finalized in November 2022. Cross train staff to increase technological capacity. Continue to work with Media/History/English students to provide experience opportunities that result in media pieces to strengthen Oneida culture and history.

CONTACT



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MARKETING & TOURISM DIRECTOR

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oneida-nsn.gov/resources/kalihwisaks/



ONEIDA LAKE Welcomes You Back pg 2

Oneida Nation obligates \$2.6M for Amelia Cornelius Culture Park



By Michelle Danforth Anderson
Marketing & Tourism Director

The Oneida Business Committee has taken bold steps to ensure the legacy of the Oneida Nation is strengthened for future generations. On March 23, 2022, the Oneida Business Committee obligated \$2.6 million dollars for the Amelia Cornelius Culture Park (ACCP) enhancements on the Oneida Reservation.

The 40-acre trust parcel is located west of the City of Green Bay and currently features the Veterans Memorial, a life-size long

house and five reconstructed log homes.

The improvements will create better accessibility for elders and persons with disabilities through safe asphalt walkways and ADA ramps to the log homes. Other project components include a visitor center, pavilion, bathrooms, tour group parking lot along with roadway improvements.

The site development of the ACCP started April 22, 1996 with a GTC resolution to develop a cultural center for programming. Multiple parties had worked on master

plans, schematic designs, and programming ideas over the years. The ACCP master plan was completed at the end of 2021 and with funding secured the next steps will include a site survey.

Being able to carry the torch forward for all the elders who came before us is so exciting to everyone involved. All of our success up to this point is really motivating and we aim to complete some of the construction before the 200-year commemoration in 2023.

CULTURAL

Caterpillar Story - May 16, 2022
Blood Moon
PG 6

TALK BACK

Important Projects and Initiatives Underway - Marie Summers,
PG 7

ELDER VIDEOS

We are made of Stories -
Elder Interviews Return
PG 8

POW-WOW is right around the corner! pg 2

2022-2023 Miss Oneida Crowned



Mark Fischer Among the Aspens Sculptor



Photo Courtesy Garth Webster
Left to right: Councilman Kirby Metzger, Chair Tahessa Hill, artist Mark Fischer, Jill Lipksi (Mark's sister), GORGP CEO Dennis Buehler, Diane (Mark's wife), and Green Bay Mayor Eric Garneau in front of Among the Aspens.

Article Credit: www.gorgp.org

On Tuesday, June 7, 2022 the Greater Green Bay Community Foundation, in partnership with COAawers, unveiled "Among the Aspens," Among the Aspens is a public art installation

commissioned by Oneida Nation artist and Yarrle Clan member, Mark Fischer, for the Foundation's new location at 400 S. Washington St. in downtown Green Bay, Wisconsin.

Fischer, a nationally renowned and award-winning sculptor, shares his mother's Native American culture, stories, and love of nature symbolically

Continued on PG 5
Mark Fischer

CULTURE

Ojy'kwaa'u-wii (The Indigenous Tobacco) The Use of Tobacco
PG 6

FINANCE

Bay Bank And FACC Team Up To Help Small Businesses
PG 8

AT THE PUMP

Oneida One Stops Award Grants to Schools
PG 11

GTC Meeting CANCELED

48th Annual Pow Wow Returns

By Garth Webster
Reporter-Senior Photographer

With a weekend of perfect weather, a total of 6 drums and 274 dancers shared song & dance at this year's July 4th Pow-Wow, dazzling the crowd. Past attendance levels averaged just under 7,000 and this year's attendance was a new record of 9,500. New features at this year's event were a lot, including bleacher seating, and a large LED screen increasing visibility of the dance arena. Fireworks and dance specials were graciously donated by Cliff and Tammy Webster. The Pow-Wow Council has a lot of improvements for handling the increased crowds. Next year, the council will be seeking your volunteer help to make a great event even better.



Saturday afternoon grand entry. Photo Courtesy Garth Webster

Continued on PG 10
48th Annual Pow Wow

Oneida children come home from Carlisle



Photo courtesy of the Carlisle Indian School Digital Resource Center
This photo from about 1900 shows pupils at the Carlisle Indian Industrial School in Pennsylvania.

By Oneida Government Administration Office

The July 4 holiday weekend signaled not only the return of the first in-person Oneida Nation Pow Wow since 2019, but the return of two in-care Oneida Nation children who attended Carlisle Indian Industrial School during the late 19th century. The Office of Army Cemeteries returned

Continued on PG 4
Carlisle Children Come Home

FEATURE

Happy 71st Birthday Charlie Hill
PG 2

JOHN ARCHICQUETTE

Happening in Oneida Nation 1898
PG 7

FARMER'S MARKET

Oneida Black Angus Give-A-Way
PG 9

BICENTENNIAL COMMITTEE continues work pg 2

"Don't let anyone tell your story.
Make sure you tell your own story."
-Nina Tuck



By Garth Webster
Reporter-Senior Photographer

The Oneida community gathered Tuesday, August 3, 2022 for a story-telling event in honor of Brian Dostavator at the Amelia Cornelius Culture Park. Although Brian was not able to attend, his energy and inspiration filled everyone's heart with joy with an evening of food, friends, song & dance, and yes, you guessed it, more smokes. It was a very warm and muggy evening. Nevertheless, as Brian would say, the event was "Sweetword awesome" and one that will surely help everyone add to their own story.



HISTORICAL

The Revered Life of Emerson Metzger
PG 4

YOUTH SPORTS

Congratulations to these talented individuals, Oneida Youth Excel
PG 6-9

EVENT

25th National Night Out Event A Great Success!
PG 14

Oneida Comprehensive Health Division



PURPOSE

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

DEPARTMENTS IN DIVISION/OFFICE/AREA

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

BUDGET — \$99,685,500

Funding Sources for FY-2022

Tribal Contribution	8.72%
Grants	1.87%
Indian Health Services	50.96%
Ext. Sales/3rd Party/Other	38.45%

Budget for FY-2022: \$99,685,500

Expenditures for FY-2022: \$70,557,891

Variance for FY-2022: \$29,127,609

VARIANCE EXPLANATION

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

EMPLOYEES — 340

Enrolled Oneida	Non-Oneida
133	207

WHO WE SERVE

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

ACCOMPLISHMENTS FOR FY-2022

ACCOMPLISHMENT 1

Summary: OCHD is accredited through Accreditation Association for Ambulatory Health Care (AAAHC) and Public Health Accreditation Board (PHAB). As of 10/20/22 we are officially AAAHC reaccredited through October 2025. Our next reaccreditation with PHAB is December 2023.

Accreditation impact to the membership/community is the assurance of the provision of quality care based upon national standards for health care. Accreditation can be linked to recruitment and retention of providers and potential for increased reimbursement rates.

ACCOMPLISHMENT 2

Summary: Progress continues to be made on the collaboration with the Human Resource Department (HRD).

A new, OCHD/HRD Generalist position was created and will be specifically dedicated to OCHD. Our continued collaboration will enhance our recruitment efforts to fill positions expeditiously. The impact to members/community will be improved access to health care across the Division.



ACCOMPLISHMENT 3

Summary: Progress continues to be made by the Executive Management Team on the updates to OCHD 3-Year Strategic Plan.

The OCHD Team will continue to utilize the OCHD Strategic Plan to prioritize their decision making. Continued work on the development of the OCHD Integrated Comprehensive Health Campus will improve access to care to our members/ community.

STRATEGIC GOALS FOR FY-2023

GOAL 1

Analyzing and Improving Health Technology by optimizing new and creative ways to provide healthcare services virtually and in alternative formats for the next 3-year cycle of the OCHD Strategic Plan.

Health and Safety

GOAL 2

Continuous quality improvement and improving access to care for the next 3-year cycle of the OCHD Strategic Plan.

Health and Safety / Revenue Generation

Update on Goal: All areas of Division to complete Strategic

GOAL 3

Engaging and developing a successful Workforce and to work collaboratively with HRD to enhance the Division recruitment, and retention for the next 3-year cycle of the OCHD Strategic Plan.

Health and Safety

CONTACT



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INTERIM MEDICAL DIRECTOR



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PURPOSE

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

DEPARTMENTS IN DIVISION/OFFICE/AREA

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

BUDGET — \$12,074,258

Funding Sources for FY-2022

Tribal Contribution	2%
Grants	76%
Other Sources (Rental & Sales)	22%

Budget for FY-2022: \$12,074,258
 Expenditures for FY-2022: \$8,840,966
 Variance for FY-2022: \$3,233,292

VARIANCE EXPLANATION

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

EMPLOYEES — 50

Enrolled Oneida	Non-Oneida
44	6

WHO WE SERVE

Comprehensive Housing Division serves Oneida Tribal members seeking Housing and those living in Housing Units owned by the Nation. They also provide individual homeowners services by processing their land leases and processing mortgages.



ACCOMPLISHMENTS FOR FY-2022

ACCOMPLISHMENT 1

Elder Village Phase IV: The design phase is complete, and foundations are poured. Currently under construction for 6 additional one- and two-bedroom cottages. Estimated completion date: Jan. 31, 2023.

Uskah Village – Contractor was selected to construct 3 townhomes on Metoxen Lane. Scheduled completion date is 2024.

HBO Lots:

- 29 Lots have been advertised this Fiscal Year: 9 leased; 2 permitted
- Bread Creek Village: 14 available lots
- Green Valley: No lots currently available. The remaining lots were slated for a competitive grant that CHD is applying for to build 10 income-based rent to owns.

This goal has impacted the community by providing additional affordable housing units and land to build homes on.

ACCOMPLISHMENT 2

The Division Director position was filled in April of 2022.

The management team worked together to re-organize the division. This included the hiring of an Area Manager, which is currently in process for the Rehab/Maintenance/ Residential Sales Area. This initiative will provide the area a more concentrated and needed focus. It will also improve current efforts in pinpointing and addressing deficiencies, increasing production output, improving workflow processes and improved project management.

Identified a need for a Training/Apprenticeship Program as aging work crews looking to retire and a dying interest in the trades is apparent. This is in the early development stages.

These accomplishments will assist the entire housing team with providing the community with better overall Housing options.

ACCOMPLISHMENT 3

Due to the pandemic, CHD like every other entity had to focus on new methods for communicating and operating virtually with the community. This led to a paradigm shift for how business was conducted virtually. Buildings were eventually opened and new ways for how to conduct in person business had to be adjusted to provide safe environments for tenants, employees, contractors etc.

The technology change that stemmed from the pandemic forced most divisions to adjust in how they approach their interactions with customers. This change has helped to push CHD into starting to make the necessary changes for more efficient communication with their tenants.

STRATEGIC GOALS FOR FY-2023

GOAL 1

Increase and enhance housing opportunities in FY 23 by reducing vacant unit turnaround times, improving and upgrading existing rental unit conditions, fulfilling planned residential development projects and providing Home Building Opportunities.

Improving Organizational Changes

GOAL 2

Increase communication with employees, customers and the community by focusing on improved relationships that promote trust, teamwork and growth.

Promoting Positive Community Relations

GOAL 3

Promoting strong & safe neighborhoods by integrating cultural awareness, providing supportive resources and administering policies and procedures that encourage healthy family values.

Encouraging Tsiṛniyukwalihóṭṭ

CONTACT



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PURPOSE

DTS (DIGITAL TECHNOLOGY SERVICES) Mission: DTS provides innovative service solutions and leadership that drives growth and success. DTS Vision: We will relentlessly drive value to our BU customers through unprecedented innovation. DTS structures priorities to Drive Technology Innovation: Service Management, Digital Transformation, become a Model Digital Department, Cloud Operations, and Data Operations.

DEPARTMENTS IN DIVISION/OFFICE/AREA

- Digital Infrastructure
- Digital Services
- Digital Solutions

BUDGET — \$8,231,797

Funding Sources for FY-2022

Tribal Contribution	70%
Grants	30%
Other Sources	19%

Budget for FY-2022: \$8,231,797
 Expenditures for FY-2022: \$5,655,532
 Variance for FY-2022: \$2,576,265

VARIANCE EXPLANATION

Difficulty in hiring resulted in 20 vacant positions. DTS Budget is supported by HIS funding and Gaming Contra Accounts.

EMPLOYEES — 56

Enrolled Oneida	Non-Oneida
24	31

WHO WE SERVE

DTS Mission is to serve our Nations’ Enterprises and Tribal Members with better Tribal services that provide unprecedented value through technology enablement and innovation.

ACCOMPLISHMENTS FOR FY-2022

ACCOMPLISHMENT 1

CLLOUD MIGRATION

Conducted Cloud Vision Workshop, Cloud Migration Assessments, Security Assessments and progressed to 25% of the overall Cloud Migration initiative.

The benefit of migrating the Nation’s digital infrastructure and applications to the Cloud enables long term security sustainability of our Digital Assets.

ACCOMPLISHMENT 2

DATA GOVERNANCE

Researched and developed a quantified understanding of the Nations’ Data footprint and effective policies to architect the Governance Model to be forthcoming on the Cloud.

Understanding how to extract value from our Nation’s data towards improving our future directions in Tribal Services, Land acquisition, and Improving the Tribal Nation environment are now more achievable through Data integration.



ACCOMPLISHMENT 3

DIGITAL TRANSFORMATION

Develop Digital Transformation framework through document management directives for the DTS department to create a model architecture.

Digitizing more of our Nation's documents and processes improves efficiency, reduces costs and accelerates time to value for our services to Tribal Members.

STRATEGIC GOALS FOR FY-2023

GOAL 1

Cloud Strategy Fully Executed - Cloud Operations in Production to allow our processes to be automated and rapid provisioning of Digital applications and services for our Tribal members.

Advancing Oniyoteʔa-ká Principles

GOAL 2

Data Governance Operational – Developed data models and repositories to allow for greater access to use our data for quantitative decision making for Tribal operations.

Promoting Positive Community Relations

GOAL 3

Digital Transformation completed – Operation in a fully digitized environment to eliminate paper and reduce environmental impact through Digital Technology implementation and processes.

