

# Oneida Business Committee



**Executive Session**  
**8:30 AM Tuesday, October 24, 2023**  
**Virtual Meeting – Microsoft Teams**

**Regular Meeting**  
**8:30 AM Wednesday, October 25, 2023**  
**BC Conference Room, 2nd floor, Norbert Hill Center**

## Agenda

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*Meeting agenda is available here: [oneida-nsn.gov/government/business-committee/agendas-packets/](https://oneida-nsn.gov/government/business-committee/agendas-packets/). Materials for the "General Tribal Council" section of the agenda, if any, are available to enrolled members of the Oneida Nation; to obtain a copy, visit the Government Administrative Office, 1st floor, Norbert Hill Center and present a valid Tribal I.D. or go to <https://goo.gl/uLp2jE>. Scheduled times are subject to change.*

### **I. CALL TO ORDER**

### **II. OPENING**

- A. Special recognition for 50 years of service - Joylyn Cornelius**  
Sponsor: Todd VanDen Heuvel, Executive HR Director
- B. Special recognition for retirement - Kerry Metoxen**  
Sponsor: Mark W. Powless, General Manager

### **III. ADOPT THE AGENDA**

### **IV. MINUTES**

- A. Approve the October 11, 2023, regular Business Committee meeting minutes**  
Sponsor: Lisa Liggins, Secretary

### **V. RESOLUTIONS**

- A. Adopt resolution entitled Amendment to BC Resolution # 08-25-21-B Obligation for CIP #15-001, Food Innovation Center, Utilizing American Rescue Plan Act of 2021 Federal Relief Funds**  
Sponsor: Mark W. Powless, General Manager
- B. Adopt resolution entitled Appointment of Kirby Metoxen, Councilman, on behalf of the Oneida Nation to the American Indian Alaska Native Tourism Association**  
Sponsor: Kirby Metoxen, Councilman

- C. **Adopt resolution entitled Appointment of Kirby Metoxen, Councilman, on behalf of the Oneida Nation to the Native American Tourism of Wisconsin and identify, Jennifer Webster, Councilwoman, as Alternative and Michelle Danforth-Anderson**  
Sponsor: Kirby Metoxen, Councilman

## VI. APPOINTMENTS

- A. **Determine next steps regarding three (3) vacancies - Oneida Youth Leadership Institute Board**  
Sponsor: Lisa Liggins, Secretary

## VII. STANDING COMMITTEES

### A. FINANCE COMMITTEE

1. **Accept the September 18, 2023, regular Finance Committee meeting minutes**  
Sponsor: Lawrence Barton, Treasurer
2. **Accept the October 12, 2023, regular Finance Committee meeting minutes**  
Sponsor: Lawrence Barton, Treasurer

### B. LEGISLATIVE OPERATING COMMITTEE

1. **Accept the October 4, 2023, regular Legislative Operating Committee meeting minutes**  
Sponsor: Jameson Wilson, Councilman
2. **Accept the One Year Review of the Children's Code memorandum and direct the Legislative Operating Committee to complete a review of the Children's Code in one year**  
Sponsor: Jameson Wilson, Councilman

## VIII. TRAVEL REPORTS

- A. **Approve the travel report - Treasurer Lawrence Barton - Native American Finance Officers Association 2023 Fall Finance & Economics Conference - Phoenix, AZ - September 30-October 4, 2023**  
Sponsor: Lawrence Barton, Treasurer
- B. **Approve the travel report - Councilman Jonas Hill - Indigenous Biz Con - Milwaukee, WI - October 9-11, 2023**  
Sponsor: Jonas Hill, Councilman
- C. **Approve the travel report - Councilman Kirby Metoxen - 2023 Annual American Indian Alaska Native Tourism Association (AIANTA) Conference - Durant, OK - October 3-6, 2023**  
Sponsor: Kirby Metoxen, Councilman

- D. **Approve the travel report - Councilman Marlon Skenandore - Indigenous Biz Con - Milwaukee, WI - October 9-11, 2023**  
Sponsor: Marlon Skenandore, Councilman
- E. **Approve the travel report - Councilman Jameson Wilson - Indigenous Biz Con - Milwaukee, WI - October 9-10, 2023**  
Sponsor: Jameson Wilson, Councilman

## IX. TRAVEL REQUESTS

- A. **Approve the travel request - Secretary Lisa Liggins - FEMA 9th Annual Tribal Nations Training Week - Anniston, AL - March 9-16, 2023**  
Sponsor: Lisa Liggins, Secretary
- B. **Approve the travel request - Councilman Jonas Hill - WI Department of Natural Resources consultation - Black River Falls, WI - December 4-5, 2023**  
Sponsor: Jonas Hill, Councilman
- C. **Approve the travel request - Councilwoman Jennifer Webster - Child Care Development Fund (CCDF) Tribal Consultation - Albuquerque, NM - November 28-December 1, 2023**  
Sponsor: Jennifer Webster, Councilwoman
- D. **Approve the travel request - Councilwoman Jennifer Webster - 2024 Self-Governance Conference - Chandler, AZ - April 14-19, 2024**  
Sponsor: Jennifer Webster, Councilwoman

## X. NEW BUSINESS

- A. **Review the Revenue Audit (Chapter 13) Oneida Gaming Minimum Internal Controls and determine appropriate next steps**  
Sponsor: Mark A. Powless, Sr., Chair/Oneida Gaming Commission
- B. **Approve the Using Social Media as a Tool for Public Health Promotion in Communities of Color during the COVID-19 Pandemic – Understanding metrics and processes report**  
Sponsor: Sacheen Lawrence, UW- Madison Outreach Specialist
- C. **Review Sobriety Teepee Plan request and determine next steps**  
Sponsor: Jonas Hill, Councilman
- D. **Activate the FY-2024 funds - CIP # 19-002 E&EE One Stop Replacement**  
Sponsor: Mark W. Powless, General Manager
- E. **Activate the FY-2024 funds - CIP # 20-101 Museum Relocation**  
Sponsor: Mark W. Powless, General Manager
- F. **Activate the FY-2024 funds - CIP # 21-105 Orchard Buildings**  
Sponsor: Mark W. Powless, General Manager

- G. Approve one (1) requested action - CIP # 16-001 Culture Park - Restrooms**  
Sponsor: Mark W. Powless, General Manager
- H. Accept the Gathering of Native Americans event as information**  
Sponsor: Jennifer Webster, Councilwoman
- I. Accept the Oneida Business Committee 2023-2026 Nation Building & Associated Planning Work presentation as information**  
Sponsor: Lisa Liggins, Secretary
- J. Approve the Oneida Business Committee 2023-2026 Group Agreements**  
Sponsor: Lisa Liggins, Secretary
- K. Enter the e-poll results into the record regarding approved nomination of Jason Doxtator to the Governor's Task Force on Workforce and Artificial Intelligence on behalf of the Oneida Nation**  
Sponsor: Lisa Liggins, Secretary

## **XI. REPORTS**

- A. OPERATIONAL (10:00 a.m.)**
  - 1. Accept the Big Bear Media FY-2023 4th quarter report**  
Sponsor: Mark W. Powless, General Manager
  - 2. Accept the Comprehensive Health Division FY-2023 4th quarter report**  
Sponsor: Mark W. Powless, General Manager
  - 3. Accept the Comprehensive Housing Division FY-2023 4th quarter report**  
Sponsor: Mark W. Powless, General Manager
  - 4. Accept the Digital Technology Services FY-2023 4th quarter report**  
Sponsor: Mark W. Powless, General Manager
  - 5. Accept the Education and Training FY-2023 4th quarter report**  
Sponsor: Mark W. Powless, General Manager
  - 6. Accept the Environmental, Health, Safety, Land, & Agriculture Division FY-2023 4th quarter report**  
Sponsor: Mark W. Powless, General Manager
  - 7. Accept the Governmental Services Division FY-2023 4th quarter report**  
Sponsor: Mark W. Powless, General Manager
  - 8. Accept the Grants FY-2023 4th quarter report**  
Sponsor: Mark W. Powless, General Manager
  - 9. Accept the Public Works Division FY-2023 4th quarter report**  
Sponsor: Mark W. Powless, General Manager

10. **Accept the Tribal Action Plan FY-2023 4th quarter report**  
Sponsor: Mark W. Powless, General Manager

## **XII. GENERAL TRIBAL COUNCIL**

- A. **Review and approve the agenda for the tentatively scheduled 2024 annual General Tribal Council meeting**  
Sponsor: Lisa Liggins, Secretary

## **XIII. EXECUTIVE SESSION**

### **A. REPORTS**

1. **Accept the Chief Counsel report**  
Sponsor: Jo Anne House, Chief Counsel
2. **Accept the General Manager report (10:00 a.m.)**  
Sponsor: Mark W. Powless, General Manager
3. **Accept the Intergovernmental Affairs, Communications, and Self-Governance October 2023 report**  
Sponsor: Melinda J. Danforth, Director/Intergovernmental Affairs
4. **Accept the Chief Financial Officer October 2023 report**  
Sponsor: Keith Doxtator, Chief Financial Officer

### **B. AUDIT COMMITTEE**

1. **Accept the September 29, 2023, regular Audit Committee meeting minutes**  
Sponsor: Lisa Liggins, Secretary
2. **Accept the Craps compliance audit and lift the confidentiality requirement**  
Sponsor: Lisa Liggins, Secretary
3. **Accept the Surveillance compliance audit and lift the confidentiality requirement**  
Sponsor: Lisa Liggins, Secretary
4. **Accept the Food Distribution controls assessment audit and lift the confidentiality requirement**  
Sponsor: Lisa Liggins, Secretary

### **C. NEW BUSINESS**

1. **Review application(s) for three (3) vacancies - Oneida Youth Leadership Institute Board**  
Sponsor: Lisa Liggins, Secretary

**XIV. ADJOURN**

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

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

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

Special recognition for 50 years of service - Joylyn Cornelius

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## Business Committee Agenda Request

1. **Meeting Date Requested:** 10/25/20

2. **Session:**

Open     Executive – must qualify under §107.4-1.

Justification: *Choose or type justification.*

3. **Requested Motion:**

Accept as information; OR Enter the requested motion related to this item.  
Acknowledge YOS recipient Joylyn Cornelius who has reached 50 years of service.

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

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

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

*Name, Title/Entity OR Choose from List*

**6. Supporting Documents:**

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

**7. Budget Information:**

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

**8. Submission:**

Authorized Sponsor: Todd VanDen Heuvel, Executive HR Director

Primary Requestor: \_\_\_\_\_



YEARS OF SERVICE RECIPIENTS 4TH QUARTER FY'23 JUL - SEPT			
Name	Supervisor Name	ADOH	Years
CORNELIUS,JOYLYN M	CHRISTENSEN, TRACY	Sep 1, 1973	50

Special recognition for retirement - Kerry Metoxen

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## Business Committee Agenda Request

1. **Meeting Date Requested:** 10/25/23

2. **Session:**

Open     Executive – must qualify under §107.4-1.

Justification: *Choose or type justification.*

3. **Requested Motion:**

Accept as information; OR Enter the requested motion related to this item.

Retirement acknowledgment w/presentations by GSD Admin, ONVAC,  
and Secretary Bond.

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

Finance

Programs/Services

Law Office

MIS

Gaming/Retail

Boards, Committees, or Commissions

Other:

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

*Name, Title/Entity OR Choose from List*

Mark W. Powless, General Manager

Tina Jorgensen, GSD Director

**6. Supporting Documents:**

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

**7. Budget Information:**

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

**8. Submission:**

**Mark W. Powless** Digitally signed by Mark W. Powless  
Date: 2023.10.17 08:31:08 -05'00'

Authorized Sponsor: Mark W. Powless, General Manager

Primary Requestor: Tina Jorgensen, GSD Director

**From:** [Doud, Melissa - DVA](#)  
**To:** [Racquel L. Hill](#); [Tina M. Jorgensen](#); [Tehassi Tasi Hill](#)  
**Cc:** [Mark W. Powless - General Mgr](#); [Danelle A. Wilson](#)  
**Subject:** RE: Kerry Metoxin  
**Date:** Wednesday, August 23, 2023 4:03:38 PM  
**Attachments:** [image002.png](#)  
[image003.png](#)  
[image004.png](#)  
[image005.png](#)  
[image006.png](#)  
[image012.png](#)  
[image014.png](#)  
[image015.png](#)  
[image016.png](#)  
[image017.png](#)

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Good afternoon.

A couple of questions:

What time is the Business meeting? Do reps from the state need to be there or are we only needed at the ceremony for Kerry? What time is the Ceremony schedule for?

If we have a “sequence of events/agenda”...it would be a good opportunity for Secretary Bond to speak on behalf of the WDVA. Is that possible? At that time, I think he would present an award of some kind.

Thanks so much



**Melissa Doud**  
**Tribal Veteran Liaison**  
Office of Public Affairs  
715-492-1595  
PO Box 7843 | Madison, WI 53707  
[WisVets.com](#)

“I acknowledge that I live and work on the original lands of the Ojibwe people”  
(Lac du Flambeau)

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**From:** Racquel L. Hill <[rhill2@oneidanation.org](mailto:rhill2@oneidanation.org)>  
**Sent:** Wednesday, August 23, 2023 3:04 PM  
**To:** Tina M. Jorgensen <[tjorgens@oneidanation.org](mailto:tjorgens@oneidanation.org)>; Hill, Tehassi - DNR <[thill7@oneidanation.org](mailto:thill7@oneidanation.org)>; Doud, Melissa - DVA <[melissa.doud1@dva.wisconsin.gov](mailto:melissa.doud1@dva.wisconsin.gov)>  
**Cc:** Mark W. Powless - General Mgr <[MPOWLES1@oneidanation.org](mailto:MPOWLES1@oneidanation.org)>; Danelle A. Wilson <[dwilson1@oneidanation.org](mailto:dwilson1@oneidanation.org)>  
**Subject:** RE: Kerry Metoxin

**CAUTION: This email originated from outside the organization.  
Do not click links or open attachments unless you recognize the sender and know the content is safe.**

P.S . We are going to do our best to try and keep this as a surprise for Kerry.

**Racquel Hill, Executive Assistant  
Governmental Services Division (GSD)**

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**From:** Tina M. Jorgensen <[tjorgens@oneidanation.org](mailto:tjorgens@oneidanation.org)>  
**Sent:** Wednesday, August 23, 2023 1:24 PM  
**To:** Tehassi Tasi Hill <[thill7@oneidanation.org](mailto:thill7@oneidanation.org)>; Doud, Melissa - DVA <[melissa.doud1@dva.wisconsin.gov](mailto:melissa.doud1@dva.wisconsin.gov)>  
**Cc:** Mark W. Powless - General Mgr <[MPOWLES1@oneidanation.org](mailto:MPOWLES1@oneidanation.org)>; Danelle A. Wilson <[dwilson1@oneidanation.org](mailto:dwilson1@oneidanation.org)>; Racquel L. Hill <[rhill2@oneidanation.org](mailto:rhill2@oneidanation.org)>  
**Subject:** RE: Kerry Metoxin

Tehassi,

Rocky and I are working with Melissa to have a wonderful retirement recognition for Kerry. We would like to have it at the OBC meeting on October 25<sup>th</sup>. Please confirm this is a date that can work as there will be people coming the day before and staying the night to attend the meeting. His last day of work is October 31<sup>st</sup>. So, if the 25<sup>th</sup> doesn't work, we need a new date.

Sawehnisliyóhak,

**Tina Jorgensen, MS, RDN**  
Governmental Services Division  
Administration



A good mind. A good heart. A strong Fire.

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**From:** Tehassi Tasi Hill <[thill7@oneidanation.org](mailto:thill7@oneidanation.org)>  
**Sent:** Monday, August 21, 2023 3:39 PM  
**To:** Doud, Melissa - DVA <[melissa.doud1@dva.wisconsin.gov](mailto:melissa.doud1@dva.wisconsin.gov)>; Tina M. Jorgensen <[tjorgens@oneidanation.org](mailto:tjorgens@oneidanation.org)>  
**Cc:** Mark W. Powless - General Mgr <[MPOWLES1@oneidanation.org](mailto:MPOWLES1@oneidanation.org)>; Danelle A. Wilson <[dwilson1@oneidanation.org](mailto:dwilson1@oneidanation.org)>  
**Subject:** Re: Kerry Metoxin

It was good to meet you. I've put you in contact with the Division Director, Tina Jorgensen. She or her staff should be able to assist you.

Yaw^ko (thank you).

Get [Outlook for iOS](#)

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**From:** Doud, Melissa - DVA <[melissa.doud1@dva.wisconsin.gov](mailto:melissa.doud1@dva.wisconsin.gov)>

**Sent:** Monday, August 21, 2023 3:05:02 PM

**To:** Tehassi Tasi Hill <[thill7@oneidanation.org](mailto:thill7@oneidanation.org)>

**Subject:** Kerry Metoxin

Good afternoon.

It was nice to meet you at the GLITC board meeting last week. Per our short conversation, the WDVA would like to do something for Kerry Metoxin who is retiring shortly and has provided services to Veterans for over 30 years to my understanding.

Is there a way to get a short bio, and a list of his accomplishments? Information on his time in the military as well as the years he has served as the TVSO would be appreciated. I believe the WDVA would like to surprise him but we don't want to duplicate anything the Tribe might be doing as far as a ceremony. I know you are busy, but can you point me in the right direction of who I can coordinate with to honor Kerry in a good way.

Much appreciated and I look forward to working with you.

Kindest regards, and Miigwech (thank you)



**Melissa Doud**  
**Tribal Veteran Liaison**

Office of Public Affairs

715-492-1595

PO Box 7843 | Madison, WI 53707

[WisVets.com](http://WisVets.com)

“I acknowledge that I live and work on the original lands of the Ojibwe people”  
(Lac du Flambeau)

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Approve the October 11, 2023, regular Business Committee meeting minutes

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## Business Committee Agenda Request

**1. Meeting Date Requested:** 10/25/23

**2. General Information:**

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

**3. Supporting Documents:**

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

**4. Budget Information:**

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

**5. Submission:**

Authorized Sponsor: Lisa Liggins, Secretary

Primary Requestor: \_\_\_\_\_

Additional Requestor: (Name, Title/Entity)

Additional Requestor: (Name, Title/Entity)

Submitted By: CELLIS1



# DRAFT



## Oneida Business Committee

Regular Meeting  
8:30 AM Wednesday, October 11, 2023  
BC Conference Room, 2nd floor, Norbert Hill Center

### Minutes

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#### **REGULAR MEETING**

**Present:** Chairman Tehassi Hill, Treasurer Lawrence Barton, Secretary Lisa Liggins, Council members: Kirby Metoxen, Jennifer Webster, Jameson Wilson;

**Not Present:** Council members: Jonas Hill, Marlon Skenandore;

**Arrived at:** Vice-Chairman Brandon Yellowbird-Stevens at 8:32 a.m.;

**Others present:** Keith Doxtator, Mark W. Powless, Katsitsiyo Danforth (via Microsoft Teams<sup>1</sup>), Justin Nishimoto (via Microsoft Teams), Kristal Hill (via Microsoft Teams), Rhiannon Metoxen (via Microsoft Teams), Janice Decorah (via Microsoft Teams), David P. Jordan (via Microsoft Teams), Fawn Billie (via Microsoft Teams), Fawn Cottrell (via Microsoft Teams), Maureen Perkins (via Microsoft Teams), Lisa Summers (via Microsoft Teams), Clorissa Leeman (via Microsoft Teams), Rae Skenandore (via Microsoft Teams), Grace Elliot (via Microsoft Teams), Matthew J. Denny (via Microsoft Teams), Melanie Burkhart (via Microsoft Teams), Lori Hill (via Microsoft Teams), Debra Danforth, Tina Jorgensen, Ryan Waterstreet, Nicholas Metoxen, Tsyoshaht Delgado, Stephenie Muscavitch, Racquel Hill, Sherrole Benton, Amanda Danforth, Kristine Hill, Brooke Doxtator, Patricia King (via Microsoft Teams), Debbie Melchert (via Microsoft Teams), Shannon Davis (via Microsoft Teams), Mark A. Powless, Sr., Reynold Danforth, John Danforth (via Microsoft Teams), Jeremy King, Stephanie Metoxen, Mary Graves (via Microsoft Teams), Aliskwet Ellis (via Microsoft Teams);

#### **I. CALL TO ORDER**

*Meeting called to order by Chairman Tehassi Hill at 8:30 a.m.*

*For the record: Councilman Jonas Hill and Councilman Marlon Skenandore are out on approved travel attending Indigenous Biz Con in Milwaukee, WI.*

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<sup>1</sup> Microsoft Team is software which provides a communication and collaboration platform for workplace chat, file sharing, and video meetings.

**DRAFT****II. OPENING (00:00:27)**

Opening provided by Councilman Kirby Metoxen.

Vice-Chairman Brandon Yellowbird-Stevens arrived at 8:32 a.m.

**A. Special recognition for years of service**

Sponsor: Todd VanDen Heuvel, Executive HR Director

*Special recognition by Chairman Tehassi Hill of the following individuals: 40 years of service - Laura Beach and Debra Danforth; 35 years of service - Michelle Kimps and April Skenandore; 30 years of service - Lynn Scmidt, Racquel Hill, Laura Lane, Daniel Lara II, Margaret Danforth, Lesley Ness, David Prael, Cindy McArthur, Kim Pargo, Gail Smith, Richard Summers, Jr., Penelope Hernandez, Lonnie Metoxen, Brenda Wagner, Vickie Chambers, Kim Waupoose, Chad Jordan, Kristie Stevens, Robert Wenzel; 25 years of service - Genevieve Zayas, Julie Kwasny, Leon Adams, Sherrole Benton, Laurie Metoxen, Philip Frederick, John Christjohn, Jr., Jill Jordan, Ellie Doxtator, Daryl Zeutzus, Ethel Mueller, Linda Barke, and Amanda Danforth.*

**III. ADOPT THE AGENDA (00:15:25)**

Motion by Jennifer Webster to adopt the agenda as presented, seconded by Lisa Liggins. Motion carried:

Ayes:	Brandon Yellowbird-Stevens, Lawrence Barton, Lisa Liggins, Kirby Metoxen, Jennifer Webster, Jameson Wilson
Not Present:	Marlon Skenandore, Jonas Hill

**IV. OATH OF OFFICE****A. Oneida Community Library Board - Stephanie Metoxen (00:15:53)**

Sponsor: Lisa Liggins, Secretary

**B. Oneida Gaming Commission - Jeremy King (00:15:53)**

Sponsor: Lisa Liggins, Secretary

**C. Oneida Land Commission - John Danforth (00:19:35)**

Sponsor: Lisa Liggins, Secretary

*Oaths of office were administered by Secretary Lisa Liggins. Stephanie Metoxen and Jeremy King were present. John Danforth was present via Microsoft Teams.*

**D. Oneida ESC Group, LLC Board of Managers - Leslie Wheelock - Administered Oath of Office on October 4, 2023 (00:21:46)**

Sponsor: Lisa Liggins, Secretary

**DRAFT****V. MINUTES****A. Approve the September 13, 2023, regular Business Committee meeting minutes (00:22:10)**

Sponsor: Lisa Liggins, Secretary

Motion by Jennifer Webster to approve the September 13, 2023, regular Business Committee meeting minutes, seconded by Lawrence Barton. Motion carried:

Ayes: Brandon Yellowbird-Stevens, Lawrence Barton, Lisa Liggins, Kirby Metoxen, Jennifer Webster, Jameson Wilson

Not Present: Marlon Skenandore, Jonas Hill

**B. Approve the September 27, 2023, regular Business Committee meeting minutes (00:22:34)**

Sponsor: Lisa Liggins, Secretary

Motion by Jennifer Webster to approve the September 27, 2023, regular Business Committee meeting minutes, seconded by Jameson Wilson. Motion carried:

Ayes: Brandon Yellowbird-Stevens, Lawrence Barton, Lisa Liggins, Kirby Metoxen, Jennifer Webster, Jameson Wilson

Not Present: Marlon Skenandore, Jonas Hill

**VI. STANDING COMMITTEES****A. LEGISLATIVE OPERATING COMMITTEE****1. Accept the August 16, 2023, regular Legislative Operating Committee meeting minutes (00:22:59)**

Sponsor: Jameson Wilson, Councilman

Motion by Jennifer Webster to accept the August 16, 2023, regular Legislative Operating Committee meeting minutes, seconded by Kirby Metoxen. Motion carried:

Ayes: Brandon Yellowbird-Stevens, Lawrence Barton, Lisa Liggins, Kirby Metoxen, Jennifer Webster, Jameson Wilson

Not Present: Marlon Skenandore, Jonas Hill

**2. Accept the August 28, 2023, Legislative Operating Committee officer selection meeting minutes (00:23:29)**

Sponsor: Jameson Wilson, Councilman

Motion by Jennifer Webster to accept the August 28, 2023, Legislative Operating Committee officer selection meeting minutes, seconded by Jameson Wilson. Motion carried:

Ayes: Brandon Yellowbird-Stevens, Lawrence Barton, Lisa Liggins, Kirby Metoxen, Jennifer Webster, Jameson Wilson

Not Present: Marlon Skenandore, Jonas Hill

**DRAFT****VII. TRAVEL REPORTS****A. Approve the travel report - Councilman Marlon Skenandore - 2023 Poverty Matters Conference - Lacrosse, WI - September 27-28, 2023 (00:23:53)**

Sponsor: Marlon Skenandore, Councilman

Motion by Jennifer Webster to approve the travel report from Councilman Marlon Skenandore from the 2023 Poverty Matters Conference in Lacrosse, WI on September 27-28, 2023, seconded by Lawrence Barton. Motion carried:

Ayes: Brandon Yellowbird-Stevens, Lawrence Barton, Lisa Liggins, Kirby Metoxen, Jennifer Webster, Jameson Wilson  
 Not Present: Marlon Skenandore, Jonas Hill

**VIII. TRAVEL REQUESTS****A. Approve the travel request - Councilwoman Jennifer Webster - Bemidji Area Budget Formulation - Prior Lake, MN - November 6-8, 2023 (00:24:24)**

Sponsor: Jennifer Webster, Councilwoman

Motion by Kirby Metoxen to approve the travel request from Councilwoman Jennifer Webster for the Bemidji Area Budget Formulation in Prior Lake, MN on November 6-8, 2023, seconded by Lawrence Barton. Motion carried:

Ayes: Brandon Yellowbird-Stevens, Lawrence Barton, Lisa Liggins, Kirby Metoxen, Jennifer Webster, Jameson Wilson  
 Not Present: Marlon Skenandore, Jonas Hill

**IX. NEW BUSINESS****A. Schedule a special Business Committee meeting on December 15, 2023, at 9:00 a.m. for the Year End Financial Statements (00:25:08)**

Sponsor: Lisa Liggins, Secretary

Motion by Jennifer Webster to schedule a special Business Committee meeting on December 15, 2023, at 9:00 a.m. for the Year End Financial Statements, seconded by Brandon Yellowbird-Stevens. Motion carried:

Ayes: Brandon Yellowbird-Stevens, Lawrence Barton, Lisa Liggins, Kirby Metoxen, Jennifer Webster, Jameson Wilson  
 Not Present: Marlon Skenandore, Jonas Hill

**B. Approve an exception to resolution # BC-01-12-22-A and to cancel the November 22, 2023, and December 27, 2023, regular Business Committee meetings (00:25:39)**

Sponsor: Lisa Liggins, Secretary

Motion by Kirby Metoxen to approve an exception to resolution # BC-01-12-22-A and to cancel the November 22, 2023, and December 27, 2023, regular Business Committee meetings, seconded by Jameson Wilson. Motion carried:

Ayes: Brandon Yellowbird-Stevens, Lawrence Barton, Lisa Liggins, Kirby Metoxen, Jennifer Webster, Jameson Wilson  
 Not Present: Marlon Skenandore, Jonas Hill

**DRAFT****X. EXECUTIVE SESSION (00:26:20)**

Motion by Lisa Liggins to go into executive session at 8:56 a.m., seconded by Jameson Wilson. Motion carried:

Ayes: Brandon Yellowbird-Stevens, Lawrence Barton, Lisa Liggins, Kirby Metoxen, Jennifer Webster, Jameson Wilson  
Not Present: Marlon Skenandore, Jonas Hill

Motion by Jennifer Webster to come out of executive session at 10:37 a.m., seconded by Lisa Liggins. Motion carried:

Ayes: Brandon Yellowbird-Stevens, Lawrence Barton, Lisa Liggins, Kirby Metoxen, Jennifer Webster, Jameson Wilson  
Not Present: Marlon Skenandore, Jonas Hill

**A. REPORTS****1. Accept the Chief Counsel report (00:26:56)**

Sponsor: Jo Anne House, Chief Counsel

Motion by Jennifer Webster to accept the Chief Counsel report, seconded by Lisa Liggins. Motion carried:

Ayes: Brandon Yellowbird-Stevens, Lawrence Barton, Lisa Liggins, Kirby Metoxen, Jennifer Webster, Jameson Wilson  
Not Present: Marlon Skenandore, Jonas Hill

Motion by Lawrence Barton to approve participation in the Native American Rights Fund amicus brief regarding Bad River Band v. Enbridge Energy, Inc., seconded by Jennifer Webster. Motion carried:

Ayes: Brandon Yellowbird-Stevens, Lawrence Barton, Lisa Liggins, Kirby Metoxen, Jennifer Webster, Jameson Wilson  
Not Present: Marlon Skenandore, Jonas Hill

**2. Accept the General Manager report (00:27:27)**

Sponsor: Mark W. Powless, General Manager

Motion by Jameson Wilson to accept the General Manager report, seconded by Lisa Liggins. Motion carried:

Ayes: Brandon Yellowbird-Stevens, Lawrence Barton, Lisa Liggins, Kirby Metoxen, Jennifer Webster, Jameson Wilson  
Not Present: Marlon Skenandore, Jonas Hill

**B. AUDIT COMMITTEE****1. Accept the August 17, 2023, regular Audit Committee meeting minutes (00:27:40)**

Sponsor: Lisa Liggins, Secretary

Motion by Jennifer Webster to accept the August 17, 2023, regular Audit Committee meeting minutes, seconded by Lisa Liggins. Motion carried:

Ayes: Brandon Yellowbird-Stevens, Lawrence Barton, Lisa Liggins, Kirby Metoxen, Jennifer Webster, Jameson Wilson  
Not Present: Marlon Skenandore, Jonas Hill

**DRAFT****2. Accept the Cage/Vault/Kiosk compliance audit and lift the confidentiality requirement (00:27:54)**

Sponsor: Lisa Liggins, Secretary

Motion by Jennifer Webster to accept the Cage/Vault/Kiosk compliance audit and lift the confidentiality requirement, seconded by Lisa Liggins. Motion carried:

Ayes: Brandon Yellowbird-Stevens, Lawrence Barton, Lisa Liggins, Kirby Metoxen, Jennifer Webster, Jameson Wilson

Not Present: Marlon Skenandore, Jonas Hill

**3. Accept the Card Games/Poker compliance audit and lift the confidentiality requirement (00:28:08)**

Sponsor: Lisa Liggins, Secretary

Motion by Jennifer Webster to accept the Card Games/Poker compliance audit and lift the confidentiality requirement, seconded by Lisa Liggins. Motion carried:

Ayes: Brandon Yellowbird-Stevens, Lawrence Barton, Lisa Liggins, Kirby Metoxen, Jennifer Webster, Jameson Wilson

Not Present: Marlon Skenandore, Jonas Hill

**4. Accept the Purchased Referred Care performance assurance audit and lift the confidentiality requirement (00:28:22)**

Sponsor: Lisa Liggins, Secretary

Motion by Jennifer Webster to accept the Purchased Referred Care performance assurance audit and lift the confidentiality requirement, seconded by Jameson Wilson. Motion carried:

Ayes: Brandon Yellowbird-Stevens, Lawrence Barton, Lisa Liggins, Kirby Metoxen, Jennifer Webster, Jameson Wilson

Not Present: Marlon Skenandore, Jonas Hill

**XI. ADJOURN (00:28:39)**

Motion by Lawrence Barton to adjourn at 10:39 a.m., seconded by Jameson Wilson. Motion carried:

Ayes: Brandon Yellowbird-Stevens, Lawrence Barton, Lisa Liggins, Kirby Metoxen, Jennifer Webster, Jameson Wilson

Not Present: Marlon Skenandore, Jonas Hill

Minutes prepared by Aliskwet Ellis, Senior Information Management Specialist.  
Minutes approved as presented on \_\_\_\_\_.

---

Lisa Liggins, Secretary  
ONEIDA BUSINESS COMMITTEE

Adopt resolution entitled Amendment to BC Resolution # 08-25-21-B Obligation for CIP #15-001, Food...

## Business Committee Agenda Request

1. **Meeting Date Requested:** 10/25/21

2. **Session:**

- Open     Executive – must qualify under §107.4-1.  
Justification: *Choose or type justification.*

3. **Requested Motion:**

- Accept as information; OR

*Enter the requested motion related to this item.*

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

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

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

Vanessa Miller, Food and Ag Area Manager

*Name, Title/Entity OR Choose from List*

*Name, Title/Entity OR Choose from List*

*Name, Title/Entity OR Choose from List*

**6. Supporting Documents:**

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

**7. Budget Information:**

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

**8. Submission:**

**Mark W. Powless** Digitally signed by Mark W. Powless  
Date: 2023.10.17 14:10:39 -05'00'

Authorized Sponsor: Mark W. Powless, General Manager

Primary Requestor: Vanessa Miller, Food and Ag Area Manager





October 17, 2023

**Business Committee Agenda Request - Memo**

**Project No.:** 15-001

**Project Title:** Food Innovation Center, Utilizing American Rescue Plan Act of 2021 Federal Relief Funds

**Purpose:**

The project team is seeking an amendment to resolution #08-25-21-B to change the project conclusion date from September 30, 2023, to December 2026.

**Background:**

On August 25, 2001, the BC approved Resolution #08-25-21-B to obligate \$7,155,000 from the ARPA FRF LR, Food and Agriculture Category, for the purpose of the construction of the Food Innovation Center. The resolution has a stated project conclusion date of no later than September 30, 2023. The project team is requesting the amendment of this conclusion date to December 2026.

**Attachments:**

- BC Resolution #08-25-21-B Obligation for CIP#15-001, Food Innovation Center, Utilizing American Rescue Plan Act of 2021 Federal Relief Funds
- Drafted Amendment
- Statement of Effect

# Oneida Nation

Post Office Box 365

Phone: (920)869-2214

Oneida, WI 54155



## BC Resolution # Leave this line blank

### Amendment to BC Resolution # 08-25-21-B Obligation for CIP #15-001, Food Innovation Center, Utilizing American Rescue Plan Act of 2021 Federal Relief Funds

- 1
- 2
- 3
- 4 **WHEREAS,** the Oneida Nation is a federally recognized Indian government and a treaty tribe
- 5 recognized by the laws of the United States of America; and
- 6
- 7 **WHEREAS,** the Oneida General Tribal Council is the governing body of the Oneida Nation; and
- 8
- 9 **WHEREAS,** the Oneida Business Committee has been delegated the authority of Article IV, Section 1,
- 10 of the Oneida Tribal Constitution by the Oneida General Tribal Council; and
- 11
- 12 **WHEREAS,** the Oneida Nation has received Fiscal Recovery Funds (*FRF*) through the American
- 13 Rescue Plan Act of 2021 (*ARPA*) funds to address matters arising out of the COVID-19
- 14 pandemic; and
- 15
- 16 **WHEREAS,** the Oneida Business Committee has approved application of ARPA FRF through the
- 17 revenue loss formula set forth in 31 CFR 35.6(d)(2) which applied these federal funds
- 18 throughout the Nation’s budget to governmental programs business units beginning with
- 19 “42#####”; and
- 20
- 21 **WHEREAS,** the savings from the application of these funds has resulted in tribal funds being placed in
- 22 the line “Tribal Contribution Savings” in the Investment Report presented in the Treasurer’s
- 23 Report; and
- 24
- 25 **WHEREAS,** the Oneida Business Committee has determined that Tribal Contribution Savings funds
- 26 should be used as set out in resolution # BC-06-09-21-B, as amended by resolution # BC-
- 27 06-23-21-C which designates percentage allocations to eight categories (*percentages*
- 28 *rounded*) –
- 29 • Direct Membership Assistance, 45% of funds;
- 30 • Housing, 17% of funds;
- 31 • Food and Agriculture, 12% of funds;
- 32 • Education, 6% of funds;
- 33 • Culture and Language, 10% of funds;
- 34 • Revenue Generations, 2% of funds;
- 35 • Government Roles and Responsibilities, 3% of funds;
- 36 • Overall Priority – Land, Infrastructure, Sovereignty, 5% of funds; and
- 37
- 38 **WHEREAS,** CIP #15-001 is a construction project to build a Food Innovation Center; and
- 39
- 40 **WHEREAS,** the Project Owner for the proposed project is requesting \$7,155,000 obligated from the
- 41 ARPA FRF LR, Food and Agriculture category; and
- 42
- 43 **WHEREAS,** this project will be concluded by December 2026; and

BC Resolution # \_\_\_\_\_

**Amendment to BC Resolution # 08-25-21-B Obligation for CIP #15-001, Food Innovation Center,  
Utilizing American Rescue Plan Act of 2021 Federal Relief Funds  
Page 2 of 2**

44

45 **WHEREAS,** the Oneida Business Committee has reviewed the proposed project; and

46

47 **NOW THEREFORE BE IT RESOLVED,** hat CIP #15-001, Food Innovation Center project, in the amount  
48 of \$7,155,000 from ARPA FRF LR, Food and Agriculture category with Mark W. Powless, General  
49 Manager, assigned as the Project Owner.



Oneida Nation  
 Oneida Business Committee  
 Legislative Operating Committee  
 PO Box 365 • Oneida, WI 54255-0365  
 Oneida-nsn.gov



### Statement of Effect

*Amendment to BC Resolution # 08-25-21-B Obligation for CIP #15-001, Food Innovation Center, Utilizing American Rescue Plan Act of 2021 Federal Relief Funds*

### Summary

The resolution amends resolution BC-08-25-21-B, Obligation for CIP #15-001, Food Innovation Center, Utilizing American Rescue Plan Act of 2021 Federal Relief Funds, to extend the date in which the project needs to be completed by from September 30, 2023, to December 2026.

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

*Date: October 12, 2023*

### Analysis by the Legislative Reference Office

The Oneida Nation received federal funds through the American Rescue Plan Act of 2021 (ARPA) funds to address matters arising out of the COVID-19 pandemic. The Oneida Business Committee has approved application of ARPA funds to lost revenue and allocation of tribal funds to the ARPA Federal Rescue Funds to investments in the “Lost Revenue” line (ARPA FRF LR) in the Investment Report. The Oneida Business Committee determined that these funds should be used as set out in resolution # BC-06-09-21-B, *Setting Goals for Application of Funding from the American Rescue Plan Act of 2021 to Direct Support to Individuals, Families, Community and the Oneida Nation*, as amended by resolution # BC-06-23-21-C, *Amendment # 1 to the American Rescue Plan Act of 2021 Investment Allocation to Direct Membership Assistance*.

The Oneida Business Committee adopted resolution BC-08-25-21-B, *Obligation for CIP #15-001, Food Innovation Center, Utilizing American Rescue Plan Act of 2021 Federal Relief Funds*, which approved the CIP #15-001, Food Innovation Center project, in the amount of \$7,155,000 from ARPA FRF LR, Food and Agriculture category with Mark W. Powless, General Manager, assigned as the Project Owner. This resolution provided that this project was to be concluded no later than September 30, 2023. Resolution BC-08-25-21-B was exempt from the statement of effect requirement in accordance with resolution BC-07-28-21-L, *Amending Requirement for a Statement of Effect to Exclude Resolutions Obligating ARPA FRF LR Funds for Projects Approved Through the FRF Office*.

This resolution amends resolution BC-08-25-21-B, *Obligation for CIP #15-001, Food Innovation Center, Utilizing American Rescue Plan Act of 2021 Federal Relief Funds*, to extend the date in which the project needs to be completed by from September 30, 2023, to December 2026.

### Conclusion

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

# Oneida Nation

Post Office Box 365

Phone: (920)869-2214



Oneida, WI 54155

## BC Resolution # 08-25-21-B

### Obligation for CIP #15-001, Food Innovation Center, Utilizing American Rescue Plan Act of 2021 Federal Relief Funds

- WHEREAS,** the Oneida Nation is a federally recognized Indian government and a treaty tribe recognized by the laws of the United States of America; and
- WHEREAS,** the Oneida General Tribal Council is the governing body of the Oneida Nation; and
- WHEREAS,** the Oneida Business Committee has been delegated the authority of Article IV, Section 1, of the Oneida Tribal Constitution by the Oneida General Tribal Council; and
- WHEREAS,** the Oneida Nation has received federal funds through the American Rescue Plan Act of 2021 (*ARPA*) funds to address matters arising out of the COVID-19 pandemic; and
- WHEREAS,** the Oneida Business Committee has approved application of ARPA funds to lost revenue and allocation of tribal funds to the ARPA Federal Rescue Funds to investments in the "Lost Revenue" line (*ARPA FRF LR*) in the Investment Report; and
- WHEREAS,** the Oneida Business Committee has determined that these funds should be used as set out in resolution # BC-06-09-21-B, as amended by resolution # BC-06-23-21-C which designates percentage allocations of ARPA FRF LR to eight areas of use (*percentages rounded*) –
- Direct Membership Assistance, 45% of funds;
  - Housing, 17% of funds;
  - Food and Agriculture, 12% of funds;
  - Education, 6% of funds;
  - Culture and Language, 10% of funds;
  - Revenue Generations, 2% of funds;
  - Government Roles and Responsibilities, 3% of funds;
  - Overall Priority – Land, Infrastructure, Sovereignty, 5% of funds; and
- WHEREAS,** CIP #15-001 is a construction project to build a Food Innovation Center; and
- WHEREAS,** the Project Owner for the proposed project is requesting \$7,155,000 obligated from the ARPA FRF LR, Food and Agriculture category; and
- WHEREAS,** this project will be concluded no later than September 30, 2023; and
- WHEREAS,** the Oneida Business Committee has reviewed the proposed project;

**BC Resolution # 08-25-21-B**  
**Obligation for CIP #21-111, Multi-Family Housing, Utilizing American Rescue Plan Act of 2021**  
**Federal Relief Funds**  
**Page 2 of 2**

**NOW THEREFORE BE IT RESOLVED**, that CIP #15-001, Food Innovation Center project, in the amount of \$7,155,000 from ARPA FRF LR, Food and Agriculture category with Mark W. Powless, General Manager, assigned as the Project Owner.

**CERTIFICATION**

I, the undersigned, as Secretary of the Oneida Business Committee, hereby certify that the Oneida Business Committee is composed of 9 members of whom 5 members constitute a quorum; 9 members were present at a meeting duly called, noticed and held on the 25<sup>th</sup> day of August, 2021; that the forgoing resolution was duly adopted at such meeting by a vote of 7 members for, 0 members against, and 1 members not voting\*; and that said resolution has not been rescinded or amended in any way.

  
\_\_\_\_\_  
Lisa Liggins, Secretary  
Oneida Business Committee

\*According to the By-Laws, Article I, Section 1, the Chair votes "only in the case of a tie."

---

<sup>i</sup> ARPA FRF LR as utilized in this resolution refers to Tribal Contribution Savings

Adopt resolution entitled Appointment of Kirby Metoxen, Councilman, on behalf of the Oneida Nation to th

### Business Committee Agenda Request

1. Meeting Date Requested: 10/25/23

2. Session:

Open  Executive – must qualify under §107.4-1.

Justification: *Choose or type justification.*

3. Requested Motion:

Accept as information; OR

Approve BC Resolution: Appointment of Kirby Metoxen, Councilman, on behalf of the Oneida Nation to American Indian Alaska Native Tourism Association.

4. Areas potentially impacted or affected by this request:

Finance

Programs/Services

Law Office

DTS

Gaming/Retail

Boards, Committees, or Commissions

Other: OBC

5. Additional attendees needed for this request:

*Name, Title/Entity OR Choose from List*

*Name, Title/Entity OR Choose from List*

*Name, Title/Entity OR Choose from List*

*Name, Title/Entity OR Choose from List*

**6. Supporting Documents:**

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

**7. Budget Information:**

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

**8. Submission:**

Authorized Sponsor: Kirby Metoxen, Councilman

Primary Requestor: (Name, Title/Entity)





## Memorandum

To: Oneida Business Committee

From: Councilman Kirby Metoxen

Date: October 10, 2023

Re: BC Resolution: Appointment of Kirby Metoxen, Councilman, on behalf of the Oneida Nation to American Indian Alaska Native Tourism Association.

---

### Background:

During the September 13, 2023, Oneida Business Committee Regular Meeting there was a motion to forward the item entitled "Adopt resolution entitled Oneida Business Committee 2023-2026 Term Recognition of Oneida Business Committee Member Activities on External Entities as Individuals" to the October 5, 2023, BC work session.

October 5, 2023 BC Work Session Discussion: *If there is a resolution that states you are the "Oneida nation" representative then it does fall under the nation activity. In terms of work coming from the "office" it is not necessarily seen as a conflict as the work is specific to advancement of Oneida nation priorities. The process is something that should be formalized as this is the first time we've noticed or addressed it in this manner.*

Duties of Tribal Councilman: *6. A Council member, with the support of the Oneida Business Committee, will develop a government relationship with their Tribal entities, a city, town, county, state, or other organizations and agencies of local, regional, national origins, private agencies, or corporate officers, as assigned.*

According to Travel Wisconsin, in 2022, Wisconsin's tourism industry generated a record-breaking \$23.7 billion in total economic impact.

### Request:

Councilman Kirby Metoxen is requesting that the Oneida Business Committee members appoint an Oneida Business Committee member as the delegate and alternate to sit on the Native American Tourism of Wisconsin Board and will be a representative of the Oneida Nation and the Oneida Business Committee through a BC Resolution.

# Oneida Nation

Post Office Box 365

Phone: (920)869-2214

Oneida, WI 54155



**BC Resolution # Leave this line blank  
 Appointment of Kirby Metoxen, Councilman, on behalf of the Oneida Nation to the American  
 Indian Alaska Native Tourism Association**

- 1
- 2 **WHEREAS,** the Oneida Nation is a federally recognized Indian government and a treaty tribe
- 3 recognized by the laws of the United States of America; and
- 4
- 5 **WHEREAS,** the Oneida General Tribal Council is the governing body of the Oneida Nation; and
- 6
- 7 **WHEREAS,** the Oneida Business Committee has been delegated the authority of Article IV, Section 1,
- 8 of the Oneida Tribal Constitution by the Oneida General Tribal Council; and
- 9
- 10 **WHEREAS,** the Oneida Nation recognizes and supports American Indian Alaska Native Tourism
- 11 Association in its purpose to provide technical assistance and training, research, and
- 12 publications to American Indian, Alaska Native and Native Hawaiian communities engaged
- 13 in tourism and hospitality, to facilitate conversations with the Native communities, federal
- 14 agencies, non-profit associations, and elected officials on the economic and cultural
- 15 importance of a healthy hospitality industry, to highlight the importance of visiting authentic
- 16 Native destinations, including cultural, heritage, historic, and artistic sites, and to generate
- 17 awareness, interest and demand for these destinations with domestic and international
- 18 travelers, the travel trade and the media; and
- 19
- 20 **WHEREAS,** the Oneida Business Committee has determined that the appointment of liaison to various
- 21 boards, committees, commissions, and organizations units fosters communication and
- 22 understanding between the organization entities and the Oneida Business Committee; and
- 23
- 24 **WHEREAS,** the Oneida Business Committee will appoint an Oneida Business Committee member as
- 25 the delegate sit on American Indian Alaska Native Tourism Association and will be a
- 26 representative of the Oneida Nation and the Oneida Business Committee; and
- 27
- 28 **NOW THEREFORE BE IT RESOLVED,** the Oneida Business Committee hereby appoints Kirby Metoxen,
- 29 Councilman, on behalf of the Oneida Nation to the American Indian Alaska Native Tourism Association.
- 30
- 31 **BE IT FURTHER RESOLVED,** that this resolution be delivered to the next meeting of American Indian
- 32 Alaska Native Tourism Association.
- 33
- 34 **BE IT FURTHERED RESOLVED,** that travel associated with American Indian Alaska Native Tourism
- 35 Association shall be funded by the Oneida Business Committee travel budget when noted within the Oneida
- 36 Business Committee Travel Request.
- 37
- 38 **BE IT FINALLY RESOLVED,** that the appointment of Kirby Metoxen, Councilman, as the delegate will
- 39 remain in effect until modified by resolution or when his term has ended.
- 40

Adopt resolution entitled Appointment of Kirby Metoxen, Councilman, on behalf of the Oneida Nation to th

### Business Committee Agenda Request

1. Meeting Date Requested: 10/25/23

2. Session:

Open  Executive – must qualify under §107.4-1.

Justification: *Choose or type justification.*

3. Requested Motion:

Accept as information; OR

Approve BC Resolution: Appointment of Kirby Metoxen, Councilman, on behalf of the Oneida Nation to the Native American Tourism of Wisconsin and identify, Jennifer Webster, Councilwoman, as Alternative and Michelle Danforth-Anderson, Marketing and Tourism Director, as a second alternate.

4. Areas potentially impacted or affected by this request:

- Finance  Programs/Services
- Law Office  DTS
- Gaming/Retail  Boards, Committees, or Commissions
- Other: OBC

5. Additional attendees needed for this request:

- Name, Title/Entity OR Choose from List*
- Name, Title/Entity OR Choose from List*
- Name, Title/Entity OR Choose from List*
- Name, Title/Entity OR Choose from List*

**6. Supporting Documents:**

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

**7. Budget Information:**

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

**8. Submission:**

Authorized Sponsor: Kirby Metoxen, Councilman

Primary Requestor: (Name, Title/Entity)



## Memorandum

To: Oneida Business Committee

From: Councilman Kirby Metoxen

Date: October 10, 2023

Re: BC Resolution: Appointment of Kirby Metoxen, Councilman, on behalf of the Oneida Nation to the Native American Tourism of Wisconsin and identify, Jennifer Webster, Councilwoman, as Alternate and Michelle Danforth-Anderson, Marketing and Tourism Director, as a second alternate.

---

### Background:

During the September 13, 2023, Oneida Business Committee Regular Meeting there was a motion to forward the item entitled "Adopt resolution entitled Oneida Business Committee 2023-2026 Term Recognition of Oneida Business Committee Member Activities on External Entities as Individuals" to the October 5, 2023, BC work session.

October 5, 2023 BC Work Session Discussion: *If there is a resolution that states you are the "Oneida nation" representative then it does fall under the nation activity. In terms of work coming from the "office" it is not necessarily seen as a conflict as the work is specific to advancement of Oneida nation priorities. The process is something that should be formalized as this is the first time we've noticed or addressed it in this manner.*

Duties of Tribal Councilman: *6. A Council member, with the support of the Oneida Business Committee, will develop a government relationship with their Tribal entities, a city, town, county, state, or other organizations and agencies of local, regional, national origins, private agencies, or corporate officers, as assigned.*

According to Travel Wisconsin, in 2022, Wisconsin's tourism industry generated a record-breaking \$23.7 billion in total economic impact.

BC Resolution #08-30-17-A & 10-14-20-A "Appointment of Liaison Responsibilities for Organization Entities" appointed Councilman Kirby Metoxen to Native American Tourism of Wisconsin.

BC Resolution #10-14-20-I "Designated Representative to Native American Tourism of Wisconsin" delegated Councilman Kirby Metoxen the authority of Article IV, Section 1, of the Oneida Tribal Constitution by the Oneida General Tribal Council.

### Request:

Councilman Kirby Metoxen is requesting that the Oneida Business Committee appoint an Oneida Business Committee member as the delegate and alternate to sit on the Native

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

American Tourism of Wisconsin Board and will be a representative of the Oneida Nation and the Oneida Business Committee; and the Oneida Business Committee will appoint a second alternate from the Oneida Nation to sit on the Native American Tourism of Wisconsin Board as a representative of the Oneida Nation through BC Resolution.

# Oneida Nation

Post Office Box 365

Phone: (920)869-2214

Oneida, WI 54155



### BC Resolution # Leave this line blank

**Appointment of Kirby Metoxen, Councilman, on behalf of the Oneida Nation to the Native American Tourism of Wisconsin and identify, Jennifer Webster, Councilwoman, as Alternative and Michelle Danforth-Anderson, Marketing and Tourism Director, as a second alternate**

- 1
- 2 **WHEREAS,** the Oneida Nation is a federally recognized Indian government and a treaty tribe
- 3 recognized by the laws of the United States of America; and
- 4
- 5 **WHEREAS,** the Oneida General Tribal Council is the governing body of the Oneida Nation; and
- 6
- 7 **WHEREAS,** the Oneida Business Committee has been delegated the authority of Article IV, Section 1,
- 8 of the Oneida Tribal Constitution by the Oneida General Tribal Council; and
- 9
- 10 **WHEREAS,** the Oneida Nation recognizes and supports Native American Tourism of Wisconsin in its
- 11 purpose of the organization in the promotion of Native American tourism and economic
- 12 development for the benefit of the 11 Wisconsin Tribes and their surrounding communities,
- 13 recognizing unique contributions and significant impact tribes have on Wisconsin's
- 14 economy; and
- 15
- 16 **WHEREAS,** the regular membership consists of one delegate and one alternate from each of the 11
- 17 Tribes/Nations of Wisconsin appointed by their respective Tribal Governments; and
- 18
- 19 **WHEREAS,** the Oneida Business Committee has determined that the appointment of liaison to various
- 20 boards, committees, commissions, and organizations units fosters communication and
- 21 understanding between the organization entities and the Oneida Business Committee; and
- 22
- 23 **WHEREAS,** the Oneida Business Committee will appoint an Oneida Business Committee member as
- 24 the delegate and alternate to sit on the Native American Tourism of Wisconsin Board and
- 25 will be a representative of the Oneida Nation and the Oneida Business Committee; and
- 26
- 27 **WHEREAS,** the Oneida Business Committee will appoint a second alternate from the Oneida Nation to
- 28 sit on the Native American Tourism of Wisconsin Board as a representative of the Oneida
- 29 Nation.
- 30
- 31 **NOW THEREFORE BE IT RESOLVED,** the Oneida Business Committee hereby appoints Kirby Metoxen,
- 32 Councilman, on behalf of the Oneida Nation to the Native American Tourism of Wisconsin
- 33
- 34 **BE IT FURTHER RESOLVED,** the Oneida Business Committee hereby appoints, Jennifer Webster,
- 35 Councilwoman, as an alternate and Michelle Danforth-Anderson, Marketing and Tourism Director, as a
- 36 second alternate, to sit on the Native American Tourism of Wisconsin Board.
- 37
- 38 **BE IT FURTHER RESOLVED,** that this resolution be delivered to the next meeting of the Native American
- 39 Tourism of Wisconsin.

BC Resolution # \_\_\_\_\_

**Appointment of Kirby Metoxen, Councilman, on behalf of the Oneida Nation to the Native American  
Tourism of Wisconsin and identify, Jennifer Webster, Councilwoman, as Alternative and Michelle  
Danforth-Anderson, Marketing and Tourism Director, as a second alternate**  
Page 2 of 2

40  
41 **BE IT FURTHERED RESOLVED**, that travel associated with Native American Tourism of Wisconsin shall  
42 be funded by the Oneida Business Committee travel budget when noted within the Oneida Business  
43 Committee Travel Request.

44  
45 **BE IT FINALLY RESOLVED**, that the appointment of Kirby Metoxen, Councilman, as the delegate and  
46 Jennifer Webster, Councilwoman, as an alternate will remain in effect until modified by resolution or when  
47 their term has ended and that the appointment of Michelle Danforth-Anderson, Marketing and Tourism  
48 Director, as a second alternate remain in effect until modified by resolution.

49  
50



Determine next steps regarding three (3) vacancies - Oneida Youth Leadership Institute Board

## Business Committee Agenda Request

1. Meeting Date Requested: 10/25/23

2. General Information:

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

Justification: *Choose reason for Executive.*

3. Supporting Documents:

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

4. Budget Information:

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

5. Submission:

Authorized Sponsor: Lisa Liggins, Secretary

Primary Requestor: Shannon Davis, Recording Clerk

Additional Requestor: (Name, Title/Entity)


Additional Requestor: (Name, Title/Entity)

Submitted By: SDAVIS



## Memorandum

TO: Oneida Business Committee

FROM: Brooke Doxtator, BCC Supervisor 

DATE: October 19, 2023

RE: Appointment(s) – Oneida Youth Leadership Institute Board

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### Background

Three (3) vacancies were posted for the Oneida Youth Leadership Institute Board. One (1) vacancy is to complete term ending June 30, 2024, and two (2) vacancies are to complete terms ending July 30, 2026.

The vacancies have been posted since May 1, 2023, and August 3, 2023. The latest application deadline was October 6, 2023, and one (1) application(s) was received for the following applicant(s):

- Chrisstara Cornelius

### Select action(s) provided below:

- 1) accept the selected the applicant(s) and appoint to a term ending June 30, 2024, or June 30, 2026, OR
- 2) reject the selected applicant(s) and oppose the vote\*\*, OR
- 3) request the Secretary to re-notice the vacancy(ies)

Accept the September 18, 2023, regular Finance Committee meeting minutes

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## Business Committee Agenda Request

1. Meeting Date Requested: 10/25/23

2. Session:

- Open     Executive – must qualify under §107.4-1.  
Justification: *Choose or type justification.*

3. Requested Motion:

- Accept as information; OR

Accept the FC Minutes for 9/18/23 & E-Poll

4. Areas potentially impacted or affected by this request:

- |                                                                               |                                                                        |
|-------------------------------------------------------------------------------|------------------------------------------------------------------------|
| <input checked="" type="checkbox"/> Finance                                   | <input type="checkbox"/> Programs/Services                             |
| <input type="checkbox"/> Law Office                                           | <input type="checkbox"/> DTS                                           |
| <input type="checkbox"/> Gaming/Retail                                        | <input checked="" type="checkbox"/> Boards, Committees, or Commissions |
| <input checked="" type="checkbox"/> Other: All areas that require FC approval |                                                                        |

5. Additional attendees needed for this request:

*Name, Title/Entity OR Choose from List*

*Name, Title/Entity OR Choose from List*

*Name, Title/Entity OR Choose from List*

*Name, Title/Entity OR Choose from List*

**6. Supporting Documents:**

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

**7. Budget Information:**

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

**8. Submission:**

Authorized Sponsor: Keith Doxtator, Chief Financial Officer

Primary Requestor: Melissa Alvarado, Office Manager



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## INTERNAL MEMORANDUM

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**TO:** FINANCE COMMITTEE  
**FROM:** MELISSA ALVARADO, OFFICE MANAGER  
**SUBJECT:** E-POLL RESULTS – FC MINUTES OF SEPTEMBER 18, 2023  
**DATE:** 9/18/23

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An E-Poll vote of the Finance Committee was conducted to approve the Finance Committee meeting minutes of September 18, 2023. The E-Poll and minutes were sent out today and concluded today. The results of the completed E-Poll are as follows:

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**E-POLL RESULTS:**

**There was a Majority of 4 FC members voting to approve the September 18, 2023 Finance Committee Meeting Minutes. FC Members voting included: *Lisa Liggins, Jennifer Webster, Jonas Hill, and Chad Fuss.***

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These Finance Committee Minutes of September 18, 2023 will be placed on the next Finance Committee agenda to acknowledge this E-Poll action. Per the FC By-Laws all Minutes of the FC will be submitted to the Secretary's Office once a month for BC acceptance.



**ONEIDA**  
**FINANCE COMMITTEE**  
**REGULAR MEETING**

**SEPTEMBER 18, 2023 • Time: 8:30 A.M**

**Business Committee Conference Room/ Microsoft Teams**

**REGULAR MEETING MINUTES**

**FC MEMBERS PRESENT:**

Larry Barton, Treasurer/FC Chair	Lisa Liggins, BC Secretary
Jennifer Webster, BC Council Member	Jonas Hill, BC Council Member
Chad Fuss, Asst. Gaming CFO-via Teams	Sarah White, Purchasing Director-via Teams

**FC MEMBERS EXCUSED:** Keith Doxtator CFO/FC Vice-Chair

**OTHERS PRESENT:** Mark W. Powless-via Teams, Debra Danforth-via Teams, Rachel Bleser-via Teams, Jen Bisterfeldt-via Teams, Rachel Lemke-via Teams, Linda Jenkins-via Teams, Sidney White-via Teams, Maureen Perkins-via Teams, Brenda Haen-via Teams, James Petitjean-via Teams, Jason Doxtator-via Teams, Carol Torres-via Teams, Josephine Skenandore-via Teams, Sharon Mousseau-via Teams, Bridget John-via Teams, Nina Vang-via Teams, David Jordan-via Teams, Melinda J. Danforth-via Teams, Connie Danforth-via Teams, Carrie Blohowiak-via Teams, Mercie Danforth-via Teams, Nathalie Benton-via Teams, Henri Cornelius-via Teams, Connie Vandenberg-via Teams, Jamie Willis-via Teams, Lesley Ness-via Teams, Courtney Georgia-via Teams, Catherine Hirth-via Teams, Debra Santiago-via Teams, Lynn Schmidt-via Teams, Carol Silva-via Teams, and Melissa Alvarado, taking notes

**I. CALL TO ORDER:** The FC Regular Meeting was called to order by the FC Chair at 8:30 A.M.

**II. APPROVAL OF AGENDA:** SEPTEMBER 18, 2023

Motion by Jonas Hill to approve the September 18, 2023 Finance Committee Meeting Agenda starting with VIII. Donation/Oneida Finance Fund Requests. Seconded by Jennifer Webster. Motion carried unanimously.

**III. MINUTES:** AUGUST 14, 2023 (Approved via E-Poll on 08/15/23):

Motion by Jennifer Webster to acknowledge the FC E-Poll action taken on August 15, 2023 approving the August 14, 2023 Finance Committee Meeting Minutes. Seconded by Jonas Hill. Motion carried unanimously.

Secretary Lisa Liggins arrived at 8:36 A.M.

**IV. SPECIAL FC E-POLL:**

1. Broadway Ford Hyundai – Vehicle Purchase Amount: \$61,934.50  
Redmon Danforth Jr., DPW-Automotive (Approved via E-Poll on 8/17/23)

Motion by Jennifer Webster to acknowledge the Special FC E-Poll action taken on August 17, 2023 approving the Broadway Ford Hyundai – Vehicle Purchase in the amount of \$61,934.50. Seconded by Jonas Hill. Abstained by Lisa Liggins. Motion carried.

2. Elevate97 – PO Increase Amount: \$4,000.00  
Paul Hockers, Gaming-Sports Book (Approved via E-Poll on 8/25/23)  
Total PO: \$74,001.00

Motion by Jennifer Webster to acknowledge the Special FC E-Poll action taken on August 25, 2023 approving the Elevate97 – PO Increase in the amount of \$4,000.00 making the Total PO \$74,001.00. Seconded by Jonas Hill. Motion carried unanimously.

3. CESA 7 – Service Contract Amount: \$84,829.00  
Jacqueline Smith, Education & Training Admin (Approved via E-Poll on 8/31/23)

Motion by Jennifer Webster to acknowledge the Special FC E-Poll action taken on August 31, 2023 approving the CESA 7 – Service Contract in the amount of \$84,829.00. Seconded by Jonas Hill. Motion carried unanimously.

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

1. FY24 Blanket PO – Harters Amount: \$220,000.00  
Bridget John, Utilities

Motion by Jonas Hill to approve the FY24 Blanket PO – Harters in the amount of \$220,000.00. Seconded by Jennifer Webster. Motion carried unanimously.

2. FY24 Blanket PO – Pro-Care Therapy-Para Professionals Amount: \$167,200.00  
Sharon Mousseau/Fay Lemense, ONES

Motion by Jonas Hill to approve the FY24 Blanket PO – Pro-Care Therapy-Para

Professionals in the amount of \$167,200.00. Seconded by Jennifer Webster. Motion carried unanimously.

3. FY24 Blanket PO – Pro-Care Therapy-School Psychologist Amount: \$120,960.00  
Sharon Mousseau/Fay Lemense, ONES

Motion by Jonas Hill to approve the FY24 Blanket PO – Pro-Care Therapy-School Psychologist in the amount of \$120,960.00. Seconded by Jennifer Webster. Motion carried unanimously.

4. FY24 Blkt PO – Chambers & Owen Inc Amount: \$50,000,000.00  
Debra Powless, Retail

Motion by Jennifer Webster to approve the FY24 Blanket PO-Chambers & Owen Inc. in the amount of \$50,000,000.00. Seconded by Jonas Hill. Motion carried unanimously.

5. FY24 Blkt PO – US Venture Inc Amount: \$21,000,000.00  
Debra Powless, Retail

Motion by Chad Fuss to approve the FY24 Blanket PO-US Venture Inc. in the amount of \$21,000,000.00. Seconded by Jennifer Webster. Motion carried unanimously.

6. FY24 Blkt PO – True North Energy Amount: \$6,000,000.00  
Debra Powless, Retail

Motion by Chad Fuss to approve the FY24 Blanket PO-True North Energy in the amount of \$6,000,000.00. Seconded by Jennifer Webster. Motion carried unanimously.

7. FY24 Blkt PO – WP Beverages LLC (Pepsi) Amount: \$640,000.00  
Debra Powless, Retail

Motion by Jonas Hill to approve the FY24 Blanket PO-WP Beverages LLC (Pepsi) in the amount of \$640,000.00. Seconded by Chad Fuss. Motion carried unanimously.

8. FY24 Blkt PO – Reyes Holding (Coca-Cola) Amount: \$550,000.00  
Debra Powless, Retail

Motion by Jennifer Webster to approve the FY24 Blanket PO-Reyes Holding (Coca-Cola)



in the amount of \$550,000.00. Seconded by Lisa Liggins. Motion carried unanimously.

9. FY24 Blkt PO – Dean Distributing Inc  
Debra Powless, Retail Amount: \$435,000.00

Motion by Jennifer Webster to approve the FY24 Blanket PO-Dean Distributing Inc. in the amount of \$435,000.00. Seconded by Lisa Liggins. Motion carried unanimously.

10. FY24 Blkt PO – Triangle Distributing Co. Inc  
Debra Powless, Retail Amount: \$325,000.00

Motion by Jennifer Webster to approve the FY24 Blanket PO-Triangle Distributing Co. Inc. in the amount of \$325,000.00. Seconded by Lisa Liggins. Motion carried unanimously.

11. FY24 Blkt PO – Frito-Lay Inc  
Debra Powless, Retail Amount: \$282,000.00

Motion by Jonas Hill to approve the FY24 Blanket PO-Frito-Lay Inc. in the amount of \$282,000.00. Seconded by Jennifer Webster. Motion carried unanimously.

12. FY24 Blkt PO – Kay Beer Distributing Inc  
Debra Powless, Retail Amount: \$275,000.00

Motion by Jennifer Webster to approve the FY24 Blanket PO-Kay Beer Distributing Inc. in the amount of \$275,000.00. Seconded by Jonas Hill. Motion carried unanimously.

13. FY24 Blkt PO – Birdseye Dairy Inc  
Debra Powless, Retail Amount: \$240,000.00

Motion by Jennifer Webster to approve the FY24 Blanket PO-Birdseye Dairy Inc. in the amount of \$240,000.00. Seconded by Jonas Hill. Motion carried unanimously.

14. FY24 Blkt PO – Lightning Wash LLC  
Debra Powless, Retail Amount: \$200,000.00

Motion by Jennifer Webster to approve the FY24 Blanket PO-Lightning Wash LLC in the amount of \$200,000.00. Seconded by Jonas Hill. Motion carried unanimously.

15. FY24 Blkt PO – Kitchen Fresh Foods LLC Amount: \$180,000.00  
Debra Powless, Retail

Motion by Jonas Hill to approve the FY24 Blanket PO-Kitchen Fresh Foods LLC in the amount of \$180,000.00. Seconded by Lisa Liggins. Motion carried unanimously.

16. FY24 Blkt PO – US Venture Inc Amount: \$145,000.00  
Debra Powless, Retail

Motion by Jonas Hill to approve the FY24 Blanket PO-US Venture Inc. in the amount of \$145,000.00. Seconded by Lisa Liggins. Motion carried unanimously.

17. FY24 Blkt PO – KAG Energy LLC Amount: \$143,000.00  
Debra Powless, Retail

Motion by Jonas Hill to approve the FY24 Blanket PO-KAG Energy LLC in the amount of \$143,000.00. Seconded by Lisa Liggins. Motion carried unanimously.

18. FY24 Blkt PO – WDI LLC Amount: \$135,000.00  
Debra Powless, Retail

Motion by Jennifer Webster to approve the FY24 Blanket PO-WDI LLC in the amount of \$135,000.00. Seconded by Chad Fuss. Motion carried unanimously.

19. FY24 Blkt PO – Seven-Up Bottling Co Inc Amount: \$120,000.00  
Debra Powless, Retail

Motion by Jennifer Webster to approve the FY24 Blanket PO-Seven-Up Bottling Co Inc. in the amount of \$120,000.00. Seconded by Jonas Hill. Motion carried unanimously.

20. FY24 Blkt PO – Loomis Amount: \$112,000.00  
Debra Powless, Retail

Motion by Jonas Hill to approve the FY24 Blanket PO-Loomis in the amount of \$112,000.00. Seconded by Lisa Liggins. Motion carried unanimously.

21. FY24 Blkt PO – Red Bull Distribution Co. Inc Amount: \$110,000.00  
Debra Powless, Retail

Motion by Jonas Hill to approve the FY24 Blanket PO-Red Bull Distribution Co. Inc. in the amount of \$110,000.00. Seconded by Lisa Liggins. Motion carried unanimously.

22. FY24 Blkt PO – US Venture Inc Amount: \$84,825.00  
Debra Powless, Retail

Motion by Jonas Hill to approve the FY24 Blanket PO-US Venture Inc. in the amount of \$84,825.00. Seconded by Jennifer Webster. Motion carried unanimously.

23. Johnson Controls – Service Contract Amount: \$59,501.83  
Sharon Mousseau, ONES

Motion by Jonas Hill to approve the Johnson Controls – Service Contract in the amount of \$59,501.83. Seconded by Lisa Liggins. Motion carried unanimously.

24. FY24 Blkt PO – LNW Gaming Inc. Amount: \$840,000.00  
Josephine Skenandore, Gaming-MIS

Motion by Lisa Liggins to approve the FY24 Blanket PO – LNW Gaming Inc. in the amount of \$840,000.00. Seconded by Jonas Hill. Motion carried unanimously.

25. Baycom Inc. – Service Contract Amount: \$98,979.00  
Jason Doxtator, Gaming-MIS

Motion by Jonas Hill to approve the Baycom Inc. – Service Contract in the amount of \$98,979.00. Seconded by Jennifer Webster. Motion carried unanimously.

26. FY24 Blkt PO – Spectra-Cash & Credit Card Sales Reimb. Amount: \$2,200,000.00  
Chad Fuss, Gaming-Admin

Chad Fuss explained the blanket PO is specifically to reimburse Spectra for cash and credit card sales that Oneida Casino has recognized during their drop and reconciliation. Gaming receives all the credit cash or other credit card sales from Spectra and then Gaming reimburses Spectra.

Motion by Jennifer Webster to approve the FY24 Blanket PO – Spectra-Cash & Credit Card Sales Reimbursement in the amount of \$2,200,000.00. Seconded by Lisa Liggins. Motion carried unanimously.

**27. FY24 Blkt PO – Spectra-Comp Reimbursement** Amount: \$850,000.00  
Chad Fuss, Gaming-Admin

Chad Fuss explained the blanket PO is specifically for player point redemption and promotional activity at the food venues operated by Spectra. When Gaming gives away a free meal to a customer, Gaming reimburses Spectra with the price of that meal.

Motion by Jennifer Webster to approve the FY24 Blanket PO – Spectra-Comp Reimbursement in the amount of \$850,000.00. Seconded by Jonas Hill. Motion carried unanimously.

**28. FY24 Blkt PO – Spectra-Profit & Loss** Amount: \$1,000,000.00  
Chad Fuss, Gaming-Admin

Chad Fuss explained the blanket PO is to ensure that Gaming reimburses Spectra for any losses at the end of the day.

Motion by Jonas Hill to approve the FY24 Blanket PO – Spectra-Profit & Loss in the amount of \$1,000,000.00. Seconded by Jennifer Webster. Motion carried unanimously.

**29. FY24 Blkt PO – Badger Liquor** Amount: \$350,000.00  
Chad Fuss, Gaming-Admin

Chad Fuss explained Gaming purchases all the liquor for Spectra since Gaming holds a liquor license.

Motion by Jonas Hill to approve the FY24 Blanket PO – Badger Liquor in the amount of \$350,000.00. Seconded by Jennifer Webster. Motion carried unanimously.

**30. FY24 Blkt PO – Dean Distributing** Amount: \$575,000.00  
Chad Fuss, Gaming-Admin

Motion by Jonas Hill to approve the FY24 Blanket PO – Dean Distributing in the amount of \$575,000.00. Seconded by Jennifer Webster. Motion carried unanimously.

**31. FY24 Blkt PO – General Beverage** Amount: \$450,000.00

Chad Fuss, Gaming-Admin

Motion by Jonas Hill to approve the FY24 Blanket PO – General Beverage in the amount of \$450,000.00. Seconded by Jennifer Webster. Motion carried unanimously.

32. FY24 Blkt PO – Kay Beer Distributing Amount: \$350,000.00  
Chad Fuss, Gaming-Admin

Motion by Jonas Hill to approve the FY24 Blanket PO – Kay Beer Distributing in the amount of \$350,000.00. Seconded by Jennifer Webster. Motion carried unanimously.