Encouraging Tsiṅiyukwalihó-tł

CONTACT



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CHIEF INFORMATION OFFICER

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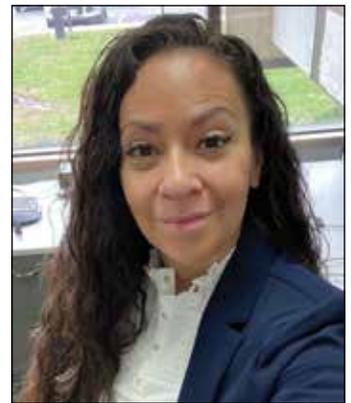
JOSEPHINE SKENANDORE,
MANAGER OF DIGITAL
SERVICES



JASON DOXTATOR,
MANAGER OF DIGITAL
INFRASTRUCTURE



ERIC BRISTOL,
MANAGER OF DIGITAL
SOLUTIONS



MAUREEN PERKINS,
EXECUTIVE ASSISTANT TO THE
CIO



Education & Training Division



PURPOSE:

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

DEPARTMENTS IN DIVISION/OFFICE/AREA

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

BUDGET — \$15,923,660

Funding Sources for FY-2022

Tribal Contribution	78.4%
Grants	20.2%
Other Sources (Sales & Services)	1.4%

Budget for FY-2022: \$15,923,660
 Expenditures for FY-2022: \$16,626,761
 Variance for FY-2022: \$703,101

VARIANCE EXPLANATION

Several Education and Training programs had positive variances in FY 2022 due to vacant positions. Vacancies resulted in the inability to operate at full capacity. The negative variance for the entire area was the result of the Student Relief Fund (SRF) Program which was run thru the Education Fund. This program was funded thru Tribal Contribution Savings and was not included in the FY 2022 budget, therefore showing a negative variance.

EMPLOYEES — 64

Enrolled Oneida	Non-Oneida
40	24

WHO WE SERVE

Education & Training Area provides services for infants, children, youth, and adults across seven programs. Most of the education related services are for Oneida Tribal members; however, based on the type of funding used in the program, such as federal grant dollars, services are provided for individuals from other tribes and communities.



ACCOMPLISHMENTS FOR FY-2022

ACCOMPLISHMENT 1

Build Core Capacity to Promote Customer Focus-understand customer education barriers and develop responsive programming

Early childhood educational programs delivered services to 250 children from birth to 5 years old. Services include childcare, early education, parent education, evaluations and screenings. Kindergarten to 12th grade services include assistance with education, advocacy, and mentoring. Young adult and adult educational services include vocational rehabilitation and higher education scholarships.

ACCOMPLISHMENT 2

Build Internal Core-Capability of for the area by creating Build Internal Core-Capability of for the area by creating a team of qualified, engaged leaders. Promote employee training and development opportunities that align with mission and goals. Development of succession plans for key leadership positions.

Leadership development is important because it impacts the quality of services provided to the community. Succession planning for the area began in March 2022. Parts of this plan include the creation of a leadership model that describes the types of skills, knowledge and abilities for key positions, employee engagement surveys, and training and development plans. Training and development activities are scheduled to begin in November 2022.

STRATEGIC GOALS FOR FY-2023

GOAL 1

Build Core Capacity to Promote Customer Focus which helps services providers understand customer education needs and develop responsive programming. Goal is to begin collection of feedback from families, students, and clients regarding services.

Broad Goal: Education

GOAL 2

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

Broad Goal: Education

CONTACT



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AREA MANAGER, EDUCATION & TRAINING

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Environmental, Health, Safety, Land & Agriculture Division

PURPOSE

To provide professional services to reclaim and distribute the land, restore, and protect the environment, and advance food sovereignty for the Oneida Nation and the Community.

DEPARTMENTS IN DIVISION/OFFICE/AREA

- Conservation
- Eco-Services
- Environmental Quality
- Land Management
- Oneida Community Integrated Food Systems (OCIFS)
- Oneida Nation Cannery
- Oneida Nation Farm
- Oneida Nation Orchard
- Tsyunhéhkwa

BUDGET — \$11,772,000

Funding Sources for FY-2022

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

Budget for FY-2022: \$11,772,000

Expenditures for FY-2022: \$11,763,437

Variance for FY-2022: \$8,563

VARIANCE EXPLANATION

We had a positive Variance due to vacant positions within the Division throughout the year.

EMPLOYEES — 47

Enrolled Oneida	Non-Oneida
30	17

WHO WE SERVE

We provide services to the Oneida Nation, the Oneida Nation Community, and the surrounding community.



ACCOMPLISHMENTS FOR FY-2022

ACCOMPLISHMENT 1

Total Suspended Solids (TSS) and Total Phosphorus (TP) levels were near or lower than the recommended water quality standard in Duck Creek and Trout Creek for the months of May, June, and July 2022. Recording these low TSS and TP amounts demonstrates water quality on the reservation is improving.

High amounts of TSS and TP make the water not suitable to support wildlife or recreation. The water in the watersheds on the reservation eventually run into Bay of Green Bay. High amounts of TSS and TP can also cause algae blooms among many other environmental and water quality issues.

ACCOMPLISHMENT 2

Acquired 248.576 acres.

During FY 2020 and 2021, funds weren't available to purchase land due to the pandemic. In FY 2022, funding was allocated to the Land acquisition budget according to the GTC approved 2033 plan.

ACCOMPLISHMENT 3

The Farm and Orchard have completed a second season of participating in the 638 demonstration and supplied products for both the Oneida and Menominee FDIPIRs.

The USDA ground beef, bison, beef roasts, and apples have been replaced with our own Oneida products that have gone directly into our own communities. Our continual goal with this project is to demonstrate to the USDA that we can work with other tribes to provide better access to locally grown, more nutritious food.



Federally Endangered Rusty Patched Bumblebee on Bergamot in Trout Creek Wetland.

STRATEGIC GOALS FOR FY-2023

GOAL 1

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

Broad Goal – Food and Agriculture

Encouraging Tsìṇiyukwalihótł

GOAL 2

Update the Integrated Resource Management Plan (Live, Sustain, Grow Plan) identifying goals and objectives and including the Rights of Nature Proclamation.

Broad Goal – Government Roles and Responsibilities

Exercising Sovereignty

GOAL 3

Acquire and manage Oneida Nation land for the benefit of the community and to strengthen the Oneida Nation's sovereignty.

Broad Goal – Government Roles and Responsibilities

Exercising Sovereignty

CONTACT



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EH&SLA DIVISION DIRECTOR

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Staff participates in Chainsaw Training



Touring the Reservations water quality improvement projects.



Governmental Services Division



PURPOSE

Governmental Services Division assists community members to become healthy and self-sufficient while providing excellent customer service. Vision: An engaged and empowered healthy community built on Tsiṅniyukwalihó-ta instilled with respect, education, and self-awareness. Mission: To provide holistic services to ensure the needs of individuals and families are being met while encouraging involvement and self-sufficiency through our Core Values to support the overall wellbeing of our community.

DEPARTMENTS IN DIVISION/OFFICE/AREA

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

BUDGET — \$24,283,371

Funding Sources for FY-2022

Tribal Contribution	45%
Grants	55
Other Sources (Sales & Services)	0%

Budget for FY-2022: \$24,283,371
 Expenditures for FY-2022: \$20,013,737
 (includes \$4,467,975 GWA that was not budgeted)
 Variance for FY-2022: \$4,269,634

VARIANCE EXPLANATION

There is a positive variance in both TC and Grant business units. The positive variance is due to receiving extra funding, tribal waivers for grants with match, and vacant positions that were difficult to hire. However, most areas that had a positive variance due to vacancies now are fully staffed.

EMPLOYEES — 162

Enrolled Oneida	Non-Oneida
124	38

WHO WE SERVE

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



ACCOMPLISHMENTS FOR FY-2022

ACCOMPLISHMENT 1

A Cultural Awareness Team was developed and met throughout the year to revise cultural education that will be implemented in 2023. This education will be made available to all employees under the General Manager on a quarterly basis. The team has completed 12 e-Learning presentations.

The community can expect a compassionate, understanding, and culturally competent workforce providing services.

ACCOMPLISHMENT 2

Governmental Services Leadership Team has revised the Customer Services standard operating procedure, provided training to all employees, and has developed a standard for assessing customer service throughout the Division.

The community can expect excellent customer service that is equal across departments.

ACCOMPLISHMENT 3

All Governmental Services Departments have implemented, collected and analyzed their Performance Standards over the last year. There were three departments that conducted Quality Improvement Studies to make changes for improvement.

The community can expect program accountability and quality improvement.

STRATEGIC GOALS FOR FY-2023

GOAL 1

Culture and Language: Enhance cultural competence by implementing a cultural awareness standard and providing education for employees.

Inspiring Yukwatsístayλ

GOAL 2

Government Roles and Responsibilities: Collect baseline overall customer satisfaction data for Governmental Services Division.

Promoting Positive Community Relations

GOAL 3

Government Roles and Responsibilities: Develop a marketing plan and implement marketing strategies to ensure community awareness of Governmental Services Division programs.

Promoting Positive Community Relations

CONTACT



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Tribal Action Plan



PURPOSE

Educating Oneida Nation community on substance abuse and living with substance use disorders. TAP provides positive awareness events, based on culturally based activities and gatherings. By providing harm reduction training, and education which can save a life. TAP also works closely with Tribal Coordinating Committee (TCC) and several other departments within the Oneida Nation structure which is essential for prevention of substance use and the traumas it may cause to families.

DEPARTMENTS IN DIVISION/OFFICE/AREA

- Tribal Action Plan (TAP)

BUDGET — \$464,280 Grants: Community Opioid Intervention Pilot Project (COIPP) 3 year grant (\$154,760 a year)

Funding Sources for FY-2022

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

3- Year COIPP Grant Budget : \$464,280
 3- Year COIPP Grant Expenditures: \$207,422.76
 3- Year COIPP Grant: \$256,857.24
 Budget for FY-2022: \$154,760
 Expenditures for FY-2022: \$102,097
 Variance for FY-2022: \$52,663

VARIANCE EXPLANATION

THE positive variance of \$256,857.24 includes a set aside amount for Medically Assisted Treatment (MAT) contract with local facility to assist with co-payments of MAT services, of enrolled members, or descendant(s) within Brown and Outagamie - contract currently pending and remaining budget amount for FY-23.

The remaining variance for FY-22 of \$52,663 is due to the grant FY-22 period ending March 2023.



25TH Annual National Night Out Neighborhood Picnic



EMPLOYEES — 2 – 1 VACANT POSITION

Enrolled Oneida	Non-Oneida
2	0

WHO WE SERVE

The goal is to reach the whole community that is within the reservation boundaries within Brown and Outagamie County. Approximately 4,600 enrolled Oneida Nation members.

ACCOMPLISHMENTS FOR FY-2022

ACCOMPLISHMENT 1

Created and implemented a communication plan to stay on task with events, activities, and communication to promote a drug free community. Included presentation at Oneida Retail Stores, Farmers Market events, youth activities and much more.

TAP held over 50 Opioid Awareness and Substance use events to educate the community and reached approximately 900 community members in this process.

ACCOMPLISHMENT 2

Collaborating with departments within the organization and other surrounding communities to promote effective and efficient resources and information for the community, regarding substance abuse awareness

TAP worked with over 70 different areas to collaborate there for events (38 different Departments within the Oneida Nation & personnel; 10 Oneida Tribal members; 9 Other Tribes; and 11 surrounding communities' programs/groups.

ACCOMPLISHMENT 3

Train and distribute Narcan "Naloxone" to the community members to prevent overdoses and "SAVE A LIFE."

TAP distributed over 360 doses of Narcan "Naloxone" community events.



Wisconsin Indigenous Riders - MMIW Ride 2022

STRATEGIC GOALS FOR FY-2023

GOAL 1

Update the Tribal Action Plan Objectives to align with Health and Safety Broad Goal of the Oneida Nation.

GOAL 2

Implement a strategic plan for the subcommittee to create actionable results to align with Education, Health, and Safety Broad Goal of the Oneida Nation.

GOAL 3

Continuing harm reduction awareness and events for community to align with Health and Safety Broad Goal of the Oneida Nation.

CONTACT



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97.06% say "Yes", Oneida Community has a substance abuse problem according to the Farmers Market survey. 204 people surveyed.



MMIW Walk 2022



Community Clean-Up
Oct 2022



Internal Services Division/ Grants Office



PURPOSE

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

DEPARTMENTS IN DIVISION/OFFICE/AREA

- Grants Office

BUDGET — \$324,885

Funding Sources for FY-2022

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

Budget for FY-2022: \$324,885
 Expenditures for FY-2022: \$303,968
 Variance for FY-2022: \$20,917

VARIANCE EXPLANATION

We had a vacant position in our budget when the pandemic hit, and it allowed for the salary adjustments and increases. We no longer have that vacant position.

EMPLOYEES — 3

Enrolled Oneida	Non-Oneida
2	1

WHO WE SERVE

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



(L-R) Donald Miller, Grant Specialist; Cheryl Stevens, Manager; Marsha Danforth, Grant Specialist



ACCOMPLISHMENTS FOR FY-2022

ACCOMPLISHMENT 1

Our goal was to enhance tribal services with external grant funding of \$5 million dollars per year. We have surpassed this goal 3 times over and with only 3 staff.

Grants bring in additional services, jobs, and opportunities otherwise not available

ACCOMPLISHMENT 2

We were able to train new staff as needed as we went thru the grant process. Due to staff workloads, we were unable to provide in-house training.

Since the community is not within the grant process, the only see the final benefit of a funded grant, which is always good.

ACCOMPLISHMENT 3

The Board has been able to start meeting in person or virtually and has started planning a youth event. Fundraising has begun again for the 2023 Indigenous games.

Our youth will be able to participate in youth listening sessions and a youth opportunity fair that is currently in the development stages from the Board members.



Native American Agriculture Foundation Youth grant

STRATEGIC GOALS FOR FY-2023

GOAL 1

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

Encouraging Tsìniyukwalihó-tà

GOAL 2

Goal 2 is to increase program staff's knowledge and ability by providing grants training to programs/departments as needed in an effort to bring in more grant dollars to the Nation.

Advancing Oniyoteʔa-ká Principles

GOAL 3

Provide support to the Oneida Youth Leadership Institute (OYLI), a 7871 charitable organization of the Oneida Nation that provides tax-exempt fundraising opportunities for youth groups within our community.