33. FY24 Blkt PO – Triangle Distributing Amount: \$575,000.00  
Chad Fuss, Gaming-Admin

Motion by Jonas Hill to approve the FY24 Blanket PO – Triangle Distributing in the amount of \$575,000.00. Seconded by Jennifer Webster. Motion carried unanimously.

#### **VIII. DONATIONS / ONEIDA FINANCE FUND:**

##### **Report:**

1. FC Donation Report – September 2023  
Melissa Alvarado, Office Manager

Motion by Lisa Liggins to accept the FC Donation Report for September 2023. Seconded by Jennifer Webster. Motion carried unanimously.

2. Oneida Finance Fund Report – September 2023  
Melissa Alvarado, Office Manager

Motion by Lisa Liggins to accept the Oneida Finance Fund Report for September 2023. Seconded by Jennifer Webster. Motion carried unanimously.

##### **Requests:**

1. Woodland Indian Art Show & Market – Donation Amount: \$2,500.00  
Requester: Aliskwet Ellis, Secretary

Motion by Jennifer Webster to approve from the Finance Committee Donations the request

from Woodland Indian Art Show & Market – Donation in the amount of \$2,500. Seconded by Jonas Hill. Motion carried unanimously.

2. Safe Haven 4<sup>th</sup> Annual First Responders Ball of the Badges – Sponsorship Amount: \$1,000.00  
Requester: Rachel Bleser, Community Engagement Specialist

Motion by Jennifer Webster to approve from the Finance Committee Donations the request from Safe Haven 4<sup>th</sup> Annual First Responders Ball of the Badged – Sponsorship in the amount of \$1,000. Seconded by Jonas Hill. Motion carried unanimously.

3. 30<sup>th</sup> Annual Harvest and Husking Bee – Refreshments Amount: 25 Cases  
Requester: Eric McLester, Tsyunhehkwā Farm

Motion by Jennifer Webster to approve from the Oneida Finance Fund the product request for twenty-five (25) cases of Coca-Cola products for refreshments at the 30<sup>th</sup> Annual Harvest and Husking Bee on October 7, 2023. Seconded by Jonas Hill. Motion carried unanimously.

#### **IX. EXECUTIVE SESSION:**

Motion by Jennifer Webster to go into Executive Session. Seconded by Jonas Hill. Motion carried unanimously. Time: 9:03 A.M.

Motion by Jennifer Webster to come out of Executive Session. Seconded by Jonas Hill. Motion carried unanimously. Time: 9:22 A.M.

1. FY24 Blkt PO – All One Staffing (AJRCCC) Contract #2023-0286  
Dr. Jay Kennard & Debra Danforth, Comp. Health Div.

Motion by Lisa Liggins to approve the items #1-50 FY24 Blanket POs for the Comprehensive Health Division in the amounts as requested. Seconded by Jonas Hill. Motion carried unanimously.

NOTE: If there are further questions or due diligence at that, be offered to both Melissa Alvarado and the clinic leadership, directly after this Finance Committee meeting.

2. FY24 Blkt PO – Performance Food Group (AJRCCC) Contract #2012-1552  
Dr. Jay Kennard & Debra Danforth, Comp. Health Div.

- See Action in Executive Session #1.
  
- 3. FY24 Blkt PO – PRN Health Services (AJRCCC) Contract #2019-0784  
Dr. Jay Kennard & Debra Danforth, Comp. Health Div.
  
- See Action in Executive Session #1.
  
- 4. FY24 Blkt PO – STAT Temporary Staffing (AJRCCC) Contract #2022-0622  
Dr. Jay Kennard & Debra Danforth, Comp. Health Div.
  
- See Action in Executive Session #1.
  
- 5. FY24 Blkt PO - PRN Home & Therapy, (AJRCCC) Contract #2019-0784  
Dr. Jay Kennard & Debra Danforth, Comp. Health Div.
  
- See Action in Executive Session #1.
  
- 6. FY24 Blkt PO – Apricity Treatment Center Contract #2020-0580  
Dr. Jay Kennard & Debra Danforth, Comp. Health Div.
  
- See Action in Executive Session #1.
  
- 7. FY24 Blkt PO – Array Therapy Telehealth Services Contract #2017-1425  
Dr. Jay Kennard & Debra Danforth, Comp. Health Div.
  
- See Action in Executive Session #1.
  
- 8. FY24 Blkt PO – Burkwood Treatment Center Contract #2020-0580  
Dr. Jay Kennard & Debra Danforth, Comp. Health Div.
  
- See Action in Executive Session #1.
  
- 9. FY23 Blkt PO – Health Related Contract #2019-1399  
Dr. Jay Kennard & Debra Danforth, Comp. Health Div.
  
- See Action in Executive Session #1.
  
- 10. FY24 Blkt PO – Jackie Nitschke Center, Contract #2020-0580  
Dr. Jay Kennard & Debra Danforth, Comp. Health Div.
  
- See Action in Executive Session #1.

11. FY24 Blkt PO – Keystone Treatment Center, Contract #2020-0580  
Dr. Jay Kennard & Debra Danforth, Comp. Health Div.
  - See Action in Executive Session #1.
  
12. FY24 Blkt PO – Keystone Treatment Center, TOR Grant, Contract #2020-0580  
Dr. Jay Kennard & Debra Danforth, Comp. Health Div.
  - See Action in Executive Session #1.
  
13. FY24 Blkt PO – Leanard & Finco Contract #2023-0069  
Dr. Jay Kennard & Debra Danforth, Comp. Health Div.
  - See Action in Executive Session #1.
  
14. FY24 Blkt PO – Mahala’s Hope Inc. Contract #2020-0580  
Dr. Jay Kennard & Debra Danforth, Comp. Health Div.
  - See Action in Executive Session #1.
  
15. FY24 Blkt PO- Options Counseling Services Contract #2020-0580  
Dr. Jay Kennard & Debra Danforth, Comp. Health Div.
  - See Action in Executive Session #1.
  
16. FY24 Blkt PO – Health Related Contract #2018-0651  
Dr. Jay Kennard & Debra Danforth, Comp. Health Div.
  - See Action in Executive Session #1.
  
17. FY24 Blkt PO – Health Related Contract #2018-0650  
Dr. Jay Kennard & Debra Danforth, Comp. Health Div.
  - See Action in Executive Session #1.
  
18. FY24 Blkt PO – Pathways to a Better Life Contract #2020-0580  
Dr. Jay Kennard & Debra Danforth, Comp. Health Div.
  - See Action in Executive Session #1.
  
19. FY24 Blkt PO - Prevea Clinic/St. Vincent Contract #2017-0808  
Dr. Jay Kennard & Debra Danforth, Comp. Health Div.
  - See Action in Executive Session #1.



20. FY24 Blkt PO – Health Related Contract #2018-0653  
Dr. Jay Kennard & Debra Danforth, Comp. Health Div.
- See Action in Executive Session #1.
21. FY24 Blkt PO – Health Related Contract #2018-0655  
Dr. Jay Kennard & Debra Danforth, Comp. Health Div.
- See Action in Executive Session #1.
22. FY24 Blkt PO – Tellurian UCAN Inc. Contract #2020-0580  
Dr. Jay Kennard & Debra Danforth, Comp. Health Div.
- See Action in Executive Session #1.
23. FY24 Blkt PO – Arms of Angels Inc. Contract #2022-0195  
Dr. Jay Kennard & Debra Danforth, Comp. Health Div.
- See Action in Executive Session #1.
24. FY24 Blkt PO – Bruss Supportive Community Living Inc. Contract #2022-0195  
Dr. Jay Kennard & Debra Danforth, Comp. Health Div.
- See Action in Executive Session #1.
25. FY24 Blkt PO – Central Green Bay Caregiving Contract #2023-0439  
Dr. Jay Kennard & Debra Danforth, Comp. Health Div.
- See Action in Executive Session #1.
26. FY24 Blkt PO – Cerebral Palsy Center Contract #2021-0603  
Dr. Jay Kennard & Debra Danforth, Comp. Health Div.
- See Action in Executive Session #1.
27. FY24 Blkt PO – Clarity Care Contract #2016-0118  
Dr. Jay Kennard & Debra Danforth, Comp. Health Div.
- See Action in Executive Session #1.
28. FY24 Blkt PO – Compass Development S.C. Contract #2021-0193  
Dr. Jay Kennard & Debra Danforth, Comp. Health Div.

- See Action in Executive Session #1.
  
- 29. FY24 Blkt PO – Crossroads Care Center Contract #2022-0683  
Dr. Jay Kennard & Debra Danforth, Comp. Health Div.
  
- See Action in Executive Session #1.
  
- 30. FY24 Blkt PO – Good Shepherd Services Contract #2023-0156  
Dr. Jay Kennard & Debra Danforth, Comp. Health Div.
  
- See Action in Executive Session #1.
  
- 31. FY24 Blkt PO – Harbor Senior Living Inc., Contract #2021-0159  
Dr. Jay Kennard & Debra Danforth, Comp. Health Div.
  
- See Action in Executive Session #1.
  
- 32. FY24 Blkt PO – Helping Hands Caregivers, Contract #2017-0474  
Dr. Jay Kennard & Debra Danforth, Comp. Health Div.
  
- See Action in Executive Session #1.
  
- 33. FY24 Blkt PO – La Sante WI Inc. HME Home Medical  
Dr. Jay Kennard & Debra Danforth, Comp. Health Div.
  
- See Action in Executive Session #1.
  
- 34. FY24 Blkt PO – Limitless Possibilities LLC Contract #2023-0017  
Dr. Jay Kennard & Debra Danforth, Comp. Health Div.
  
- See Action in Executive Session #1.
  
- 35. FY24 Blkt PO – Natural Living Adult Family Home LLC Contract #2022-0359  
Dr. Jay Kennard & Debra Danforth, Comp. Health Div.
  
- See Action in Executive Session #1.
  
- 36. FY24 Blkt PO – PRN Health Care Contract #2021-0924  
Dr. Jay Kennard & Debra Danforth, Comp. Health Div.
  
- See Action in Executive Session #1.

37. FY24 Blkt PO – PRN Home & Therapy Contract #2023-0161  
Dr. Jay Kennard & Debra Danforth, Comp. Health Div.
- See Action in Executive Session #1.
38. FY24 Blkt PO – Henry Schein Dental Supply Contract #2019-0336  
Dr. Jay Kennard & Debra Danforth, Comp. Health Div.
- See Action in Executive Session #1.
39. FY24 Blkt PO – NDX Lords Dental  
Dr. Jay Kennard & Debra Danforth, Comp. Health Div.
- See Action in Executive Session #1.
40. FY24 Blkt PO – Patterson Dental Supply Contract #2019-0336  
Dr. Jay Kennard & Debra Danforth, Comp. Health Div.
- See Action in Executive Session #1.
41. FY24 Blkt PO – Quality Crown & Bridge (QCBS)  
Dr. Jay Kennard & Debra Danforth, Comp. Health Div.
- See Action in Executive Session #1.
42. FY24 Blkt PO – Health Related Contract #2020-0138  
Dr. Jay Kennard & Debra Danforth, Comp. Health Div.
- See Action in Executive Session #1.
43. FY24 Blkt PO – Health Related Contract #2012-1259  
Dr. Jay Kennard & Debra Danforth, Comp. Health Div.
- See Action in Executive Session #1.
44. FY24 Blkt PO – Health Related Contract #2021-0062  
Dr. Jay Kennard & Debra Danforth, Comp. Health Div.
- See Action in Executive Session #1.
45. FY24 Blkt PO – Redsail Technologies LLC Contract #2019-1421  
Dr. Jay Kennard & Debra Danforth, Comp. Health Div.
- See Action in Executive Session #1.

46. FY24 Blkt PO – Prevea Clinic Contract 2005-1991  
Dr. Jay Kennard & Debra Danforth, Comp. Health Div.

- See Action in Executive Session #1.

47. FY24 Blkt PO – HSHS St. Vincent OBGYN Contract #2012-1284  
Dr. Jay Kennard & Debra Danforth, Comp. Health Div.

- See Action in Executive Session #1.

48. FY24 Blkt PO – STAT Temporary Staffing Contract #2022-0551  
Dr. Jay Kennard & Debra Danforth, Comp. Health Div.

- See Action in Executive Session #1.

49. FY24 Blkt PO – Walgreens Pharmacy, Contract #2016-0431  
Dr. Jay Kennard & Debra Danforth, Comp. Health Div.

- See Action in Executive Session #1.

50. FY24 Blkt PO – Lucid Health, Contract #2021-0772  
Dr. Jay Kennard & Debra Danforth, Comp. Health Div.

- See Action in Executive Session #1.

## **X. ADMINISTRATIVE /INTERNAL:**

1. FY24-Oneida Finance Fund Packets (Funds & Product)  
Melissa Alvarado, Office Manager

Motion by Lisa Liggins to accept the FY24-Oneida Finance Fund Packets (Funds & Donations) and the FY24-FC Donations Packet as FYIs. Seconded by Jonas Hill. Motion carried unanimously.

2. FY24-FC Donation Packet  
Melissa Alvarado, Office Manager

- See Action in Administrative/Internal #1.

## **XI. FOLLOW UP: None**

## **XII. FOR INFORMATION ONLY:**

1. IGT – (4) Mystery of the Lamp Lease Slot Machines

David Emerson, Gaming-Slots

Motion by Jennifer Webster to accept the IGT-(4) Mystery of the Lamp Lease Slot Machines and the Aristocrat-(4) NFL Super Bowl WAP Slot Machines as FYIs. Seconded by Jonas Hill. Motion carried unanimously.

2. Aristocrat – (4) NFL Super Bowl WAP Slot Machines  
David Emerson, Gaming-Slots

- See Action in For Information Only #1.

3. Govt to Govt – Brown County Service Agreement Annual Payment  
Melinda J. Danforth, Legislative Affairs

Motion by Jennifer Webster to accept the Government to Government – Brown County Service Agreement Annual Payment as FYI. Seconded by Chad Fuss. Motion carried unanimously.

**XIII. ADJOURN:** Motion by Jennifer Webster to adjourn. Seconded by Jonas Hill.

Motion carried unanimously. Time: 9:37 A.M.

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

*Finance Committee Approval Date of Minutes via E-Poll:* September 18, 2023

Accept the October 12, 2023, regular Finance Committee meeting minutes

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### Business Committee Agenda Request

1. Meeting Date Requested: 10/25/23

2. Session:

Open     Executive – must qualify under §107.4-1.

Justification: *Choose or type justification.*

3. Requested Motion:

Accept as information; OR

Accept the FC Minutes for 10/12/23 & E-Poll

4. Areas potentially impacted or affected by this request:

Finance

Programs/Services

Law Office

DTS

Gaming/Retail

Boards, Committees, or Commissions

Other: All areas that require FC approval

5. Additional attendees needed for this request:

*Name, Title/Entity OR Choose from List*

*Name, Title/Entity OR Choose from List*

*Name, Title/Entity OR Choose from List*

*Name, Title/Entity OR Choose from List*

**6. Supporting Documents:**

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

**7. Budget Information:**

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

**8. Submission:**

Authorized Sponsor: Keith Doxtator, Chief Financial Officer

Primary Requestor: Melissa Alvarado, Office Manager



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## INTERNAL MEMORANDUM

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**TO:** FINANCE COMMITTEE  
**FROM:** MELISSA ALVARADO, OFFICE MANAGER  
**SUBJECT:** E-POLL RESULTS – FC MINUTES OF OCTOBER 12, 2023  
**DATE:** 10/12/23

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An E-Poll vote of the Finance Committee was conducted to approve the Finance Committee meeting minutes of October 12, 2023. The E-Poll and minutes were sent out today and concluded today. The results of the completed E-Poll are as follows:

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**E-POLL RESULTS:**

**There was a Majority of 6 FC members voting to approve the October 12, 2023 Finance Committee Meeting Minutes. FC Members voting included: *Keith Doxtator, Jennifer Webster, Jonas Hill, Lisa Liggins, Louise Cornelius, and Sarah White.***

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These Finance Committee Minutes of October 12, 2023 will be placed on the next Finance Committee agenda to acknowledge this E-Poll action. Per the FC By-Laws all Minutes of the FC will be submitted to the Secretary's Office once a month for BC acceptance.





## FINANCE COMMITTEE

### REGULAR MEETING

OCTOBER 12, 2023 • Time: 8:30 A.M.

Business Committee Conference Room / Microsoft Teams

### REGULAR MEETING MINUTES

#### FC MEMBERS PRESENT:

Larry Barton, Treasurer/FC Chair	Keith Doxtator, CFO/FC Vice-Chair
Lisa Liggins, BC Secretary-via Teams	Jennifer Webster, BC Council Member
Jonas Hill, BC Council Member	Louise Cornelius, Gaming General Manager
Sarah White, Purchasing Director-via Teams	

#### FC MEMBERS EXCUSED:

**OTHERS PRESENT:** Timothy Skenandore-via Teams, Mark A Powless-via Teams, Tamara VanSchyndel-via Teams, Michelle Braaten-via Teams, Reynold Danforth-via Teams, Jeremy King-via Teams, Lisa Moore, Linda Dallas, Aliskwet Ellis-via Teams, Kerry Smith-via Teams, Maureen Perkins-via Teams, and Melissa Alvarado taking notes

**I. CALL TO ORDER:** The FC Regular Meeting was called to order by the FC Chair at 8:30 A.M.

#### II. APPROVAL OF AGENDA: OCTOBER 12, 2023

Motion by Jonas Hill to approve the October 12, 2023 Finance Committee Meeting Agenda with one deletion New Business #3 InitiativeOne – Leadership Transformation Process. Seconded by Jennifer Webster. Motion carried unanimously.

#### III. FC MINUTES: September 18, 2023 (Approved via E-Poll on 9/18/23)

Motion by Jennifer Webster to acknowledge the FC E-Poll action taken on September 18, 2023 approving the September 18, 2023 Finance Committee Meeting Minutes. Seconded by Louise Cornelius. Abstained by Keith Doxtator. Motion carried.

#### IV. SPECIAL FC E-POLL:

1. EVOLV Technology Inc. – Purchase Express Single Lane Scanners Amount: \$391,286.95  
DeAnna Klescewski, Security (Approved via E-Poll on 9/28/23)

Motion by Jennifer Webster to acknowledge the FC E-Poll action taken on September 28, 2023 approving the EVOLV Technology Inc. – Purchase Express Single Lane Scanners in the amount of \$391,286.95. Seconded by Jonas Hill. Motion carried unanimously.

**V. TABLED BUSINESS:** None

**VI. CAPITAL EXPENDITURES:**

- |                                           |                        |
|-------------------------------------------|------------------------|
| 1. Total Energy Systems LLC – PO Increase | Amount: \$2,301.00     |
| Timothy Skenandore, Gaming-Facilities     | Total PO: \$571,644.00 |

Motion by Jonas Hill to approve the Total Energy Systems LLC – PO Increase in the amount of \$2,301.00 making the total PO \$571,644.00. Seconded by Keith Doxtator. Motion carried unanimously.

**VI. NEW BUSINESS:**

- |                                                              |                     |
|--------------------------------------------------------------|---------------------|
| 1. FY24 Blkt PO – 1822 Land & Development – Warehouse Rental | Amount: \$51,000.00 |
| Marilyn King, Food Distribution                              |                     |

Motion by Keith Doxtator to approve the FY24 Blanket PO – 1822 Land & Development-Warehouse Rental in the amount of \$51,000.00. Seconded by Jennifer Webster. Motion carried unanimously.

Jennifer Webster commented: Why don't we just buy the building instead of leasing it from another operation that Oneida owns?

- |                                                 |                     |
|-------------------------------------------------|---------------------|
| 2. FY24 Blkt PO – 1822 Land & Development – OGC | Amount: \$87,370.00 |
| Mark A. Powless Sr., Gaming Commission          |                     |

Motion by Lisa Liggins to approve the FY24 Blanket PO – 1822 Land & Development-OGC in the amount of \$87,370.00. Seconded by Keith Doxtator. Motion carried unanimously.

- |                                                      |                     |
|------------------------------------------------------|---------------------|
| 3. InitiativeOne – Leadership Transformation Process | Amount: \$65,000.00 |
| Jason King, OGC-Surveillance                         |                     |

Item was removed from the agenda.

4. FY24 Blkt PO – VDH Nursing – Service & Rent Amount: \$67,104.00  
Lisa Moore, Risk Management

Lisa Moore was present and explained #4 & #11. They are both health advocates that work out of the Radisson. The Registered Nurse will provide services in connection with Oneida's health, safety, and wellness initiative. They will provide onsite nursing care and health consulting. Services are available to eligible Oneida Nation health plan participants. (These POs are for non-Gaming employees.) These contracts are for their services along with their rent over at the Radisson.

Motion by Jennifer Webster to approve items #4 FY24 Blanket PO – VDH Nursing-Service & Rent in the amount of \$67,104.00 and #11 FY24 Blanket PO – TYH LLC in the amount of \$54,200.00. Seconded by Keith Doxtator. Motion carried unanimously.

5. FY24 Blkt PO – Neurology & Associates – Clinic Services Amount: \$56,000.00  
Lisa Moore, Risk Management

Lisa Moore was present and explained #5 & #6. These are both contracted as Onsite Clinic providers that work out of the Radisson. Vendors will provide Chiropractic services in connection with Oneida's health, safety, and wellness initiative. They will provide onsite nursing care and health consulting. Services are available to eligible Oneida Nation health plan participants. (These POs are for non-Gaming employees.) These contracts are for their services and for Sipple Chiropractic LLC's rent over at the Radisson.

Motion by Jonas Hill to approve items #5 FY24 Blanket PO – Neurology & Associates-Clinic Services in the amount of \$56,000.00 and #6 FY24 Blanket PO – Sipple Chiropractic LLC-Clinic Services in the amount of \$80,504.00. Seconded by Jennifer Webster. Motion carried unanimously.

6. FY24 Blkt PO – Sipple Chiropractic LLC – Clinic Services Amount: \$80,504.00  
Lisa Moore, Risk Management

- See Action in New Business #5.

7. FY24 Blkt PO – Crawford/Broadspire – Loss Fund Amount: \$300,000.00  
Lisa Moore, Risk Management

Lisa Moore was present and explained the blanket PO. This is the Nation's 3<sup>rd</sup> party administrator for our Workers' Comp program. This PO reimburses the vendor for loss claims paid on behalf of the Nation and we reimburse through monthly invoicing.

Motion by Jennifer Webster to approve the FY24 Blanket PO – Crawford/Broadspire-Loss Fund in the amount of \$300,000.00. Seconded by Jonas Hill. Motion carried unanimously.

8. FY24 Blkt PO – Crawford/Broadspire – Fee Amount: \$55,000.00

Lisa Moore, Risk Management

Lisa Moore was present and explained the blanket PO. This is the Nation's 3<sup>rd</sup> party administrator for our Workers' Comp program. This PO covers New Claim Intake Fees, Conversion Fees, and the Annual Administrative Cost.

Motion by Jennifer Webster to approve the FY24 Blanket PO – Crawford/Broadspire-Fee in the amount of \$55,000.00. Seconded by Louise Cornelius. Motion carried unanimously.

9. FY24 Blkt PO – St. Vincent Hospital dba Prevea Health Amount: \$300,000.00

Lisa Moore, Risk Management

Lisa Moore was present and explained #9 & #10. These blanket POs are to process payments for services rendered to our employees and their eligible dependents enrolled in our Health Plan. The Agreements provide open access to primary care, urgent care, and PT with this direct contract relationship. Patient's copay for primary care will be \$0 and PT will be \$10. The Nation's cost will be half of our normal health plan cost for primary care access.

Motion by Keith Doxtator to approve items #9 FY24 Blanket PO – St. Vincent Hospital dba Prevea Health in the amount of \$300,000.00 and #10 FY24 Blanket PO – Bellin Memorial Hospital in the amount of \$500,000.00. Seconded by Jonas Hill. Motion carried unanimously.

10. FY24 Blkt PO – Bellin Memorial Hospital Amount: \$500,000.00

Lisa Moore, Risk Management

- See Action in New Business #9.

11. FY24 Blkt PO – TYH LLC Amount: \$54,200.00

Lisa Moore, Risk Management

- See Action in New Business #4.

12. FY24 Blkt PO – Hudson Insurance Amount: \$100,000.00

Lisa Moore, Risk Management

Lisa Moore was present and explained the blanket PO. This PO reimburses the insurance carrier for general and auto liability loss claims paid on behalf of the Nation.

Motion by Jennifer Webster to approve the FY24 Blanket PO – Hudson Insurance in the

amount of \$100,000.00. Seconded by Keith Doxtator. Motion carried unanimously.

## VII. ONEIDA FINANCE FUND:

### Report:

1. Oneida Finance Fund Report – October 2023  
Melissa Alvarado, Office Manager

Motion by Jennifer Webster to accept the Oneida Finance Fund Report for October 2023.

Seconded by Keith Doxtator. Motion carried unanimously.

### Requests:

1. Woodland Indian Art Show & Market – Refreshments      Amount: 25 Cases  
Requester: Aliskwet Ellis, Secretary

Motion by Jennifer Webster to approve from the Oneida Finance Fund the product request for twenty-five (25) cases of Coca-Cola products for refreshments at the Woodland Indian Art Show & Market on November 10-11, 2023. Seconded by Jonas Hill. Motion carried unanimously.

2. WI Legends 16U Basketball fees      Amount: \$500.00  
Requester: Cindy John for Jaydah

Motion by Jennifer Webster to approve from the Oneida Finance Fund the request for WI Legends 16U Basketball fees for the daughter of the requester in the amount of \$500. Seconded by Louise Cornelius. Motion carried unanimously.

3. Basketball Registration fees      Amount: \$500.00  
Requester: Jason Danforth for Farrah

Motion by Jennifer Webster to approve from the Oneida Finance Fund the request for Basketball Registration fees for the daughter of the requester in the amount of \$500. Seconded by Keith Doxtator. Motion carried unanimously.

4. Piano Lessons & Development Classes      Amount: \$500.00  
Requester: Jason Danforth for Grayson

Motion by Jennifer Webster to approve from the Oneida Finance Fund the request for Piano

Lessons & Development Classes for the son of the requester in the amount of \$500. Seconded by Jonas Hill. Motion carried unanimously.

5. Boy Scouts Outings & Summer Camp fees Amount: \$500.00  
Requester: Jason Widi for Ronald

Motion by Jennifer Webster to approve from the Oneida Finance Fund the requests from the same family #5 & #6 in the amount requested. Seconded by Keith Doxtator. Motion carried unanimously.

6. Highschool College Credit Classes Amount: \$285.08  
Requester: Jason Widi for Dylan

- See Action in Oneida Finance Fund Requests #5.

7. Sconnie Lacrosse Player fees Amount: \$450.00  
Requester: Jennifer Berg-Hargrove for Kian

Motion by Jennifer Webster to approve from the Oneida Finance Fund the request for Sconnie Lacrosse Player fees for the son of the requester in the amount of \$450. Seconded by Louise Cornelius. Motion carried unanimously.

8. Soaring Eagles Boxing Club fees Amount: \$450.00  
Requester: Favian Burgos for Asha

Motion by Jennifer Webster to approve from the Oneida Finance Fund the request for Soaring Eagles Boxing Club fees for the daughter of the requester in the amount of \$450. Seconded by Louise Cornelius. Motion carried unanimously.

9. Bay Port Highschool Dance Team fees Amount: \$500.00  
Requester: Tana Aguirre for Riley

Motion by Jennifer Webster to approve from the Oneida Finance Fund the request for Bay Port Highschool Dance Team fees for the daughter of the requester in the amount of \$500. Seconded by Jonas Hill. Motion carried unanimously.

10. Fusion Athletics fees Amount: \$500.00  
Requester: Amanda Danforth for Karmyn

Motion by Jonas Hill to approve from the Oneida Finance Fund the request for Fusion

Athletics fees for the daughter of the requester in the amount of \$500. Seconded by Jennifer Webster. Motion carried unanimously.

11. NEW Fusion Dance & Performing Arts fees Amount: \$500.00  
Requester: Andrew Doxtater for Scarlett

Motion by Jennifer Webster to approve from the Oneida Finance Fund the request for NEW Fusion Dance & Performing Arts fees for the daughter of the requester in the amount of \$500. Seconded by Louise Cornelius. Motion carried unanimously.

12. YMCA Membership Amount: \$500.00  
Requester: Kristine Hill

Motion by Jonas Hill to approve from the Oneida Finance Fund the requests from the same family #12 & #13 in the amount requested. Seconded by Jennifer Webster. Motion carried unanimously.

13. YMCA Membership Amount: \$216.00  
Requester: Kristine Hill for Kristofer

- See Action in Oneida Finance Fund Requests #12.

14. YMCA Membership Amount: \$500.00  
Requester: Annette Cornelius

Motion by Jennifer Webster to approve from the Oneida Finance Fund the request for YMCA Membership in the amount of \$500. Seconded by Jonas Hill. Motion carried unanimously.

15. YMCA Gymnastics fees Amount: \$500.00  
Requester: Kerry Smith for Kenzie

Motion by Jennifer Webster to approve from the Oneida Finance Fund the requests from the same family #15 - #17 in the amount requested. Seconded by Louise Cornelius. Motion carried unanimously.

16. Piano Lessons Amount: \$450.00  
Requester: Kerry Smith for Jaelyn

- See Action in Oneida Finance Fund Requests #15.

17. YMCA Membership Amount: \$500.00  
Requester: Kerry Smith

- See Action in Oneida Finance Fund Requests #15.

18. Baseball Registration fees Amount: \$500.00  
Requester: Margaret VanDen Heuvel for Colt

Motion by Jonas Hill to approve from the Oneida Finance Fund the requests from the same family #18 - #20 in the amount requested. Seconded by Jennifer Webster. Motion carried unanimously.

19. Basketball Registration fees Amount: \$500.00  
Requester: Margaret VanDen Heuvel for Gage

- See Action in Oneida Finance Fund Requests #18.

20. Various Sports fees Amount: \$500.00  
Requester: Margaret VanDen Heuvel for Gavin

- See Action in Oneida Finance Fund Requests #18.

### **VIII. EXECUTIVE SESSION:**

Motion by Jennifer Webster to go into Executive Session. Seconded by Keith Doxtator.

Motion carried unanimously. Time: 9:15 AM

Motion by Jennifer Webster to come out of Executive Session. Seconded by Jonas Hill.

Motion carried unanimously. Time: 9:17 AM

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

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

### **IX. ADMINISTRATIVE /INTERNAL: None**



**X. FOLLOW UP:** None

**XI. FOR INFORMATION ONLY:**

1. IGT – (2) Jin Feng Lease Slot Machines  
David Emerson, Gaming-Slots

Motion by Jennifer Webster to accept items #1 IGT – (2) Jin Feng Lease Slot Machines, #2 IGT – (3) Mystery of the Lamp Lease Slot Machines, and #3 IGT – (4) Diamond Premium Lease Slot Machines as FYIs. Seconded by Jonas Hill. Motion carried unanimously.

2. IGT – (3) Mystery of the Lamp Lease Slot Machines  
David Emerson, Gaming-Slots

- See Action in For Information Only #1.

3. IGT – (4) Diamond Premium Lease Slot Machines  
David Emerson, Gaming-Slots

- See Action in For Information Only #1.

**XII. ADJOURN:** Motion by Jennifer Webster to adjourn. Seconded by Louise Cornelius.

Motion carried unanimously. Time: 9:19 A.M.

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

*Finance Committee Approval Date of Minutes via E-Poll:* October 12, 2023

Accept the October 4, 2023, regular Legislative Operating Committee meeting minutes

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### Business Committee Agenda Request

1. Meeting Date Requested: 10/25/23

2. Session:

Open     Executive – must qualify under §107.4-1.

Justification: *Choose or type justification.*

3. Requested Motion:

Accept as information; OR

Accept the October 4, 2023, Legislative Operating Committee meeting minutes.

4. Areas potentially impacted or affected by this request:

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

5. Additional attendees needed for this request:

- Name, Title/Entity OR Choose from List*
- Name, Title/Entity OR Choose from List*
- Name, Title/Entity OR Choose from List*
- Name, Title/Entity OR Choose from List*

**6. Supporting Documents:**

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

**7. Budget Information:**

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

**8. Submission:**

Authorized Sponsor: Jameson Wilson, Councilmember

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



**LEGISLATIVE OPERATING COMMITTEE MEETING MINUTES**  
 Oneida Business Committee Conference Room-2nd Floor Norbert Hill Center  
 October 4, 2023  
 9:00 a.m.

**Present on Microsoft Teams:** Jameson Wilson, Marlon Skenandore, Jonas Hill. Jennifer Webster,

**Excused:** Kirby Metoxen

**Others Present:** Clorissa N. Leeman, Grace Elliott, Kristal Hill, Fawn Cottrell, Maureen Perkins

**Others Present on Microsoft Teams:** Carolyn Salutz, Fawn Billie, Janice Decorah, Joy Salzwedel, Katsitsiyo Danforth, Eric Boulanger, Tina Jorgensen, Michelle Braaten, Connor Kestell, Lori Hill, Reynold Danforth, Mark Powless, Michelle Madl, Todd Vanden Heuvel, Derrick King, Loucinda Conway, Bryce Elm, Cheryl Stevens.

**I. Call to Order and Approval of the Agenda**

Jameson Wilson called the October 4, 2023, Legislative Operating Committee meeting to order at 9:00 a.m.

Motion by Jonas Hill to adopt the agenda; seconded by Marlon Skenandore. Motion carried unanimously.

**II. Minutes to be Approved**

**1. August 16, 2023 LOC Meeting Minutes**

Motion by Jennifer Webster to approve the minutes from the August 16, 2023, LOC meeting and forward to the Oneida Business Committee; seconded by Marlon Skenandore. Motion carried unanimously.

**2. August 28, 2023 LOC Officer Selection Minutes**

Motion by Jennifer Webster to approve the August 28, 2023, LOC Officer Selection minutes and forward to the Oneida Business Committee; seconded by Marlon Skenandore. Motion carried unanimously.

**III. Current Business**

**IV. New Submissions**

**1. Audit Committee Bylaws Amendments**

Motion by Jennifer Webster to add the Audit Committee Bylaws Amendments to the



Active Files List with Kirby Metoxen as the sponsor; seconded by Jonas Hill. Motion carried unanimously.

**V. Additions**

**VI. Administrative Items**

**1. 2020-2023 LOC Active Files List Outstanding Items Review**

Motion by Jonas Hill to Accept the memorandum titled, 2020-2023 LOC Active Files List: Outstanding Items Review; seconded by Marlon Skenandore. Motion carried unanimously.

Motion by Jennifer Webster to add the All Terrain Vehicle Law Amendments to the Active Files List with Jonas Hill as the sponsor; seconded by Jonas Hill. Motion carried unanimously.

Motion by Jennifer Webster to add the Back Pay Law Amendments to the Active Files List with Jonas Hill as the sponsor; seconded by Marlon Skenandore. Motion carried unanimously.

Motion by Jennifer Webster to add the Business Corporations Law to the Active Files List with Jameson Wilson as the sponsor; seconded by Jonas Hill. Motion carried unanimously.

Motion by Jennifer Webster to add the Cemetery Law Amendments to the Active Files List with Jonas Hill as the sponsor; seconded by Jonas Hill. Motion carried unanimously.

Motion by Jonas Hill to add the Clean Air Policy Amendments to the Active Files List with Jennifer Webster as the sponsor; seconded by Marlon Skenandore. Motion carried unanimously.

Motion by Jonas Hill to add the Code of Ethics Law Amendments to the Active Files List with Jennifer Webster as the sponsor; seconded by Marlon Skenandore. Motion carried unanimously.

Motion by Marlon Skenandore to add the Credit Collections Law to the Active Files List with Jennifer Webster as the sponsor; seconded by Jonas Hill. Motion carried unanimously.

Motion by Jennifer Webster to add the Domestic Animals Law Amendments to the Active Files List with Jonas Hill as the sponsor; seconded by Marlon Skenandore. Motion carried unanimously.

Motion by Jennifer Webster to add the Drug and Alcohol Free Workplace Law Amendments to the Active Files List with Kirby Metoxen and Jonas Hill as the sponsors; seconded by Jonas Hill. Motion carried unanimously.

Motion by Jennifer Webster to add the Elder Protection Law to the Active Files List with Jennifer Webster and Marlon Skenandore as the sponsors; seconded by Jonas Hill. Motion carried unanimously.

Motion by Jonas Hill to add the Endowments Law Amendments to the Active Files List with Jennifer Webster as the sponsor; seconded by Marlon Skenandore. Motion carried unanimously.

Motion by Jennifer Webster to add the Environmental Review Law to the Active Files List with Kirby Metoxen and Jonas Hill as the sponsors; seconded by Jonas Hill. Motion carried unanimously.

Motion by Jennifer Webster to add the Eviction and Termination Law Amendments to the Active Files List with Jonas Hill and Marlon Skenandore as the sponsors; seconded by Jonas Hill. Motion carried unanimously.

Motion by Marlon Skenandore to add the Fire Signs Law to the Active Files List with Jennifer Webster as the sponsor; seconded by Jonas Hill. Motion carried unanimously.

Motion by Jonas Hill to add the Furlough Law Amendments to the Active Files List with Jennifer Webster as the sponsor; seconded by Marlon Skenandore. Motion carried unanimously.

Motion by Jonas Hill to add the Gift Card Law to the Active Files List with Kirby Metoxen as the sponsor; seconded by Jennifer Webster. Motion carried unanimously.

Motion by Jennifer Webster to add the Guardianship Law to the Active Files List with Marlon Skenandore as the sponsor; seconded by Jonas Hill. Motion carried unanimously.

Motion by Jonas Hill to add the Higher Education Scholarship Law to the Active Files List with Jameson Wilson as the sponsor; seconded by Marlon Skenandore. Motion carried unanimously.

Motion by Jennifer Webster to add the Hunting, Fishing, and Trapping Law Amendments to the Active Files List with Jonas Hill as the sponsor; seconded by Marlon Skenandore. Motion carried unanimously.

Motion by Jennifer Webster to add the Investigative Leave Policy Amendments to the Active Files List with Marlon Skenandore as the sponsor; seconded by Jonas Hill. Motion carried unanimously.

Motion by Jennifer Webster to add the Law Enforcement Ordinance Amendments to the Active Files List with Jonas Hill as the sponsor; seconded by Jonas Hill. Motion carried

unanimously.

Motion by Jonas Hill to add the Layoff Policy Amendments to the Active Files List with Jennifer Webster as the sponsor; seconded by Marlon Skenandore. Motion carried unanimously.

Motion by Jennifer Webster to add the Local Land Use Regulation Reimbursement Policy Repeal to the Active Files List with Kirby Metoxen as the sponsor; seconded by Jonas Hill. Motion carried unanimously.

Motion by Jonas Hill to add the Marijuana Law to the Active Files List with Jameson Wilson as the sponsor; seconded by Marlon Skenandore. Motion carried unanimously.

Motion by Jonas Hill to add the Misappropriations of Funds Law to the Active Files List with Jennifer Webster as the sponsor; seconded by Marlon Skenandore. Motion carried unanimously.

Motion by Jonas Hill to add the Oneida Land Trust Law to the Active Files List with Jameson Wilson as the sponsor; seconded by Jennifer Webster. Motion carried unanimously.

Motion by Marlon Skenandore to add the Oneida Language Law to the Active Files List with Kirby Metoxen and Jennifer Webster as the sponsors; seconded by Jonas Hill. Motion carried unanimously.

Motion by Jennifer Webster to add the Oneida Personnel Policies and Procedures Amendments to the Active Files List with all LOC members as the sponsors; seconded by Jonas Hill. Motion carried unanimously.

Motion by Jennifer Webster to add the On-Site Waste Disposal Law Amendments to the Active Files List with Jonas Hill as the sponsor; seconded by Marlon Skenandore. Motion carried unanimously.

Motion by Jennifer Webster to add the Probate Law to the Active Files List with Kirby Metoxen, Jameson Wilson, and Marlon Skenandore as the sponsors; seconded by Jonas Hill. Motion carried unanimously.

Motion by Marlon Skenandore to add the Public Use of Tribal Land Law Amendments to the Active Files List with Jonas Hill as the sponsor; seconded by Jennifer Webster. Motion carried unanimously.

Motion by Jennifer Webster to add the Real Property Law Amendments to the Active Files List with Jameson Wilson as the sponsor; seconded by Marlon Skenandore. Motion carried

unanimously.

Motion by Jennifer Webster to add the Recycling and Solid Waste Disposal Law Amendments to the Active Files List with Kirby Metoxen and Jonas Hill as the sponsors; seconded by Jonas Hill. Motion carried unanimously.

Motion by Marlon Skenandore to add the Sanctions and Penalties Law to the Active Files List with Jennifer Webster as the sponsor; seconded by Jonas Hill. Motion carried unanimously.

Motion by Jonas Hill to add the Taxation Law to the Active Files List with Jameson Wilson as the sponsor; seconded by Marlon Skenandore. Motion carried unanimously.

Motion by Jonas Hill to add the Traffic Law to the Active Files List with Jennifer Webster as the sponsor; seconded by Marlon Skenandore. Motion carried unanimously.

Motion by Marlon Skenandore to add the Tribal Environmental Response Law Amendments to the Active Files List with Jonas Hill as the sponsor; seconded by Jennifer Webster. Motion carried unanimously.

Motion by Marlon Skenandore to add the Tribal Environmental Quality Review Law Amendments to the Active Files List with Jonas Hill as the sponsor; seconded by Jennifer Webster. Motion carried unanimously.

Motion by Jonas Hill to add the Tribal Sovereignty in Data Research Law to the Active Files List with Jennifer Webster as the sponsor; seconded by Marlon Skenandore. Motion carried unanimously.

Motion by Jonas Hill to add the Two Spirit Inclusion Law to the Active Files List with Jennifer Webster as the sponsor; seconded by Marlon Skenandore. Motion carried unanimously.

Motion by Marlon Skenandore to add the Water Resources Law Amendments to the Active Files List with Jonas Hill as the sponsor; seconded by Jonas Hill. Motion carried unanimously.

Motion by Jennifer Webster to add the Well Abandonment Law Amendments to the Active Files List with Jonas Hill as the sponsor; seconded by Jonas Hill. Motion carried unanimously.

Motion by Jonas Hill to add the Workplace Violence Law Amendments to the Active Files List with Jennifer Webster as the sponsor; seconded by Marlon Skenandore. Motion carried unanimously.



Motion by Jonas Hill to add the Finance Committee Bylaws Amendments to the Active Files List with Kirby Metoxen as the sponsor; seconded by Jennifer Webster. Motion carried unanimously.

Motion by Jennifer Webster to add the Oneida Election Board Bylaws Amendments to the Active Files List with Marlon Skenandore as the sponsor; seconded by Jonas Hill. Motion carried unanimously.

Motion by Jonas Hill to add the Oneida Nation Veterans Affairs Committee Bylaws Amendments to the Active Files List with Jennifer Webster and Jonas Hill as the sponsors; seconded by Marlon Skenandore. Motion carried unanimously.

Motion by Jonas Hill to add the Oneida Personnel Commission Bylaws Amendments to the Active Files List with Marlon Skenandore as the sponsor; seconded by Jennifer Webster. Motion carried unanimously.

Motion by Jennifer Webster to add the Oneida Trust Enrollment Committee Bylaws Amendments to the Active Files List with Jameson Wilson as the sponsor; seconded by Jonas Hill. Motion carried unanimously.

## **VII. Executive Session**

## **VIII. Adjourn**

Motion by Jennifer Webster to adjourn at 9:36 a.m.; seconded by Jonas Hill. Motion carried unanimously.

Accept the One Year Review of the Children's Code memorandum and direct the Legislative Operating...

## Business Committee Agenda Request

1. Meeting Date Requested: 10/25/23

2. Session:

Open     Executive – must qualify under §107.4-1.

Justification: *Choose or type justification.*

3. Requested Motion:

Accept as information; OR

Accept the One Year Review of the Children's Code memorandum and direct the Legislative Operating Committee to complete a review of the Children's Code in one year.

4. Areas potentially impacted or affected by this request:

Finance

Programs/Services

Law Office

MIS

Gaming/Retail

Boards, Committees, or Commissions

Other: *Describe*

5. Additional attendees needed for this request:

*Name, Title/Entity OR Choose from List*

*Name, Title/Entity OR Choose from List*

*Name, Title/Entity OR Choose from List*

*Name, Title/Entity OR Choose from List*

**6. Supporting Documents:**

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

**7. Budget Information:**

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

**8. Submission:**

Authorized Sponsor: Jameson Wilson, Councilmember

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



Oneida Nation  
 Oneida Business Committee  
 Legislative Operating Committee  
 PO Box 365 • Oneida, WI 54155-0365  
[Oneida-nsn.gov](http://Oneida-nsn.gov)



TO: Oneida Business Committee  
 FROM: Jameson Wilson, Legislative Operating Committee Chairperson  
 DATE: October 18, 2023  
 RE: One Year Review of the Children's Code

### ***Background***

On September 14, 2022, the Oneida Business Committee adopted amendments to the Children's Code through the adoption of resolution BC-09-14-22-A. The purpose of the Children's Code is to provide for the welfare, care, and protection of Oneida children through the preservation of the family unit, while recognizing that in some circumstances it may be in the child's best interest to not be reunited with his or her family. [1 O.C. 708.1-1]. Furthermore, the Children's Code strengthens family life by assisting parents in fulfilling their responsibilities as well as facilitating the return of Oneida children to the jurisdiction of the Nation and acknowledging the customs and traditions of the Nation when raising an Oneida child. *Id.* It is the policy of the Nation to ensure there is a standard process for conducting judicial proceedings and other procedures in which children and all other interested parties are provided fair hearings in addition to ensuring their legal rights are recognized and enforced, while protecting the public safety. [1 O.C. 708.1-2].

When the Oneida Business Committee adopted amendments to the Children's Code on September 14, 2022, the Oneida Business Committee also directed the Legislative Operating Committee to conduct a one (1) year review of the Children's Code.

On October 9, 2023, the Legislative Operating Committee met with representatives from the Oneida Family Court, Indian Child Welfare Department, and the Oneida Law Office to review and discuss how the implementation and utilization of the Children's Code has fared since the most recent amendments were adopted in September 2022.

### ***One Year Review***

The Oneida Family Court, Indian Child Welfare Department, and the Oneida Law Office provided that the utilization of the processes and procedures in the Children's Code has been smooth since the Oneida Business Committee last amended the Children's Code.

Currently the Indian Child Welfare Department On-Going services is serving eight (8) cases which includes twenty (20) children, seventeen (17) parents, and ten (10) placement care providers for the children. The average length a case is open in On-Going is two (2) years. This does not include any of the Indian Child Welfare Act (ICWA) cases that are currently in courts outside of the Nation's jurisdiction, or cases in the Initial Assessment phase of the process – both of which the Indian Child Welfare Department plays a role in and maintain responsibilities for.

The Indian Child Welfare Department shared the following statistics regarding cases that have been closed by the Oneida Family Court, which have impacted twenty (20) total children:

- *October 2022 – September 2023* - seven (7) children impacted.
  - Reunification: three (3) children.
  - Guardianship with a relative: four (4) children.
- *October 2021 – September 2022* - eight (8) children impacted.
  - Reunification: five (5) children.
  - Guardianship with relative: two (2) children.
  - Termination of Parental Rights/Adoption: one (1) child.
- *October 2020 – September 2021*- five (5) children impacted.
  - Reunification: three (3) children.
  - Guardianship with relative: two (2) children.

The Indian Child Welfare Department shared that there are six (6) total On-Going services Indian Child Welfare Department workers, with two (2) current vacancies. Two (2) of the On-Going services Indian Child Welfare Department workers have been hired within the last six (6) months; full training for this position takes one (1) to two (2) years. This means that the Indian Child Welfare Department has two (2) current employees who have enough training and experience to be assigned cases that will be heard in the Oneida Family Court. Filling vacancies, maintaining staff, and preventing burnout of staff have been ongoing challenges the Indian Child Welfare Department has been continuously working towards overcoming.

The Children’s Code is still a relatively new law, and not all of the processes and procedures in the law have been used yet. As cases progress, the Indian Child Welfare Department, Oneida Law Office, and Oneida Family Court have been keeping notes on any potential revisions to the Children’s Code that may be needed, any areas that may need clarification, or any gaps or absences in the law that should be addressed. Some potential issues to be addressed through future amendments to the Children’s Code include:

- ***Subsidized Guardianship.***
  - Guardianship is a legal permanency option for children placed in out of home care through the child welfare system. A caregiver who is appointed guardian of a child by the court has the duty and authority to make important decisions for the child without severing the child’s legal relationship to their parents and other family members. Subsidized guardianship supports the legal permanence option of guardianship and allows the guardian to continue receiving a monthly payment to offset the costs of caring for the child. The child welfare agency must determine if the child and prospective guardian are eligible for subsidized guardianship and enter into a subsidized guardianship agreement with the prospective guardian prior to the court’s appointment of the guardian. After the guardianship is established, the guardian will receive a monthly payment until the child and/or guardian no longer meet the eligibility criteria, or the subsidized guardianship agreement is terminated.<sup>1</sup>
  - Under Wis. Stat. § 48.623 and Wis. Admin. Code § DCF 55.03, an agency shall provide monthly subsidized guardianship payments to support the care of children in guardianships under Wis. Stat. § 48.977(2), or a substantially similar tribal law, and subject to agreements outlined in Wis. Admin. Code § DCF 55.01(2).
  - The Indian Child Welfare Department and Oneida Law Office have been in communications with the Wisconsin Department of Children and Families regarding

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<sup>1</sup> Wisconsin Department of Children and Families webpage on Subsidized Guardianships - <https://dcf.wisconsin.gov/guardian/subsidized>

the Nation taking part in subsidized guardianships. It was determined that the Children's Code does not need to specifically address subsidized guardianships for the Nation to enter into agreements with the State of Wisconsin, but ultimately it would be best practice to have the Children's Code address this matter. The Indian Child Welfare Department and Oneida Law Office determined that the best course of action would be to move forward with determining a process with the State of Wisconsin regarding subsidized guardianships, and then once more knowledge and experience regarding subsidized guardianships is obtained, as well as a process for addressing subsidized guardianships is determined, amendments to the Children's Code should be brought forward to address this issue.

- ***Amending Petitions.***

- The Children's Code addresses amending petitions, but currently only addresses amending Child in Need of Protection or Services ("CHIPS") petitions. [7 O.C. 708.17-4]. The Indian Child Welfare Department, Oneida Law Office, and Oneida Nation Family Court discussed that it may be necessary to amend the Children's Code to include this option for guardianship, suspension of parental rights, termination of parental rights, and adoption petitions. It was also discussed that the ten (10) day period for amending as pleading provided for in section 803.11-1 of the Oneida Judiciary Rules of Civil Procedure may not provide enough time for these types of cases.

- ***Case Transfers.***

- If a CHIPS case transfers from State court after the dispositional order is entered, there may be issues if a suspension or termination of parental rights is filed under the ground for continuing need of protection or services.
  - Section 708.34-1(c)(1) of the Children's Code requires proof of the notice required by section 708.22-8. Section 708.22-8 requires that the Oneida Family Court include notice of any grounds for suspension or termination of parental rights which may be applicable and of the conditions necessary for the child to be returned home or for the parent to be granted visitation. The Children's Code does not address what happens when the notice was given by another court of competent jurisdiction (e.g. State court).
  - Section 708.34-1(c)(1) of the Children's Code requires the Indian Child Welfare Department to prove that they have made a reasonable effort to provide the services ordered by the Oneida Family Court. This does not include services ordered by another court of competent jurisdiction.
- The concern expressed above would also exist with other grounds, such as three (3) month abandonment, as that ground requires an Oneida Family Court order placing the child outside the home and does not include an order from another court of competent jurisdiction.
- This issue may also apply to continuing denial of periods of physical placement or visitation based on the definition of "court" in section 708.3-1(j) of the Children's Code.
- Under the prior involuntary suspension or termination of parental rights of another child ground, only prior orders entered by the Oneida Family Court could be considered based on the current language used in section 708.3-1(1)(2) of the Children's Code.
- These potential issues would not be remedied by the sole act of transferring the CHIPS case and may need additional action taken to fully address the concerns.

- The Indian Child Welfare Department, Oneida Law Office, and Oneida Nation Family Court determined that language could be added to the Children’s Code to address these situations where notice or orders were made from other courts of competent jurisdictions.
- **Definitions.**
  - The Indian Child Welfare Department, Oneida Law Office, and Oneida Nation Family Court determined that some terms such as “long term foster care,” “abuse,” and “child family service records” could benefit from further clarification or definition.

Overall, through the discussions with the Indian Child Welfare Department, Oneida Law Office, and Oneida Family Court it was determined that the best course of action moving forward in regard to the Children’s Code would be for the affected entities to continue tracking any potential revisions to the Children’s Code that may be needed, any areas that may need clarification, or any gaps or absences in the law that should be addressed; and that amendments to the Children’s Code should be brought forward at a later time when the affected entities have gained more experience and knowledge on the utilization of the Children’s Code. For that reason, it was recommended that the Legislative Operating Committee conduct an additional review of the Children’s Code in one (1) year, but it was also discussed that the affected entities may bring forward a request to amend the Children’s Code prior to the additional one (1) year review if deemed necessary.

### **Requested Action**

Accept the one (1) year review of the Children’s Code as information and direct the Legislative Operating Committee to conduct an additional review of the Children’s Code in one (1) year.

Approve the travel report - Treasurer Lawrence Barton - Native American Finance Officers Association...

### Business Committee Agenda Request

1. Meeting Date Requested: 10/25/23

2. Session:

Open     Executive – must qualify under §107.4-1.

Justification: *Choose or type justification.*

3. Requested Motion:

Accept as information; OR

NAFOA Travel Report

4. Areas potentially impacted or affected by this request:

Finance

Programs/Services

Law Office

DTS

Gaming/Retail

Boards, Committees, or Commissions

Other: *Describe*

5. Additional attendees needed for this request:

*Name, Title/Entity OR Choose from List*

*Name, Title/Entity OR Choose from List*

*Name, Title/Entity OR Choose from List*

*Name, Title/Entity OR Choose from List*



**6. Supporting Documents:**

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

**7. Budget Information:**

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

**8. Submission:**

Authorized Sponsor: Larry Barton, Treasurer

Primary Requestor: (Name, Title/Entity)

# BUSINESS COMMITTEE TRAVEL REPORT



Travel Report for: Larry Barton

Travel Event: NAFOA Conference

Travel Location: Phoenix, AZ

Departure Date: 09/30/2023      Return Date: 10/04/2023

Projected Cost: \$4,226.50      Actual Cost: \$1,934.20

Date Travel was Approved by OBC: 08/30/2023

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**Narrative/Background:**

See Attached Narrative.

**Item(s) Requiring Attention:**


Anticipated Treasury Guidance Memorandum can serve purpose to the Legislative Operating Committee to review and potentially update GWA applicability.

**Requested Action:**



## Memorandum

To: Oneida Business Committee

From: Larry Barton, Treasurer 

Date: October 16, 2023

Re: NAFOA Conference Travel Report

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Please accept this travel report as I attended the Native American Finance Officers Association fall conference held on the Gila River Reservation September 30<sup>th</sup> to October 3<sup>rd</sup>. I attended the following events:

1. I attended the Member Tribe Meeting Sunday September 30<sup>th</sup> which centered on current legislative & finance issues facing Indian Country. The meeting was moderated by Interim NAFOA Executive Director Ms. Susan Masten. Importantly, it was announced at the meeting 160 (one-hundred and sixty), Tribes are now members of NAFOA.
2. The General Session on Monday centered on Section 105(l) of the Indian Self-Determination Act toward constructing community infrastructure & facilities. An important discussion of the lease program was that funding for lease payments are subject to budgetary appropriations.

Dual Taxation was also the topic of the Monday General Session. Past & pending legal cases were discussed and reviewed and discussed for purpose of guidance to the attending Tribes. Additionally, the President of the Governmental Accounting Standards Board presented the current & pending pronouncements for reporting & Audit guidance.

Lastly, Ms. Elizabeth Richards representing the Māori Nation from New Zealand presented an invitation to their upcoming conference to be held July of 2024. The conference host topics related to Growing Indigenous Economies Globally.

A summary of Breakout Session(s) is noted herein. An update of the Treasury Tribal Advisory Committee was offered. Importantly, expectation of a Guidance Memorandum from Treasury is anticipated around the first of 2024. It is anticipated the clarification on the following application of General Welfare Assistance (Safe Harbor Assistance):

- HUD Funded Housing Programs
- General Government Honorariums & Meeting Stipends.
- Minors Trust Accounts
- Cultural and Religious Programs
- Educational Assistance
- Other Qualifying Assistance

The much-anticipated Guidance Memorandum can serve purpose to the Legislative Operating Committee to review and potentially update GWA applicability.

Attendance at the Grant Compliance Breakout Session focused on means & methods to maintain external Grant Compliance and Audit Standards in preparation for the annual Single Audit.

The final Breakout Session for the Conference on Monday October 1<sup>st</sup> focuses on Fraud Awareness & Prevention given the largess of Federal Funding evident during the Pandemic. Central to the discussion was prevention & preparedness to Cyber-Related Fraud.

On Tuesday October 3<sup>rd</sup> of the Conference the General Session discussed the Lac du Flambeau Bankruptcy Case and its implications the Tribes & Tribal Corporations. The second topic surveyed the Legal issues surrounding resource infrastructure of the Gila River Nation and its implications to all Tribes Nationally. The final Topic discussed in the General Session focused on an Economic update & forecast from White House Economic Advisor Mr. Ernie Tedeschi. Much of the information focused on economic indicators going into the 2024 calendar year. I further attended and Breakout Session which was a detailed assessment of Economic Data to assist in forecasting for the 2024 Calendar Year & 2025 Fiscal Year Budget. The session was led by Professor and Business TV Commentator Mr. Aaron Klein.

The Tuesday Afternoon Session provided Lifetime Achievement Awards for Professor Henrietta Mann, Cheyenne and Arapaho Tribes & Pechanga Chair Mark Macarro.

The Tuesday Afternoon Session covered In-Direct Cost methodologies and elements to maintain Grant Compliance toward optimizing financial resource availability for program delivery.

The final Breakout Session attended addressed the optimizing Treasury Guidance to benefit Tribal Citizens utilizing General Welfare Assistance program applicability. Current legislation to

be sponsored by the 118<sup>th</sup> Congress & existing legislation was also discussed by panelists which included renown legal expert on GWA: Attorney Robert Yoder. Next steps await Indian Country as Treasury will be completing the pending Guidance Memorandum around the first of the year.

In conclusion the Conference was a record attendance and NAFOA is on its way to 200 (two-hundred Member Tribes). A resource for consultation at US Treasury is Ms. Fatima Abbas, Director of Tribal and Native Affairs. I would recommend the LOC, be aware of availability for consultation. If you have any questions as to the content of the Conference, please feel free to contact me.

Respectfully, Larry Barton



**6. Supporting Documents:**

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

**7. Budget Information:**

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

**8. Submission:**

Authorized Sponsor: Jonas G. Hill

Primary Requestor: *Name, Title/Entity*

# BUSINESS COMMITTEE TRAVEL REPORT



**Travel Report for:** Choose a Traveler Name  
Jonas G. Hill

**Travel Event:** Indigenous Business Con

**Travel Location:** Milwaukee, WI

**Departure Date:** 10/09/2023      **Return Date:** 10/11/2023

**Projected Cost:** 1586.75      **Actual Cost:** 949.33

**Date Travel was Approved by OBC:** 09/13/2023

### Narrative/Background:

Indigenous Business Con is an in-person networking opportunity that brings Native entrepreneurs, tribal leaders, companies and organizations together to collaborate and promote economic development in Indian Country.

I attended the networking sessions, marketplace, general sessions, and breakout sessions and learned about the basics of financing and lending opportunities for tribes and businesses and tribal workforce development. I also learned about the development of tribal leadership and workforce development in energy and construction fields.

As a supporter of tribal small business development; this convention provided me with the opportunity to learn about resources and strategies to support Native owned small businesses. We have many Oneida small business owners and I would like to develop strategies of how the Nation can better support these entrepreneurs.

### Item(s) Requiring Attention:

None

### Requested Action:

Approve the travel report from Councilman Jonas Hill for the Indigenous Business Con in Milwaukee, WI October 9-11, 2023.





# Indigenous Business Con

*October 8 - 11 2023*

## Potawatomi Hotel & Casino | Milwaukee, WI

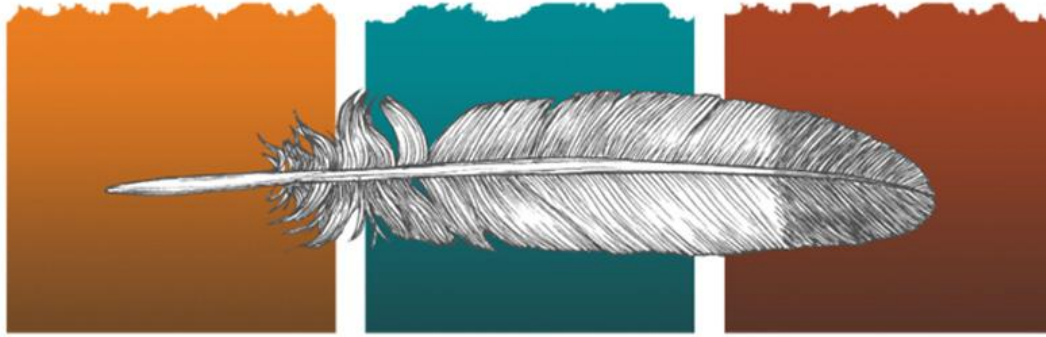
Indigenous Biz Con provides an opportunity for attendees to learn, network, and collaborate to build meaningful partnerships that result in business, all while breaking down barriers to economic development, building community and elevating the voices of Native entrepreneurs. The event features real business operators at the forefront, engaging discussions, a Natives vendors marketplace and much more.

[Download the full conference program here!](#)

**MONDAY NIGHT Light the Hoan:** [click here for details](#)

[Register Today](#)

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# INDIGENOUS

BIZ CON | OCT. 8-11, 2023

Milwaukee, WI

*In partnership with:*



[Schedule](#)

[Venue Info](#)

[Sponsor or Exhibit](#)

[FAQ](#)

[Media Information](#)

*\*Details are subject to change\**

To view complete schedule, click the View/Download Full Schedule above.

▶ **Sunday, October 8th**

▼ **Monday, October 9th**

6:00 a.m. – 9:00 a.m. – Sponsor & Vendor Table Setup

7:30 a.m. – 9:00 a.m. – Registration & Breakfast

9:00 a.m. – 4:00 p.m. – Artesian Marketplace | Sponsor Exhibits Open

9:05 a.m. – 9:45 a.m. – Welcome Address from WIEDC and CDFI Leadership

10:00 a.m. – 11:00 a.m. – Breakout Session #1 | WIEDC Pitch Contest

11:15 a.m. – 12:00 p.m. – Breakout Session #2 | WIEDC Pitch Contest

12:00 p.m. – 1:00 p.m. – Lunch & Pitch Contest Winner Awards

1:00 p.m. – 1:45 p.m. – Breakout Session #3

2:00 p.m. – 2:45 p.m. – Breakout Session #4

3:00 p.m. – 3:45 p.m. – Breakout Session #5

6:00 p.m. – 9:00 p.m. – Evening Tailgate Reception

▶ **Tuesday, October 10th**

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▶ **Wednesday, October 11th**

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## Meet Our Sponsors

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### Title Sponsors



### Corporate Sponsors



Approve the travel report - Councilman Kirby Metoxen - 2023 Annual American Indian Alaska Native...

### Business Committee Agenda Request

**1. Meeting Date Requested:** 10/25/23

**2. Session:**

Open     Executive – must qualify under §107.4-1.

Justification: *Choose or type justification.*

**3. Requested Motion:**

Accept as information; OR

Approve the travel report - Councilman Kirby Metoxen - 2023 Annual American Indian Alaska Native Tourism Association (AIANTA) Conference - Durant, OK - October 3-6, 2023

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

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

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

*Name, Title/Entity OR Choose from List*

*Name, Title/Entity OR Choose from List*

*Name, Title/Entity OR Choose from List*

*Name, Title/Entity OR Choose from List*

**6. Supporting Documents:**

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

**7. Budget Information:**

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

**8. Submission:**

Authorized Sponsor: Kirby Metoxen, Councilman

Primary Requestor: (Name, Title/Entity)

# BUSINESS COMMITTEE TRAVEL REPORT



**Travel Report for:** Kirby Metoxen

**Travel Event:** 2023 Annual American Indian Tourism Conference

**Travel Location:** Durant, OK

**Departure Date:** 10/03/2023      **Return Date:** 10/06/2023  
Waiting on  
Reimbursement  
total-from NATOW

**Projected Cost:** 2596.50      **Actual Cost:** total-from NATOW

**Date Travel was Approved by OBC:** 09/13/2023

### Narrative/Background:

AIANTA, the only national organization dedicated to advancing cultural tourism in Native Nations and communities across the United States, celebrated 25 years at AITC as the leader in indigenous tourism. Each year, the AITC attracts more than 300 attendees who participate for second-to-none networking opportunities, high-level keynote sessions and informative breakout sessions led by some of the hospitality industry's leading experts. The 25th anniversary theme, "We are Still Here!" captured the enduring spirit and resilience of the 574 federally recognized Tribes and Native Hawaiians who have called these lands and waters their home for centuries. As AIANTA celebrated this milestone, we too are reminded of the challenges we have faced and overcome, emerging stronger and more determined than ever to amplify the voices of our people and share their stories with the world.

### Item(s) Requiring Attention:

[Click here to enter text.](#)

### Requested Action:

Approve the travel report - Councilman Kirby Metoxen - 2023 Annual American Indian Alaska Native Tourism Association (AIANTA) Conference - Durant, OK - October 3-6, 2023



# AMERICAN INDIAN TOURISM CONFERENCE PROGRAM

Choctaw Casino & Resort, Durant, OK  
October 2 - 5, 2023

WE ARE STILL HERE.



**AIANTA**  
American Indian Alaska Native  
Tourism Association

**CHOCTAW**  
COUNTRY

How muh,



Greetings everyone and welcome to the 25th Annual American Indian Tourism Conference (AITC). This year's theme "We Are Still Here," captures the enduring spirit and resilience of the 574 federally recognized Tribes, Alaska Natives and Native Hawaiians who have called these lands and waters their home for centuries. As AIANTA celebrates this milestone, we too are reminded of the challenges we have faced and overcome, emerging stronger and more determined than ever to amplify the voices of our people and share their stories with the world. Starting with a simple idea, we have grown to become a leading force in the tourism industry, setting the stage for even greater success in the next 25 years and beyond. "We are Still Here!" not only honors our past, but also represents our unwavering commitment to the future.

Our legacy is told through stories that we share with others through Cultural Heritage Tourism. Cultural Heritage Tourism is tribal sovereignty in action. No one else should tell our stories, but us. We are a strong people and together we are working our way past these challenges as we have for thousands of years. This AITC, I'm excited to share with you a peek into the future of tourism in our Native Nations and communities as well as a nod to our past.

I have had the pleasure of meeting and spending time with so many of you this year through our work in your communities. And, I am overwhelmed by the hospitality and generosity you have shown me and my staff. But the thing I am most excited for are the new programs on the horizon and I know attendees at AITC will feel energized as they see all that is new and in progress throughout the industry.

As Native tourism marketers, we must find a way to stay connected with our key audiences and keep them informed about what new opportunities are just around the corner. We must also focus on attracting new audiences and travelers into our communities.

The tourism and travel industry is a powerful economic driver. Direct travel spending totaled \$1.2 trillion in 2022, which produced an economic footprint of \$2.6 trillion—a return to 2019 levels. Travel directly employed 8 million Americans and supported nearly 15 million jobs. Later in the conference, you'll also learn about AIANTA's role in a newly formed project - Indigenous Tourism Around the World, where leaders from the Indigenous Tourism Association of Canada, New Zealand Māori Tourism and AIANTA discuss the future of indigenous tourism on the global stage.

I look forward to connecting with you all this week and encourage you to learn from each other as we rise together for the journey ahead.

Boneedwa,

Sherry L. Rupert (Paiute/Washoe)  
Chief Executive Officer, AIANTA



## BOARD OF DIRECTORS

**Emerson Vallo**  
(Pueblo of Acoma)  
*President, Southwest Region*

**Mālia Sanders**  
(Native Hawaiian)  
*Hawai'i Region*

**Darian Morsette**  
(Mandan Hidatsa  
and Arikara)  
*Rocky Mountain Region*

**Travis Owens**  
(Cherokee Nation)  
*Vice President, Oklahoma Region*

**Kirby Metoxen (Oneida  
Nation)**  
*Midwest Region*

**Lora Ann Chaisson**  
(United Houma Nation)  
*Southeast Region*

**Mary Goddard (Tinglit)**  
*Secretary, Southeast Alaska Region*

**Charlene Virgilio (Penob-  
scot)**  
*Northeast Region*

**Kate Anderson**  
(Citizen Potawatomi  
Nation)  
*Southern California Region*

**Brian Wadsworth**  
(Pyramid Lake Paiute  
Tribe)  
*Treasurer, Great Basin Region*

**Jamie SiJohn (Spokane  
Tribe)**  
*Pacific Northwest Region*

**Nikki Graham (Yup'ik)**  
*Alaska Region*

## AIANTA STAFF

**Sherry L. Rupert**  
(Paiute/Washoe)  
*Chief Executive Officer*

**Larry Burton**  
*BLM Partner Program  
Coordinator*

**Lindsay Qualo (Zuni)**  
*Tribal Relations Research Assistant*

**Hannah Peterson**  
*Program Development Director*

**Lorraine Gala-Lewis**  
(Laguna/Taos/Hopi)  
*Research and Outreach  
Specialist*

**Candali Beatty**  
(Cree Muskoday  
First Nation)  
*Tribal Content Developer*

**Ariel Richardson**  
(Walker River Paiute)  
*Office Manager*

**Kelli Hepler**  
*Agritourism Specialist*

**Savannah Sparvier**  
(Fort Peck Sioux)  
*Intern*

**Gail E. Chehak (Klamath)**  
*Tribal Relations &  
Outreach Manager*

**Melanie LaBorwit**  
*Native Arts and Culture  
Coordinator*

**Cheryl Aspaas (Navajo)**  
*Intern*

**Bianca Mitchell**  
(Pueblo of Acoma)  
*Education Manager*

**Rebecca Apodaca**  
(Pueblo of Zuni)  
*Information and Outreach  
Specialist*

**Ciarra Greene (Nez Perce)**  
*Visitor Outreach Manager*

**Wynette Philemonof**  
(Pueblo of Acoma)  
*Administrative Assistant*

**Sherrie L. Bowman**  
(Pueblo of Laguna)  
*Education Support Specialist*

**Alicia Nequatewa**  
(Hopi/Navajo)  
*Content and Social Media  
Coordinator*



**AIANTA**  
American Indian Alaska Native  
Tourism Association

# KEYNOTE SPEAKERS



## **Marshall Pierite**, *Chairman & CEO, Tunica-Biloxi Tribe of Louisiana*

Marshall Pierite is Chairman of the Tunica-Biloxi Tribe of Louisiana. For more than 20 years Pierite held several elected positions on the Tribal Council including Secretary-Treasurer, Vice-Chairman and Chairman of the Tribe. Over the years he has worked on government operations, budgeting, infrastructure development, economic development, community development and tax policy development for the Tribe.

A native Louisianan, Marshall began his career by serving in the United States Marine Corps with a military occupational specialty in administration. Following his military service, he worked for the Tunica-Biloxi Tribe of Louisiana as a medical clerk and eventually was promoted to the role of Director of the Tunica-Biloxi Social Services Department.



## **Brian Beall**, *Director, National Travel & Tourism Office, International Trade Administration, U.S. Department of Commerce*

Brian Beall is the incoming Director of the National Travel and Tourism Office (NTTO) in the International Trade Administration's Industry and Analysis division at the U.S. Department of Commerce. There he will lead the team working to enhance the international competitiveness of the U.S. travel and tourism industry and increase U.S. travel and tourism exports. He is returning to NTTO following his tenure there as Deputy Director for Policy and Planning from 2014-2019.

Brian has many years of private and public sector experience in travel, tourism, and public policy. Prior to the NTTO Director role, Brian was Vice President of Government Affairs at Cruise Lines International Association. There he led strategic programs to achieve positive public policy outcomes in North America and globally to support the growth of the cruise industry. In addition to his previous time in NTTO, Brian held several other positions in the International Trade Administration, including Senior Advisor to the Deputy Director General of the U.S. and Foreign Commercial Service and Senior International Trade Specialist in the Office of the Deputy Under Secretary for International Trade. He also worked on Capitol Hill as a Legislative Fellow in the U.S. Senate focused specifically on travel and tourism policy issues and as an analyst at the U.S. Federal Trade Commission.

Brian earned his Bachelor of Arts in Business Administration from Truman State University and his Master of Tourism Administration with a concentration in tourism policy development from the George Washington University.



## **Chris Thompson**, *President and CEO, Brand USA*

Christopher L. Thompson is the president and CEO of Brand USA, a public-private partnership focused on increasing international visitation to the United States through marketing and promotional efforts. With over 40 years of experience in the travel and tourism industry, Chris is responsible for leading the organization's marketing strategies to boost U.S. travel exports, create jobs, and enhance the image of the United States globally. Under his leadership, Brand USA has significantly expanded its partnership network and program offerings. Prior to joining Brand USA, Chris served as the president and CEO of VISIT FLORIDA, where he achieved record growth in international visitation. Throughout his career, Chris has received numerous industry awards and accolades, including induction into the Florida Tourism Hall of Fame and the Pioneer Award from the NTA National Tour Association. He is actively involved in various industry organizations and serves on the boards of Destinations International and the Federal City Council. Chris holds a Bachelor of Science degree in business administration from the University of Florida and resides with his wife and two grown sons. Century Fellows program demonstrating her potential to make significant contributions to the future of Hawai'i.