Promoting Positive Community Relations

CONTACT

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MANAGER

PHONE: (920) 496-7331

EMAIL: cstevens@oneidanation.org

WEBSITE: oneida-nsn.gov





PURPOSE

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

DEPARTMENTS IN DIVISION/OFFICE/AREA

- DPW Administration Department
- Automotive Department
- Community Wells, Septic, and Plumbing
- Custodial Department
- Facilities Department
- Indian Preference Department
- Utilities Department
- Community Development Department
- Engineering Department
- Graphic Information Systems Department
- Planning Department
- Tribal Transportation Department
- Zoning Department

BUDGET — \$12,528,733

Funding Sources for FY-2022

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

Budget for FY-2022: \$12,528,733
 Expenditures for FY-2022: \$11,225,475
 Variance for FY-2022: \$1,303,258

VARIANCE EXPLANATION

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

EMPLOYEES — 142

Enrolled Oneida	Non-Oneida
117	25

WHO WE SERVE

The DIVISION OF PUBLIC WORKS serves all people who work, use, or visit the Oneida Nation facilities, grounds, and parks. We maintain tribal roads for safe travel and ensure compliance with Zoning ordinances to provide quality construction. DPW serves community members by providing clean, safe drinking water; refuse disposal; and sewer services.



ACCOMPLISHMENTS FOR FY-2022

ACCOMPLISHMENT 1

Public Works has begun the process of workforce planning, identifying needed skills and staffing levels for continued success.

Services are delivered on a priority basis of Health and Safety first when only limited resources are available. Vacant critical positions are being filled through interim reassignments whenever possible. This allows for employee development and retention of our current staff by offering career opportunities that match their goals.

ACCOMPLISHMENT 2

DPW and DTS have begun the process to review the technology needs of the division. This process will identify what is and is not meeting the needs of DPW and DPW customers.

We are using technology to streamline our processes and thereby provide faster, higher quality services back to the community. Technology changes tend to be incremental and happen over a period of time. Recently, we added GPS to several vehicles to identify faster more efficient routes.

ACCOMPLISHMENT 3

Maintain and increase the overall value of the Oneida Nation assets and infrastructure.

Projects included in the FY22 budget for water and wastewater infrastructure upgrades, HVAC equipment replacements at buildings, lighting upgrades, generator installations and replacements, and parking lot replacements. The FY22 CIP projects that are activated include the Museum relocation, Transit Garage, Food Innovation Center, and an additional 16 HUD housing units.

STRATEGIC GOALS FOR FY-2023

GOAL 1

Expand the use of technology to enhance our existing Develop operational workforce plans within each department and area of Public Works. The plans will address critical issues including staffing requirements, employee retention and development, and succession planning.

Improving Organizational Changes

GOAL 2

Create efficiencies, optimize the use of limited resources, enhance capabilities, and improve Customer Service by evaluating current processes. The focus is on utilizing technology, increasing collaboration, and creating new streamlined process flows to achieve this goal.

Promoting Positive Community Relations

GOAL 3

Maintain and increase the overall value of the Oneida Nation assets and infrastructure.

Encouraging Tsiṛniyukwalihó:ta

CONTACT



SHANNON STONE
PUBLIC WORKS DIVISION DIRECTOR

PHONE: (920) 548-4240
EMAIL: ssone@oneidanation.org
WEBSITE: oneida-nsn.gov/resources/dpw/



Emergency Management Department



PURPOSE

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

BUDGET — \$201,096

Funding Sources for FY-2022

Tribal Contribution	87%
Grants	13%
Other Sources (Sales & Services)	N/A

Budget for FY-2022: \$201,096
 Expenditures for FY-2022: \$140,546
 Variance for FY-2022: \$60,550

VARIANCE EXPLANATION

Due to COVID restrictions Emergency Management Staff did not attend in-person trainings or meetings for most of FY2022. 1 vacant position in department.

EMPLOYEES — 1

Enrolled Oneida	Non-Oneida
1	0

WHO WE SERVE

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

EMERGENCY COLOR CODES ONEIDA NATION BUILDING 2022

EMERGENCY ACTION PLANS (EAP)

Code Red	Fire
Code Blue	Medical
Code Gray	Severe Weather
Code Black	Bomb Threat
Code Amber	Missing Child
Code White	Missing Senior
Code Orange	Hazardous Material Spill/ Release
Code Silver	Person With Weapon
Code Violet	Violent/Disruptive Individual
Code Yellow	Utility Failure/Gas Leak
Code Brown	Disaster/Shelter in Place
Code Green	ALL CLEAR

HARD LOCK DOWN
 Hard Lock Down. There is an ongoing emergency situation in close proximity to the building that requires the building to be locked for safety reasons. **NO ONE IS ALLOWED TO ENTER OR EXIT THE BUILDING DURING THIS LOCK DOWN.** An **ALL CLEAR** announcement will be made once received by Law Enforcement.

SOFT LOCK DOWN
 Soft Lock Down. There is an ongoing situation that requires the building to be locked for safety reasons. Individuals may enter and exit the building during this lock down. Entrance to the building will require a staff member inside the building to allow access. An **ALL CLEAR** will be announced when the situation is resolved.

Published - 9/2022



ACCOMPLISHMENTS FOR FY-2022

ACCOMPLISHMENT 1

Conduct Threat Assessments and Provide Active Threat Training.

Mandatory virtual Active Threat training is required on an annual basis for all Oneida Nation Employees. Emergency Management implemented Emergency color codes for all the Nations buildings.

ACCOMPLISHMENT 2

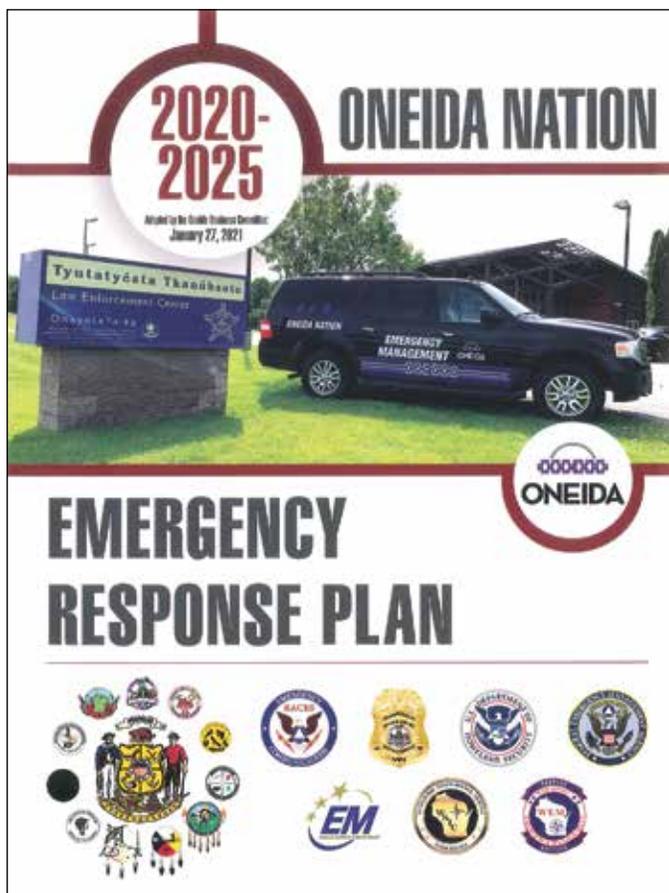
Provide Table-Top Exercises and Emergency Operation Activation Training

Just-In-Time Training was provided to several areas of the Nation for Emergency Operations Center Activation. Damage Assessment Training and two Table-Top Exercises were held during FY2022.

ACCOMPLISHMENT 3

Ensure employees receive training and education on Emergency Response initiatives

Emergency Management worked with several departments to update their Emergency Action Plans. Several Departments have conducted drills and simulations for emergency response responsibilities and capabilities.



STRATEGIC GOALS FOR FY-2023

GOAL 1

Provide RAVE Alert and Collaborate Training for Management – Table-Top Exercise using the RAVE Platform for Alerting and information sharing.

Encouraging Tsìniyukwalihó-tà

GOAL 2

Emergency Management Operations Team: Develop the Emergency Management Operations Team (EMOT) for the Nation and meet on a monthly basis. Develop plans and initiatives identified by EMOT.

Advancing Oniyoteʔa-ká Principles

GOAL 3

Provide Table-Top Exercises and Training for Oneida Community and Oneida Nation Employees. Ensure that Emergency Action Plans are up-to-date, and drills are scheduled to exercise plans.

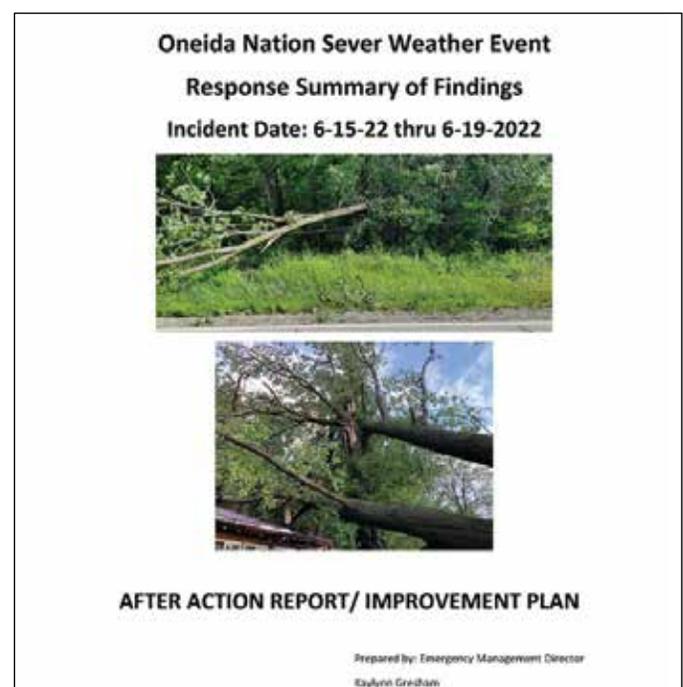
Promoting Positive Community Relations

CONTACT



KAYLYNN GRESHAM
DIRECTOR EMERGENCY MANAGEMENT

PHONE: (920) 869-6650
EMAIL: kgresham@oneidanation.org
WEBSITE: oneida-nsn.gov/divisions/emergency-management/



Human Resources Department



PURPOSE:

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

DEPARTMENTS IN DIVISION/OFFICE/AREA

- HRD Administration (4)
- Employment and Recruitment (6)
- Training and Development (5)
- Employee Assistance Program (2)
- Post Graduate/Student Intern/Youth Workers Employment Programs (31)
- HR Information Systems – (3)
- Compensation and Benefits (5)
- EEO and Backgrounds (5)

BUDGET — \$3,175,092

Funding Sources for FY-2022

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

Budget for FY-2022: \$3,175,092
 Expenditures for FY-2022: \$2,863,008
 Variance for FY-2022: \$312,083

VARIANCE EXPLANATION

One vacant position in the process of being filled. Lack of personnel to do some of the required training leaving our training supplies line unused.

EMPLOYEES — 30

Enrolled Oneida	Non-Oneida
29	1

WHO WE SERVE

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

ACCOMPLISHMENTS FOR FY-2022

ACCOMPLISHMENT 1

Effectively implemented an organizational wide compensation program to better align with current employment labor market demands. Improved the Nation's competitive position to recruit and retain critical employees.

Improving Organizational Changes

ACCOMPLISHMENT 2

Successfully implemented Phase I of the new Global HR system into the organization and continue to pursue efficiencies in leveraging the system capabilities.

Improving Organizational Changes

ACCOMPLISHMENT 3

Continue to align HR programs with business units to strengthen strategic partnerships in support of the needs of the Nation.

Improving Organizational Changes



STRATEGIC GOALS FOR FY-2023

GOAL 1

Drive HR excellence and continued innovation that leads to efficiencies and moves the Nation forward while leveraging HR technology through the continued implementation of the Global HR system's future modules

Improving Organizational Changes

GOAL 2

Develop and implement creative recruitment and retention strategies that include expanded marketing and communication to attract and retain qualified individuals to the Nation.

Improving Organizational Changes

GOAL 3

Expand employee and management training and development programs and integrate effective succession management planning for the Nation to ensure continuity of services.

Improving Organizational Changes

CONTACT



TODD VANDEN HEUVEL
EXECUTIVE HR DIRECTOR

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

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Scan to see job openings!



**ELECTED BOARDS, COMMITTEES
AND COMMISSIONS**

Oneida Election Board



PURPOSE

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

BCC MEMBERS

- Chair** Pamela Nohr
- Vice-Chair** Tonya Webster
- Secretary** Jermaine Delgado
- Member** Christina Liggins
- Member** Tina Skenandore
- Member** Melinda K. Danforth
- Member** Raymond Skenandore
- Member** Kalene White
- Member** Vacant

BUDGET — \$81,200

Funding Sources for FY-2022

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

Budget for FY-2022: \$81,200
 Expenditures for FY-2022: \$19,233
 Variance for FY-2022: \$61,967

VARIANCE EXPLANATION

There were no General Tribal Council (GTC) meetings in 2022 due to the public health emergency. Therefore, there were no meeting stipends or Ad-Hoc payments needed to be made. The 2022 Special Election expenses were kept to a minimal as it was only a Special Election.

STIPENDS — \$100/MTG

	Total Dollar Amount Paid	Number of Meeting		
		Regular	Special/ Emergency	Hearings/ Other
Oct 2021	\$800	1	0	0
Nov 2021	\$1400	2	0	0
Dec 2021	\$700	1	0	0
Jan 2022	\$1700	2	0	0
Feb 2022	\$0	1	0	0
Mar 2022	\$1200	1	0	0
Apr 2022	\$1400	2	0	0
May 2022	\$600	1	0	0
June 2022	\$1200	2	0	0
July 2022	\$3450	2	0	2
Aug 2022	\$600	1	0	0
Sep 2022	\$600	1	0	0



ACCOMPLISHMENTS FOR FY-2022

ACCOMPLISHMENT 1

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

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

ACCOMPLISHMENT 2

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

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

STRATEGIC GOALS FOR FY-2023

GOAL 1

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

Advancing On̄yoteʔa-ká Principles

GOAL 2

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

Advancing On̄yoteʔa-ká Principles

GOAL

Review and research technology options regarding elections and ensure that the Election Board is providing the best voting opportunities to the Nation and remain in compliance with Oneida Law, Policy and/or Resolution

Advancing On̄yoteʔa-ká Principles

MEETINGS

HELD Every 2nd & 4th Monday of the Month.