## **Mālia Sanders (Native Hawaiian)**, *Native Hawaiian Hospitality Association (NaHHA)*

Mālia is a graduate of the Kamehameha Schools and the University of Hawai'i and has over 20 years of upper management experience in tourism. She is the Executive Director of the Native Hawaiian Hospitality Association (NaHHA), a non-profit organization deeply rooted in perpetuating the authenticity of the Native Hawaiian culture and values in Hawai'i's visitor industry through advocacy, education, training and program development.

Mālia serves as the Vice President of the Hawaiian Civic Club of Honolulu and is the Chair of the annual Holokū Ball. She is a member of the Hawai'i Language Roadmap Advisory Council and serves in a national capacity representing the Hawai'i region on the Board of Directors for AIANATA. Mālia was recognized as the 2022 Social Impact Entrepreneur of the Year by the Hawai'i Venture Capitalist Association and was nationally featured in the 2022 Native American Women Leaders in Cultural Tourism. Mālia is a 2022 Pineapple Award recipient which recognizes her contributions in hospitality leadership in Hawai'i and was recently selected to join the 18th class of Fellows in the Pacific Century Fellows program demonstrating her potential to make significant contributions to the future of Hawai'i.



# EXPERIENCE NATIVE AMERICA

One of the fastest-growing segments of the travel industry, cultural heritage tourism is booming, resulting in an appetite for authentic, local experiences. Shine the light on your vibrant indigenous heritage, culture, history and agritourism experiences. Sharing your story is as easy as creating a listing on NativeAmerica.travel.



NATIVEAMERICA  
.TRAVEL

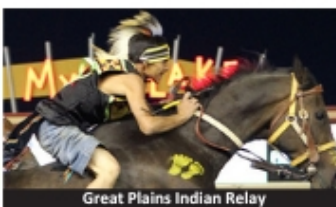
NativeAmerica.travel is a project of the American Indian Alaska Native Tourism Association. For more information, contact [info@aianta.org](mailto:info@aianta.org).



Alaska Native Heritage Center



Cachini Dancers of Zuni Pueblo



Great Plains Indian Relay



Southeast Arts and Crafts



Spirit of Aloha

## AITC Schedule at a Glance

### Monday, October 2

8:30 a.m. – 4:30 p.m.

#### Mobile Workshops

1:00 p.m. – 5:00 p.m.

#### Business of Art Workshop

5:00 p.m. – 6:00 p.m.

#### 1st Timers Orientation

6:00 p.m. – 8:00 p.m.

#### Opening Reception

### Tuesday, October 3

7:00 a.m. – 5:00 p.m.

#### Exhibit Hall Open

8:30 a.m. – 10:00 a.m.

#### Opening Ceremonies/ Regalia Day – Plated Breakfast

10:30 a.m. – 11:30 a.m.

#### Break Out Sessions “1”

11:45 a.m. – 1:00 p.m.

#### Luncheon & General Session

1:15 p.m. – 2:30 p.m.

#### AIANTA Regional Meetings

3:00 p.m. – 4:30 p.m.

#### AIANTA Town Hall / An International Indigenous Panel

### Wednesday, October 4

7:00 a.m. – 5:00 p.m.

#### Exhibit Hall Open

7:30 a.m. – 9:00 a.m.

#### Networking Continental Breakfast

9:00 a.m. – 10:15 a.m.

#### Welcome/Plenary Session

10:45 a.m. – 11:45 a.m.

#### Break Out Sessions “2”

12:00 p.m. – 1:15 p.m.

#### Luncheon & General Session

1:30 p.m. – 2:30 p.m.

#### Break Out Sessions “3”

3:00 p.m. – 4:00 p.m.

#### Break Out Sessions “4”

4:10 p.m. – 5:10 p.m.

#### Break Out Sessions “5”

6:00 p.m. – 7:00 p.m.

#### No Host Happy Hour

7:00 p.m. – 11:00 p.m.

#### Excellence in Tourism Industry Awards & Gala

### Thursday, October 5

7:30 a.m. – 4:00 p.m.

#### Exhibit Hall Open

8:15 a.m. – 9:30 a.m.

#### General Session – Plated Breakfast

9:40 a.m. – 10:40 a.m.

#### Break Out Sessions “6”

11:00 a.m. – 12:00 p.m.

#### Break Out Sessions “7”

12:15 p.m. – 1:15 p.m.

#### Luncheon & General Session

1:30 p.m. – 2:30 p.m.

#### Break Out Sessions “8”

3:00 p.m. – 4:00 p.m.

#### The Heart Speaks (Closing Session)

Approve the travel report - Councilman Marlon Skenandore - Indigenous Biz Con - Milwaukee, WI -...

### Business Committee Agenda Request

1. Meeting Date Requested: 10/25/23

2. Session:

Open     Executive – must qualify under §107.4-1.

Justification: *Choose or type justification.*

3. Requested Motion:

Accept as information; OR

Approve the travel report – Councilman Marlon Skenandore – Indigenous Biz Con – Milwaukee, WI, October 9-11, 2023

4. Areas potentially impacted or affected by this request:

Finance

Programs/Services

Law Office

MIS

Gaming/Retail

Boards, Committees, or Commissions

Other: *Describe*

5. Additional attendees needed for this request:

*Name, Title/Entity OR Choose from List*

*Name, Title/Entity OR Choose from List*

*Name, Title/Entity OR Choose from List*

*Name, Title/Entity OR Choose from List*

**6. Supporting Documents:**

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

**7. Budget Information:**

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

**8. Submission:**

Authorized Sponsor: Marlon Skenandore, Councilman

Primary Requestor: *Name, Title/Entity*

# BUSINESS COMMITTEE TRAVEL REPORT



**Travel Report for:**

Choose a Traveler Name  
Marlon Skenandore

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

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

**Travel Event:**

Indigenous Biz Con

**Travel Location:**

Milwaukee, WI

**Departure Date:**

10/09/2023

**Return Date:**

10/11/2023

**Projected Cost:**

\$800

**Actual Cost:**

\$285

**Date Travel was Approved by OBC:**

09/13/2023

## Narrative/Background:

Councilman Skenandore attended the 2<sup>nd</sup> Annual Indigenous Biz con held in Milwaukee, WI. \*Note that Councilman did come back on the 2<sup>nd</sup> day 10/10 after the Tribal Leaders Roundtable (panelist) to tour Oneida with Sec. Deb Haaland that afternoon and traveled back Milwaukee later that evening.\* This Conference is a great collective information sharing of tribally owned business owners, lending opportunities for Indian Country, also technical assistance. Great information on untapped economic diversification available to Oneida in the spaces of cannabis, media, and construction industries. There is a lot of support out there for us to explore these options and work with small tribally owned business owners as we work towards a diversified economy. In my opinion, there is a huge gap in supporting our Oneida and tribally owned small business so how do we strengthen that relationship?

## Item(s) Requiring Attention:

Made a connection with Wisconsin Indigenous Economic Development Corp. and they are interested in holding informational sessions for Oneida and Tribal Business Owners as vendors of the Nation. WEIDC has started conversation with CEC on venue.

## Requested Action:

Motion to approve Councilman Marlon Skenandore's travel report - Indigenous Biz Con - October 9-11, 2023.



INDIGENOUS  
BUSINESS GROUP

September 11, 2023

Good evening,

I'm honored to invite you to speak on a panel discussion at the [Indigenous Biz Con](#) happening October 8-11, 2023 in Milwaukee, WI.

Indigenous Biz Con provides an opportunity for 350 attendees to learn, network, and collaborate to build meaningful partnerships that result in business, all while breaking down barriers to economic development, building community and elevating the voices of Native entrepreneurs.

The event features real business operators at the forefront, engaging discussions, meaningful networking opportunities, a Native vendors marketplace and much more. Conference attendees include Native business owners, Tribal Leaders, Tribal executives, Native non-profit executives, private sector, and state & federal officials.

I believe your voice would be a critical addition to the '**Tribal Corporation Roundtable Discussion**' on **October 10th**.

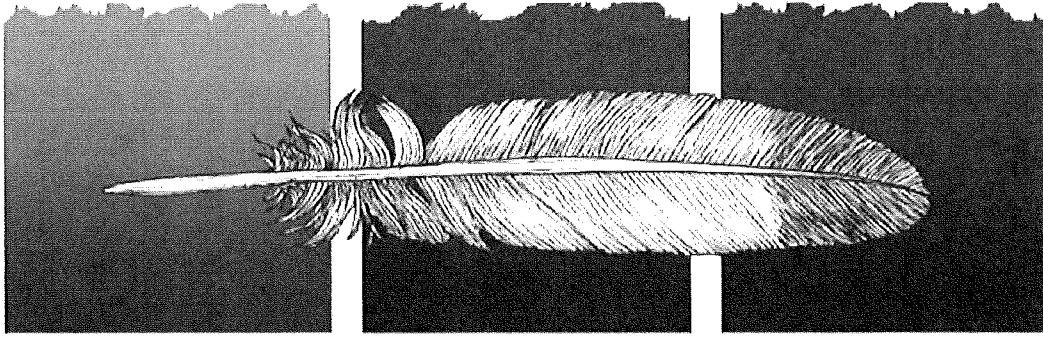
Your experience and perspective would be extremely valuable to the conference and panel. Please let me know at your earliest convenience whether you would be interested in joining the panel.

As a panelist, you'll receive a complimentary conference registration (\$325 value) with full access to the networking events, access to general session and breakout sessions, access to the vendor marketplace, and a ticket to the awards banquet/Indigenous Peoples' Day Celebration.

Best,

*Collin Price*

Collin Price  
Heena Development, Owner  
Indigenous Biz Con, Curator



# INDIGENOUS

BIZ CON | OCT. 8 - 11, 2023

Milwaukee, WI

*In partnership with:*



Wisconsin  
**Indigenous**  
Economic Development Corp.  
*Building Financial Sovereignty*

[Schedule](#)

[Venue Info](#)

[Sponsor or Exhibit](#)

[FAQ](#)

[Media Information](#)

*\*Details are subject to change\**

▶ **Sunday, October 8th**

▼ **Monday, October 9th**

7:30 a.m. – 9:00 a.m. | Registration & Breakfast

9:00 a.m. – 4:00 p.m. | Artisan Marketplace Opens

9:00 a.m. – 9:45 a.m. | Welcome from WIEDC and CDFI Leadership

10:00 a.m. – 12:00 p.m. | Breakout Sessions & WIEDC Biz Pitches

12:00 p.m. – 1:00 p.m. | Lunch & WIEDC Biz Pitch Contest Awards



1:00 p.m. – 5:30 p.m. | Breakout Sessions

6:00 p.m. – 9:00 p.m. | IBC Evening Reception

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▼ **Tuesday, October 10th**

---

7:30 a.m. – 9:00 a.m. | Registration & Breakfast

9:00 a.m. – 10:00 a.m. | General Session 1

10:15 a.m. – 3:00 p.m. | Breakout Sessions

3:00 p.m. – 4:00 p.m. | Bloody Mary Bar

4:00 p.m. – 5:00 p.m. | Pre-Reception

6:00 p.m. – 11:00 p.m. | IBC Gala

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▼ **Wednesday, October 11th**

---

7:30 a.m. – 9:00 a.m. | Registration & Breakfast

9:00 a.m. – 10:00 a.m. | General Session 2

10:00 a.m. – 12:00 p.m. | Breakout Sessions

12:00 p.m. – 1:00 p.m. | Lunch

## Meet Our Sponsors

---

### Title Sponsors



Approve the travel report - Councilman Jameson Wilson - Indigenous Biz Con - Milwaukee, WI - October.

### Business Committee Agenda Request

1. Meeting Date Requested: 10/25/23

2. Session:

Open  Executive – must qualify under §107.4-1.

Justification: *Choose or type justification.*

3. Requested Motion:

Accept as information; OR

Approve the travel report from Councilman Jameson Wilson for the Indigenous Biz Con in Milwaukee, WI – October 9-10, 2023 noting the hotel and registration fees were covered by the Indigenous Business Group.

4. Areas potentially impacted or affected by this request:

- Finance  Programs/Services
- Law Office  DTS
- Gaming/Retail  Boards, Committees, or Commissions
- Other: OBC

5. Additional attendees needed for this request:

- Name, Title/Entity OR Choose from List*
- Name, Title/Entity OR Choose from List*
- Name, Title/Entity OR Choose from List*
- Name, Title/Entity OR Choose from List*

**6. Supporting Documents:**

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

**7. Budget Information:**

- |                                                                                           |                                                  |
|-------------------------------------------------------------------------------------------|--------------------------------------------------|
| <input checked="" type="checkbox"/> Budgeted – Tribal Contribution                        | <input type="checkbox"/> Budgeted – Grant Funded |
| <input type="checkbox"/> Unbudgeted                                                       | <input type="checkbox"/> Not Applicable          |
| <input checked="" type="checkbox"/> Other: Indigenous Biz Con paid hotel and registration |                                                  |

**8. Submission:**

Authorized Sponsor: Jameson Wilson, Councilman

Primary Requestor: (Name, Title/Entity)

# BUSINESS COMMITTEE TRAVEL REPORT



**Travel Report for:** Choose a Traveler Name  
Jameson Wilson

**Travel Event:** Indigenous Business Con

**Travel Location:** Milwaukee, WI

**Departure Date:** 10/09/2023      **Return Date:** 10/10/2023

**Projected Cost:** \$377.75      **Actual Cost:** \$249.75

**Date Travel was Approved by OBC:** 09/13/2023

## Narrative/Background:

The travel was requested to attend the 2nd Annual Indigenous Biz Con hosted at the Potawatomi Casino in Milwaukee. This three-day conference brought together Indigenous-owned businesses, thought leaders, Tribal Leaders, Tribal Administrators, Tribal financial institutions, and non-Native partners to learn, network, collaborate, and build meaningful partnerships that will stimulate and grow this region's Indigenous economies.

The Conference provided an opportunity to speak on a Tribal Corporations panel that focused on tribally chartered entities and development projects. The panel also discussed the importance of tribal citizen entrepreneurship and the impact on tribal economies. One clear theme of the panel was the impact of developing strong governing institutions through Nation Building that supports economic growth. The conference provided several valuable networking opportunities and breakout sessions that included Wisconsin Department of Transportation, real estate development, tribal economies, She Rises Collective and Community Development Fund Institutions (CDFI) loans.

## Item(s) Requiring Attention:

No items at this time.

## Requested Action:

Approve the travel report from Councilman Jameson Wilson for the Indigenous Biz Con in Milwaukee, WI - October 9-10, 2023 noting the hotel and registration fees were covered by the Indigenous Business Group.



# Councilman Jameson Wilson

*Oneida Nation*

Scan this QR code to DOWNLOAD and view the event program



INDIGENOUS BIZ CON | OCT. 8-11, 2023



# Event Schedule (At a Glance)

## SUNDAY, OCTOBER 8

3:00 p.m. - 10:00 p.m.	Sponsor & Vendor Table Setup
4:00 p.m. - 9:00 p.m.	Registration
6:00 p.m. - 9:00 p.m.	WIEDC Welcome Reception

## MONDAY, OCTOBER 9

6:00 a.m. - 9:00 a.m.	Sponsor & Vendor Table Setup
7:30 a.m. - 9:00 a.m.	Registration & Breakfast
9:00 a.m. - 4:00 p.m.	Artesian Marketplace   Sponsor Exhibits Open
9:00 a.m. - 9:45 a.m.	Welcome Address from WIEDC and CDFI Leadership
10:00 a.m. - 11:00 a.m.	Breakout Session #1   <i>WIEDC Pitch Contest</i>
11:15 a.m. - 12:00 p.m.	Breakout Session #2   <i>WIEDC Pitch Contest</i>
12:00 p.m. - 1:00 p.m.	Lunch & Pitch Contest Winner Awards
1:00 p.m. - 1:45 p.m.	Breakout session #3
2:00 p.m. - 2:45 p.m.	Breakout Session #4
3:00 p.m. - 3:45 p.m.	Breakout Session #5
6:00 p.m. - 9:00 p.m.	Evening Tailgate Reception

## TUESDAY, OCTOBER 10

7:30 a.m. - 9:00 a.m.	Registration & Breakfast
9:00 a.m. - 4:00 p.m.	Artesian Marketplace   Sponsor Exhibits Open
9:00 a.m. - 10:00 a.m.	Welcome Address
10:15 a.m. - 11:00 a.m.	Breakout Session #1
11:15 a.m. - 12:00 p.m.	Breakout Session #2
12:00 p.m. - 1:00 p.m.	Lunch
1:00 p.m. - 1:45 p.m.	Breakout Session #3
2:00 p.m. - 2:45 p.m.	Breakout Session #4
3:00 p.m. - 4:00 p.m.	Bloody Mary Bar
6:00 p.m. - 11:00 p.m.	Gala ( <i>Dinner, Awards, Comedian, Dance &amp; DJ</i> )

## WEDNESDAY, OCTOBER 11

7:30 a.m. - 9:00 a.m.	Registration & Breakfast
9:00 a.m. - 12:00 p.m.	Artesian Marketplace   Sponsor Exhibits Open
9:00 a.m. - 10:00 a.m.	Keynote
10:15 a.m. - 11:00 a.m.	General Session #1
11:15 a.m. - 12:00 p.m.	General Session #2
12:00 p.m. - 1:00 p.m.	Lunch, Business Development Opportunities & Conference Wrap

# Event Schedule (Full Agenda)

## SUNDAY, OCTOBER 8

3:00 p.m. - 10:00 p.m.

3:00 p.m. - 10:00 p.m.

4:00 p.m. - 9:00 p.m.

6:00 p.m. - 9:00 p.m.

Artesian Marketplace Setup (#3)

Sponsor Exhibit Setup (#6)

Registration (#1)

WIEDC Welcome Reception at Rock & Brews (#2)

• *This is a great opportunity to network and enjoy a relaxed atmosphere*



Wisconsin  
**Indigenous**  
Economic Development Corp.  
*Building Financial Sovereignty*

*Welcome*  
**RECEPTION**

Drinks & Hors d'oeuvres: 6 p.m. - 9 p.m.



**ROCK & BREWS**  
RESTAURANT





# MONDAY, OCTOBER 9

6:00 a.m. - 9:00 a.m.	Artesian Marketplace Setup (#3)
6:00 a.m. - 9:00 a.m.	Sponsor Exhibit Setup (#6)
7:30 a.m. - 4:00 p.m.	Registration (#4)
7:30 a.m. - 9:00 a.m.	Breakfast (#11)
9:00 a.m. - 4:00 p.m.	Artesian Marketplace Ribbon Cutting   Marketplace Open (#3)
9:00 a.m. - 4:00 p.m.	Sponsor Exhibits Open (#6)
9:00 a.m. - 9:45 a.m.	<b>Welcome Address from WIEDC and CDFI Leadership (#11)</b> <ul style="list-style-type: none"> <li>• Jeff Bowman, Bay Bank</li> <li>• Jennifer Peters, WIEDC</li> <li>• Pam Boivin, Woodland Financial Partners</li> <li>• Cheryl Cloud, Wisconsin Native Loan Fund</li> <li>• Becky Albert-Breed, First Nations Community Financial</li> <li>• Chris Cote, First American Capital Corporation</li> </ul>
9:45 a.m. - 10:00 a.m.	Break
10:00 a.m. - 11:00 a.m.	<b>WIEDC Pitch Contest (#7)</b> <ul style="list-style-type: none"> <li>• Eliza Skenandore</li> <li>• Clarissa Friday</li> <li>• Rayna Tucker</li> <li>• Renee Earwood</li> <li>• Evangeline Trevan</li> <li>• Darleen Denny</li> <li>• Dionne Jacobs</li> <li>• Claire Kroenke               <ul style="list-style-type: none"> <li>◦ Co-Emcee's: Fern Orie &amp; Collin Price</li> <li>◦ Judges: Nathan King, Chris Cote, &amp; Quasan Shaw</li> </ul> </li> </ul>
10:00 a.m. - 11:00 a.m.	<b>BREAKOUT SESSION #1</b> <ul style="list-style-type: none"> <li>• <b>One on One with a Loan Officer (#8)</b> <ul style="list-style-type: none"> <li>◦ One on one appointments with a CDFI loan officer by appointment</li> </ul> </li> <li>• <b>Small Business Cash Flow Hands-On Activity (#9)</b> <ul style="list-style-type: none"> <li>◦ Jeannie Felix, Wisconsin Native Loan Fund</li> <li>◦ Jonathan Cadotte, First Nations Community Financial</li> </ul> </li> </ul>
11:00 a.m. - 11:15 a.m.	Break
11:15 a.m. - 12:00 p.m.	<b>WIEDC Pitch Contest (#7)</b> <ul style="list-style-type: none"> <li>• Brian Wilson Jr.</li> <li>• TBD</li> <li>• TBD</li> <li>• TBD</li> <li>• Closing Remarks</li> </ul>
11:15 a.m. - 12:00 p.m.	<b>BREAKOUT SESSION #2</b> <ul style="list-style-type: none"> <li>• <b>One on One with a Loan Officer (#8)</b> <ul style="list-style-type: none"> <li>◦ One on one appointments with a CDFI loan officer by appointment</li> </ul> </li> <li>• <b>Tribal Entity &amp; SSBCI Lending Opportunities &amp; Partnerships (#9)</b> <ul style="list-style-type: none"> <li>◦ Desmond Bruguier, Native American Bank</li> <li>◦ Philomena Kebec, J.D., Bad River Lake of Superior Chippewa Indians</li> <li>◦ Cheryl Cloud, Wisconsin Native Loan Fund</li> </ul> </li> </ul>
12:00 p.m. - 1:00 p.m.	Lunch (#11)
12:30 p.m. - 12:50 p.m.	<b>Pitch Contest Winner Awards (#11)</b> <ul style="list-style-type: none"> <li>• Pam Boivin, WIEDC Chairwoman</li> <li>• Becky Albert-Breed, WIEDC Vice Chairwoman</li> </ul>

*Schedule continued on next page...*

## MONDAY, OCTOBER 9 CONT.

1:00 p.m. - 1:45 p.m.

**BREAKOUT SESSION #3**

- **One on One with a Loan Officer (#8)**
  - *One on one appointments with a CDFI loan officer by appointment*
- **Brand Recognition Hands-On-Activity (#9)**
  - *Jodi Fischer, First Nations Community Financial/Wisconsin Native Loan Fund*
- **She Rises Collective - Indigenous Women in Business (#7)**
  - *Kelly Jackson, InnoNative Solutions*
  - *Samantha Skenandore, Quarles*
  - *Margaret Ellis, Kenco Tribal Marketing Initiatives, Ed.D Candidate*
  - *Charlotte Easterling, Creative Vixen Design*
  - *Misha Golly, Restaurant Management*
  - *Apache Danforth, Good Words Consulting/Perodigm*
    - **Moderator:** Nicole Fish, WIEDC

1:45 p.m. - 2:00 p.m.

Break

2:00 p.m. - 2:45 p.m.

**BREAKOUT SESSION #4**

- **One on One with a Loan Officer (#8)**
  - *One on one appointments with a CDFI loan officer by appointment*
- **Speed Coaching with Business Experts (#9)**
  - *John Wilhelmi, Menominee Indian Tribe*
  - *Thomas Myrin, U.S. Bank in Wisconsin*
  - *Tashina Williams, Potawatomi Casino Hotel*
  - *Alex Ysquierdo, WI Supplier Diversity Program*
  - *Joe Davis, Construction Business Group*
  - *Denisse Pachura, BMO Harris*
- **Taking your Business to New Heights: The Power of Financial & Technical Assistance (#7)**
  - *Chris Cote, First American Capital Corporation*

2:45 p.m. - 3:00 p.m.

Break (snacks provided) (#6)

3:00 p.m. - 3:45 p.m.

**BREAKOUT SESSION #5**

- **One on One with a Loan Officer (#8)**
  - *One on one appointments with a CDFI loan officer by appointment*
- **Business Feasibility - Finding Your Niche (#9)**
  - *Becky Albert-Breed, First Nations Community Financial*
  - *Jodi Fischer, First Nations Community Financial*
- **Loan Underwriting: Telling Your Story (#7)**
  - *Pamela Boivin, Woodland Financial Partners*

3:45 p.m. - 6:00 p.m.

Break

6:00 p.m. - 9:00 p.m.

**IBG Evening Tailgate Reception (#5)**

# Evening RECEPTION

Drinks & Hors d'oeuvres: 6 p.m. - 9 p.m.

**6:05 p.m.** - Welcome from IBG

**6:45 p.m.** - Riverfront Launching Site

Hoan Bridge remarks

Performance by Little Priest Drum Group

**7:00 p.m.** - Meet & greet with Gary Farmer



This is a "tailgate" party as Monday night football will be streaming, so **support the Green Bay Packers or wear your favorite team colors!**

## TUESDAY, OCTOBER 10

7:30 a.m. - 9:00 a.m.	Registration (#4)
7:30 a.m. - 9:00 a.m.	Breakfast (#11)
9:00 a.m. - 4:00 p.m.	Artesian Marketplace Open (#3)
9:00 a.m. - 4:00 p.m.	Sponsor Exhibits Open (#6)
9:00 a.m. - 9:20 a.m.	<b>IBG Welcome Address (#11)</b> <ul style="list-style-type: none"> <li>• Rob Pero, <i>Indigenous Business Group</i></li> <li>• Collin Price, <i>Indigenous Business Group</i></li> <li>• Zoar Fulwilder, <i>Indigenous Business Group</i></li> <li>• Forest County Potawatomi Chairman Crawford</li> <li>• Invocation: <i>Ho-Chunk Nation Traditional Chief Clayton Winneshiek</i></li> </ul>
9:20 a.m. - 10:00 a.m.	<b>Tribal Corporate Roundtable (#11)</b> <ul style="list-style-type: none"> <li>• Jeff Johnson, <i>Potawatomi Business Development Corporation</i></li> <li>• Michael Roberts, <i>12-Clans, Inc.</i></li> <li>• Marlon Skenandore, <i>Oneida Nation</i></li> <li>• Jameson Wilson, <i>Oneida Nation</i></li> <li>• Crystal Chevalier, <i>Wolf River Development Company</i></li> </ul>
10:00 a.m. - 10:15 a.m.	Break
10:15 a.m. - 11:00 a.m.	<b>BREAKOUT SESSION #1</b> <ul style="list-style-type: none"> <li>• <b>Understanding Economic Development Opportunities Around Broadband Infrastructure (#9)</b> <ul style="list-style-type: none"> <li>◦ Josh Morby, <i>JRM Advisers</i></li> <li>◦ Shaun Tsabetsaye, <i>Major Market, Inc.</i></li> <li>◦ Mark Bender, <i>Godfrey &amp; Kahn</i></li> <li>◦ Lindsay Blumer, <i>WRTP/BIG STEP</i></li> <li>◦ Michael Dermer, <i>The Lonely Entrepreneur</i></li> </ul> </li> <li>• <b>Housing's Impact and Role in Tribal Economic Development (#8)</b> <ul style="list-style-type: none"> <li>◦ Kristine Earth, <i>Ho-Chunk Community Development Corporation</i></li> </ul> </li> <li>• <b>She Rises Collective presents "Develop Your Purpose Statement" (#7)</b> <ul style="list-style-type: none"> <li>◦ Tracy Cordova, <i>Universal Consulting Solutions, LLC</i> <ul style="list-style-type: none"> <li>▪ <b>Moderator:</b> Margaret Ellis, <i>Kenco Tribal Marketing Initiatives, Ed.D Candidate</i></li> </ul> </li> </ul> </li> </ul>
11:00 a.m. - 11:15 a.m.	Break
11:15 a.m. - 12:00 p.m.	<b>BREAKOUT SESSION #2</b> <ul style="list-style-type: none"> <li>• <b>The Business of Sustainability and Green Infrastructure on Tribal Lands (#9)</b> <ul style="list-style-type: none"> <li>◦ Isaiah Ness, <i>Sunbear Industries</i></li> <li>◦ Dave Harper, <i>Alliance for Tribal Clean Energy</i></li> <li>◦ Shaun Tsabetsaye, <i>Larson &amp; Toubro, Ltd.</i></li> </ul> </li> <li>• <b>Intro to the Tribal Housing Summit and LIHTC Overview (#8)</b> <ul style="list-style-type: none"> <li>◦ Jeff Bowman, <i>Bay Bank</i></li> </ul> </li> <li>• <b>She Rises Collective presents the Indigenous Women in Business Panel (#7)</b> <ul style="list-style-type: none"> <li>◦ Jennifer Peters, <i>WIEDC</i></li> <li>◦ Mercy Metoxen, <i>BMO Harris</i></li> <li>◦ Joni Matthews, <i>Highest ranking Native American General in the National Guard</i></li> <li>◦ Tracey Cordova, <i>Universal Consulting</i> <ul style="list-style-type: none"> <li>▪ <b>Moderator:</b> Apache Danforth, <i>Good Words Consulting/Perodigm</i></li> </ul> </li> </ul> </li> </ul>
12:00 p.m. - 1:00 p.m.	Lunch (#11)

*Schedule continued on next page...*

# TUESDAY, OCTOBER 10 CONT.

1:00 p.m. - 1:45 p.m.

### BREAKOUT SESSION #3

- **Empowerment Through Training and Education: Nurturing Indigenous Potential for Sustainable Economic Development (#8)**
  - Dan Webster, *Walbec Group*
  - Mindy Mulryan, *Construction Business Group*
  - Christy Jackson, *WisDOT*
- **ICIA - Exploring the Business Case for Hemp in Indigenous Communities (#9)**
  - Earl Pendelton, *Lower Sioux Indian Community Tribal Council*
  - Rob Pero, *CannDigenous*
  - Jona Williams, *Iconoclast*
  - Esther Ames, *White earth, Cannabis Commision*
    - Moderator: Mary Jane Oatman, *ICIA*
- **AICCW Hosted: Intro to New Leadership & Chamber Benefits (#7)**
  - Paul Smith, *AICCW*
  - Heather Cloud, *AICCW*

1:45 p.m. - 2:00 p.m.

Break

2:00 p.m. - 2:45 p.m.

### BREAKOUT SESSION #4

- **DEI - Development of Diverse Leadership and Workforce in Energy and Construction (#8)**
  - Jeroam Defoe, *Enbridge*
  - Joe Davis, *Construction Business Group*
  - Brian Mitchell, *Michels*
- **Why Real Estate Development Makes Perfect Sense for Strengthening Tribal Economies (#9)**
  - Don Bernards, *Baker Tilly*
  - Neil Whitegull, *HUD*
  - Karl Lusic, *Angus Young*
- **AICCW & WPI Hosted: Speed Networking Prep & Capabilities Statement Strategies for Procurement (#7)**
  - Paul Smith, *AICCW*
  - Heather Cloud, *AICCW*

2:45 p.m. - 3:00 p.m.

Break

3:00 p.m. - 4:00 p.m.

Bloody Mary Bar (#6)

4:00 p.m. - 5:00 p.m.

Break

5:00 p.m. - 6:00 p.m.

Pre-Reception (#10)

6:00 p.m. - 11 :00 p.m.

Gala (Dinner, Awards, Dance & DJ) (#11)

# Gala RECEPTION

LOCATED IN THE EVENT CENTER

*Creative Black Tie/Indigenous Attire Optional*





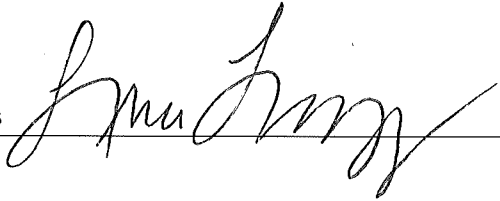
**6. Supporting Documents:**

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

**7. Budget Information:**

- |                                                                                                                                     |                                                  |
|-------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------|
| <input type="checkbox"/> Budgeted – Tribal Contribution                                                                             | <input type="checkbox"/> Budgeted – Grant Funded |
| <input type="checkbox"/> Unbudgeted                                                                                                 | <input type="checkbox"/> Not Applicable          |
| <input checked="" type="checkbox"/> Other: CDP Training will be paid by State, Local, Tribal, and Territorial Emergency Responders. |                                                  |

**8. Submission:**

Authorized Sponsor: Secretary Lisa Liggins 

Primary Requestor: (Name, Title/Entity)

### Oneida Business Committee Travel Request

1. OBC Meeting Date Requested: 10 / 25 / 23  e-poll requested

2. General Information:

Event Name: FEMA 9th Annual Tribal Nations Training, Center for Domestic Preparedness (CDP)

Event Location: Anniston, Alabama Attendee(s): Lisa Liggins

Departure Date: 03/09/2024 Attendee(s):

Return Date: 03/16/2024 Attendee(s):

3. Budget Information:

- Funds available in individual travel budget(s)
- Unbudgeted
- Grant Funded or Reimbursed

Cost Estimate: 2,810.84

4. Justification:

Describe the justification of this Travel Request:

FEMA, Center for Domestic Preparedness (CDP) Multiple training sessions. 1. Get an overview briefing of the National Domestic Preparedness Consortium and opportunities available to Tribal Nations. Get an in-depth overview of the (CDP) and the opportunities available to Tribal Nations coupled with a tour of the facilities. 2. The Continuity of Government Operations Planning for Rural Communities Course is designed to help government officials and emergency responders from rural communities in development of plans that will ensure the continuity of essential government functions across a spectrum of emergencies. 3. The purpose of the NIMS Overview for Senior Officials is to familiarize (executives elected and appointed and other tribal administrators) their role in supporting incident management within the National Incident Management System (NIMS). 4. Open discussion with FEMA staff regarding the Disaster Declaration Process and requirements to be able to do so. 5. The Senior Official Workshop for All-Hazard Preparedness course provides a forum to discuss strategic and executive-level issues related to all-hazard disasters preparedness, to share proven strategies and best practices, and to enhance coordination among officials responsible for emergency response and recovery from disasters.

5. Submission

Sponsor: Secretary Lisa Liggins

- 1) Save a copy of this form for your records.
- 2) Print this form as a \*.pdf OR print and scan this form in as \*.pdf.
- 3) E-mail this form and all supporting materials in a **SINGLE** \*.pdf file to: BC\_Agenda\_Requests@oneidanation.org

**ONEIDA NATION  
TRAVEL AUTHORIZATION REQUEST**

**General Travel Information**

Name of Traveler	Lisa Liggins		
<i>Legal name as it appears on Travelers Driver's License or State ID, no nicknames</i>			
Employee Number			
Destination City	Anniston, ALabama		
Departure date	03/09/2024	Return date	03/16/2024
Purpose of travel	Center for Domestic Preparedness (CDP)		
Charged GL Account			

**GSA (General Services Administration) Rates are linked on SharePoint under Employee Resources**

Per Diem rate per day (meals)	\$ 59.00
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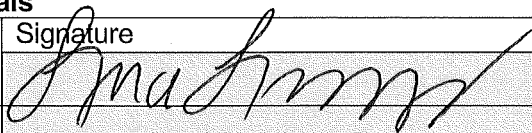
**Cost Estimate Information**

Personal Automobile Mileage Expenses

Total miles		Multiply by the Mileage rate	\$ .625	\$ 0.00
<b>Description</b>	<b>Rate</b>	<b>Factor</b>	<b>Days</b>	<b>Total</b>
Per Diem for initial travel date	\$ 59.00	0.75	1	\$ 44.25
Per Diem full day at destination	\$ 59.00	1.00	6	\$ 354.00
Per Diem for return travel date	\$ 59.00	0.75	1	\$ 44.25
Included meals total				
Miscellaneous expenses: taxi, parking, fees, etc.				
<b>Sub-Total =</b>				\$ 442.50
Lodging including room, taxes, fees, and hotel parking	\$ 120.00		7	\$ 840.00
Airfare				\$ 698.00
Luggage Fees				\$ 60.00
Car Rental				\$ 270.34
Registration				\$ 0.00
Allowable price adjustment				\$ 500.00
<b>Sub-Total</b>				\$ 2,368.34
<b>Total Cost Estimate</b>				\$ 2,810.84

I understand this advance will be deducted from my claim for reimbursement of actual travel expenses. I also understand that if this advance is not cleared within 10 calendar days after my travel return date, the Nation has the authority to withhold any advanced funds from future wages.

**Signatures / Approvals**

	Signature	Date
Traveler		
Reviewer		

Send all travel related items to: [CentralAccounting\\_Travel@oneidanation.org](mailto:CentralAccounting_Travel@oneidanation.org)





# FEMA

## 9<sup>th</sup> Annual Tribal Nations Training Week

### Register Now: March 9-16, 2024

The Center for Domestic Preparedness (CDP) will host the *9<sup>th</sup> Annual Tribal Nations Training Week* the week of **March 9 - 16, 2024** on the CDP campus in Anniston, AL. CDP training is completely funded for state, local, tribal, and territorial emergency responders to include roundtrip airfare, meals, lodging, training, and any equipment required during training. The list of classes and additional information for this training week are listed below.

Goal: Conduct a focused training week to strengthen emergency preparedness capabilities and foster relationships amongst Tribal Nations and partners.

Objectives:

- Establish collaborative partnerships.
- Provide hands on training opportunities that enhance capabilities of Tribal Nation Responders.
- Strengthen students' knowledge to administer Tribal proficiency in health care, environmental, disaster response, and leadership.

Theme: Developing Generational Resiliency Through Training



**All personnel who work in an emergency response capacity and are affiliated with one or more Tribal Nations, Indian Health Service (IHS) and those who work directly with Tribal Nations are authorized to attend.**

### Training Courses

Healthcare Leadership for Mass Casualty Incidents (HCL) / Integrated Capstone Event (ICE)

**Dates:** March 9 - 16, 2024 (This includes travel days)

**Students:** Up to 60

**Overview:** Healthcare Leadership for Mass Casualty Incidents is a four-day course that addresses disaster preparedness at the facility and system level. Healthcare leaders must be prepared for any incident that results in multiple casualties, whether it is the result of a natural disaster; an accidental or intentional release of a chemical, biological, radiological, nuclear, or explosives (CBRNE) hazard; or a disease outbreak that results in an epidemic or pandemic. This course focuses on preparing healthcare leaders to make critical decisions in all-hazards disaster emergency preparedness activities. Responders learn essential disaster-planning response and recovery functions through lecture and discussion formats that are then applied in a tabletop exercise and a two-day functional exercise.

The ICE promotes an interdisciplinary response to an all-hazards mass casualty incident where first responders and first receivers are challenged to perform functions learned within their CORE course earlier in the week.

### **Target Audience/Disciplines**

- Hospital executive group — Senior executives who have ultimate legal and overall fiduciary responsibilities for their institution;
- Mid-level management — Those who have responsibility for activating the disaster plan;
- Patient services group — Senior patient care services leadership who are responsible for the following: organizing and delivering patient care services and resources; maintaining a patient-tracking system; assuring the treatment of inpatients and managing the inpatient care areas; and controlling discharge procedures
- Emergency Department (ED) group — Those responsible for overall clinical and administrative management of the ED resources;
- Physical plant operations group — Those responsible for the physical plant and its environment;
- Emergency Medical Services (EMS) — Those responsible for authorizing policy and/or participating in the formation of policy that determines the response of EMS resources to a disaster;

- Public health group — Those responsible for authorizing policy and/or participating in the formation of policy that determines the public health response to a disaster; and
- Other patient care — Patient-support areas may be represented, including infection control, chaplains, social workers, legal, and others.

### Prerequisites and Requirements

To be eligible for the course, the student must successfully complete the following courses:

- IS-100.c, Introduction to Incident Command System or equivalent ICS-100 series;
- IS-200.c Basic Incident Command System for Initial Response or equivalent ICS-200 series;
- IS-700.b, An Introduction to the National Incident Management System; and
- IS-800.d, National Response Framework, An Introduction

### Continuing Education Credits

The Center for Domestic Preparedness is authorized by IACET to offer 4.0 continuing education units for this program.

Nursing through Alabama Board of Nursing (nurses only): 40, Continuing Medical Education, through University of Alabama at Birmingham (additional allied health professionals may be able to apply for these CEU's): 40

**Registration** Information regarding registration is at the bottom of this announcement.

**PROMO CODE:** 100TRHCL (PROMO Codes must be typed in as they appear and cannot be copy and pasted)

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Underserved Populations Preparedness Planning for Rural Responders and Volunteers (UPPPRRV) / Hospital Emergency Response Training for Mass Casualty Incidents (HERT) Integrated Capstone Event (ICE)

**Dates:** March 11 - 18, 2023 (This includes travel days)

**Students:** Up to 40

**Overview:** The Underserved Populations Preparedness Planning for Rural Responders and Volunteers course is an 8.0-hour, planning and management-level course will assist in preparing communities to meet the assistance and safety needs of older adults, and people with access and functional needs during a crisis event in rural communities using an approach with the Department of Homeland Security's (DHS) Whole Community initiative. Due to the expected diverse student population, general information regarding crisis planning and response (incident command system (ICS), National Incident Management System (NIMS), etc.) will be discussed, flowing into a narrower discussion regarding the needs and care issues of older adults. Included in the discussion are short- and long-term care, pet care, medication, and the need for durable medical equipment and healthcare. The issue of individuals from assisted-living and nursing homes will be emphasized in lessons learned from various disasters.

The Hospital Emergency Response Training for Mass Casualty Incidents (HERT) course addresses healthcare response at the operations level for the facility and its personnel. This three-day course prepares healthcare

responders to integrate the Hospital Incident Command System — into the community emergency response network during mass casualty incidents. The healthcare responders will determine and use appropriate personal protective equipment and conduct triage followed by decontamination of ambulatory and nonambulatory patients as members of a Hospital Emergency Response Team. The Integrated Capstone Event will be built into the HERT course and promotes an interdisciplinary response to an all-hazards mass casualty incident where first responders and first receivers are challenged to perform functions learned within their CORE course.

The ICE promotes an interdisciplinary response to an all-hazards mass casualty incident where first responders and first receivers are challenged to perform functions learned within their CORE course earlier in the week.

### **Target Audience/Disciplines**

Hospital staff members who comprise a Hospital Emergency Response Team, such as physicians, nurses, administrators, security personnel, environmental staff, and other hospital staff.

### **Prerequisites and Requirements**

To be eligible for the course, the student must successfully complete the following courses:

- IS-100.c, Introduction to Incident Command System or equivalent ICS-100 series;
- IS-200.c Basic Incident Command System for Initial Response or equivalent ICS 200 series;
- IS-700.b, An Introduction National Incident Management System

### **Continuing Education Credits**

The Center for Domestic Preparedness is authorized by IACET to offer 3.2 continuing education units for two of these classes.

Nursing through Alabama Board of Nursing (nurses only): 32

Continuing Medical Education, through University of Alabama at Birmingham (additional allied health professionals may be able to apply for these continuing medical education units): 32

Police Officer Standards and Training (POST), if approved by the student's state: 32

**Registration** Information regarding registration is at the bottom of this announcement.

**PROMO CODE:** 111TRUSPP (PROMO Codes must be typed in as they appear and cannot be copy and pasted)

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Environmental Health Training in Emergency Response – Operations (EHTER OPS)

**Dates** March 9 – 16, 2024 (This includes travel days)

**Students:** Up to 24

**Overview:** The Environmental Health Training in Emergency Response Operations (EHTER Ops) is a five-day course which provides participants with the operations-level knowledge and skills needed to respond to

incidents of natural- or human-caused disaster and to use appropriate protocols and equipment to achieve mission objectives. Participants are trained to assess problems and risks, plan for a team response, select equipment and instrumentation appropriate to the event, perform the required tasks according to the Environmental Health response protocol, and perform reporting and follow-up as instructed. The majority of the course is conducted through hands-on operational practice or response to simulated events. Participants perform Environmental Health Responder tasks while wearing personal protective equipment (PPE) Levels C and D. The course also includes training at the outdoor Training Complex, part of the Chemical, Ordnance, Biological, and Radiological (COBRA) Training Facility, where participants engage in scenario-based exercises in which they employ critical-thinking skills related to the selection and use of chemical, biological, radiological, nuclear, and explosive (CBRNE) detection and sampling instruments.

### **Target Audience/Disciplines**

Individuals currently serving as EHRs assigned to a local, State, or Tribal Emergency Response Team, performing environmental health tasks in emergencies and disasters.

### **Prerequisites and Requirements**

To be eligible to attend the course, a student must meet the following requirements.

- IS 100, Incident Command System (ICS), An Introduction
- IS 200, ICS for Single Resources and Initial Action Incidents
- IS 700, National Incident Management System (NIMS), An Introduction
- IS 800, National Response Framework (NRF), an Introduction
- AWR 922-W, Environmental Health Training in Emergency Response: Awareness Course

### Continuing Education Credits

The Center for Domestic Preparedness is authorized by IACET to offer 4.0 continuing education units for the two of these classes.

Registration Information regarding registration is at the bottom of this announcement.

**PROMO CODE:** 96TREHTEROPS (PROMO Codes must be typed in as they appear and cannot be copy and pasted)

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Integrated Emergency Management Course (IEMC) / Crisis Leadership (MGT-340) / Crisis Standards of Care and Treatment Decision-Making (AWR-934-V1)

**Dates** March 9 – 16, 2024 (This includes travel days)

**Students:** Up to 40

**Overview:** The Integrated Emergency Management Course is a four-day, exercise-based training activity for Emergency Operations Center personnel to practice simulated, but realistic, crisis situations, within a structured learning environment. The jurisdiction selects the hazards and core capabilities it wishes to simulate in classroom and exercise components of the course. The design will reflect the jurisdiction's specific hazards and organizational structure included in its emergency plans.

The Crisis Leadership seminar is an executive-level presentation for the nation's senior officials at the city, county, region, territory, tribal, and state levels. Seminar participants will discuss strategic- and executive-level issues and challenges related to preparing for, responding to, and recovering from a catastrophic incident. The venue provides an excellent opportunity to share proven strategies and practices and apply lessons-learned from past natural, technological, and human-caused disasters. The seminar is a facilitated, free-flowing discussion of the stresses of crisis leadership and decision-making gained from an examination of a selected case study of a catastrophic event. The seminar uses the case study to frame the discussion regarding ways to overcome leadership challenges before, during and after an incident.

Crisis Standards of Care and Treatment Decision-Making defines and explores the potential causes resulting in crisis standards of care, discusses potential situations resulting in prioritization of care, and explores legal, moral, and ethical considerations and mechanisms for making care decisions based on limited resources or capabilities.

### **Target Audience/Disciplines**

- Chief elected and appointed officials from Federal, state, local, tribal, and territorial emergency management agencies
- Senior level personnel from response agencies and organizations (law enforcement, fire, emergency medical services, public health, public works, etc.)
- Leaders or representatives from volunteer organizations

### **Prerequisites and Requirements**

To be eligible for the course, the student must successfully complete the following courses:

- IS-100.c, Introduction to the Incident Command System or equivalent ICS-100 series; and
- IS-200.c, Basic Incident Command System for Initial Response or equivalent ICS-200 series

Registration Information regarding registration is at the bottom of this announcement.

**PROMO CODE:** 102TRIEMC (PROMO Codes must be typed in as they appear and cannot be copy and pasted)

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Emergency Management Framework for Tribal Governments (L580) / Natural Disaster Awareness for Community Leaders (AWR-310) / Psychological Preparedness for Responders (AWR-933-V7)

**Dates** March 9 – 16, 2024 (This includes travel days)

**Students:** Up to 40

**Overview:** The Emergency Management Framework for Tribal Governments course is designed to provide tribal emergency management/response personnel, tribal government employees, and tribal leaders with a basic understanding of emergency management principles and their role in leading and directing their tribes in developing and implementing comprehensive emergency management systems. Specific topics include identification and analysis of hazards, developing emergency operations plan and other planning, assuring readiness through training and exercises, forming partnerships in the public and private sectors, and upgrading and sustaining emergency management capabilities.

The Natural Disaster Awareness for Community Leaders course is designed for the community leaders to have the opportunity to enhance their community's ability to prepare for, respond to, recover from, and mitigate against all forms of disasters. This course helps to enhance understanding of natural disasters, risk assessment in the context of disaster management, prevailing emergency management procedures and operations, and the different vulnerability factors that exist within the community. This course also provides community leaders with an understanding of the necessary plans and tools needed in planning for natural disasters and will help them to better understand and identify individuals and groups best equipped to address response and recovery requirements in the case of an actual disaster.

Reviews common examples of situations encountered by emergency responders with a tendency to cause stress and/or stress-induced psychological trauma. The audience will gain knowledge of stress disorder causes, signs and symptoms of stress-induced psychological trauma, and multiple coping methods for stress and stress disorders.

### **Target Audience/Disciplines**

Emergency Management and response personnel; Tribal Government personnel who are responsible for planning and/or responding to emergencies.

### **Prerequisites and Requirements**

To be eligible for the course, it is recommended that students successfully complete the following courses:

- IS-100.c, Introduction to the Incident Command System or equivalent ICS-100 series;
- IS-200.c, Basic Incident Command System for Initial Response or equivalent ICS-200 series;
- IS-700.b An Introduction to the National Incident Management System

PROMO CODE: 97TREMFTG (PROMO Codes must be typed in as they appear and cannot be copy and pasted)

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Community Based Response to All-Hazards Threats in Tribal Communities (MGT-449) / Emergency Operations Plans for Rural Jurisdictions (MGT-383) / Testing an Emergency Operations Plan in a Rural EOC (PER-294) / Natural Disaster Awareness for Community Leaders (AWR-310) / Special Needs Population Considerations During Emergency Response (HC-V3) / Autism Awareness For Emergency Services (OLS-V19) / Emergency Management and the Public Information Officer (MGT-902-V2) / Communicating Effectively in an Emergency (MGT-902-V7)

**Dates** March 9 – 16, 2024

**Students** Up to 40

### **Overview**

The purpose of the Community Based Response to All-Hazards Threats in Tribal Communities course is to provide tribal nations with the knowledge, skills and abilities necessary to effectively detect, respond to, manage and mitigate all-hazard threats using a whole community approach. This course will include a practical exercise designed specifically to meet the needs of tribal communities.

The Emergency Operations Plans for Rural Jurisdictions course is designed to provide rural first responders with the knowledge and skills to develop an emergency operations plan (EOP) for their local jurisdiction or

region. Participants are provided with knowledge on the planning process, the different types of emergency operations plan formats, and the components of each. Participants engage in scenarios that are designed to reinforce the lessons learned and to enable them to determine the best format for their particular jurisdiction and to organize the various planning components into an EOP.

The Testing an Emergency Operations Plan in a Rural EOC course is designed with a proactive approach to testing rural communities' Emergency Operations Plans (EOPs) in an Emergency Operations Center (EOC) environment. In the process, the course provides relevant and valuable training to elected officials, EOC personnel, and rural community leaders representing both public and private sector entities. Throughout the training session, participants are provided with opportunities to exchange perceptions and best practices while interacting with participants from responder organizations, public and private sectors organizations, as well as with other EOC personnel working at regional and state levels. The emphasis of this course is a performance-oriented exercise which allows course participants to replicate the roles of various EOC personnel in an effort to test their community's EOP. In the event that the community receiving the training does not have a written EOP, participants will be provided with a model EOP written for a rural county in the fictitious state of Columbia.

The Natural Disaster Awareness for Community Leaders course is designed for the community leaders to have the opportunity to enhance their community's ability to prepare for, respond to, recover from, and mitigate against all forms of disasters. This course helps to enhance understanding of natural disasters, risk assessment in the context of disaster management, prevailing emergency management procedures and operations, and the different vulnerability factors that exist within the community. This course also provides community leaders with an understanding of the necessary plans and tools needed in planning for natural disasters and will help them to better understand and identify individuals and groups best equipped to address response and recovery requirements in the case of an actual disaster.

The Special Needs Population Considerations During Emergency Response provides an overview of the requirements, capabilities, and considerations necessary to ensure special needs population requirement are addressed during planning, preparedness, response, and recovery.

The Autism Awareness For Emergency Services session will discuss the behavioral complications of autistic adults and children. Identifying some of the subtle signs typically associated with autistic individuals, hazards associated with autistic individuals in a stressful emergency situation, calming techniques, dangers autistic individuals may put themselves, the public and responders into, recommendations for police and fire departments to better understand autism and the autistic individuals in their communities.

The Emergency Management and the Public Information Officer session provides the responder with an overview of the national emergency response system, which includes the National Incident Management System (NIMS), the Incident Command System (ICS), and the relationship between these systems.

The Communicating Effectively in an Emergency session addresses aspects associated with communicating with the public during emergencies. These aspects include the mapping of critical messages, debunking myths, and the needs of the media. The requirements of Public Information Officers (PIO) are also examined, along with the personnel and equipment they may need for the successful completion of their function.

### **Target Audience / Disciplines**

Personnel who are assigned or may be designated to perform public information duties during an incident, emergency, or disaster and anyone in a response discipline who may be assigned or designated to perform public information duties.



## Prerequisites and Requirements

To be eligible for the course, the student must successfully complete the following courses:

IS-100.c, Introduction to the Incident Command System

IS-200.c, ICS for Single Resources, and Initial Action Incidents

IS-700.b, An Introduction to the National Incident Management System

PROMO CODE: 88TRCBPTTC (PROMO Codes must be typed in as they appear and cannot be copy and pasted)

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Threat & Hazard Identification & Risk Assessment & Stakeholder Preparedness Rev. (THIRA) (MGT-310) / Emergency Operations Center Operations and Planning for All-Hazards Events (MGT-346) / Incident Command System (ICS) Forms Review (MGT-347) / Command Post Operations (AWR-933-V23)

**Dates** March 9 – 16, 2024 (This includes travel days)

**Students:** Up to 40

### Overview:

The Threat and Hazard Identification and Risk Assessment Preparedness course introduces the six-step THIRA/SPR process which includes identifying threats and hazards that stress a community's capabilities, giving context to those threats and hazards and identifying associated impacts consistent with specific factors, identifying community-specific capability targets, assessing current levels of capability in comparison to those targets, identifying capability gaps and subsequent strategies to close those gaps. Successful completion of the course will assist local emergency responders and stakeholders in generating actionable preparedness data that communities can use to support a variety of emergency management efforts, including planning, training, exercises, and incident response and recovery. THIRA/SPR-informed planning is consistent with and expands on nationally accepted emergency management standards as the basis for planning across the mission areas of prevention, protection, mitigation, response, and recovery.

The EOC Operations and Planning for All-Hazards course (MGT-346) provides personnel, who could be assigned or work in an Emergency Operations Center (EOC), the skills necessary to effectively plan for and manage a large-scale incident by applying and implementing an all-hazards, multi-disciplinary, management team approach as described in the National Incident Management System (NIMS), with specific emphasis on the planning, resource, and information management processes. The course culminates with a scenario-based, simulation-supported exercise designed to provide practical experience with emergency management processes and decision-making skills necessary to effectively manage an EOC. The Emergency Operations Center (EOC) Operations and Planning for All-Hazards Events course is 16 hours long, with decision-based activities and exercises comprising 50 percent of the course.

The ICS Forms Review course will prepare you to work with the ICS Forms used in the Incident Command Planning process to assist in the development of an Incident Action Plan (IAP). You will be introduced to the forms and will practice how to develop and write effective objectives to manage an expanding all-hazards incident. The course will allow you to learn and experience the benefits of using the forms in responding to emergencies or managing planned events.

Command Post Operations: discusses how a command post works and the basic tools needed to maintain and properly run a command post.

### **Target Audience / Disciplines**

All emergency response personnel

### **Prerequisites and Requirements**

None

### **Continuing Education Credits**

NERRTC is authorized by IACET to offer 3.2 continuing education units for their classes

PROMO CODE: 105TRTHIRA (PROMO Codes must be typed in as they appear and cannot be copy and pasted)

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**THIS SESSION IS FOR TRIBAL NATION EXECUTIVES who hold titles such as: Chief, King, President, Sachem, Ogema, Governor, Mayor, Councilperson, Chairperson, Trustee, Board member, Executive, Representative, Administrator, Director or their designated representatives.**

### **EXECUTIVE SESSION**

Day 1: Tribal Leaders Symposium

Day 2: Continuity of Government Operations Planning for Rural Communities (MGT-416)

Day 3: NIMS Overview for Senior Officials (Executives, Elected & Appointed) (ICS-402) / Closed Listening Session with FEMA HQ and DHS Tribal Advisory Council

Day 4: Workshop discussion on Disaster Declaration Process and requirements to do so and other FEMA programs.

Day 5: Senior Officials Workshop for All-Hazards Preparedness (MGT-312)

**Dates** March 9 - 16, 2024 (This includes travel days)

**Students:** Up to 40

### **Overview:**

Day 1 Get an overview briefing of the National Domestic Preparedness Consortium and the opportunities available to Tribal Nations. Get an in-depth overview of the Center for Domestic Preparedness and the opportunities available to Tribal Nations coupled with a tour of the facilities.

Day 2: The Continuity of Government Operations Planning for Rural Communities course is designed to help government officials and emergency responders from rural communities in the development of plans that will ensure the continuity of essential government functions across a spectrum of emergencies. History demonstrates that disasters and emergencies often interrupt, degrade, or destroy local government's ability to perform essential functions. This is especially true in rural communities where resources are typically limited under the best of circumstances. These jurisdictions must develop plans that address succession planning, redundant communications, and alternate site needs for their communities to face increasingly frequent

threats. This tuition free course will expose participants to the benefits of developing continuity of government plans for rural communities with special focus on succession planning, delegation of authority, redundant communications, and alternate facilities.

Day 3: The purpose of the NIMS Overview for Senior Officials is to familiarize (executives elected and appointed and other tribal administrators) their role in supporting incident management within the National Incident Management System (NIMS).

The purpose of the closed listening session is to allow open discussion between Tribal Nation Executives and FEMA Leadership/DHS Tribal Advisory Council members.

Day 4: Open discussion with FEMA staff regarding the Disaster Declaration Process and the requirements to be able to do so. Discussions may also include Grants and grant management, Individual Assistance and Public Assistance, etc.

Day 5: The Senior Officials Workshop for All-Hazards Preparedness course provides a forum to discuss strategic and executive-level issues related to all-hazard disaster preparedness, to share proven strategies and best practices, and to enhance coordination among officials responsible for emergency response and recovery from a disaster. This workshop integrates a multimedia scenario and vignettes that highlight key issues and facilitates executive-level discussion of the United States' National Strategy for Homeland Security. Additionally, the forum provides an opportunity to apply lessons learned from past local and national all-hazards disasters. This course includes seven distinct modules incorporating lecture, discussion, and a practical exercise. Each module focuses on a key component of disaster preparedness, such as Culture of Preparedness, Integrated Partnerships, Organizing for Success, Crisis Communications, etc. Within the various modules are opportunities for group interaction and discussion. The final module of the course is designed to provide the participants the opportunity to develop an action plan or to-do list for follow-up consideration and action.

### **Target Audience/Disciplines**

This session is for Tribal Nation Executives who hold titles such as: Chief, King, President, Sachem, Ogema, Governor, Mayor, Councilperson, Chairperson, Trustee, Board member, Executive, Representative, Administrator, Director or their designated representatives.

### **Prerequisites and Requirements**

To be eligible for the course, it is recommended that students successfully complete the following courses:

- IS-0100.c, Introduction to Incident Command System or equivalent ICS-100 series;
- IS-0200.c, Basic Incident Command System for Initial Response or equivalent ICS-200 series

**Continuing Education Credits** None

**PROMO CODE:** 117TRFGTNTW (PROMO Codes must be typed in as they appear and cannot be copy and pasted)

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### **Registration:**

**NOTE: You must have a PROMO Code to register for one of the courses. The PROMO Code must be typed in exactly as it appears, if you cut and paste, it will not work.**

Visit the CDP Website at [Apply for Training](#) to complete the online registration. Remember your FEMA SID number and Password, you will need this throughout the registration process, leading up to your attendance, and while attending training.

**Contact Information:** Should you have any questions, please contact David Hall, CDP Eastern Region and Tribal Nations Training Coordinator at [David.Hall@fema.dhs.gov](mailto:David.Hall@fema.dhs.gov) or 866-213-9546

Approve the travel request - Councilman Jonas Hill - WI Department of Natural Resources consultation -..

### Business Committee Agenda Request

1. Meeting Date Requested: 10/25/23

2. Session:

Open  Executive – must qualify under §107.4-1.

Justification: *Choose or type justification.*

3. Requested Motion:

Accept as information; OR

Approve Travel Request - Councilman Jonas Hill – WI Department of Natural Resources Consultation December 4-5, 2023 – Black River Falls, Milwaukee, WI

4. Areas potentially impacted or affected by this request:

Finance

Programs/Services

Law Office

DTS

Gaming/Retail

Boards, Committees, or Commissions

Other: OBC

5. Additional attendees needed for this request:

*Name, Title/Entity OR Choose from List*

*Name, Title/Entity OR Choose from List*

*Name, Title/Entity OR Choose from List*

*Name, Title/Entity OR Choose from List*

**6. Supporting Documents:**

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

**7. Budget Information:**

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

**8. Submission:**

Authorized Sponsor: Jonas Hill, Councilman

Primary Requestor: (Name, Title/Entity)

### Oneida Business Committee Travel Request

1. OBC Meeting Date Requested: 10 / 25 / 23  e-poll requested

#### 2. General Information:

Event Name: WDNR Consultation

Event Location: Black River Falls, WI Attendee(s): Jonas G. Hill

Departure Date: Dec 4, 2023 Attendee(s):

Return Date: Dec 5, 2023 Attendee(s):

#### 3. Budget Information:

- Funds available in individual travel budget(s)
- Unbudgeted
- Grant Funded or Reimbursed

Cost Estimate: \$395

#### 4. Justification:

Describe the justification of this Travel Request:

I am the primary liaison for the WDNR. This is the annual Tribal government to government consultation with Tribal leaders in WI. I will be driving to Black River Falls the evening before and drive back after the consultation. The trip will include one nights stay, per diem and mileage. Thank you.

Hotel \$107  
 Mileage \$185  
 Per Diem \$103

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\$395

#### 5. Submission

Sponsor: Jonas G. Hill

- 1) Save a copy of this form for your records.
- 2) Print this form as a \*.pdf OR print and scan this form in as \*.pdf.
- 3) E-mail this form and all supporting materials in a **SINGLE** \*.pdf file to: BC\_Agenda\_Requests@oneidanation.org

**Maureen S. Perkins**

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**Subject:** DNR Consultation Meeting  
**Location:** Black River Falls

**Start:** Tue 12/5/2023 12:00 AM  
**End:** Wed 12/6/2023 12:00 AM

**Recurrence:** (none)

**Meeting Status:** Accepted

**Organizer:** Tana D. Aguirre

**Required Attendees** Jonas G. Hill; Forbes McIntosh; Maureen S. Perkins; James L. Snitgen

Hello,

This meeting has been moved to December 5<sup>th</sup>. I will update this appointment as I get more information.

Tana



Approve the travel request - Councilwoman Jennifer Webster - Child Care Development Fund (CCDF)...

### Business Committee Agenda Request

1. Meeting Date Requested: 10/25/23

2. Session:

Open     Executive – must qualify under §107.4-1.

Justification: *Choose or type justification.*

3. Requested Motion:

Accept as information; OR

Approve the travel request – Councilwoman Jennifer Webster – CCDF Tribal Consultation – Albuquerque, NM – November 28-December 1, 2023

4. Areas potentially impacted or affected by this request:

Finance

Programs/Services

Law Office

DTS

Gaming/Retail

Boards, Committees, or Commissions

Other: *Describe*

5. Additional attendees needed for this request:

*Name, Title/Entity OR Choose from List*

*Name, Title/Entity OR Choose from List*

*Name, Title/Entity OR Choose from List*

*Name, Title/Entity OR Choose from List*

**6. Supporting Documents:**

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

**7. Budget Information:**

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

**8. Submission:**

Authorized Sponsor: Jennifer Webster, Councilwoman

Primary Requestor: (Name, Title/Entity)

### Oneida Business Committee Travel Request

1. OBC Meeting Date Requested: 10 / 25 / 23  e-poll requested

2. General Information:

Event Name: CCDF Tribal Consultation

Event Location: Albuquerque, NM Attendee(s): Jennifer Webster

Departure Date: Nov. 28, 2023 Attendee(s):

Return Date: Dec. 1, 2023 Attendee(s):

3. Budget Information:

- Funds available in individual travel budget(s)
- Unbudgeted
- Grant Funded or Reimbursed

Cost Estimate: 1910.20

4. Justification:

Describe the justification of this Travel Request:

The Administration for Children and Families' Office of Child Care (OCC) has announced a Request for Informations (RFI) titled: Meeting the Child Care Needs in Tribal Nations. The Office of Child Care (OCC) will be holding in person Tribal Consultations Nov. 29-30, 2023 in Albuquerque, NM. I have been invited to attend along with Delia Smith for the Office of Child Care Tribal Consultations on Nov. 29+ 30, 2023 in Albuquerque, NM. This will give Oneida an opportunity for input, gather information and notice of any policy change that may benefit the community and operations of the CCDF Grant. Child Care Development Fund will fund travel expenses.

5. Submission

Sponsor: Jennifer Webster, Councilmember

- 1) Save a copy of this form for your records.
- 2) Print this form as a \*.pdf OR print and scan this form in as \*.pdf.
- 3) E-mail this form and all supporting materials in a **SINGLE** \*.pdf file to: BC\_Agenda\_Requests@oneidanation.org

*TR*  
*Delta*

**ONEIDA NATION  
TRAVEL AUTHORIZATION REQUEST**

**General Travel Information**

Name of Traveler	Jennifer Ann Webster		
<i>Legal name as it appears on Travelers Driver's License or State ID, no nicknames</i>			
Employee Number			
Destination	Albuquerque, NM		
Departure date	11/28/2023	Return date	12/01/2023
Purpose of travel	CCDF Tribal Consultation		
Charged GL Account			

**GSA (General Services Administration) Rates are linked on SharePoint under Employee Resources**

Per Diem rate per day	\$ 69.00		
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**Cost Estimate Information**

Personal Automobile Mileage Expenses

Total miles		Multiply by the Mileage rate	\$ .625	\$ 0.00
<b>Description</b>	<b>Rate</b>	<b>Factor</b>	<b>Days</b>	<b>Total</b>
Per Diem for initial travel date	\$ 69.00	0.75	1	\$ 51.75
Per Diem full day at destination	\$ 69.00	1.00	2	\$ 138.00
Per Diem for return travel date	\$ 69.00	0.75	1	\$ 51.75
Subtract included meals				\$ 1.00
Miscellaneous expenses: taxi, parking, fees, etc.				\$ 30.00
<b>Sub-Total = Travel Advance</b>				\$ 270.50
Lodging including room, taxes, fees, and hotel parking	\$ 130.00		3	\$ 390.00
Airfare				\$ 700.00
Luggage Fees				\$ 50.00
Car Rental				
Registration				
<b>Sub-Total = Virtual Card</b>				\$ 1,140.00
Allowable price adjustment				\$ 500.00
<b>Total Cost Estimate</b>				\$ 1,910.50

I understand this advance will be deducted from my claim for reimbursement of actual travel expenses. I also understand that if this advance is not cleared within 10 calendar days after my travel return date, the Nation has the authority to withhold any advanced funds from future wages.

**Signatures / Approvals**

	Signature	Date
Traveler	<i>Jennifer Webster</i>	10-17-23
Supervisor		

Send all travel related items to: [CentralAccounting\\_Travel@oneidanation.org](mailto:CentralAccounting_Travel@oneidanation.org)

Governmental Services Division  
(GSD)



# Memo

**TO:** Tina Jorgenson  
**FROM:** Delia Smith  
**DATE:** 10/16/2023  
**SUBJ:** CCDF Tribal Consultation      **Travel Justification**

**Delia  
Smith** Digitally signed  
by Delia Smith  
Date: 2023.10.16  
11:49:14 -05'00'

1. **Who:** Name(s) of employee(s) attending training/ travel. If more than three (3), will need BC approval. **Delia Smith & Jennifer Webster**
2. **What:** What is the name of the conference, training, meeting, and sponsoring entity etc. **Office of Child Care- Tribal Consultation**
3. **When:** List the entire time the employee(s) will be away from their work site. This includes travel days if applicable. **11/28/2023-12/1/2023**
4. **Where:** Location of training/travel to. **Albuquerque, New Mexico**
5. **Why:** Justification to include continuing education units (CEU), if a job requirement; grant Requirement, Nation (GTC or BC) mandate, etc. **Support BC legislation to speak on behalf of the CCDF program.**
6. **Is Travel Budgeted For:** Yes or No **Grant or Tribal Contribution (TC): Grant**
7. **Have Any Travel Arrangements Been Made:** Yes or No **If Yes, explain:** secured room with personal card to hold special rate, will switch to E card if approved.
8. **Vehicle Requested:** If in-state travel, was vehicle requested from department or Fleet? **Note:** Mileage reimbursed only if no Tribal vehicles available.
9. **Meets 15-day Submission Requirement to Accounting:** Yes or No **If no, why not:** Justification why this is not being met.
10. **Benefit:** What is being brought back i.e. benefit to the role/position, population served, and/or the Nation – **Information or policy change that may benefit the community and operation of the CCDF grant.**
11. **How Shared:** Specific way in which learning experience/training/etc. will be disseminated to the service population and/or the Nation- **Will share with CCDF staff and GSD and potentially GM.**
12. **How #10 Will Be Measured:** Ways in which supporting data will be achieved, changes in curriculum, etc. The community and CCDF clients may benefit more from the program this could include ARCC.

[Updated 01/18/23]

**Office of Child Care**  
***Draft*** Tribal Consultation Agenda  
 Request for Information:  
*Meeting the Child Care Needs in Tribal Nations*

Indian Pueblo Cultural Center

November 29-30, 2023

Email [OCCTribal@acf.hhs.gov](mailto:OCCTribal@acf.hhs.gov) to provide input on the agenda by November 17, 2023.

Wednesday November 29	Thursday November 30
8:30 Invocation	8:30 Welcome
8:45 Welcome and Introduction	9:00 Technical Overview
9:00 Technical Overview	<ul style="list-style-type: none"> <li>- Quality Activities</li> <li>- State System Impacts on Tribal Sovereignty</li> <li>- Consumer Education</li> <li>- Eligibility</li> </ul>
<ul style="list-style-type: none"> <li>- Child Count</li> <li>- Service Area</li> <li>- Consortia</li> <li>- Allocation Size and Tiered Requirements</li> </ul>	
10:15 Break	10:15 Break
10:30 Technical Overview	10:30 Technical Overview
<ul style="list-style-type: none"> <li>- CCDF Plan</li> <li>- Discretionary Base Amount</li> <li>- Early Childhood Systems Coordination</li> <li>- Spending Requirements</li> <li>- Construction</li> </ul>	<ul style="list-style-type: none"> <li>- Early Childhood Workforce Compensation</li> <li>- Early Childhood Workforce Qualifications</li> <li>- Eligible Providers</li> <li>- Background Checks</li> <li>- Other CCDF Topics</li> </ul>
11:45 Lunch	11:45 Lunch
1:15 Tribal Leader Testimony	1:15 Tribal Leader Testimony
2:30 Break	2:30 Break
2:45 Tribal Leader Testimony	2:45 Tribal Leader Testimony
5:30 Closing	5:30 Closing



**6. Supporting Documents:**

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

**7. Budget Information:**

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

**8. Submission:**

Authorized Sponsor: Jennifer Webster, Councilwoman

Primary Requestor: (Name, Title/Entity)



### Oneida Business Committee Travel Request

1. OBC Meeting Date Requested: 10 / 25 / 23  e-poll requested

#### 2. General Information:

Event Name: 2024 Tribal Self Governance Conference

Event Location: Chandler, AZ Attendee(s): Jennifer Webster

Departure Date: April 14, 2024 Attendee(s):

Return Date: April 19, 2024 Attendee(s):

#### 3. Budget Information:

- Funds available in individual travel budget(s)
- Unbudgeted
- Grant Funded or Reimbursed

Cost Estimate: \$4633.50

#### 4. Justification:

Describe the justification of this Travel Request:

Approve travel request - Councilwoman Jennifer Webster -2023 Tribal Self-Governance Conference- Chandler, AZ  
 Purpose: Utilizing mechanisms that Tribal governments can use to take over the administration of Federal programs and how Tribal governments can implement or enhance Self-Governance. Stay up to date on leading practices for program administration and the success Tribal Nations experience through Self-Governance agreements and Expanded Self Governments opportunities. The Self-Governance Communication and Education Tribal Consortium (SGCETC) is a non-profit 501(c)(3) consortium of Tribal nations that elected to use Self-Governance for the delivery of programs and services for their citizens and communities.

Travel Expenses Funded by Self Governance

#### 5. Submission

Sponsor: Jennifer Webster, Councilmember

- 1) Save a copy of this form for your records.
- 2) Print this form as a \*.pdf OR print and scan this form in as \*.pdf.
- 3) E-mail this form and all supporting materials in a **SINGLE** \*.pdf file to: BC\_Agenda\_Requests@oneidanation.org

**ONEIDA NATION**  
**TRAVEL AUTHORIZATION REQUEST**

**General Travel Information**

Name of Traveler	Jennifer Ann Webster		
<i>Legal name as it appears on Travelers Driver's License or State ID, no nicknames</i>			
Employee Number			
Destination City	Chandler, AZ		
Departure date	04/14/2024	Return date	04/19/2024
Purpose of travel	2024 Tribal Self - Governance Conference		
Charged GL Account			

**GSA (General Services Administration) Rates are linked on SharePoint under Employee Resources**

Per Diem rate per day (meals)	\$ 157.00
-------------------------------	-----------


**Cost Estimate Information**

Personal Automobile Mileage Expenses

Total miles		Multiply by the Mileage rate	\$.625	\$ 0.00
<b>Description</b>	<b>Rate</b>	<b>Factor</b>	<b>Days</b>	<b>Total</b>
Per Diem for initial travel date	\$ 157.00	0.75	1	\$ 117.75
Per Diem full day at destination	\$ 157.00	1.00	4	\$ 628.00
Per Diem for return travel date	\$ 157.00	0.75	1	\$ 117.75
Included meals total				
Miscellaneous expenses: taxi, parking, fees, etc.				\$ 60.00
<b>Sub-Total =</b>				\$ 923.50
Lodging including room, taxes, fees, and hotel parking	\$ 320.00		5	\$ 1,600.00
Airfare				\$ 1,000.00
Luggage Fees				\$ 60.00
Car Rental				\$ 0.00
Registration				\$ 550.00
Allowable price adjustment				\$ 500.00
<b>Sub-Total</b>				\$ 3,710.00
<b>Total Cost Estimate</b>				\$ 4,633.50

I understand this advance will be deducted from my claim for reimbursement of actual travel expenses.  
I also understand that if this advance is not cleared within 10 calendar days after my travel return date, the Nation has the authority to withhold any advanced funds from future wages.