TIME 5:00 p.m.

MEETINGS Open

LOCATION Microsoft Teams/Virtual Meeting

CONTACT

PAMELA NOHR
CHAIR

EMAIL: Election_Board@oneidanation.org

WEBSITE: oneida-nsn.gov/government/boards-committees-and-commissions/elected/#Oneida-Election-Board





Oneida Nation Gaming Commission

PURPOSE

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

ONEIDA GAMING COMMISSIONERS

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

BUDGET — \$1,248,324

Funding Sources for FY-2022

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

Budget for FY-2022: \$1,248,324
 Expenditures for FY-2022: \$953,504
 Variance for FY-2022: \$294,820

VARIANCE EXPLANATION

Under budget due to staffing levels that have been missing since COVID furloughs in 2020.

EMPLOYEES — 50

Enrolled Oneida	Non-Oneida
48	2

STIPENDS — \$150 MTG

	Total Dollar Amount Paid	Number of Meeting		
		Regular	Special/ Emergency	Hearings/ Other
Oct 2021	\$0	2	0	0
Nov 2021	\$0	2	0	0
Dec 2021	\$0	2	0	0
Jan 2022	\$0	2	0	0
Feb 2022	\$0	2	0	0
Mar 2022	\$0	2	0	0
Apr 2022	\$0	2	0	0
May 2022	\$0	2	0	0
June 2022	\$0	2	0	0
July 2022	\$0	2	0	July 21, 22
Aug 2022	\$0	2	0	0
Sep 2022	\$0	2	0	Sep 7, 22

Stipends are only paid to Pro Tems.



ACCOMPLISHMENTS FOR FY-2022

ACCOMPLISHMENT 1

The final 2 chapters for the OGMICS project will be finalized in quarter 1 of FY23. The OGC-Compliance department will move forward to develop the OGC enforcement policy and SharePoint site that will become a place to find all regulations and policies applied by the OGC.

Clear And Comprehensive Regulations Ensures Fairness And Consistency.

ACCOMPLISHMENT 2

Two promising staff members have been added in anticipation of succession to the Back grounds & Investigations Manager position leaving enough time to properly train a qualified candidate. Including front line duties, I expect this to take a minimum of 2 years.

Prevents Criminal Elements from entering the Oneida Nations Gaming Operations.

ACCOMPLISHMENT 3

Revised and formulated Surveillance department standard operating procedures regarding internal audit findings.

Achieved and promoted clear communication within the OGC, Internal Audit and gaming operation.

STRATEGIC GOALS FOR FY-2023

GOAL 1

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

Improving Organizational Changes

GOAL 2

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

Improving Organizational Changes

GOAL 3

Simplify the visual tracking component of the Genetec system to help better visualize the work environment. The staff will have the ability to navigate efficiently and see coverage of gaming & non-gaming areas more quickly.

MEETINGS

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

CONTACT

MARK A. POWLESS SR.
CHAIRMAN

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





PURPOSE

The Oneida Land Claims Commission (OLCC) purpose is to supervise all activities involving the New York Land Claims, including post settlement; and to develop strategies, provide direction and recommendations, for litigation, negotiation and/or settlement to the Oneida Business Committee (OBC) and the Oneida General Tribal Council (GTC). The OLCC will inform and educate the membership on issues pertaining to the Oneida Nation land claims, and seek participation from the membership, and carrying out the following duties (according to GTC directives):

- Report membership concerns and suggestions to the OBC.
- Hold public meetings and conduct outreach to provide an opportunity for the membership to participate in
- Recommendations for all Oneida Nation land claims and settlement efforts.
- Study other Indian land claim settlements and disseminate that information to the membership and the OBC.
- Manage the OLCC budget
- Assist the OBC with any land claims arising out of natural resource issues/disputes as requested by the OBC.
- Carry out all other duties delegated by the GTC

BCC MEMBERS

- Chair** Chris Cornelius
- Vice Chair** Sheila Shawanokasic
- Secretary** Kerry Kennedy
- Commissioner** Michael S. King
- Commissioner** Vacant

BUDGET — \$43,360

Funding Sources for FY-2022

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

Budget for FY-2022: \$43,360
 Expenditures for FY-2022: \$8,428
 Variance for FY-2022: \$34,932

VARIANCE EXPLANATION

The Oneida Land Claims Commission (OLCC) was temporarily closed due to Covid Health restrictions and the Commission had several vacancies due to the closure and passing of two Board members. The Commission was unable to start meeting officially until January 2022. Part of the 1st and 2nd quarters was spent revisiting and reviewing the OLCC by-laws, duties, and responsibilities.



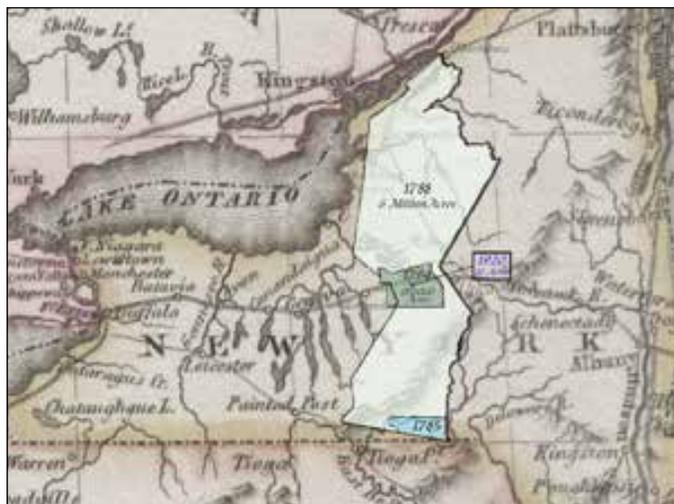
	Total Dollar Amount Paid	Number of Meeting		
		Regular	Special/ Emergency	Hearings/ Other
Oct 2021	\$0	0	0	0
Nov 2021	\$0	0	0	0
Dec 2021	\$0	0	0	0
Jan 2022	\$800	2	0	0
Feb 2022	\$700	2	0	0
Mar 2022	\$700	2	0	0
Apr 2022	\$900	2	0	0
May 2022	\$900	2	0	1
June 2022	\$900	2	0	2
July 2022	\$900	2	1	1
Aug 2022	\$900	2	0	2
Sep 2022	\$900	2	1	5

ACCOMPLISHMENTS FOR FY-2022

ACCOMPLISHMENT 1

Educate the Membership and the General Tribal Council on all Land Claims pertaining to land claims here in Wisconsin and New York State: The Commission conducted research throughout the year on other Native Land Claims, plus held several outreach events at the Oneida Farmer market and provided education on Land Claims at all Community outreach events. The Commission started a Facebook page to share research information along with other educational materials.

Community members who participated in meetings or attended events were thankful for the educational materials that was provided by the Commission at no cost. This included literature and books pertaining to the Oneida Land Claims.



ACCOMPLISHMENT 2

Gather input from the Oneida membership regarding Oneida land claims: The Commission conducted several outreach events at the Oneida Farmers Markets and one Community Outreach event at the Oneida VFW. Community members met with Commissioners one on one, plus provided verbal and written input. The information was gathered and compiled into a comprehensive report to be submitted to the Business Committee for a joint meeting.

The Community was appreciative to be included in the process to help determine the best outcome for the Nation as a whole for today and the next seven generations.

ACCOMPLISHMENT 3

Compile and forward all community recommendations, and research on Oneida Land Claims to the OBC and GTC: The Commission has the community members recommendations and input compiled. We are working on a comprehensive report for the membership, the GTC and the OBC.

Community input is critical for the land claims resolve. The GTC directed the OLCC to ensure that membership is involved in the land claims process.



EXPLOREONEIDA.COM



STRATEGIC GOALS FOR FY-2023

GOAL 1

Gather input from the Oneida membership regarding Oneida land claims: The goals for the Oneida Land Claims Commission (OLCC) are the directives from the GTC; to “ensure community involvement and input during negotiations” (for a settlement). The OLCC will continue to conduct community outreach events to gather community input and recommendations on how to proceed with the Oneida Land Claims.

Promoting Positive Community Relations

GOAL 2

Educate the Membership and the General Tribal Council on all Land Claims pertaining to land claims here in Wisconsin and New York State. All goals are directed by GTC directives.

Promoting Positive Community Relations

GOAL 3

Compile and forward all community recommendations, and research on Oneida Land Claims to the OBC and GTC. All goals are directed by the GTC directives.

Promoting Positive Community Relations

MEETINGS

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

CONTACT

BONNIE PIGMAN, RECORDING CLERK
GOVERNMENT ADMINISTRATIVE OFFICE

PHONE: (920) 869-4372 / (920) 869-4430
EMAIL: LandClaims_Comm@oneidanation.org
WEBSITE: oneida-nsn.gov/government/boards-committees-and-commissions/elected/#Oneida-Land-Claims-Commission





Oneida Land Commission



PURPOSE

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

BCC MEMBERS

- Chair** Becky Webster
- Vice Chair** Sid White
- Secretary** Sherrole Benton
- Member** Julie Barton
- Member** Jennifer Hill
- Member** Donald McLester
- Member** Fred Muscavitch

BUDGET — \$16,800

Funding Sources for FY-2022

Tribal Contribution	100%
Grants	0%
Other Sources	0%

Budget for FY-2022: \$16,800
 Expenditures for FY-2022: \$16,100
 Variance for FY-2022: \$700

STIPENDS — \$100/MTG

	Total Dollar Amount Paid	Number of Meeting		
		Regular	Special/ Emergency	Hearings/ Other
Oct 2021	\$1,300	2	0	2
Nov 2021	\$1,200	2	0	0
Dec 2021	\$1,350	2	0	2
Jan 2022	\$1,200	2	0	0
Feb 2022	\$1,350	2	0	1
Mar 2022	\$1,200	2	0	0
Apr 2022	\$1,100	2	0	0
May 2022	\$1,550	2	0	1
June 2022	\$1,600	2	0	1
July 2022	\$1,200	2	0	0
Aug 2022	\$1,300	2	0	0
Sep 2022	\$1,750	2	0	2

Regular Stipend Amount: \$100 per meeting, \$100 per Joint meeting and \$50 per Probate Hearing



ACCOMPLISHMENTS FOR FY-2022

ACCOMPLISHMENT 1

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

Reporting to general membership primarily through online and/or the Kalihwisaks. No general update to the membership since the last General Tribal Council (GTC) meeting. Potential updates via Nation website and/or online version of the Kalihwisaks.

ACCOMPLISHMENT 2

Increase Oneida Nation land ownership from 42.5% or 27,647.60 acres to 43.7% or 28,141.79 acres

We have acquired 248,576 acres this fiscal year. This brings out total to 27,890.46 acres which is 42.6% of the reservation. We have a total of 63 successful HIP transactions close from May 2016 to September 30, 2022. We have all but two (2) of our commercial rentals leased out.

The assessor has been notified in each municipality of all the demolitions that occurred. Ten (10) have been completed, two (2) are in process and one (1) was reconsidered.

All lessees responsible for taxes now receive the tax bill directly from the country and the lessee will need to provide a receipt no later than January 31st of each year. Those responsible for the improvement taxes have also been notified according to their lease.

OLC approved the agricultural leases and a template to comply with the Hearth Act. Land Commission has not met on any of the Task List items this fiscal year.

We are having our commercial buildings evaluated at this time to plan for repairs with the ARPA funds and the Property Enhancement funds. We have two (2) remaining to be evaluated.

North American Wetlands Conservation Act (NACWA) will be awarding us \$700,000 for the property on Riverdale and Hillcrest that we stopped the 200+ homes from being built and \$300,000 for the property at N7800 block Cooper Road.

We will also be receiving \$140,000 for a future acquisition. This is a total of \$1,140,000.00 that will be reimbursed back to the Nation.

ACCOMPLISHMENT 3

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

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

STRATEGIC GOALS FOR FY-2023

GOAL 1

The Oneida Nation land acquisitions are important not only for individual tribal member, but for the sovereign power and jurisdiction of the nation. The Land Commission will continue to follow the 2033 Plan approved by GTC and work to reacquire land within the Oneida Reservation.

Exercising Sovereignty

GOAL 2

Expanding the land, the tribe owns is important for building communities and a sense of place & well-being for tribal members.

Advancing Onʼyotez̄aká Principles

REGULAR MEETINGS

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

PROBATE MEETINGS

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

CONTACT

BROOKE DOXTATOR
BOARDS, COMMITTEES, AND COMMISSIONS SUPERVISOR

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



Oneida Nation Commission on Aging



PURPOSE

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

There was minimal travel, no training, and no special events

STIPENDS — \$100/MTG

	Total Dollar Amount Paid	Number of Meeting		
		Regular	Special/ Emergency	Hearings/ Other
Oct 2021	\$0	0	0	0
Nov 2021	\$1300	2	0	0
Dec 2021	\$1300	2	0	2
Jan 2022	\$1700	2	0	0
Feb 2022	\$1700	2	0	0
Mar 2022	\$1700	2	0	0
Apr 2022	\$1500	2	0	0
May 2022	\$900	2	0	0
June 2022	\$2500	2	0	0
July 2022	\$1500	2	0	0
Aug 2022	\$1600	2	0	0
Sep 2022	\$800	2	0	0

BCC MEMBERS

- Chair** Carole Liggins
- Vice Chair** Michael Denny
- Secretary** Barbara Cornelius
- Member** Dellora Cornelius
- Member** Mary Doxtator
- Member** Janice McLester
- Member** Winnifred Thomas
- Member** Donald White
- Member** Vacant

BUDGET — \$72,150

Funding Sources for FY-2022

Tribal Contribution	100%
Grants	0%
Other Sources	0%

Budget for FY-2022: \$72,150

Expenditures for FY-2022: \$17,004

Variance for FY-2022: \$55,146

VARIANCE EXPLANATION



ACCOMPLISHMENTS FOR FY-2022

ACCOMPLISHMENT 1

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

Our expectation is to determine what the expectations are in conjunction to what the determined outcomes and goals are. All ONCOA Members have the same understanding as to what ONOCA is as an advisory board and how they can best advocate for the Nation's elder community.

ACCOMPLISHMENT 2

Create a Strategic Plan for the Oneida Nation Commission on Aging

ONCOA had several meetings with Amy Spears regarding strategic planning. We were able to develop a strategic plan that will help us to establish and evaluate our goals and objectives to better serve our Oneida Elders and community.