**Signatures / Approvals**

	Signature	Date
Traveler		10-17-25
Reviewer	Brandon Wisneski <small>Digitally signed by Brandon Wisneski Date: 2023.10.12 14:50:22 -05'00'</small>	

Send all travel related items to: [CentralAccounting\\_Travel@oneidanation.org](mailto:CentralAccounting_Travel@oneidanation.org)



## 2024 Tribal Self-Governance Conference

April 15, 2024 @ 8:00 am - April 18, 2024 @ 5:00 pm MST

2024 Tribal Self-Governance Conference

 **REGISTER**

**REGISTRATION  
NOW OPEN!**

Wild Horse Pass Resort  
Chandler, AZ

APRIL 15 - APRIL 18, 2024

 Register at  
[www.tribalsefgov.org](http://www.tribalsefgov.org)



Communities! This in-person conference will be held at the Gila River Indian Community's **Wild Horse Pass Resort** in Chandler, Arizona. Get ready for enlightening discussions, informative workshops, and networking opportunities. Discover innovative strategies to strengthen Tribal Self-Governance and improve the health and well-being of Tribal communities.

Don't miss out on this incredible event!

**REGISTRATION:**

EARLY REGISTRATION (until December 1, 2023): \$550

REGULAR REGISTRATION (until April 12, 2024): \$650

**[CLICK HERE TO REGISTER!](#)**

*NOTE: No refunds or credits for cancellations.*

**VENDORS & EXHIBITORS:**

Please contact Mandi Johnson at [mandij@tribalselfgov.org](mailto:mandij@tribalselfgov.org) or 918-370-4252 to reserve your spot. Limited space available. Reserve your spot ASAP!

Native Vendors: \$600                      Exhibitors: \$800

**SPONSORSHIPS:**

Show your support for Tribal Self-Governance as a 2024 Conference sponsor! Contact us at 918-370-4258 or [info@tribalselfgov.org](mailto:info@tribalselfgov.org) to discuss sponsorship opportunities.

Sponsorships range from \$2,500 to \$25,000.

**HOTEL INFORMATION:**

We have room blocks at the [Wild Horse Pass Resort and Casino](#), the [Vee Quiva Resort and Casino](#), and the [DoubleTree by Hilton Phoenix Chandler](#).

Click on the links below to book a reservation at the Tribal Self-Governance rate:

- [WILD HORSE PASS RESORT AND CASINO RESERVATIONS](#)
- [VEE QUIVA RESORT AND CASINO RESERVATIONS](#)

Review the Revenue Audit (Chapter 13) Oneida Gaming Minimum Internal Controls and determine...

---

### Business Committee Agenda Request

1. Meeting Date Requested: 10/25/23

2. Session:

Open     Executive – must qualify under §107.4-1.

Justification: *Choose or type justification.*

3. Requested Motion:

Accept as information; OR

*Enter the requested motion related to this item.*

4. Areas potentially impacted or affected by this request:

Finance

Programs/Services

Law Office

MIS

Gaming/Retail

Boards, Committees, or Commissions

Other: *Describe*

5. Additional attendees needed for this request:

*Name, Title/Entity OR Choose from List*

*Name, Title/Entity OR Choose from List*

*Name, Title/Entity OR Choose from List*

*Name, Title/Entity OR Choose from List*

**6. Supporting Documents:**

- |                                                                                |                                                  |                                                 |
|--------------------------------------------------------------------------------|--------------------------------------------------|-------------------------------------------------|
| <input type="checkbox"/> Bylaws                                                | <input type="checkbox"/> Fiscal Impact Statement | <input type="checkbox"/> Presentation           |
| <input type="checkbox"/> Contract Document(s)                                  | <input type="checkbox"/> Law                     | <input type="checkbox"/> Report                 |
| <input checked="" type="checkbox"/> Correspondence                             | <input type="checkbox"/> Legal Review            | <input type="checkbox"/> Resolution             |
| <input type="checkbox"/> Draft GTC Notice                                      | <input type="checkbox"/> Minutes                 | <input type="checkbox"/> Rule (adoption packet) |
| <input type="checkbox"/> Draft GTC Packet                                      | <input type="checkbox"/> MOU/MOA                 | <input type="checkbox"/> Statement of Effect    |
| <input type="checkbox"/> E-poll results/back-up                                | <input type="checkbox"/> Petition                | <input type="checkbox"/> Travel Documents       |
| <input checked="" type="checkbox"/> Other: OGMICS Chapter 13-<br>Revenue Audit |                                                  |                                                 |

**7. Budget Information:**

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

**8. Submission:**

Authorized Sponsor: Mark Powless, OGC - Chairman

Primary Requestor: Ivory Kelly, OGC-Regulatory Compliance Manager

## Oneida Business Committee Agenda Request

### Cover Memo:

Describe the purpose, background/history, and action requested:

The OGMICS is being revised one section chapter at a time to minimally include:

1. National Indian Gaming Commission (NIGC) Class II Minimum Internal Control Standards (MICS)
2. NIGC Class III MICS Guidance
3. Oneida Tribe and State of Wisconsin Compact and its amendments
4. Industry control standards and best regulatory practices

OGMICS section chapters are (re)formatted, (re)finalized and (re)reviewed before they are submitted to Gaming Management for comments. Management comments are reviewed and considered before the section chapter is officially approved by the OGC.

The OGC has prepared this document to set forth the Nation's tribal minimum internal controls that will guide gaming operations and assist internal audit to ensure and maintain the integrity and security of gaming operations.

Action Requested: Accept the OGMICS Chapter 13- Revenue Audit with no requested revisions.

Please note (OBC Action Options) Per the Chief Counsel memo dated February 27, 2018, regarding appropriate OBC action for OGMICS revisions, the motion for this request would be as follows: "Accept the notice of the OGMICS Chapter 13- Revenue Audit approved by the Oneida Gaming Commission on October 5, 2023 and

- (a) Directs notice to the Gaming Commission there are no requested revisions under Section 501.6-14(d);
- (b) Directs notice to the Gaming Commission that the Oneida Business Committee will be recommending amendments to the OGMICS Chapter 13- Revenue Audit in accordance with sections 510.6-14(d)(3)(C); or
- (c) Directs notice to the Gaming Commission that the Oneida Business Committee repeals the OGMICS Chapter 13-Revenue Audit in accordance with section 501.6-14(d)(3)(A) and subsections (i).

**From:** [Ashley M. Blaker](#)  
**To:** [GamingCommission.Compliance](#)  
**Cc:** [Michelle M. Braaten](#); [Tamara J. Vanschyndel](#); [Ivory S. Kelly](#); [Ashley M. Blaker](#)  
**Subject:** Notification: OGMICS Chapter 13 Revenue Audit  
**Date:** Thursday, October 5, 2023 9:55:06 AM  
**Attachments:** [image001.png](#)  
[OGMICS Chapter 13 Revenue Audit.pdf](#)

---

**DATE:** 10/05/23  
**FROM:** Mark A. Powless Sr.  
**SUBJECT:** OGMICS Chapter 13 Revenue Audit

Good morning,

The Gaming Commission has reviewed the following item(s) and is approved. This will be placed on the next Regular OGC Meeting agenda for retro approval.

1. OGMICS Chapter 13 Revenue Audit

If you have any further questions please feel free to contact the OGC Chair Mark Powless Sr. via email [mpowles5@oneidanation.org](mailto:mpowles5@oneidanation.org) or at 497-5658.

Yaw^ko,

*Ashley Blaker*

Administrative Assistant  
Oneida Gaming Commission  
2669 W. Mason St  
Green Bay, WI 54313  
Phone: (920) 497-5850  
OGC Fax: (920) 496-2009  
Backgrounds Fax: (920) 490-8048



**A good mind. A good heart. A strong Fire.**

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(Insert additional rows, as necessary)



**Oneida Gaming Minimum Internal Control Standards/Rules of Play**

**OGMICS Chapter 13-Revenue Audit Gaming Management Review**

---

*Per ONGO 21.6-14. (d), the OGC is to draft and approve the OGMICS, subject to review and adoption by the OBC, provided that Gaming Operations has the opportunity to review and comment prior to OGC approval. Gaming Operations comments are to be included in submissions to the OBC.*

---

**GAMING OPERATIONS MANAGEMENT**

**Reviewed and Input Provided By:**

Name and Title	Signature	Date
AGM	<i>[Handwritten Signature]</i> [Redacted]	9/25/23
Director/Manager	<i>[Handwritten Signature]</i> [Redacted]	9/25/23
Gaming Compliance	<i>[Handwritten Signature]</i> [Redacted]	9/25/23



**Oneida Gaming Minimum Internal Control Standards/Rules of Play**  
**OGMICS Chapter 13-Revenue Audit Gaming Management Review**

---

**Record regulatory reference, concern and suggestion to the OGMICS/ROP document:**

Concern/Question	Management Suggestion
<p>(1) <b>Inventory</b></p> <p>(i) At least monthly, verify receipt, issuance, and use of controlled inventory, including but not limited to, bingo cards, playing cards, <b>keys</b> and prenumbered forms.</p>	<p>Are the <i>keys</i> that are referenced in this standard referring to OGMICS Chapter controlled keys (Level 1) only or all keys inventoried?</p>
<p><b><u>OGC Response</u></b>                  Yes, controlled keys as identified by the regulation and Chapter 3-Controlled Keys; are the keys that are being referenced in this standard.</p>	
<p><b><u>OGC Response</u></b></p>	

**Chapter: 13**  
**Revenue Audit**  
**Table of Contents**

- (a) Supervision**
- (b) Independence**
- (c) Documentation**
- (d) Revenue Audit Controls**

DRAFT

**All employees and associates are required to adhere to the controls in this section, all other sections, and regulatory documents.**

**(a) Supervision.** Supervision shall be provided as needed for auditing revenue by an employee(s) with authority equal to or greater than those being supervised.

**(b) Independence.** Audits shall be performed by employee(s) independent of the transactions being audited.

**(c) Documentation.** The performance of revenue audit procedures, the exceptions noted, and the follow-up of all revenue audit exceptions shall be documented and maintained.

**(d) Revenue Audit Controls** shall be established, and procedures implemented to audit of each of the following operational areas:

**(1) Table Games**

- (i) If a table game has the capability to determine drop (e.g., bill-in/coin-drop meters, bill acceptor, computerized record, etc.) the dollar amount of the drop shall be reconciled to the actual drop by shift.
- (ii) Accounting/auditing employees shall review exception reports for all computerized table games systems at least monthly for propriety of transactions and unusual occurrences.
- (iii) All noted improper transactions or unusual occurrences shall be investigated with the results documented.
- (iv) A daily recap shall be prepared for the day and month-to-date, which shall include the following information:
  - (A) Drop;
  - (B) Win; and
  - (C) Gross revenue.
- (v) Evidence of table games auditing procedures and all follow-up performed shall be documented, maintained for inspection, and provided upon request to Gaming Management and the OGC.

**(2) Card Games**

- (i) Daily, reconcile the amount indicated on the progressive sign/meter to the cash counted or received by the cage and the payouts made for each promotional progressive pot and pool. This reconciliation must be sufficiently documented, including substantiation of differences and adjustments.
- (ii) At least monthly, review all payouts for the promotional progressive pots, pools, or other promotions to verify payout accuracy and proper accounting treatment and that they are conducted in accordance with conditions provided to the patrons.
- (iii) At the conclusion of each contest/tournament, reconcile all contest/tournament entry and payout forms to the dollar amounts recorded in the appropriate accountability document.

**(3) Bingo**

- (i) At the end of each month, verify the accuracy of the ending balance in the bingo control log by reconciling it with the bingo paper inventory. Investigate and document any variance noted.
- (ii) Daily, reconcile supporting records and documents to summarized paperwork or electronic records (e.g. total sales and payouts per shift and/or day).
- (iii) At least monthly, review variances related to bingo accounting data in accordance with an established threshold, which must include, at a minimum, variance(s) noted by the Class II gaming system for cashless transactions in and out, electronic funds transfer in and out, external bonus payouts, vouchers out and coupon promotion out. Investigate and document any variance noted.
- (iv) At least monthly, review statistical reports for any deviations from the mathematical expectations exceeding a threshold established by the OGC. Investigate and document any deviations compared to the mathematical expectations required to be submitted per §547.4.
- (v) At least monthly, take a random sample, foot the vouchers redeemed and trace the totals to the totals recorded in the voucher system and to the amount recorded in the applicable cashier's accountability document.

**(4) Gaming Machines**

- (i) For on-line gaming machine monitoring systems, procedures shall be performed at least monthly to verify that the system is transmitting and receiving data from the gaming machines properly and to verify the continuing accuracy of the coin-in meter readings as recorded in the gaming machine statistical report.
- (ii) For weigh scale and currency interface systems, for a least one drop period per month accounting/auditing employees shall make such comparisons as necessary to the system generated count as recorded in the gaming machine statistical report. Discrepancies shall be resolved prior to generation/distribution of gaming machine reports.
- (iii) For each drop period, accounting/auditing employees shall compare the bill-in meter reading to the total bill acceptor drop amount for the period. Discrepancies shall be resolved before the generation/distribution of gaming machine statistical reports.
- (iv) At least monthly, review statistical reports for any deviations from the mathematical expectations exceeding a threshold established by the OGC.
- (v) At least monthly, take a random sample, foot the vouchers redeemed and trace the totals to the totals recorded in the voucher system and to the amount recorded in the applicable cashier's accountability document.
- (vi) At least annually, accounting/auditing employees shall randomly verify that equivalent game software media changes are properly reflected in the gaming machine analysis reports.
- (vii) Review exception reports for all computerized gaming machine systems on a daily basis for propriety of transactions and unusual occurrences.

- (viii) All gaming machine auditing procedures and any follow-up performed shall be documented, maintained for inspection, and provided to authorized parties or personnel upon request.
  - (ix) Follow-up shall be performed for any one machine having an unresolved variance between actual currency drop and bill-in meter reading in excess of an amount that is both more than \$25 and at least three percent (3%) of the actual currency drop. The follow-up performed and results of the investigation shall be documented, maintained for inspection, and provided to the Tribal gaming regulatory authority upon request.
- (5) **Gaming Promotions and Player Tracking**
- (i) At least monthly, review promotional payments, drawings, and giveaway programs to verify payout accuracy and proper accounting treatment in accordance with the rules provided to customers.
  - (ii) At least monthly, for computerized player tracking systems, perform the following procedures:
    - (A) Review authorization documentation for all manual point additions/deletions for propriety;
    - (B) Review exception reports, including transfers between accounts; and
    - (C) Review documentation related to access to inactive and closed accounts.
  - (iii) For computerized player tracking systems, an accounting/auditing employee shall perform the following procedures at least one day per month:
    - (A) Foot all points redeemed documentation and trace to the system generated totals; and
    - (B) Review all points redeemed documentation for propriety.
  - (iv) At least annually, all computerized player tracking systems shall be reviewed by employee(s) independent of the individuals that set up or make changes to the system parameters. The review shall be performed to determine that the configuration parameters are accurate and have not been altered without appropriate management authorization Document and maintain the test results.
- (6) **Complimentary Services or Items**
- (i) At least monthly, review the reports required in Chapter 7, Complimentary Services (d) Variances. These reports shall be made available to those entities authorized by the OGC or by tribal law or ordinance.
- (7) **Cage, Vault, Cash, and Cash Equivalent**s
- (i) At least monthly, the cage accountability shall be reconciled to the general ledger.
  - (ii) At least monthly, trace the amount of cage deposits to the amounts indicated in the bank statements.
  - (iii) Twice annually, a count shall be performed of all funds in all gaming areas (i.e. cages, vaults, and booths (including reserve areas), kiosks, voucher redemption machines, and change machines. Count all chips and tokens by denomination and

type. Count individual straps, bags, and imprest banks on a sample basis. Reconcile all amounts counted to the amounts recorded on the corresponding accountability forms to ensure that the proper amounts are recorded. Maintain documentation evidencing the amount counted for each area and the subsequent comparison to the corresponding accountability form. The count shall be completed within the same gaming day for all areas.

- (A) Counts shall be observed by an individual independent of the department being counted. It is permissible for the individual responsible for the funds to perform the actual count while being observed.
- (B) Internal audit may perform and/or observe the two counts.
- (iv) At least annually, select a sample of invoices for chips and tokens purchased, and trace the dollar amount from the purchase invoice to the accountability document that indicates the increase to the chip or token inventory to ensure that the proper dollar amount has been recorded.
- (v) At each business year end, create and maintain documentation evidencing the amount of the chip/token liability, the change in the liability from the previous year, and explanations for adjustments to the liability account including any adjustments for chip/token float.
- (vi) At least monthly, review a sample of returned checks to determine that the required information was recorded by cage employee(s) when the check was cashed.
- (vii) At least monthly, review exception reports for all computerized cage systems for propriety of transactions and unusual occurrences. The review shall include, but is not limited to, voided authorizations. All noted improper transactions or unusual occurrences identified shall be investigated and the results documented.
- (viii) Daily, reconcile all parts of forms used to document increases/decreases to the total cage inventory, investigate any variances noted, and document the results of such investigations.

(8) **Controlled Keys**

- (i) For computerized key security systems controlling access to drop and count keys, perform the following procedures:
  - (A) At least quarterly, review the report generated by the computerized key security system indicating the transactions performed by the individual(s) that adds, deletes, and changes users' access within the system (i.e., system administrator). Determine whether the transactions completed by the system administrator provide adequate control over the access to the drop and count keys. Also, determine whether any drop and count key(s) removed or returned to the key cabinet by the system administrator was properly authorized;
  - (B) At least quarterly, review the report generated by the computerized key security system indicating all transactions performed to determine

whether any unusual drop and count key removals or key returns occurred; and

- (C) At least quarterly, review a sample of users that are assigned access to the drop and count keys to determine that their access to the assigned keys is appropriate relative to their job position.
- (ii) At least quarterly, an inventory of all controlled keys shall be performed and reconciled to records of keys made, issued, and destroyed. Investigations shall be performed for all keys unaccounted for, and the investigation documented.

(9) **Inventory**

- (i) At least monthly, verify receipt, issuance, and use of controlled inventory, including but not limited to, bingo cards, playing cards, keys and prenumbered forms.

(10) **Sports Wagering**

- (i) For the purpose of this subsection:
  - (A) Ticket means a printed or electronic document utilized to record a wager by an event wagering system.
  - (B) Voucher means a printed or electronic wagering instrument which may also be redeemed for cash or cash equivalents.
- (ii) Daily, for each cashier station except for kiosks, the write and payouts shall be compared to the cash proceeds/disbursements with a documented investigation being performed on all large variances (i.e., overages or shortages greater than \$100 per cashier).
- (iii) Daily, reconcile the dollar amount of player wagering account transactions to the transaction summary report and investigate and document any variances.
- (iv) Daily, select a random sample of five (5) paid cashier stations from the event wagering system transaction report and trace the transaction to the customer's copy of the paid ticket.
- (v) Daily, for all winning cashier station payouts equal to or greater than \$10,000 and for a random sample of ten (10) of all other winning retail payouts:
  - (A) The tickets shall be recalculated using the event wagering system record of event results; and
  - (B) The date and starting time of the event per the results report shall be compared to the date and time on the ticket.
- (vi) Daily, for all retail voided tickets:
  - (A) The event wagering system reports which display voided ticket information shall be examined to verify that tickets were properly voided in the computer system;
  - (B) The voided tickets shall be examined for a void designation; and
  - (C) If the event wagering system prints void tickets, a void ticket shall be attached to the original ticket, if available.
- (vii) Daily, event wagering system exception reports as identified by Gaming Management and as approved by OGC, shall be reviewed for propriety of



transactions and unusual occurrences. All noted improper transactions or unusual occurrences noted during the review of exception reports shall be investigated with the results documented.

- (viii) Monthly, foot the customer copy of paid retail tickets for a minimum of one (1) cashier station and trace the totals to those produced by the event wagering system.
- (ix) Quarterly, for each kiosk, foot the vouchers redeemed for a minimum of one (1) day and trace the totals to the totals recorded in the event wagering system. This procedure may be performed for different kiosks throughout the quarter as long as each kiosk's activity is examined once a quarter. Revenue Audit shall document the test and the results of variance investigations, by kiosk.
- (x) Quarterly, for a minimum of one (1) day, the event wagering system reports shall be reviewed for the proper calculation of the following:
  - (A) Amounts held by the responsible party for player accounts (if applicable);
  - (B) Amounts accepted by the responsible party as wagers on events whose outcomes have not been determined (futures); and
  - (C) For retail, amounts owed but unpaid on winning event wagers through the period established for honoring winning wagers (unpaid winners and unredeemed vouchers).
- (xi) Quarterly, for a minimum of one (1) day:
  - (A) If future wagers are accepted, review the event wagering system reports to ascertain that future wagers are properly included in write on the day of the event;
  - (B) For cashier stations, recalculate and verify the change in the unpaid winners and unredeemed vouchers balance to the total expired tickets and vouchers; and
  - (C) For cashier stations, select two (2) winning tickets to verify that the wager was accepted, and payouts were made in accordance with the posted house rules.
- (xii) Annually, for a minimum of one (1) day, foot the redeemed vouchers for one (1) cashier station and trace the totals to those produced by the event wagering system.
- (xiii) Daily, reconcile all tournament entries and payouts to the dollar amounts recorded in the appropriate accountability document and/or event wagering system report.
- (xiv) When payment is made to the winners of a tournament, reconcile the tournament entry fees collected to the actual tournament payouts made.
- (xv) Monthly, review all tournaments, promotions, and bonuses to determine proper win/loss computation.
- (xvi) Monthly, perform procedures to ensure that promotions and bonuses are conducted in accordance with conditions provided to the patrons.
- (xvii) Documentation shall be maintained evidencing the performance of audit procedures, the exceptions noted, and follow-up of all audit exceptions.

Approve the Using Social Media as a Tool for Public Health Promotion in Communities of Color during the

### Business Committee Agenda Request

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

2. Session:

Open     Executive – must qualify under §107.4-1.

Justification: *Choose or type justification.*

3. Requested Motion:

Accept as information; OR

*Enter the requested motion related to this item.*

4. Areas potentially impacted or affected by this request:

Finance

Programs/Services

Law Office

DTS

Gaming/Retail

Boards, Committees, or Commissions

Other: *Describe*

5. Additional attendees needed for this request:

*Name, Title/Entity OR Choose from List*

*Name, Title/Entity OR Choose from List*

*Name, Title/Entity OR Choose from List*

*Name, Title/Entity OR Choose from List*

**6. Supporting Documents:**

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

**7. Budget Information:**

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

**8. Submission:**

Authorized Sponsor: Sacheen Lawrence, UW- Madison Outreach Specialist

Primary Requestor: Maria Mora Pinzon MD, MS, & Public Health



## Geriatrics and Gerontology

Department of Medicine

UNIVERSITY OF WISCONSIN

SCHOOL OF MEDICINE AND PUBLIC HEALTH

October 11, 2023

Dear members of the Business Committee – Oneida Nation,

I hope this letter finds you well. I am writing to formally present the comprehensive report titled *"Using Social Media as a Tool for Public Health Promotion in Communities of Color during the COVID-19 Pandemic – Understanding metrics and processes."* which outlines the remarkable work undertaken by our team between June 2020 and February 2023. Our team was composed by: Ornella Hills, Ph.D.; George Levy; Taryn T. James, Ph.D; Ashley Benitez, Sacheen Lawrence, Tiffany Elis, Venus Washington, Melissa Metoxen, MS, Carey E. Gleason, PhD, and Maria Mora Pinzon, MD, MS.

This report highlights the critical issue of limited access to culturally appropriate and accurate information within communities of color during the COVID-19 pandemic. Our dedicated team, consisting of experts in communications and health research, community members, and partners, embarked on a mission to bridge this gap. Over the course of our project, we successfully created approximately 800 unique informational tools tailored to the specific needs of communities of color in Wisconsin, with almost 200 of them created and shared with members of the Oneida Nation. Through the tireless efforts of our community advocates, including Sacheen Lawrence, and the strategic use of social media platforms. We achieved an impressive reach of 167,000 impressions and engaged over 12,000 individuals. These numbers not only demonstrate the extent of our impact but also validate the effectiveness of our strategies.

One key aspect of our approach was the recognition of the importance of enlisting respected community leaders to convey health messages, particularly regarding the COVID-19 vaccine. We have identified and refined strategies that significantly enhance the dissemination of crucial health information within communities of color. The primary focus of this report is to share the results of our endeavors and to distill valuable lessons learned that can be applied to disseminating other essential health information. We believe that the insights contained within this report have the potential to guide and inform future efforts to address health disparities among communities of color.

We kindly request your approval and support for our findings and recommendations as presented in this report. Your input and endorsement are essential to furthering the positive impact of our work and ensuring that these strategies are implemented effectively in the future.

Thank you for your time and consideration. We look forward to discussing the report in detail during the upcoming business meeting and welcome any questions or feedback you may have.

Sincerely,

**Maria Mora Pinzon, MD, MS, FACPM**

Preventive Medicine & Public Health (Board Certified)

Assistant Professor

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*\*American Journal of Preventive Medicine*

**Using Social Media as a Tool for Public Health Promotion in Communities of Color during the COVID-19 Pandemic – Understanding metrics and processes.**

**Authors:** Maria Mora Pinzon, MD, MS;<sup>1</sup> Ornella Hills, Ph.D.;<sup>2</sup> George Levy;<sup>1</sup> Taryn T. James, Ph.D.<sup>1,3,4</sup>; Ashley Benitez,<sup>4</sup> Sacheen Lawrence,<sup>1</sup> Tiffany Elis,<sup>1</sup> Venus Washington,<sup>1</sup> Lizbeth Solorzano,<sup>4</sup> Patricia-Tellez Giron, MD,<sup>5</sup> Fernando Cano-Ospina,<sup>5</sup> Melissa Metoxen, MS,<sup>6</sup> Carey E. Gleason, PhD<sup>1-4</sup>

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- 3 Wisconsin Alzheimer’s Disease Research Center, Department of Medicine, School of Medicine and Public Health, Madison, WI
- 4 School of Medicine and Public Health, University of Wisconsin – Madison, Madison, WI
- 5 Latino Health Council of Dane County, Madison, WI
- 6 Native American Center for Health Professions, School of Medicine and Public Health, Madison, WI

**Acknowledgments:** We sincerely thank the other contributors, without whom this work would not have been possible. These invaluable individuals include Shiva Bidar Sielaff and the team of dedicated volunteers at the Latino Health Council of Dane County; Andrea Ochoa, Mirna Arroyo-Miranda, PhD, and Luis Medina, Ph.D., for their invaluable assistance in conducting the focus groups within the Latino communities; Nasia Safdar, MD, PhD, Ryan Westergaard, MD, Jasmine Zapata, MD, MPH, James Conway, MD, Shenikqua Bouges, MD and Gerald Ignace, MD for generously sharing their time and expertise with our communities; Kenneth Cross and the remarkable team at the University of Wisconsin Survey Center; and William Hatton Swain, Ilan Kolkowitz, Daniel Summers, and Hannah Glenn, for their outstanding collaborations throughout this process.

**Funding information:** This project was funded through a COVID-19 Response Grant from the Wisconsin Partnership Program at the University of Wisconsin School of Medicine and Public Health. Dr. Mora Pinzon was supported during this study period by the University of Wisconsin Department of Family Medicine and Community Health Primary Care Research Fellowship, funded by grant T32HP10010 from the Health Resources and Services Administration.

**Conflict of Interests:** The authors do not have a conflict of interest to report.

**Keywords:** Health communications, social media, Hispanic, Latino, Black, Native American

Word Count: 3992

Tables/figures/images: \*Limit 4

## ABSTRACT

**Introduction:** Individuals identifying as Black, Indigenous, and People of Color (BIPOC) lack access to culturally appropriate accurate information and are the target of disinformation campaigns, which create doubt in science/healthcare providers and might play a role in sustaining health disparities related to COVID-19. To address the need for information responsive to BIPOC communities, our team created and disseminated culturally- and medically-appropriate messages for Black, Latino, and Native American communities in WI and evaluated their reach.

**Methods:** Our team identified relevant COVID-19 topics based on feedback from their respective community, developed lay format materials, and translated materials into culturally appropriate social media messages that community advocates delivered. Social media metrics (Reach, Engagement, Impressions) were collected using Sprout Social and Facebook Analytics. We hosted nine focus groups with community members to learn about their social media usage. These data were analyzed using an inductive approach, using NVivo to code content (Release 1.7).

**Results:** Between August 2020 and January 2023, we created 980 unique social media posts that reached 88,790 individuals and gathered over 6,700 engagements. Average reach per post was similar across the three communities, despite differences in the number of posts and followers on each page: 119.46 (Latino), 111.74 (Black), and 113.11 (Oneida Nation). The type of posts that had higher engagement per reach rates (ERR) varied across communities and platforms, with Live videos being highest for Latino – Facebook (ERR: 9.40%), Videos for the Black Community on Facebook (ERR: 19.53%), and Text for the Oneida Nation page (ERR: 59.01%).

**Conclusions:** Our project presents a unique and effective model for health messages and highlights the need for tailoring messages and approaches for minoritized audiences (e.g., age, gender, race, ethnicity). Further research studies explore how specific types of information affect the dissemination of information and the implications for health communications.

## BACKGROUND

Individuals from Black, Indigenous, and People of Color (BIPOC) communities have a disproportionate impact of the SARS-CoV (COVID-19) pandemic. For example, in Wisconsin, compared to non-Hispanic white Wisconsin residents, Latinx residents had 1.7 times greater case rates, Black residents had 2.1 times greater hospitalization rates, and American Indian residents had 1.4 times greater death rates.<sup>1</sup> The inequities can be attributed to several factors, including systemic racism, disparities in accessing care, and disinformation campaigns created to generate doubt in science and healthcare systems targeting marginalized groups.<sup>2</sup>

During the COVID-19 pandemic, to supplement the lack of in-person interactions, social media proved to be a tool of increasing importance,<sup>3</sup> as more individuals spend more time on online social networks, information and misinformation spread farther and faster than ever before, but are limited standards for using social media for public health promotion.<sup>4,5</sup> Our project sought to address the needs of Black, Latinx, and Native American communities in the state of Wisconsin by creating culturally appropriate content that promotes medically accurate information about COVID-19, and provided evidence for further use of social media for public health – especially for use with BIPOC communities.

This paper describes the model used to develop content and communicate with BIPOC communities. Further, we present data from a comprehensive evaluation of the model's effectiveness. Specifically, we provide quantitative data from social media metrics and qualitative data obtained from focus groups with community members from BIPOC communities in Wisconsin. This information provides evidence that addresses some of the gaps in knowledge about using social media in health promotion,<sup>3</sup> and provides a blueprint for other organizations seeking to partner with communities of color to address the community's informational needs.

## METHODS

### *The communications campaign.*

*Team formation:* The core team of this project consisted of a media specialist with experience in digital campaigns, an expert on mass communications for communities of color, and community members to serve the role of community influencers (later self-renamed as community advocates). The community advocates did not need to have experience in using social media, and the main requirement was to have connections within their self-identified community and a desire to share information with their community. For the Latino community, we also partnered with members of the Latino Health Council of Dane County (a non-profit organization that convenes organizations providing services to Latino communities), who created and disseminated additional content. As the project evolved, team members were added to the core team to provide expertise and assistance in translating scientific findings into lay language, including a BIPOC team scientist with experience in presenting scientific information to lay audiences and healthcare professionals (e.g., Emergency Medicine Physicians, Medical Students, and other health professionals).

*Platforms & Pages:* To reach the Black community in Wisconsin, in August 2020, we created a Facebook page titled "COVID-19 Information for the Black Community," and in Jan 2022, we created an Instagram professional account titled @blackwellness. For the Oneida Nation, we created a Facebook page titled: "COVID-19 Information for the Oneida Nation," which was usually shared/reshared by the Oneida Nation's official Facebook page (which has over 14,000 followers). For the Latino community, all the posts and content were disseminated through the

social media channels of the Latino Health Council of Dane County (Twitter, Instagram, Facebook, and YouTube); this organization was selected based on long-standing partnerships, and the intention to synergize with existing education initiatives around COVID-19 that they were implementing.

*Selection of topics:* Monthly meetings were scheduled with the PIs and the team to define the topics, which were based on upcoming national and cultural holidays (e.g., Indigenous Peoples' Day, Dia de los Muertos), relevant events (e.g., the start of the school year, vacations), and new developments related to the COVID-19 pandemic (e.g., new recommendations from CDC). The advocates' assessment of their communities' most pressing concerns was the primary driver for the topics selected.

*Development and dissemination of content:* The core team met weekly to prepare posts, evaluate performance, and develop new communication strategies. Advocates were asked to post content weekly on their platform of choice. Advocates were never required to post on topics to propagandize or promote a specific agenda. Developing content was iterative but started with creating a scientifically informed response to the topic. To support their posts, the group, including physicians and other professionals, met weekly to clarify information and ensure the content was medically accurate, culturally relevant, and evidence-based. This often included a weekly presentation by our team scientist on the week's topics to address gaps in knowledge of the scientific materials prepared in lay format. The team scientist stayed abreast of local and national news on the pandemic and pertinent health topics and searched BIPOC-targeted social media spaces to understand myths and disinformation surrounding the pandemic to better serve the communities. All team members had to feel comfortable with the content being disseminated as it was to ensure authenticity.

Finally, the community advocates drafted their posts using this rapport. However, they were directly supported by the communications team to create graphics and tailor the message to align with the individual community. Community advocates also received training on communication tools and resources to improve their content (e.g., video editing and creating infographics). Figure 1 shows a graphic representation of the process used.

Some of the messages posted included: how vaccines work, updates on approvals of vaccines, correct use of masks, mental health checks, and interviews with experts, among others (Supplement Figures 4 – 10). Advocates posted content on the platforms directly or through a social management platform. The hashtags used and the day and time of the posting were agreed upon with the communications team based on the performance of previous posts. We did not use paid advertising or boosts to disseminate messages.

#### Data collection and analysis

*Quantitative Data:* We evaluated the success of our digital media efforts by monitoring reach and engagements. We used the analytic tools provided by the following platforms: Facebook and Sprout Social. After the study (March 2023), we downloaded analytic reports for each community page's study period. We used the following definitions:

- **Reach:** the total number of unique individuals who see the content from the account.
- **Engagements:** Unique individuals engaged with the content, either liking the post, following the page/account, sharing the content, or clicking one of the links in the post.



Because metrics related to reach and engagement are dependent on the number of followers per page, we analyzed two rates to be able to compare posts' performance across different communities and platforms: Engagement per reach (ERR = the number of engagements/reach); and Average reach per post (ARPP = reach/number of posts). We obtained the 95% Confidence Interval for these rates using the MedCal software.<sup>6</sup> We also calculated the reach and engagement rates according to the post type and language. For Latino pages, we selected a random sample of posts (One per week during the study period).

*Qualitative Data:* Data were collected through nine focus groups (three per community), the MPIs developed the interview guide, and experts in qualitative approach facilitated the focus groups. Participants in the focus groups were recruited through flyers and short videos the advocates posted on our social media platforms. Additionally, we asked partner community organizations to share our posts to increase the reach and share via other platforms used by the community (e.g., group chats).

Interested individuals were provided with a link, which directed them to a REDCap electronic data capture form hosted at the University of Wisconsin-Madison Department of Medicine.<sup>7</sup> The research team contacted individuals to obtain informed consent and provide focus group details. Participants received \$60-\$75 as a token of appreciation for participating in the 90-minute focus group. The focus groups were audio recorded, and verbatim transcripts were made from the audio recordings. Data were analyzed using an inductive approach to code the transcripts, and the themes in this report were generated from participants' answers rather than defined in advance. Coding was done with NVivo (Release 1.7).

## RESULTS

### Focus Groups – Usage of social media

Nine focus groups were hosted across the three communities; 7 were via videoconferencing (Zoom), and 2 in person. A total of 59 individuals participated, 76% women, 32% self-identified as members of the Oneida nation, 30% as Black or African American, and 36% as Hispanic/Latino. Classification according to the age group of participants is as follows: 17% were 18-24 years old, 20% were 25 -34 years old, 31% were 35-44 years old, 9% were 45-54 years old, and 21% were older than 55 years old.