STRATEGIC GOALS FOR FY-2023

GOAL 1

Establish collaborative working relationships with Aging and Disability, the AJRCCC Board and the Elder Community to determine the needs of the Nation's Elderly and to work with the Oneida Business Committee to create and implement solutions

Promoting Positive Community Relations

GOAL 2

Work with the Aging and Disability Manager and assist in helping reach the goals of the Tribal Aging Plan and implementing a quarterly update at regular ONCOA Meetings.

Advancing Oniyoteʔa-ká Principles

GOAL 3

Enhance and Promote wellness and nutrition for the Nation's Elderly Community, and planning an Elder Expo.

Advancing Oniyoteʔa-ká Principles

MEETINGS

HELD 2nd & 4th Tuesday of the Month
TIME 1:00 p.m.
MEETINGS Open
LOCATION Community Education Center
2632 S. Packerland Dr. Green Bay, WI 54313

CONTACT

CAROLE LIGGINS
CHAIRPERSON

EMAIL: oca-clig@oneidanation.org
WEBSITE: oneida-nsn.gov/government/boards-committees-and-commissions/elected/#Oneida-Nation-Commission-on-Aging





PURPOSE

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

BCC MEMBERS

- Chair** Jennifer Hill-Kelley
- Vice Chair** Jermaine Delgado
- Secretary** Geraldine Danforth
- Member** Barbara "Bobbi" Webster
- Member** Norbert Hill Jr.
- Member** Sandra Skenadore
- Member** Dylan Benton
- Member** Kirsten Van Dyke
- Member** Jennifer Webster
- Liaison*

BUDGET — \$955, 580

Funding Sources for FY-2022

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

Budget for FY-2022: \$955, 580
 Expenditures for FY-2022: \$843, 625.94
 Variance for FY-2022: \$111,954.06

VARIANCE EXPLANATION

A new budgeted position was filled later than expected in the fiscal year and some staff did not work 40-hour work weeks as expected during the year. Additionally, the travel budget was not fully utilized as expected, only one (1) conference was attended. We also experienced a positive variance with our office supply expenses.

EMPLOYEES — 8

Enrolled Oneida	Non-Oneida
8	0



	Total Dollar Amount Paid	Number of Meeting		
		Regular	Special/ Emergency	Hearings/Other
Oct 2021	\$1600	1	0	0
Nov 2021	\$0	1	0	0
Dec 2021	\$1200	1	0	1-Joint Meeting
Jan 2022	\$1300	1	0	0
Feb 2022	\$700	1	0	0
Mar 2022	\$800	1	0	1-Joint Meeting
Apr 2022	\$1000	1	0	0
May 2022	\$0	1	0	0
June 2022	\$1300	1	0	1-Joint Meeting
July 2022	\$600	1	0	0
Aug 2022	\$1400	1	0	0
Sep 2022	\$0	1	0	1-Joint Meeting

ACCOMPLISHMENTS FOR FY-2022

ACCOMPLISHMENT 1

Sustain Oneida. Providing data acquired by demographer to initiate, engage and assist the membership in making an informed decision, if any, on the future membership.

The Project Analyst provided transparency of the past, present and future projections of tribal membership based on present day enrollment requirements. Additionally, the meeting platform provided a forum for community feedback to be heard. This issue, if any is determined, will indefinitely impact both the membership and community.

The online community meeting format provided hundreds of Oneidas an opportunity to engage and have their voice heard. This feedback may lead to further outreach attempts by this Department and others within the organization.

Through Joint meetings with the Business Committee, the Sustain goal – community education, and preparation for a solution-based conversation – seems poised for an efficient transition into FY23.

ACCOMPLISHMENT 2

Transitioning to new GWA programs – OLIPP and member payments.

OLIPP started in 2009 from EPIC Insurance company where they issued tax-free death benefits. Utilizing the Nation’s GWE law, we were able to replicate the program design and purpose to an internal distribution of a death benefit for decedent enrolled members, still tax-free, while saving the Nation the expense of the insurance company. The new program will streamline the process of the death benefit payment to the decedent members designated beneficiary. This will positively impact the membership in assisting with payment of expenses associated with their passing.

Our Department also brought five GWA payments into our Department for the first year including the Membership Assistance Fund, the Elder Assistance Fund, the Savings at the Pump Program and the Food Program. The claim process has been brought online (which a huge acknowledgement to our DTS team) utilizing the information already within the Membership database. This produced more efficient claims, reviews and processing.

ACCOMPLISHMENT 3

Proving services to members outside the Reservation. This includes updating the Members Only portal and provided the membership the opportunity to update their tribal ID at the SEOTS building during the Special Elections in July 2022.

Providing tribal ID services at SEOTS positively impacted the membership. Offering accessibility to this service in an alternative location assisted (21) twenty-one tribal members in updating their tribal ID to the current ID standard. Coupling the option during the special elections also ensured adequate staffing was available to assist.



STRATEGIC GOALS FOR FY-2023

GOAL 1

Community outreach and education for the membership to complete and submit an OLIPP Death Beneficiary Form if they do not have one on file. Thus, ensuring the death benefit is disbursed to the members designated beneficiary(ies) intended to assist in payment of funeral, burial or applicable expenses.

Encouraging Tsìniyukwalihó-tà

GOAL 2

EEGWT (Elder Per Capita, Higher Education & General Welfare Trust) Sustainability. Requesting to commit more funds through the budgeting process to sustain EEGWT for per capita and OLIPP benefits for future elder generations.

Exercising Sovereignty

GOAL 3

Improvement of accessibility of department forms and services provided to membership. The members respond positively to having additional platforms to update their information on file in the enrollment database.

Promoting Positive Community Relations

MEETINGS

HELD 1st Monday of the Month
TIME 5:00 p.m. Regular Monthly Mtg
MEETINGS Open
LOCATION Microsoft Teams/Virtual Meeting

CONTACT

KEITH DOXTATOR
TRUST ENROLLMENT DIRECTOR

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





Trust Enrollment Department



PURPOSE

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

BUDGET — \$955, 580

Funding Sources for FY-2022

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

Budget for FY-2022: \$955, 580

Expenditures for FY-2022: \$843, 625.94

Variance for FY-2022: \$111,954.06

VARIANCE EXPLANATION

A new budgeted position was filled later than expected in the fiscal year and some staff did not work 40-hour work weeks as expected during the year. Additionally, the travel budget was not fully utilized as expected, only one (1) conference was attended. We also experienced a positive variance with our office supply expenses.

EMPLOYEES — 8

Enrolled Oneida	Non-Oneida
8	0

WHO WE SERVE

Our primary customer base is the Oneida Nation membership and OTEC. The membership comes to our office to enroll their children to the Oneida Nation, update their personal information, claim General Welfare Assistance payments and / or Minor Trust Funds, and claim their Oneida Life Insurance Plan Plus (OLIPP). OTEC relies on the department to carry out their directives and administrative duties. Our secondary customer base is the Oneida entities. Thirteen (13) Oneida entities have established Memorandum of Agreements (MOA) with the Trust Enrollment Department to verify enrollment for qualification into certain programs or services.

CONTACT

KEITH DOXTATOR
TRUST ENROLLMENT DIRECTOR

PHONE: (920) 869-6200
EMAIL: TrustEnrollments@oneidanation.org
WEBSITE: oneida-nsn.gov
Semi-Annual GTC Endowment Report

REPORT CREATED BY TERRY CORNELIUS, FINANCIAL ANALYST



ACHESON ENDOWMENT FUND

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

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

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

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

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

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

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

Principal/Distributions/Income: The endowment's inception date (January 12, 2018) through September 30, 2022.

Investment manager fees were paid to Boston trust totaling \$2,064 in FY20, \$1,988 in FY21, and \$8,919 in FY22. All remaining distributions were custody fees paid to Northern Trust.

	Acheson Bequest	Contributions	Distributions	Income	Ending Balance
FY18	\$ 1,145,157		\$ (3,383)	\$ 12,476	\$ 1,156,702
FY19		\$ 200,000	\$ (4,622)	\$ 25,908	\$ 1,378,912
FY20		\$ 250,000	\$ (9,089)	\$ 108,394	\$ 1,727,841
FY21			\$ (8,278)	\$ 502,250	\$ 2,221,813
FY22		\$ 100,000	\$ (15,338)	\$ (401,054)	\$ 1,905,421

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



ONEIDA NATION SCHOOL SYSTEM ENDOWMENT

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

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

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

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

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

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

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

Principal/Distributions/Income: The endowment's inception date (April 29th, 2019) through September 30, 2022. BC Resolution 5-22-19-C transferred \$269,346 to the Tribal account. All other distributions are custodian expenses paid to Northern Trust.

School System Endowment

	Ramah Navajo Chapter Class Action	Contributions	Distributions	Income	Ending Balance
FY19	\$ 1,901,360		\$ (271,011)	\$ 78,850	\$ 1,709,199
FY20			\$ (3,875)	\$ 115,835	\$ 1,821,159
FY21			\$ (3,900)	\$ 97,296	\$ 1,914,555
FY22			\$ (6,419)	\$ (396,280)	\$ 1,511,856

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







Oneida Nation School Board

PURPOSE

The Board was established to coordinate existing and future education programs of the Oneida Nation; per directive of the Oneida General Tribal Council, to be an autonomous administrator of the Oneida Nation School System ("System") under a Memorandum of Agreement with the Oneida Business Committee; and to administer the Oneida Nation School System Endowment in accordance with the Nation's Endowments law as authorized under resolution BC-02-27-19-B.

BCC MEMBERS

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

BUDGET — \$ 54,652

Funding Sources for FY-2022

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

Budget for FY-2022: \$54,652
 Expenditures for FY-2022: \$15,225
 Variance for FY-2022: \$39,427

VARIANCE EXPLANATION

No attorney fees were used.

EMPLOYEES — 0.5

Enrolled Oneida	Non-Oneida
0.5	0

STIPENDS — \$100/MTG

	Total Dollar Amount Paid	Number of Meeting			
		Regular	Special/ Emergency	Hearings/ Other	Training
Oct 2021	\$1350	2	0	2	0
Nov 2021	\$1250	2	0	2	0
Dec 2021	\$575	1	0	1	0
Jan 2022	\$1425	2	0	1	1
Feb 2022	\$1600	2	0	2	3
Mar 2022	\$1500	2	1	0	0
Apr 2022	\$1400	2	1	4	0
May 2022	\$1250	2	0	2	0
June 2022	\$1375	2	0	3	1
July 2022	\$1275	2	0	4	0
Aug 2022	\$1425	2	0	3	0
Sep 2022	\$1750	1	0	2	3

Regular stipend amount is \$100 per meeting; \$50 per training (four hours); \$25 per screening; \$25 per interview.



ACCOMPLISHMENTS FOR FY-2022

ACCOMPLISHMENT 1

ONSS has been able to be in person for the 22-23 school year and has a virtual plan in place if needed.

In person learning at the end of the 2022 school year was and continues to be critical for student wellness. Connections with teachers and other students support positive relationships. Students have been severely affected by the pandemic and we are using in person time to reacclimate them to social behaviors.

ACCOMPLISHMENT 2

The Oneida language immersion program funding was incorporated into the tribal budget as it was not sustainable to continual expansion with grant funding.

Ensuring stable program funding allows for parents to enroll additional students each year and learn the language with their young students.

ACCOMPLISHMENT 3

In FY23, we began restructuring the school administration area. The Elementary School Principal title and duties were changed from K-5 to K-8, the 8-12 Principal was restructured to the 9-12 Principal, the Assistant Principal was changed to a Student Success Coordinator. The K-5 Principal had retired, and a new Elementary School Principal was hired.

These administrative changes allow for more continuity across staff within buildings allowing for better communication and to ensure there is always a principal in each building. Students and staff have a principal on-site to go to for any concerns; this helps with consistency in procedures for staff and students.

STRATEGIC GOALS FOR FY-2023

GOAL 1

Develop Oneida Language department programming within the school system. This goal includes professional development for Language and culture teachers, more collaboration, and an integration of Oneida language into the school curriculum.

Advancing Onyote?aká Principles

GOAL 2

Ensure the Oneida Language Immersion Program has the Implement the ONSS research based strategic plan, and action plans led by staff. These include the three categories: academic excellence, health and wellness, and systems management.

Improving Organizational Changes

GOAL 3

Move forward and collaborate with Oneida Divisions on the necessary procedures to build a new high school for the Nation. A new building provides a necessary safe space, expands the student learning opportunities and will be competitive with surrounding school systems. We would like Oneida Nation High School to be the school of choice for our native students. This project is supported by the Oneida Business Committee, and with the support of the GTC we will increase college and career readiness for our native students.

Exercising Sovereignty

MEETINGS

HELD 1st Monday and a second meeting as deemed appropriate.
TIME 5:00 p.m.
MEETINGS Open
LOCATION Virtual via Microsoft Teams due to the COVID pandemic

CONTACT

JOLENE HENSBERGER
ADMINISTRATIVE ASSISTANT

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WEBSITE: oneida-nsn.gov/government/boards-committees-and-commissions/elected/#Oneida-Nation-School-Board





Oneida Nation School System

PURPOSE

The purpose of the Oneida Nation School System is to educate students, birth through 12th grade in common core standards, with integration of Oneida Language and Culture daily. As a Public Law 100-297 BIE Tribally controlled school system, we are a school of choice for families wanting their children to have Oneida Language/Culture integrated into their daily learning. The school is accredited through the NCA AdvancED Commission, through 6/30/23. The BIE has continuous monitoring through an online Native Star system for data and program progress, through out each school year. The current ONSS strategic plan has teams working with Academic Excellence, Health and Wellness and Systems Management. Along with the basic, BIE funded K – 12th grade school System, grants have provided funding for an Early Childhood FACE program, an alternative Yethiya? tanúnha high school program, and an Oneida Language Immersion program. The Oneida Language program, continues to work with ONSS with outreach to community and public schools in our area, instructing classes in Oneida Language. The elementary program worked with AISES to establish a STEM program for the school system. The school opened for the 22 – 23 school year in person, August 22nd, 2022. The change to back to in person with safety protocols is working well to continue with any students or staff testing COVID positive able to return in five days, masked for the full ten, which increases our attendance rates. The school system still has teacher, co-teacher and substitute teacher shortage. We are working with HRD to fill vacancies.

BUDGET — \$13,835,222

Funding Sources for FY-2022	
Tribal Contribution	27
Grants	72.98%
Interest Income	.01%
Sales	.01%

Budget for FY-2022: \$13,835,222
 Expenditures for FY-2022: \$10,882,130.15
 Variance for FY-2022: \$2,953,091.85

VARIANCE EXPLANATION

There are additional grant funds that reduced need for tribal contribution. There continue to be vacancies that went unfilled.

EMPLOYEES — 107

Enrolled Oneida	Non-Oneida
65	42



WHO WE SERVE

We serve children, who are at least ¼ Native blood from a federally recognized Tribe or Nation, birth through 12th grades. The enrollment rates remain consistent with 16 students in the 3-5 program, 22 families in the for the Birth to three years old program, 430 in the K – 12th grade program. The high school program does follow the State of Wisconsin graduation requirements and does graduate additional students through the CORE, Yethiya? tanúnha Alternative Program. Our teachers are certified to teach in the area they are assigned to. The Pandemic funds did allow the school to engage with a social-emotional Brain Power Wellness program that continues in the system, FACE – 12th grades. As written in the schools' mission, ONSS will be a learning system of choice for our children by embracing the guiding principle that all young people have limitless potential and opportunities.



CONTACT



SHARON MOUSSEAU
SUPERINTENDENT

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EMAIL: smousseau@oneidationation.org
WEBSITE: www.oneida-nsn.gov





Boards, Committees and Commissions

SUMMARY OF INACTIVE STATUSES

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

BACKGROUND

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

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

On November 24, 2020, the OBC adopted BC resolution # On November 24, 2020, the OBC adopted BC resolution # 11-24-20-C Continuation of Temporary Closure of Listed Boards, Committees and Commissions for Fiscal Year 2021. This resolution also removed the temporary closure status for the Pardon and Forgiveness Screening Committee and authorized them to begin meeting virtually.

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

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



On August 10, 2022, the OBC made a motion “to direct the General Manager to complete the assessment regarding the feasibility of the Environmental, Health, Safety, Land, & Agriculture Division taking on the roles of the Environmental Resources Board and for the assessment to be submitted at the second meeting Business Committee meeting in September.”

On September 28, 2022, the OBC made a motion to accept the Environmental, Health, Safety, Land, and Agriculture Environmental Resource Board assessment; to recommend the dissolution the Environment Resource Board; and to direct Chief Counsel to bring back a report in 45 days on actions that need to take place in order to complete the dissolution of the Environmental Resource Board including amendments to laws and addressing any background material.

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

- Oneida Community Library Board
- Oneida Personnel Commission

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



**APPOINTED BOARDS, COMMITTEES
AND COMMISSIONS**

*Anna John
Resident Centered
Care
Community Board*



PURPOSE

The purpose of the Anna John Resident Centered Care Community (AJRCCC) Board is to serve in an advisory capacity ensuring operations of AJRCCC are within the guidelines and policies of the Oneida Nation and within all regulations, rules, policies governing the operation of a nursing home.

The Board ensures the AJRCCC maintains a safe and sanitary environment while providing quality care and services to residents of the facility and as ordered by each resident's attending physician.

BCC MEMBERS

- Chair** Kristin Jorgenson-Dann
- Vice Chair** Beverly Anderson
- Member** Patricia Moore
- Member** Jeanette Ninham
- Member** Brenda VandenLangenberg
- Member** Lorna Skenandore
- Member** Valerie Groleau

BUDGET — \$3,600

Funding Sources for FY-2022

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

Budget for FY-2022: \$3,600
 Expenditures for FY-2022: \$3,400
 Variance for FY-2022: \$200

VARIANCE EXPLANATION

The variance is due to not having a full board for most of the year.



STIPENDS — \$75/MTG

	Total Dollar Amount Paid	Number of Meeting		
		Regular	Special/ Emergency	Hearings/ Other
Oct 2021	\$300	1	0	0
Nov 2021	\$0	CNX	0	0
Dec 2021	\$300	1	0	0
Jan 2022	\$375	1	0	0
Feb 2022	\$300	1	0	0
Mar 2022	Pd in April 2022	1	0	0
Apr 2022	\$750	1	0	0
May 2022	\$375	1	0	0
June 2022	\$300	1	0	0
July 2022	\$0	CNX	0	0
Aug 2022	\$375	1	0	0
Sep 2022	\$525	1	0	0

ACCOMPLISHMENTS FOR FY-2022

ACCOMPLISHMENT 1

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

ACCOMPLISHMENT 2

Continue and update the education of the AJRCCC Board members.

STRATEGIC GOALS FOR FY-2023

GOAL 1

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

Advancing Oniyoteʔa-ká Principles

GOAL 2

Continue and update the education of the AJRCCC Board members.

Advancing Oniyoteʔa-ká Principles

MEETINGS

HELD 2nd Wednesday of the Month
 TIME 5:00 p.m
 MEETINGS Open
 LOCATION Anna John Resident Care Centered Community – Congregate Meal Site

CONTACT

KRISTIN JORGENSON-DANN
 CHAIRPERSON

EMAIL: ajc-kjor@oneidanation.org or boards@oneidanation.org
 WEBSITE: oneida-nsn.gov/government/boards-committees-and-commissions/appointed/#Anna-John-Resident-Centered-Care-Community-Board





PURPOSE

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

BCC MEMBERS

- Chair** Kelli Strickland
- Vice Chair** Kent Hutchison
- Member** Harmony Hill
- Member** Cody Cottrell
- Member** Mary Lopez
- Member** Stacie Cutbank
- Member** Vacant

BUDGET — \$0

Funding Sources for FY-2022

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

Budget for FY-2022: \$0
 Expenditures for FY-2022: \$0
 Variance for FY-2022: \$0

VARIANCE EXPLANATION

No budget in FY2022

STIPENDS — \$0

ACCOMPLISHMENTS FOR FY-2022

ACCOMPLISHMENT 1

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

The Wisconsin Arts Board's Regranting Program distributes grant funds to participating local arts agencies and community foundations around the state. These groups then regrant the funds for arts-related projects in their own communities. This year the Arts Program awarded 10 DAP grants to local Native artists and an organization and is currently distributing grants via the Planting Seeds of Knowledge program for Native artists in the schools.

ACCOMPLISHMENT 2

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

The Arts Board updated the "Planting Seeds of Knowledge" grant program SOP and their By-Laws in order to be more efficient and transparent.



STRATEGIC GOALS FOR FY-2023

GOAL 1

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

Advancing Oniyoteʔa-ká Principles

GOAL 2

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

Advancing Oniyoteʔa-ká Principles

GOAL 3

Develop and create the Oneida Nation Arts Survey and Resident Art Program.

Advancing Oniyoteʔa-ká Principles

MEETINGS

HELD 2nd Tuesday of the Month
(December, March, June, and September)
TIME 5:30 p.m.
MEETINGS Open
LOCATION Microsoft Teams/Virtual

CONTACT

SHERROLE BENTON
ARTS PROGRAM SUPERVISOR

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





PURPOSE

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

BCC MEMBERS

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

BUDGET — \$0

Funding Sources for FY-2022

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

Budget for FY-2022: \$0
 Expenditures for FY-2022: \$50
 Variance for FY-2022: \$0

VARIANCE EXPLANATION

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



STIPENDS — \$75/MTG

	Total Dollar Amount Paid	Number of Meeting		
		Regular	Special/ Emergency	Hearings/ Other
Oct 2021	\$0	0	0	0
Nov 2021	\$0	0	0	0
Dec 2021	\$0	0	0	0
Jan 2022	\$0	0	0	0
Feb 2022	\$0	0	0	0
Mar 2022	\$0	0	0	0
Apr 2022	\$0	0	0	0
May 2022	\$50	1	0	1
June 2022	\$0	0	0	0
July 2022	\$0	0	0	0
Aug 2022	\$0	0	0	0
Sep 2022	\$0	0	0	0

\$75 per meeting that lasts at least 1 hour/ \$50 per hearing for Community-at-large members.

ACCOMPLISHMENTS FOR FY-2022

ACCOMPLISHMENT 1

Created standard operating procedures

The standard operating procedures will help the Committee and future Committees in offering consistent services to our customers.

ACCOMPLISHMENT 2

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

We approved standard operating procedures that we will be able to provide new members upon their appointment.

STRATEGIC GOALS FOR FY-2023

GOAL 1

Community outreach regarding Pardon and Forgiveness requests.

Promoting Positive Community Relations

GOAL 2

Review and update the Pardon and Forgiveness Screening Committee bylaws.

Improving Organizational Changes

MEETINGS

HELD 3rd Monday of Feb, May, Aug, & Nov
 TIME 10:00 a.m.
 MEETINGS Open
 LOCATION Microsoft Teams/Virtual and/or
 Norbert Hill Center, N7210 Seminary Rd.,
 Oneida WI 54155

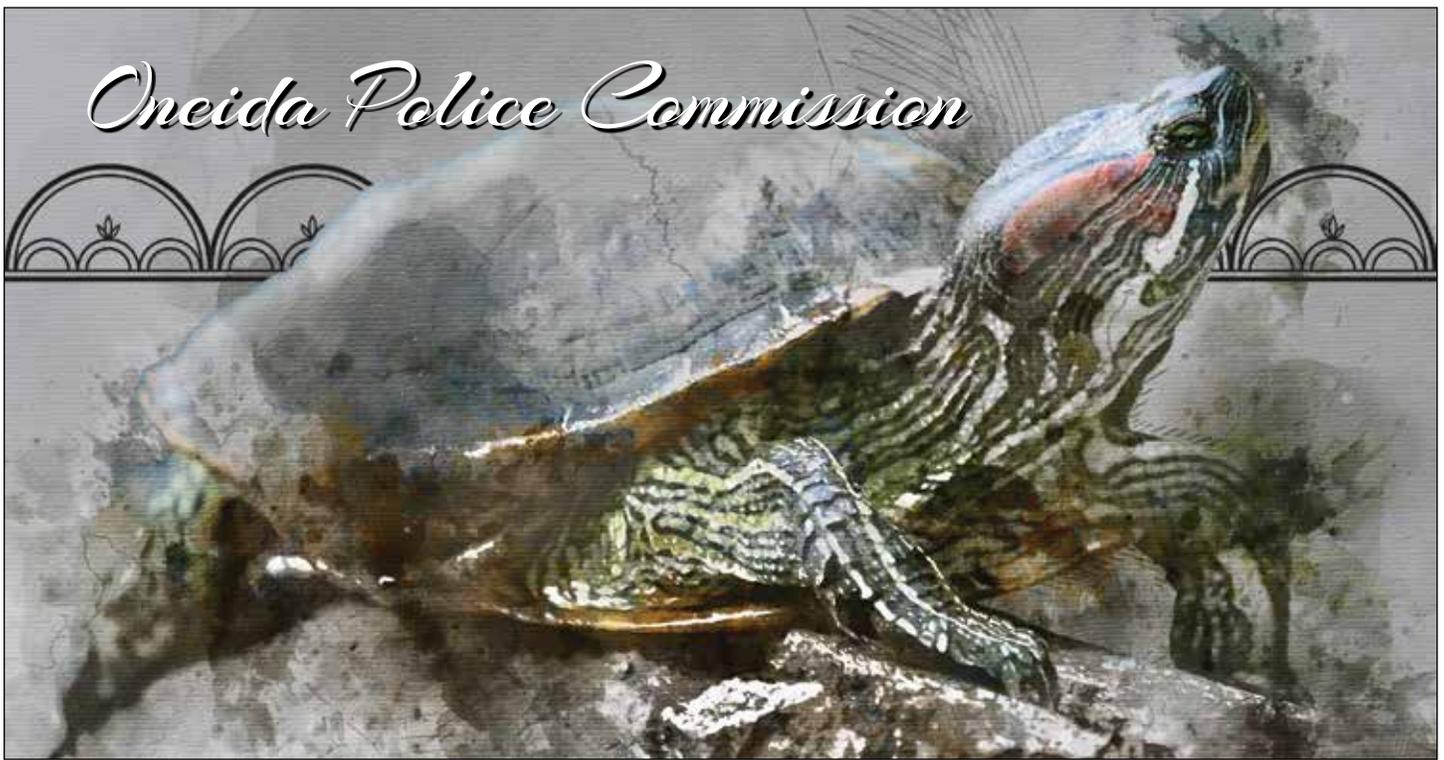
CONTACT

BROOKE DOXTATOR,
 BOARDS, COMMITTEES, AND COMMISSIONS SUPERVISOR

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



Oneida Police Commission



PURPOSE:

The purpose of the Oneida Police Commission is to regulate the conduct of the Oneida Nation Law Enforcement personnel according to the highest professional standards, to provide oversight regarding the activities and actions of the law enforcement operations, to provide the greatest possible professional services to the Oneida Community, and to allow the community input regarding those law enforcement services through its representatives on the Police Commission. This entity is created as an oversight body of the Oneida Police Department. The Chief of Police is responsible for the day to day activities of the law enforcement services provided to our community.

BCC MEMBERS

- Chair** Richard Van Boxel
- Secretary** Beverly Anderson
- Member** Kory Wesaw
- Member** Dan Skenandore
- Member** Vacant
- BC Liaison** Brandon Stevens
- BC Liaison** Tehassi Hill
Alternate
- BC Liaison** Daniel Guzman King
Alternate

BUDGET — \$15,800

Funding Sources for FY-2022

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

Budget for FY-2022: \$15,800
 Expenditures for FY-2022: \$3,281
 Variance for FY-2022: \$12,519

VARIANCE EXPLANATION

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



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

\$75 per meeting that lasts at least 1 hour/ \$50 per hearing for Community-at-large members.

ACCOMPLISHMENTS FOR FY-2022

ACCOMPLISHMENT 1

Continuous Training

The Commissioners reviewed their bylaws which identifies required trainings. The Commission will identify which trainings are available so they can assign and schedule the appropriate trainings for each Commissioner. Some Commissioners recently participated in HRD Interview training.

ACCOMPLISHMENT 2

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

This goal was on hold due to the pandemic, many community evets had been cancelled or postponed. As the Nation begins to re-open the Commission intends to start participating and collaborating in community events once again.

ACCOMPLISHMENT 3

Provide fair and impartial hearings for Sworn Law Enforcement Personnel.

We approved a Hearing standing operating procedure to help ensure we have standard practices to follow. We did not need to hold any hearings in FY-2022.

GOAL 1

Develop and participate in community events with the Oneida Police Department to build positive relationships with the Oneida Community.

Promoting Positive Community Relations

GOAL 2

Identify new training goals and objectives to ensure the Police Commission continues to be qualified to oversee the activities and services of the Oneida Police Department.

Improving Organizational Changes

GOAL 3

Provide fair and impartial hearings for Sworn Law Enforcement Personnel and address citizen's complaints submitted to the Commission.

Advancing Oniyotezaka Principles

MEETINGS

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

CONTACT

BROOKE DOXTATOR,
 BOARDS, COMMITTEES, AND COMMISSIONS SUPERVISOR

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





PURPOSE

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

BUDGET — \$3,691,940

Funding Sources for FY-2022

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

Budget for FY-2022: \$3,691,940
 Expenditures for FY-2022: \$2,962,821
 Variance for FY-2022: \$729,110

VARIANCE EXPLANATION

The variance is due to funding received through the ARPA funds. The Police Department continues to face hiring challenges and struggles to maintain budgeted positions.

EMPLOYEES — 26 OF 31

Enrolled Oneida	Non-Oneida
19	7

WHO WE SERVE

The Oneida Police Department is a 24/7 department which provides police/emergency and dispatch services to the Oneida Community, approximately 23,000 people.

CONTACT

ERIC BOULANGER
 CHIEF OF POLICE

PHONE: (920) 869-2239
 EMAIL: eboulan1@oneidanation.org
 WEBSITE: Oneida-nsn.gov/divisions/policedepartment/





Ofc. Trimberger visits with the Oneida Royalty and was a guest judge for the 2022-2023 Royalty Pageant.



Ofc. Metoxen displays one of the custom-made rugs provided by Crimestoppers. The rugs are at the Oneida Nation Elementary and High School.



Southeastern Wisconsin Oneida Tribal Services Advisory Board



PURPOSE

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

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

BCC MEMBERS

Chair	Diane S Hill
Vice Chair	Michael A Coleman
Secretary	Lloyd D Ninham
Member	Kathleen M Hill
Member	Judy Dordel
Member	Nytasha Reed
Member	Debra Fabian

BUDGET — \$9,800

Funding Sources for FY-2022

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

Budget for FY-2022:	\$9,800.00
Expenditures for FY-2022:	\$4,721
Variance for FY-2022:	\$5,079

VARIANCE EXPLANATION

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



STIPENDS — \$75

	Total Dollar Amount Paid	Number of Meeting		
		Regular	Special/ Emergency	Hearings/ Other
Oct 2021	\$0	0	0	0
Nov 2021	\$0	0	0	0
Dec 2021	\$0	0	0	0
Jan 2022	\$300	1	0	0
Feb 2022	\$300	1	0	0
Mar 2022	\$300	1	0	0
Apr 2022	\$300	1	0	0
May 2022	\$375	1	0	0
June 2022	\$375	1	0	0
July 2022	\$375	1	0	0
Aug 2022	\$450	1	0	0
Sep 2022	\$450	1	0	0

ACCOMPLISHMENTS FOR FY-2022

ACCOMPLISHMENT 1

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

The SEOTS Advisory Board Facebook Page shared program information that provided tribal members access to services such as; Oneida Behavior Health free Narcan training and distribution, Marquette Free Estate Planning Clinic, collaboration efforts with First Nations Studies clothing giveaway and personal hygiene items.

ACCOMPLISHMENT 2

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

The SEOTS Advisory Board has discussed strategic planning to support SEOTS administration in providing critical programming needed for families and youth.

- Education -- SEOTS: Back-to-school Event was held on August 26th tribal members received supplies, clothing, and technology. Collaboration with MPS, Milwaukee Indian Education Committee held a clothing giveaway supported by the advisory board aiding in families receiving free winter clothing.
- Social Services and Economic Support Administration. SEOTS: Elder Luncheon sessions every Wednesday. Oneida Enrollments will tentatively provide services and information regarding beneficiary changes in November.

ACCOMPLISHMENT 3

Host community engagement events: annual picnic and holiday collaborations with other tribal agencies located in Milwaukee.

The advisory board worked closely with the Manager, Trisha Patton to host the SEOTS Annual Picnic on August 21st at McCarty Park. A list of over fifty (50) vendors was created by SEOTS advisory board member(s) and staff to solicit donations for door/raffle/bingo prizes at the picnic.

STRATEGIC GOALS FOR FY-2023

GOAL 1

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

Promoting Positive Community Relations

GOAL 2

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

Encouraging Tsiṛniyukwalihó:ṭṭ

GOAL 3

Host community engagement events; Currently, the Board intends sponsoring special events such as a Community Picnic, summer activities, a Halloween Party 2023 and other membership activities.

Promoting Positive Community Relations

MEETINGS

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

CONTACT

SOUTHEASTERN WISCONSIN ONEIDA TRIBAL SERVICES
 ADVISORY BOARD MEMBERS

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





Oneida Nation Veterans Affairs Committee

PURPOSE

The purpose of the Veterans Affairs Committee is to serve as an advisory body to the Oneida Veterans Service Office ("Office") in all matters relating to Oneida Nation Veterans' rights and benefits, veterans' affairs issues, and to protect the honor and integrity of the Oneida Nation and all veterans who served honorably in the United States Uniformed Services. Among other services, the Veterans Affairs Committee is to provide advice and constructive input to the Oneida Veterans Service Office Director on all veterans' affairs issues so that the Office can formulate veterans' services and programs; and to coordinate veterans' events with the Office and veterans' organizations that are representatives of Oneida Veterans and the Oneida Nation.

BCC Members

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

BUDGET — \$51,524

Funding Sources for FY-2022

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

Budget for FY-2022: \$51,524
 Expenditures for FY-2022: \$7,200
 Variance for FY-2022: \$44,324

VARIANCE EXPLANATION

First quarter of FY 2022 (October-December) the ONVAC was not operative due to COVID-19 closure and therefore no expenses were incurred. Beginning in January 2022 the ONVAC membership was brought online with assistance of the Secretary's office and our first two meetings were held virtually. In addition, the Committee was not fully staffed so there was a savings there also. Expenses were incurred in the 4th quarter for seven members to attend the dedication ceremony of the National Native Veterans Monument in Washington D.C. which are not yet reflected in our total FY 2022 expenditures as the travel expenses will be completed in FY 2023.



	Total Dollar Amount Paid	Number of Meeting		
		Regular	Special/ Emergency	Hearings/ Other
Oct 2021	0	0	0	0
Nov 2021	0	0	0	0
Dec 2021	0	0	0	0
Jan 2022	\$450	1	0	0
Feb 2022	\$450	1	0	0
Mar 2022	\$450	1	0	0
Apr 2022	\$525	1	0	0
May 2022	\$525	1	0	0
June 2022	\$175	1	0	0
July 2022	\$525	1	0	0
Aug 2022	\$175	1	0	0
Sep 2022	\$525	1	0	0

ACCOMPLISHMENTS FOR FY-2022

ACCOMPLISHMENT 1

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

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



ACCOMPLISHMENT 2

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

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

ACCOMPLISHMENT 3

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

Prior to the Covid-19 Pandemic “closure” of the ONVAC, a DRAFT Site Plan was completed by the Oneida Planning Department. This Plan will continue to be the basic footprint to all of the enhancements to be made within the site. Currently, the enhancements will include positioning of two additional memorials, one to Dr. Josiah Powless and the second to the Oneida Code Talkers. An Eagle will be placed at the eastern end of the existing wall and upgrades will also be made to the wall. In addition, sidewalks, lighting and repainting of the individual “bricks” located on the north side of the wall will be accomplished. The inclusion of picnic tables, seating around the monuments and perhaps a veranda or gazebo in the open space.



STRATEGIC GOALS FOR FY-20232

GOAL 1

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

Promoting Positive Community Relations

GOAL 2

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

Inspiring Yukwatsístayn

GOAL 3

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

Improving Organizational Changes

MEETINGS

HELD 2nd Tuesday of the Month
TIME 5:00 p.m.
MEETINGS Open
LOCATION Veterans Department
134 Riverdale Dr., Oneida, WI

CONTACT



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

PHONE: (920) 615-6521
(920) 562-7536

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

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





**OTHER BOARDS, COMMITTEES
AND COMMISSIONS**



Oneida Youth Leadership Institute

PURPOSE

Oneida Youth Leadership Institute Mission Statement: Investing in the development of our youth to enhance nation building by learning from our past, embracing our present, and leaving a legacy for the future. The Oneida Youth Leadership Institute is a tax-deductible 7871 entity of the Oneida Nation actively planning for the 7th generation by providing opportunities, initiatives, and trainings that can help inspire our Native youth to become strong, progressive leaders.

The Oneida Youth Leadership Institute will foster youth growth and development in the following areas:

- Tradition Heritage/Culture
- Healthy Minds/Healthy Bodies
- Citizen Engagement
- Leadership
- Academic Excellence
- Entrepreneurship
- Networking

BCC MEMBERS

- Chairman** Marlon Skenandore
- Treasurer** Margaret Ellis
- Member** Melissa Metoxen
- Member** Jeff House
- Member** Paul Ninham
- Member** Elijah Metoxen

BUDGET — \$0

Funding Sources for FY-2022

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

Budget for FY-2022: \$0
 Expenditures for FY-2022: \$0
 Variance for FY-2022: \$0

STIPENDS — \$0

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



ACCOMPLISHMENTS FOR FY-2022

ACCOMPLISHMENT 1

We are currently at \$248,801.62; with \$197,740.02 being restricted and \$51,055.60 being unrestricted. The Board is currently working on a youth fair-type of event that will include youth listening sessions.

ACCOMPLISHMENT 2

With fundraising efforts starting up again, we are assisting the NAIG that will be held in 2023.

This provides for tax exempt fundraising for the NAIG group and helps many youth within our community to highlight their abilities as a strong indigenous youth.

ACCOMPLISHMENT 3

Researching possible grants to apply for to be used for the youth event.

This will provide for funds to rent space, provide door prizes, supplies, etc. to hold a youth event.

STRATEGIC GOALS FOR FY-20232

GOAL 1

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

Promoting Positive Community Relations

GOAL 2

Operational Sustainability - As a non-profit entity we can apply for external funding from corporations and foundations. Our challenge here would be to help these entities to understand that a 7871 organization has the same tax-exempt qualifications as a 501c3 organization.

Advancing Oniyote?aká Principles

GOAL 3

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

Improving Organizational Changes

MEETINGS

HELD 3rd Wednesday of the Month
TIME 12:00 p.m.
MEETINGS Open
LOCATION Various meeting locations

CONTACT

CHERYL STEVENS
EXECUTIVE MANAGER

HONE: (920) 496-7331
MAIL: cstevens@oneidanation.org
WEBSITE: <http://oneidayouthleadership.org/>



CORPORATIONS

Oneida Airport Hotel Corporation

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

OAHC owns the Radisson Hotel & Conference Center Green Bay.

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

CORPORATE BOARD MEMBER

Chairwoman Kathy Hughes
Present – January, 2027

Vice Chairwoman Patricia Lassila
Present – January, 2026

Secretary/Treasurer Kateri Wheelock
Present – January, 2025

Member Vern Doxtator
Present – January, 2023

Member Susan House
Present – January, 2027

STIPENDS — \$500

MEETINGS

HELD 4th Wednesday of the Month

ACCOMPLISHMENTS FOR FY-2022

ACCOMPLISHMENT 1

FY2022 was a strong year for Radisson. They achieved a year over year Revenue Per Available Room (RevPar) growth index of 6.3, through increased occupancy over the competitive set. Average Daily Rate ended over budget by \$15.03. Room Revenue grew by \$1,514,951 over budget. Food & Beverage grew revenue by \$267,289 over budget.

Wingate by Wyndham Green Bay achieved a Year over Year RevPar growth Index of 5.2, through increased occupancy over the competitive set. Room Revenue grew by \$151,152 over budget.

STRATEGIC GOALS FOR FY-20232

GOAL 1

Looking forward to FY2023 Radisson is looking to grow Room Revenue by 9% through occupancy and Average Daily Rate (ADR) increases in all markets. Food & Beverage is looking to grow revenue by \$1,133,743 over last year.

OAHC Board of Directors are working with Casino Gaming Management to align the operations and support the merger concept.

The Board has made the decision to sell the Wingate and anticipate a sale in FY2023.





RADISSON HOTEL & CONFERENCE CENTER GREEN BAY



Radisson Lobby



Sky World Coffee & Custard



Cedar & Sage Grillhouse



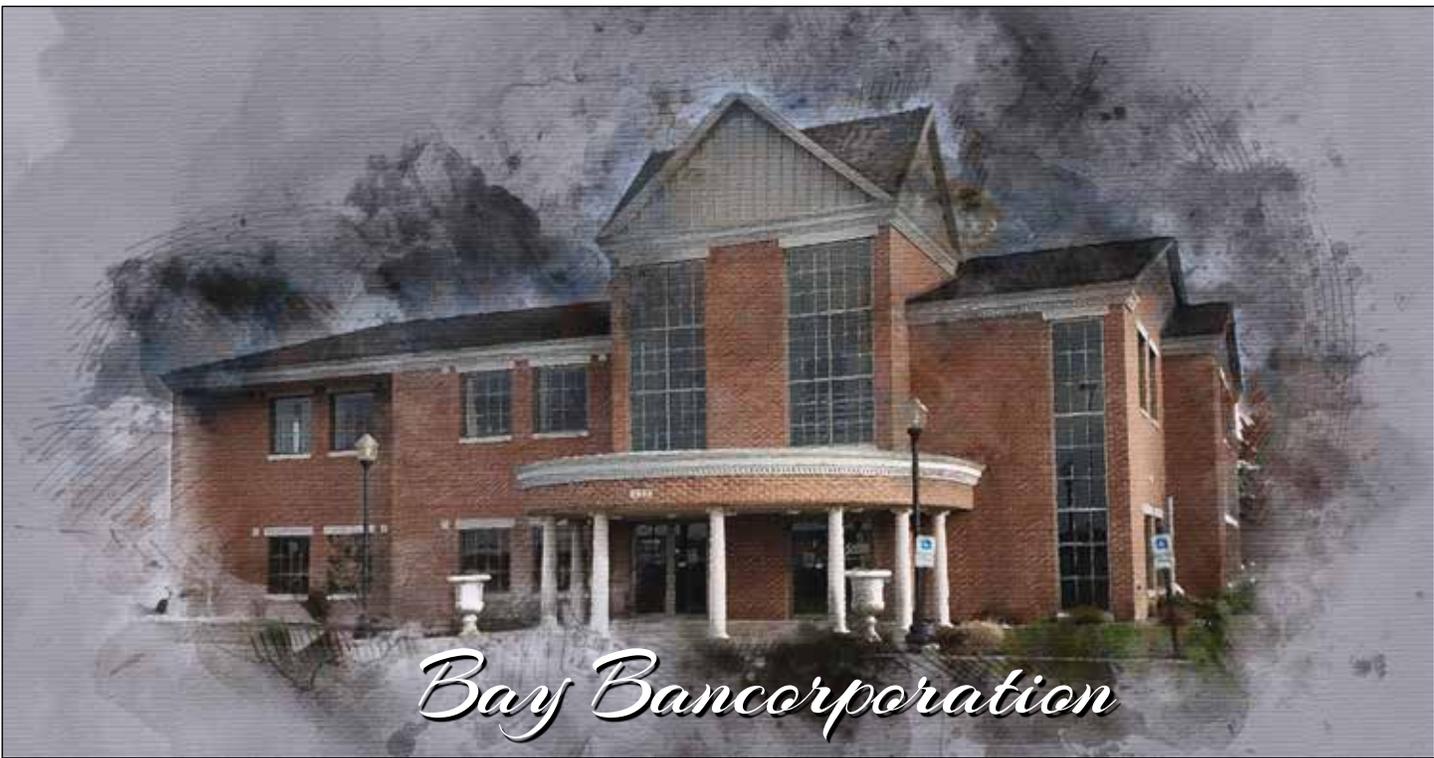
Radisson Guestroom

CONTACT

KATHY HUGHES
OAHG CHAIRWOMAN

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





Bay Bancorporation Inc is the parent company for Bay Bank. We operate 2 banking locations in Green Bay and a branch office in Keshena. The Bank had total assets of \$218 million as of quarter end 9/30/2022. We are a full-service bank that offers deposit accounts, online and mobile banking, consumer loans, mortgage loans, business loans and cash management services for business customers. The majority of our customers are in the Green Bay area but we also offer banking services to Tribes in Wisconsin.

CORPORATE BOARD MEMBERS

- Board Chairman** Robert Jossie
Present – 10/24/2020
- President & CEO** Jeff Bowman
Present – 7/23/2022
- Member** Elaine Skenandore-Cornelius
Present – 7/13/2021
- Member** Fern Orié
Present – 7/31/2022
- Member** Todd Van Den Heuvel
Present – 7/23/2021

DIVIDENDS

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

STIPEND — \$550/MTG

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

ACCOMPLISHMENTS FOR FY-2022

We enhanced our brand presence with increased marketing and digital advertising. We invested in new technology including contactless debit cards, enhanced our online & mobile banking capabilities with digital wallets, and improved our cybersecurity features for our customers. In addition, a second Interactive Teller Machine was installed to create more access to the bank. We implemented a new financial crimes management software to help detect and monitor suspicious and fraudulent activity. We serviced the Oneida Nation Home Improvement Loan Program. Within the first week of implementing the new program, we had received 500 applications. The bank made a significant capital improvement into the main bank branch on Packerland Drive. The facility has a new parking lot, front entrance and signage.

For the 12 months ending 12/31/21, the bank generated a total revenue of \$9,908,000 and had expenses of \$6,826,000 and a net profit of \$3,082,000. The bank is in excellent financial condition and is generating consistent profits.



STRATEGIC GOALS FOR FY-20232

We will continue to invest in technology aimed at improving customer interactions with the bank. We are implementing online account opening and deploying Zelle[®], which is a way to send money to friends and family even if they don't bank with Bay Bank. We are going to continue growing the bank by increasing our deposit and loan market share in the communities we serve. Further, we will continue to focus on building relationships in tribal communities in the State of Wisconsin and the Great Lakes Region. Finally, we are committed to providing a high quality work environment by offering competitive wages and benefits.

MEETINGS

HELD 3rd Thursday of the Month

CONTACT

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Oneida ESC Group is a family of companies, owned by the Oneida Nation of Wisconsin, that delivers customer-focused engineering, science, and construction services worldwide. We maximize responsiveness to our customers' requirements by creating synergy between our companies and harnessing our diverse network of resources to meet customers' challenges, we transfer best practices across our companies and reinforce customer focus for creative, cost-effective project delivery.

CORPORATE BOARD MEMBERS

- Chairman** John Breuninger
Present – June 2024
- Member** Jacqueline Zalim
Present – June, 2022
- Member** Leslie Wheelock
Present – June 2023

STIPENDS — \$300

MEETINGS

HELD Quarterly



ACCOMPLISHMENTS FOR FY-2022

Oneida ESC Group has a successful year while still managing through the COVID 19 pandemic. Early in the fiscal year, our main challenge was access to our project sites (COVID restrictions). Fortunately, that was resolved by the mid fiscal year. However, employee recruiting, and supply chain issues was quite difficult on our project managers, particularly on construction projects. We grew our backlog to record levels by the end of FY22. 1822 was awarded a Low-Income Housing Tax Credit allocation for 35 multi-family units on the Oneida Nation reservation. We acquired a company in Jacksonville Florida called LG2 Environmental Services that specializes in natural and cultural resources, NEPA reviews and biological sciences.

STRATEGIC GOALS FOR FY-2023

Continue to grow revenue and profitability by being a leader (small company) in the engineering, Science (Environmental) and construction services. We are working establishing a new environmental services company to participate in the US SBA 8a program, complete 8a designation for our subsidiaries Oneida General Mechanical and Oneida Professional Services, begin construction on the Low Income Housing Tax Credit (LIHTC) multi-family housing project in Oneida, and apply for a second LIHTC award in Wisconsin.

Dividends

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



CONTACT

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PRESIDENT AND CEO

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US 12 and 18 Beltline Design Project near Madison WI



Moffett Field Fuel Tank Removal project near San Jose CA.



Vandenberg Airforce Base Excavation Site





Oneida Golf Enterprise

Oneida Golf Enterprise d/b/a Thornberry Creek at Oneida is a 27-hole golf facility that includes the 18-hole Legends Course; a challenging Championship level course, and the 9-hole, family-friendly Iroquois course. The golf facility also includes a full-service practice facility with driving range, short-game, and putting areas, as well as two indoor virtual golf simulators, and a full pro-shop. The clubhouse has a full-service restaurant along with two event spaces, the Hawks Crest Ballroom and the TCO Tap & Beer Garden. The restaurant and event spaces are available to patrons year-round.

ACCOMPLISHMENTS FOR FY-2022

FY2022 proved to be a challenging year for Thornberry Creek. A series of compounding factors caused OGE to fall short of its budgeted goals. High employee turnover amongst both salaried and hourly staff created a lack of consistency and direction that would normally lead to achieving the positive results that had been budgeted at the onset of the fiscal year.

On a positive note, the number of weddings, golf outings, and other events exceeded all prior years. During FY2022 (October 2021-September 2022) the facility hosted 55 full-service weddings, and 35 golf outings



STRATEGIC GOALS FOR FY-20232

At the onset of FY2023, several key management positions remain unfilled, including General Manager, Director of Food & Beverage, Head Golf Professional, and Director of Sales & Marketing. The objective is to fill these positions with well-qualified individuals as soon as possible, who can use the off-season to study the needs of OGE and implement practices that lead to the achievement of financial and operational objectives.

Once in place, the primary goal for FY2023 is to meet or exceed EBITDA and NOI budgets for the year. This will be done through realizing revenue goals by focusing on our strengths as a premier destination for golf and events in Northeast Wisconsin, while improving the customer experience within the clubhouse. Overcoming the inflationary factors surrounding our labor market and supply chain will be the top obstacle to our achievement of these goals.

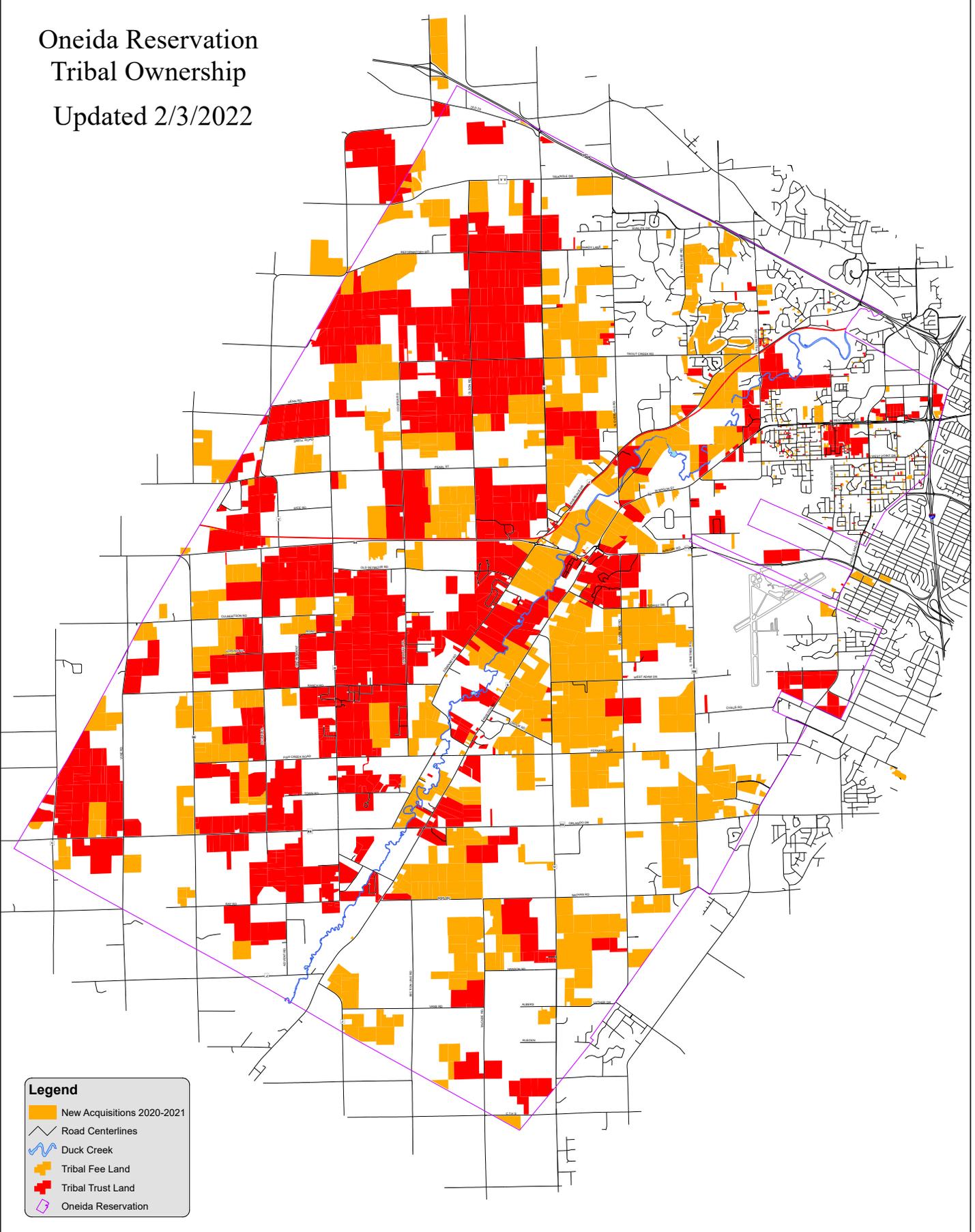
CONTACT

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AGENT

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WEBSITE: GOLFTHORNBERRY.COM



Oneida Reservation Tribal Ownership Updated 2/3/2022



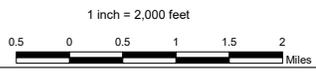
Legend

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



GEOGRAPHIC LAND INFORMATION SYSTEMS
 N7330 Water Circle Place
 Oneida, Wisconsin
 (920) 869-1600
 File: Own3x4.mxd Date: Revised 02/03/2022

INTERNAL USE ONLY



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



CARTER KING Garment Designer

Honoring our Past, Present and Future



Photo Dennis King

Seated left to right are Ho-Chunk Chairman Marlon WhiteEagle, Oneida Chairman Tehassi Hill, Menominee Chairman Ronald J. Corn, Sr., and State Senator Robert Cowles.

By Garth Webster
Reporter-Senior Photographer

It was a historic day on Monday, September 23, 1822 just as it was Friday, September 23, 2022, the 200th anniversary of the 1822 Treaty with the Menominee and Ho-Chunk Nations, which established the land base for Oneida, on what was then the Michigan territory, here in Wisconsin.

To acknowledge this significant event, Big Bear Media set in motion the creative vision for the historical backdrop. Oneida invited Chairman WhiteEagle, Ho-Chunk Nation, Chairman Corn, Menominee Nation, and State Senator Cowles, to take the historic photo (seen above) at Heritage Hill state park in Green Bay, WI.

Chairman Corn and Chairman WhiteEagle,

both thanked Oneida for being such a great caregiver to their lands we currently occupy. State Senator Cowles presented Chairman Tehassi Hill with a State proclamation plaque.

The day started at the Radisson's Cedar & Sage Grill House for a delicious breakfast, followed by a tobacco burning at the replica longhouse at the Amelia Cornelius Culture Park and finally, a Smoke Dance Presentation.

It was a day for all of Oneida to honor all those who came before us and all those who helped us become what we are today. This event kicks off all the Oneida Bicentennial events. Watch for details regarding other events to honor our past, present, and future.

Special thanks to Heritage Hill, Oneida Big Bear Media Staff, Tana Aguirre, Danelle Wilson and all those who assisted.

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BEHAVIORAL HEALTH

Recovery Nest Open
PG 7

FARMER'S MARKET

20th Anniversary Thank You, Vendors
PG 8

HUNTING

2022-Hunting Season
PG 12-13