The following paragraphs reflect participants' responses to different topics. Where dialogue is needed to convey context or meaning, focus group participant and moderator responses are indicated by "P" and "M," respectively. For quotations that stand alone (i.e., without dialogue or a speaker tag such as "P"), it can be assumed that the speaker is a focus group participant. The BIPOC identity of the focus group participant is indicated at the end of the quotation with a parenthetical code that includes the race/ethnicity and number of focus group (AA – Black/African American, ON – Oneida Nation, HL – Hispanic/Latinx).

### **About using social media**

Participants like using social media to keep up with people they know.

*I like seeing other people's pictures, and what they're up to, how they've been. (ON-1)*

*I keep in touch, I have different kinds of groups I have. I have my high school folks that I keep in touch with. I have my folks that I went to [college name] with. I have my church family. I have friends that I went to school with. (AA-1)*

*I use Facebook, but more for its Marketplace or groups that I follow. It's also the only way I can see a certain part of my family. (HL-1)*

Participants like and share various posts, including memes, posts that make them laugh, posts about sports, and community events. Some participants talked about using social media to get information about COVID-19.

*I don't really watch the news, so I use it a lot for keeping up with information about COVID, different health things with COVID, keeping up with the numbers of COVID, the guidelines, the things that I should and shouldn't be doing as far as COVID. (AA-1)*

*I kind of just look at the page for myself to keep myself up to date. (AA-3)*

*I usually share a lot of information about benefit to the community. So, I serve as a source of publicity, so to speak, or have served my family. (HL-1)*

### **Kinds of posts that participants dislike**

One thing many participants did not like about Facebook, in particular, is the number of unsolicited ads on their wall; they usually end up blocking them even when they may be of interest. They feel these ads are intrusive.

*What I don't like is that messages appear that no one is asking for... I really have to be blocking many messages that are not what I have looked for. (HL – 1)*

Similarly, individuals were asked what type of information or strategy would make posted content more persuasive, and they expressed that a lack of authenticity from the author would decrease the likelihood of changing their existing beliefs.

*... “ that post actually sounds like that lady was paid to post that. So that wouldn't change my mind to... I mean, it just sounds too— I don't know, it just sounds too payish, like she got paid to write it, like it was supposed to sound perfect. (AA-2)*

### Overall Metrics

Between August 2020 and January 2023, we created 980 unique social media posts that reached 88,790 individuals and gathered over 6,700 engagements. Table 1 describes the overall number of posts per community and platform and their associated social media metrics. Posts directed to members of the Black community showed an ARPP comparable to the other Facebook communities in this project despite the lowest overall post count and a high engagement rate (11.27% - 12.48%). Supplemental Figures 1-3 show the demographics of the followers of each of the community platforms.

### Reach and engagement of posts for Latino Communities according to type of post.

Table 2 shows the social media metrics according to the post type per platform.

Focus group participants mentioned that combining visual/graphic material with text is more effective at catching the attention of Hispanics/Latinos rather than just catchy text with large fonts.

*I am quite a very visual person. If I see this photo, it catches my attention and I say, if they went [to get vaccinated], why don't I go? So, our Latino community is quite visual, if you*

*put a photo, it will reach you much more than put some big letters... That is to say, everything that we put in pure letters does not reach as much as a photo. (HL-1)*

### *Language*

Focus group participants found posts in both languages more impactful because it was more accessible to a larger audience. Some participants feel it is a misconception that to be a Latino you have to speak Spanish; many of the newer generations have lost access to speaking in Spanish and are uncomfortable with being excluded for not doing so. On the other hand, many felt it harder to translate English-only posts to friends and family, as information is lost in translation. Many people find sharing and discussing content with family more appealing when there is a picture and content in English and Spanish.

*Personally, I like it [bilingual posts] because I find it accessible. That is because perhaps there are terms that I do not handle in one language, and in another [language], that same term has more context. And that makes me able to use both languages to better understand the content. (HL-1)*

### *Reach and engagement of posts for Black Communities according to type of post.*

Table 3 shows the social media metrics according to the type of posts of each platform for the Black Community.

All participants reacted favorably to the example video played: <https://fb.watch/cWoPaHYmy4/>. Participants cited the following reasons why this video caught their attention:

- It uses a popular song
  - *It's a Beyonce song. And then I'm going to automatically read the information, and then I'm going to sing the song while I'm at it. (AA-1)*
- It was funny
  - *I got a good laugh out of it (AA-1)*
- It feels comfortable and culturally familiar
  - *It's easily hearable because like as for me and my house, like it feels familiar. It feels comfortable. (AA-1)*
  - *I like to see things that appeal to me and my culture. (AA-1)*

Some participants reported that they might not take action or comment on a post because they want to avoid notifications or well-intended inquiries from others who can see their interaction.

*I think, for me, if I were feeling anxiety or depressed or something, I probably would not. But if I was in a good mood, I'd probably like it or send a heart. Because . . . if you feel something that's down, you're going to get people saying, are you okay, or calling you or texting you, and I don't know that I'm always ready for that. People read into your reaction sometimes. I think about what others think. I know that. So sometimes I may not react at all because I don't want feedback. (AA-1)*

Reach and engagement of posts for the Oneida Nation Community page according to the type of post.

Table 3 also shows the social media metrics for the Facebook page "COVID-19 Information for Oneida Nation Community" according to the post type.

All participants were positive about posts that use images or videos. Several participants said they prefer videos that are two minutes or shorter. With one participant checking the video length first, skips portions of long videos, and watches just the ending.

*P7: ... like tops that I want to watch a video for is maybe like 1.5 or 2 minutes if it's something good. . . .*

*P8: I would say 2 minutes. . . .*

*M: Okay. Why 2 minutes?*

*P8: It's short and to the point.*

*P6: I'd say like a minute or 2 minutes, yeah, like everybody else was saying. Just get to the point, you know. Nobody really wants to sit there and have to scroll through or just watch it, you know. Really, if you really could just have it short, get to the point, it will be more interesting. More people will probably watch it. . . .*

*P5: I'd say 1-2 minutes as well. (ON-1)*

It is especially important that a video be short if it is a topic that people are not following or not already interested in.

*If it's something like, you know, you actually like, I mean, I guess you're going to watch it no matter how long it's going to be. But if it's something that you really don't like, or you're not really interested in, I guess you're not going to have no— you know, you're not going to waste time and watch it. (ON-1)*

Perception of the community individuals to our social media campaign

Everyone familiar with the COVID-19 Info for Madison's Black Community (CIMBC) Facebook page praised it for having reliable and relatable information.

*It's informational and it's easy to read and to understand what's there, which is part of what I think a lot of the issue is, is people don't necessarily like reading. And so the graphics and the wording is very clear, and anybody can understand it, no matter what their educational background is. (AA-1)*

Similarly, there was uniform favorability toward posts that offered resources and ideas to promote health. Participants cited the benefits to themselves, their families, and their communities.

*I think they're helpful resources. They're just there, you know. You can take a look, take a glance. If you do need that type of information, then it's there for you to get it open to the public, you know, good information. (ON-1)*

*It's kind of like you hear on the news, like when they have recalls for food and stuff, it's like very informational things that I would like to know. So, I mean, everybody kind of benefits from posts like that. (ON-1)*

## DISCUSSION

Our study shows that social media communications for health promotion were favorably perceived by individuals from BIPOC communities when produced by reliable sources – with whom they are already connected in real life. Similarly, there is evidence that social network sites are becoming essential to how people experience news, moving from a traditional news cycle that journalism professionals primarily dominate to more complex information cycles that incorporate ordinary people within the process.<sup>8</sup>

In our results, individuals reflected that social media platforms are used for recreational purposes, staying up to date with family and friends. Prior research also indicates that individuals from marginalized communities also use social media to find health information.<sup>9, 10</sup> Given that racial and ethnic minority groups utilize these media platforms more than Whites,<sup>11</sup> our study developed a model to meet these populations on online spaces in a way that promoted trusted and accurate dissemination of public health information. This model is distinct from prior studies utilizing social media influencers as the community influencers were not merely tools for disseminating public health messaging created by officials and scientists.<sup>12-14</sup>

As described before, our community influencers determined what content was relevant to their communities and were empowered through skill building, to be co-drivers at every stage of the lay translation process, from strategy to content creation to dissemination and analysis. This approach is similar to previous descriptions of tailored influencer marketing approaches that harness the social influencers' experiences and competencies.<sup>15</sup> An additional key distinguishing feature of our model is detailed knowledge sharing between the scientists and the community influencers, which led to the self-renaming of the influencers to advocates as they began to take ownership and gain a proper understanding of the scientific content being shared on their pages.

Our results also highlight that there is not one unique strategy that works across various BIPOC communities. Health promotion messages must be tailored to the audience of interest and the platform used. Facebook audiences were mostly middle-aged, while Instagram had more young adults and teenagers, consistent with the existing literature.<sup>16</sup> The Instagram account also reached a higher percentage of men than Facebook and even reached other communities of color in low- and middle-income countries (Colombia, India, Mexico, Nigeria, and Venezuela).

To increase the dissemination of messages, these must be easy to understand and attention-grabbing to generate interest in audiences while being authentic without creating the sensation of spreading propaganda. The most successful strategies we identified to accomplish these goals were live streaming and videos. Videos had the advantage of overcoming literacy limitations, and when they displayed people, these created a sense of connection and authenticity with the audience, which partially addressed one of the limitations of social media: lack of reliable sources.<sup>3</sup> The focus group data indicated that people use Social Media to keep in touch with people they already know or are connected to, which suggests that for future endeavors, it is paramount to identify an advocate who is highly connected to their community, as the audiences would be more likely to pay attention and trust the information presented.

Unsurprisingly, given the historical abuse endured by marginalized communities, trust and authenticity emerged as critical issues in our focus groups. The choice to empower the advocates to drive and create the content is a novel and distinguishing feature of our model and was instrumental in facilitating trust and ensuring authenticity.<sup>15</sup> This approach led to content

production that aligned with the personal brand of each advocate and facilitated connectedness to each community.

Selecting the right metrics to evaluate outreach efforts must be individualized to the campaign's goal. Other studies have used impressions,<sup>17, 18</sup> reach,<sup>17</sup> and engagements,<sup>17-21</sup> or specific elements (e.g., shares, comments). We suggest using a combination of reach and engagement metrics, maximizing the use of tools available in social media professional accounts, and evaluate this metrics regularly to facilitate tailoring to the audience.<sup>4, 16</sup> Contrary to common recommendations by social media influencers and marketing experts, in our experience, more posts did not lead to more engagement and reach. This might be a reflection of the relevance of the messages. To produce large amounts of content at a fast pace does not allow enough time to create intentional and relevant messages.

Although our study explores many perspectives, one limitation was that our focus groups engaged a small number of individuals across the communities, which might affect the richness of our results and potential generalizability. Another limitation is that our metrics do not account for reach/engagements after our posts were shared. In July 2021, Facebook analytics changed how it collected and presented metrics for pages; since then, only the metrics of the page are shown, not accounting for engagement on third-party pages, resulting in lower overall numbers. Similarly, our results do not reflect what happened outside of social media platforms, such as sharing information in group chats, WhatsApp, or text messages, which are platforms frequently used by our communities.<sup>11</sup> To ensure uniformity of the metrics, all of the data for the study period was downloaded in March 2023, which was used for all the analysis.

## Conclusion

This project was developed to address health disparities affecting BIPOC communities in Wisconsin by creating social media content that was medically accurate and culturally appropriate messages related to COVID-19 and its physical and mental health consequences. One key aspect of our work is that we relied on building trusting relationships with partners and communities within and outside of social media; this was achieved through the work of our advocates and team members who served as a connection with the communities. Stories in videos, photos, or texts created meaningful connections with individuals and provided trustworthy information with very encouraging results. Further publications related to this study will explore other aspects of social media communications (e.g., the messenger, type of information) and how individuals use the messages to support the acquisition of new health behaviors.

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**Figure 1:**

**Table 1: Overall performance of posts according to community (August 2020 – January 2023).**

**Table 2: Metrics for Latino Community platforms according to post characteristics (July 2020 – January 2023).**

**Table 3: Metrics for platforms for the Black Community and the Oneida Nation according to type of post (August 2020 – January 2023).**

**Supplementary Figure 1: Age & Gender Distribution of Followers of Black Community COVID-19 Pages**

**Supplementary Figure 2: Age & Gender Distribution of Followers of Oneida Nation COVID-19 Pages**

**Supplementary Figure 3: Age & Gender Distribution of Followers of Latino Community COVID-19 Pages**

Figure 1:

Table 1: Overall performance of posts according to community (July 2020 – January 2023).

	Number of posts	Total Reach	ARPP (avg reach per post)	Engagement	ERR (eng. rate per reach)	Reactions	Comments	Shares
<b>Latino Community</b>								
LHC* Facebook	494	41,103	119.46	1,450	3.5%	392	21	81
LHC Instagram‡	98	6,637	67.72	611	9.2%	433	23	155
LHC Twitter	19	2,838	149.36	90	3.2%	18	2	8
<b>Black/ African – American</b>								
Facebook	121	13,521	111.74	1,524	11.27%	436	98	217
Instagram	61	3,539	58.01	442	12.48%	321	92	24
<b>Oneida Nation</b>								
Facebook	187	21,152	113.11	3,950	18.67%	919	172	183

\*LHC = Latino Health Council

‡ Excludes reels and stories, as these metrics were not obtained from a professional business account.

Table 2: Metrics for Latino Community platforms according to posts characteristics (August 2020 – January 2023).

	Number of posts	Total Reach	Avg reach per post [ARPP] (95%CI)	Total Engagements	Eng. rate per reach [ERR] (95%CI)
<b>Latino Health Council - Facebook</b>					
<b>Post Type</b>					
Link	29	2,306	79.52 (76.31 – 82.83)	193	8.37% (7.23 – 9.64%)
Live	13	3,871	<b>297.77 (288.46 – 307.3)</b>	364	<b>9.40% (8.46 – 10.42%)</b>
Photo/Image	76	11,734	154.39 (151.61 – 157.21)	454	3.86% (3.52 – 4.24%)
Text	2	300	150 (133.5 – 167.97)	9	3.00% (1.37 – 5.69%)
Video	15	1,471	98.07 (93.12 – 103.21)	53	3.60% (2.69 – 4.71%)
<b>Language of the Post</b>					
Bilingual (Both)	6	519	86.5 (79.22 – 94.27)	31	5.97% (4.06 – 8.48%)
English	28	5,029	<b>179.61 (174.68 – 184.64)</b>	40	0.79% (0.56 – 1.08%)
Spanish	97	11,818	121.84 (119.65 – 124.05)	827	<b>6.99% (6.53 – 7.49%)</b>
<b>Latino Community – Instagram</b>					
<b>Post Type</b>					
Photo/Image	70	4,003	57.18 (55.43 – 58.99)	407	<b>10.17% (9.2 – 11.2%)</b>
Video	28	2,634	<b>94.07 (90.51 – 97.73)</b>	204	7.75% (6.72 – 8.88%)
<b>Language of the Post</b>					
Bilingual (Both)	31	2,544	82.07 (78.91 – 85.32)	249	9.79% (8.61 – 11.08%)
English	26	2,203	<b>84.7 (81.23 – 88.35)</b>	177	8.03 (6.89 – 9.31%)
Spanish	41	1,890	46.09 (44.04 – 48.22)	185	<b>9.79% (8.43 – 11.31%)</b>

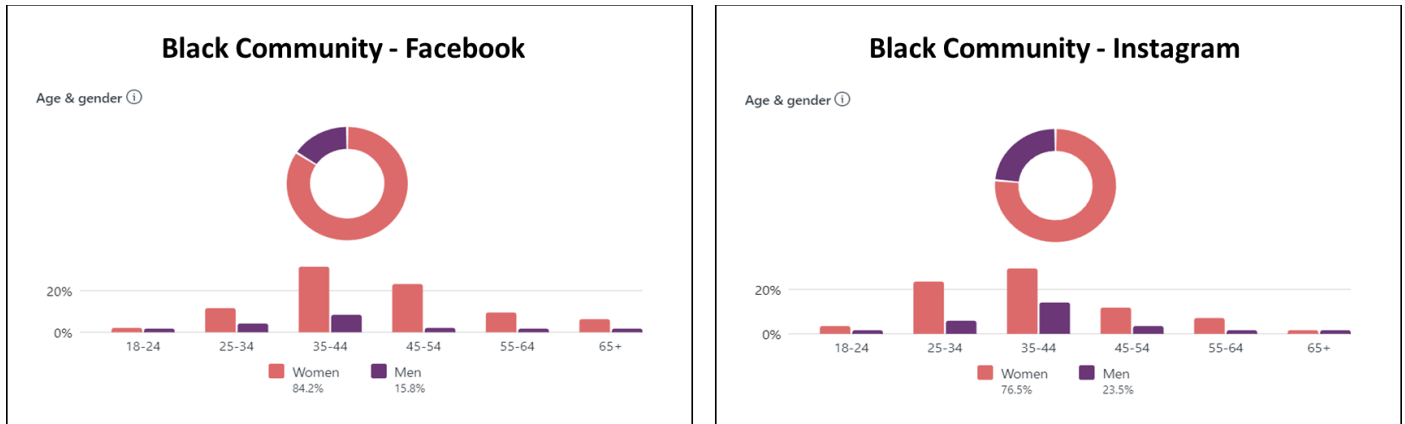
Table 3: Metrics for platforms for the Black Community and the Oneida Nation according to type of post (August 2020 – January 2023).

	Number of posts	Total Reach	Avg reach per post [ARPP] (95%CI)	Total Engagements	Eng. rate per reach [ERR] (95%CI)
<b>Black Community - Facebook</b>					
<b>Post Type</b>					
Link	19	657	34.58 (31.98 – 37.32)	83	12.63% (10.06 – 15.66%)
Photo	74	9,831	<b>132.85 (130.24 – 135.5)</b>	851	8.65% (8.08 – 9.25%)
Text	2	23	11.5 (7.29 – 17.26)	2	8.69% (1.05 – 31.4%)
Video	26	3,010	115.77 (111.67 – 119.98)	588	<b>19.53% (17.99 – 21.18%)</b>
<b>Black Community - Instagram</b>					
<b>Post Type</b>					
Carousel	11	426	38.73 (35.14 – 42.59)	85	<b>19.95% (15.94 – 24.67%)</b>
Photo/Image	22	919	41.77 (39.12 – 44.56)	118	12.84% (10.63 – 15.38%)
Video	28	2,194	<b>78.36 (75.11 – 81.71)</b>	239	10.89% (9.56 – 12.37%)
<b>Oneida Nation - Facebook</b>					
<b>Post Type</b>					
Link	21	846	40.3 (37.6 – 43.09)	64	7.57% (5.82 – 9.66%)
Photo	102	9,398	92.13 (90.28 – 94.02)	1,509	16.06% (15.3 – 16.89%)
Text	10	1,227	122.7 (115.93 – 129.76)	724	<b>59.01% (54.79 – 63.46%)</b>
Video	54	9,681	<b>179.27 (175.72 – 182.89)</b>	1,653	17.07% (16.26 – 17.92%)

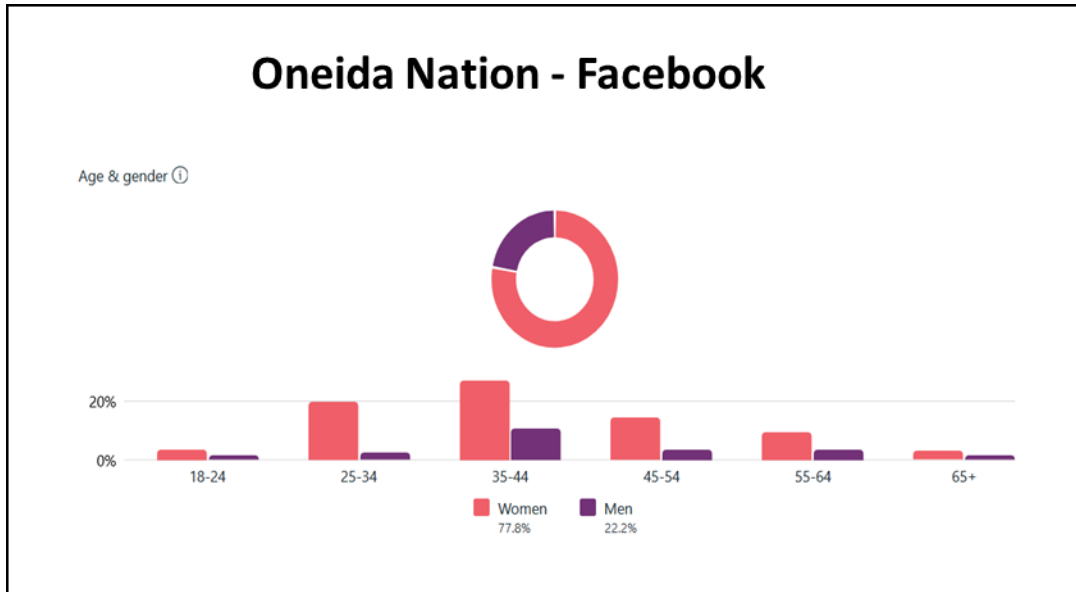
**Bold** indicates the highest rate in the category.

**SUPPLEMENTAL FIGURES**

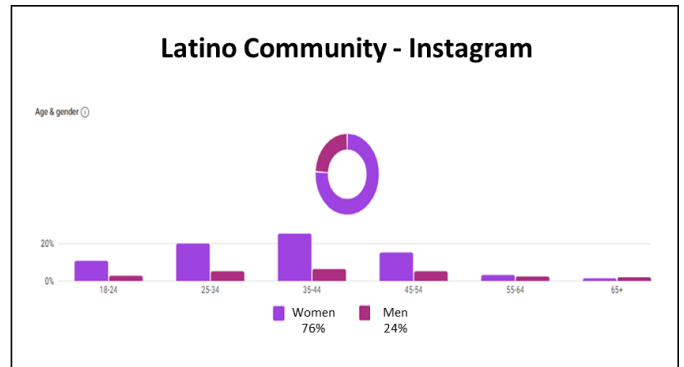
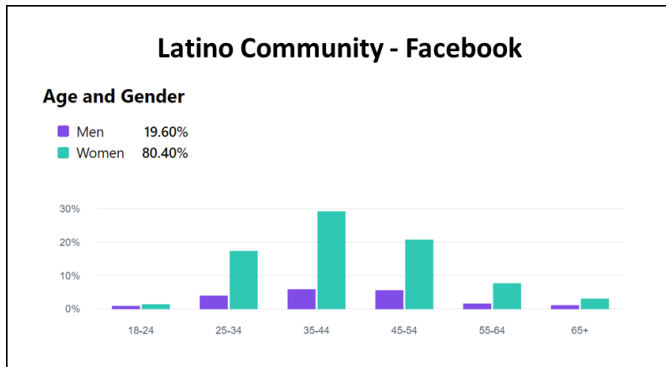
**Supplementary Figure 1: Age & Gender Distribution of Followers of Black Community COVID-19 Pages**



**Supplementary Figure 2: Age & Gender Distribution of Followers of Oneida Nation COVID-19 Pages**




Supplementary Figure 3: Age & Gender Distribution of Followers of Latino Community COVID-19 Pages



Supplemental Figure 4: Examples of Content/Posts for the Madison's Black Community

**Covid-19 Info For Madison's Black Community**  
 Published by Mailchimp · December 9, 2020 ·

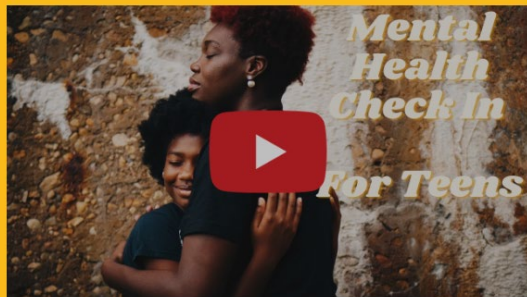
Mental Health Check In! - <https://mailchi.mp/1f1e3f11b9df/mental-health-check-in>



**Get More Messages for Covid-19 Info For Madison's Black Community**  
 You can add a Messenger button to your post to get more messages for Covid-19 Info For Madison's Black Community.

621 People Reached    42 Engagements    - Distribution Score    **Boost Post**

6 Shares



**Mental Health Check In Tips (for teens)**

1. First, do a self mental health check
  - Journal writing
  - Chat with a love one
  - Therapy
2. Ask your teen often how they are feeling (That might not know, that's ok, keep talking about it)
3. Give them extra cuddle time, eye contact (hugs are needed always, even if they act like they don't want it)

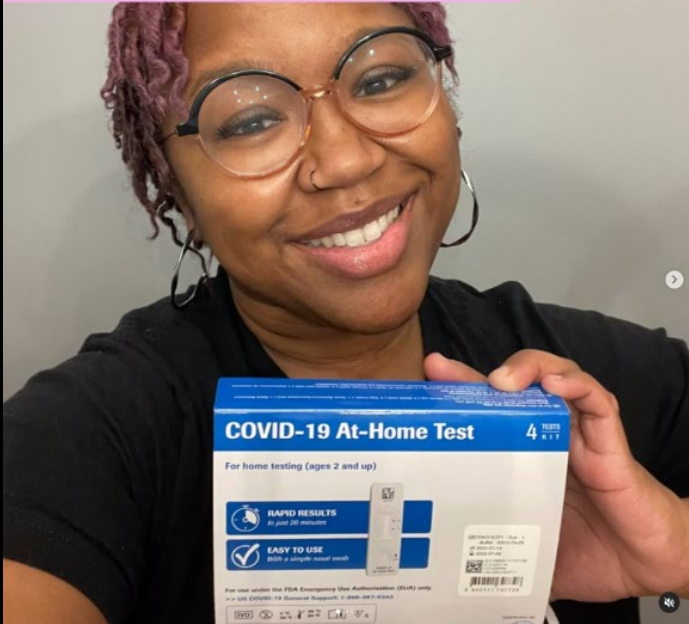
**How are you connecting with your teen during COVID? Do you find it hard to connect with your teen?**

**\*\*\*\*Share your suggestion, or your struggles, it helps us all grow!\*\*\*\*\***

Weekly videos, healthy live, motivation and fitness  
 If you like this video subscribe here <http://bit.ly/venusinspires>

Videos sent to your inbox subscribe here <http://eepuri.com/dtrwqL>

**At-home Covid-19 Test Kit**



**COVID-19 At-Home Test** 4 Tests

For home testing (ages 2 and up)

**FAST RESULTS**  
As fast as 15 minutes

**EASY TO USE**  
Only a simple nasal swab

blackwellnesswi · Following

blackwellnesswi Complete transparency- I was very skeptical about doing my own Covid-19 test. But after really thinking about it, the worse that could happen is I'd still have to visit a clinic to get another test done. And if that is the biggest "risk", it's a risk I was willing to take; the convenience of it alone really sold me! So I registered for my free test kit and I received it a couple of weeks later.

The test kit I received had the following differences from the test kit seen in the video:

- The liquid tube holder in my kit is just a single small plastic holder
- The swab is shorter
- There's a cap for the liquid tube that you use once you swab your nose

After swabbing, you squeeze the liquid out onto the test device in the test area to get your results; I don't have the test strips shown in the video

Because of the variation in at-home Covid-19 test kits, it is critical to read and follow your kit's specific directions step by step.

Reading the results-  
 There are three possible results- positive, negative, or invalid.

- Positive- Test line (T) is visible together with a control line (C), no matter how faint the lines are, the result is positive and you very likely have Covid-19.
- Negative- Control line (C) is visible (no matter how faint the line is) and a test line (T) is not visible then the result is negative; it is unlikely you have Covid-19, but you should continue to monitor your symptoms or watch for symptoms to occur.
- Invalid- Control line (C) is not visible, then the result is considered invalid and not working correctly; therefore, you take another test using a new kit.

So tell me- after walking through how to perform the at-home Covid-19 test with me, is your confidence any higher in your ability to perform your own test? I hope it is, but if it's not, please share

Liked by mariacmorap and 8 others

FEBRUARY 19

Add a comment...

Supplemental Figure 5. Examples of Content/Posts for the Oneida Nation

## How Did You Celebrate Thanksgiving 2020?



-  Went to a drive thru Turkey dinner in the community
-  Celebrated with household members only
-  Had a family member or friend drop off a meal for you
-  Participated or volunteered at a community event
-  I chose not to celebrate this holiday
-  Traveled to a family or friends house

  
Wisconsin Partnership Program  
UNIVERSITY OF WISCONSIN  
SCHOOL OF MEDICINE AND PUBLIC HEALTH

**Covid-19 Information for the Oneida Nation**  
Published by Sacheen Lawrence · December 3, 2020

Hello beautiful people! I don't know about you but I felt this year's Thanksgiving holiday was just another day. For me personally, I have always had extended family come over and eat. This year I decided to help out at a community dinner hosted by Soaring Eagles Boxing Club. Then we had a turkey dinner during the weekend for just my family household. I am curious to know how everyone else celebrated the Thanksgiving holiday. Please take the poll that I am conducting below by using the emoji that best shows how you celebrated this year. Please note that the emoji's that correlate to the statements are just that, nothing more. I am not here to judge anyone because that is not my place. This method was the most convenient and most simple for the social media platform I am using. Again I want to thank everyone for their continued support. I hope everyone is staying safe and continuing to mask up and sanitize so we can get back to our old normal because I know I am not the only one who is at her wits with this virus. Have a wonderful weekend!!!!

(Sacheen Lawrence, Oneida Community Influencer)  
See Less

Edit

30 1 Comment 3 Shares

Like Comment Share

Most Relevant

Viki Metzger Household only  
Care Reply Message · 39w

Comment as Covid-1...

# Project Recovery

Helping Wisconsin residents cope with the stress, anxiety, and uncertainty of COVID-19


PROJECT RECOVERY HAS TRAINED CRISIS COUNSELORS WHO CAN OFFER FREE & CONFIDENTIAL:

- emotional support
- coping skills
- stress management techniques
- information and resource referrals
- a compassionate, nonjudgmental listening ear

TO ANYONE WHO HAS BEEN IMPACTED BY COVID-19 IN ANY WAY.

CONNECT WITH A CRISIS COUNSELOR TODAY

Call 211 and ask for Project Recovery  
[projectrecoverywi.org](http://projectrecoverywi.org)



**Covid-19 Information for the Oneida Nation**  
Published by Sacheen Lawrence · November 19, 2020

Hello everyone! I feel like it has been awhile since I posted. I did post a video tribute to other community pages and my own personal page for Veterans Day. If you have not seen it, and would like to see it, just let me know. I would be happy to share it with you.

For this post, I want to introduce a mental health resource for everyone, not just Oneida community members but anyone who has access to a phone. It is called Project Recovery. The purpose of this organization is to be readily available to individuals who need someone to talk to about anything. It is completely confidential and they do not request any personal information except your first name and phone number. This is a FREE service available to everyone, so if you or someone you know could benefit from this service, please see the flyer below. Our own mental health is just as important as our physical health. For more information or to learn more about Project Recovery, click the link below. Also, if there are any subjects that you would like me to get more information on, let me know! I'm always looking for topics related to our Community and Covid that I can post about. I hope everyone has a wonderful Friday and weekend!  
<https://projectrecoverywi.org/>

Sacheen Lawrence, Oneida Community Influencer  
See Less

Edit

6 12 Shares

Like Comment Share

Comment as Covid-1...



The image shows a Facebook video player interface. The main video frame displays a woman with long dark hair and glasses, smiling and speaking. The video progress bar at the bottom left shows 5:30 / 5:31. The right-hand sidebar contains the following information:

- Video Title:** Covid-19 Information for the Oneida Nation
- Published by:** Sacheen Lawrence
- Text:** Questions about the Vaccines with Dr. Nasia Safdar. Happy Hriday beautiful people! Today's video is about questions related surrounding the Covid-19 vaccinations specifically the Native American community. I hope you find this resourceful or helpful. Have a wonderful weekend!
- Engagement:** 4 likes, 1K Views, 2.2K People Reached, 51 Reactions, Comments, and Shares.
- Analytics:** 1K 3-Second Video Views, Retention Curve.
- Interactions:** Like, Comment, Share buttons.
- Up Next:** A list of recommended videos, including one titled "APPRECIATION POST!! Shekol!!! The..." and another "Good afternoon! I hope our community...".
- Comments:** A section for user comments, with one visible comment starting "Comment as Covid-1...".

## Supplemental Figure 6: Examples of Content/Posts for the Madison's Latinx Community

Instagram video about the delta variant – Please



**latinohealthcouncil** La Variante Delta · La variante Delta es responsable por la mayoría de casos nuevos en los Estados Unidos 🦠. Para protegerse a sí mismo y a su comunidad, usen su mascarilla, lávense las manos, mantengan su distancia, y hagan su cita para la vacuna 😊💉.

Para más información sobre la vacuna contra el Covid —>  
<https://publichealthmdc.com/espanol/coronavirus/vacuna-para-el-covid-19>


#LatinoHealthCouncil #ConsejoLatino #Deltavariant #COVID19  
 #Coronavirus #Latinx #Wisconsin #Vaccine #Health #Vacuna  
 #Explorepage

### Vaccine Series #1 and #2: Series of IGTV Videos



Post with Trusted Sources: Dr. Ryan Westergaard & Dr. Nasia Safdar

Dr. Westergaard



Nasia Safdar

Hola, mi nombre es Nasia Safdar.  
Soy medico en enfermedades infecciosas en la Universidad de Wisconsin

4:47

This block contains two video player screenshots. The top one shows a video call with Dr. Ryan Westergaard on the left and Dr. Nasia Safdar on the right. The bottom one shows a close-up of Dr. Nasia Safdar speaking, with Spanish subtitles at the bottom of the video frame.

Instagram Story: Dane County Mask Restriction Poll

As mask restrictions are being lifted, will you continue wearing a mask or no/unsure?

GONNA WEAR MY MASK	80%	NOT GONNA WEAR MASK	20%
--------------------	-----	---------------------	-----

ALL PUBLIC HEALTH ORDERS WILL BE LIFTED ON JUNE 2.

**MAY 18 - JUNE 1** → **AS OF JUNE 2**

**Vaccinated?**  
Wear your mask at organizations and businesses that have mask required policies. Follow CDC guidance for other spaces where masks are recommended.

**Not vaccinated yet?**  
Wear your mask at organizations and businesses that have mask required policies. We recommend continuing to wear a mask in indoor public settings.

@publichealthmdc

118 votes for gonna wear my mask

30 votes for not gonna wear mask

Share Results

This block shows an Instagram story for a poll. On the left is the poll graphic with a teal background, showing a bar chart with 80% for 'GONNA WEAR MY MASK' and 20% for 'NOT GONNA WEAR MASK'. Below the chart, it states 'ALL PUBLIC HEALTH ORDERS WILL BE LIFTED ON JUNE 2.' and provides instructions for vaccinated and not-vaccinated individuals. On the right is a screenshot of the Instagram story interface, showing the poll results: 118 votes for 'gonna wear my mask' and 30 votes for 'not gonna wear mask'. A blue 'Share Results' button is visible at the bottom.

Review Sobriety Teepee Plan request and determine next steps

---

## Business Committee Agenda Request

1. **Meeting Date Requested:** 10/25/23

2. **Session:**

Open     Executive – must qualify under §107.4-1.

Justification: *Choose or type justification.*

3. **Requested Motion:**

Accept as information; OR

Approve support by the Oneida Business Committee of the Sobriety Teepee Plan

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

Finance

Programs/Services

Law Office

DTS

Gaming/Retail

Boards, Committees, or Commissions

Other: OBC

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

Frank Vandehei

Debra Valentiono

Lori Elm

*Name, Title/Entity OR Choose from List*

**6. Supporting Documents:**

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

**7. Budget Information:**

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

**8. Submission:**

Authorized Sponsor: Jonas Hill, Councilman

Primary Requestor: (Name, Title/Entity)



## Memorandum

To: Oneida Business Committee

From:

Date: October 17, 2023

Re: OBC Sobriety Teepee Plan Support

---

### Background:

On October 12, 2023, Frank Vandehei, Debra Valentiono, and Lori Elm met with Councilmembers: Jonas Hill, Lawrence Barton, Kirby Metoxen, Marlon Skenandor and Jameson Wilson to review the Sobriety Teepee Plan.

### Purpose of the Sobriety Teepee Plan:

To fight substance use disorders and traumas, from a community-based eye view, by using community members with lived experience. To give others the opportunity to connect with those who have shared experience to enhance the Oneida Nation services and community. We must fight this together.

### Request:

Approve support by the Oneida Business Committee of the Sobriety Teepee Plan.

# SOBRIETY TEEPEE PLAN

Submitted by Frank Vandehei, Debra Valentiono, and Lori Elm



**PURPOSE:**

To fight substance use disorders and traumas, from a community based eyeview, by using community members with lived experience. To give others the opportunity to connect with those who have shared experience to enhance the Oneida Nation services and community. We must fight this together.

**OVERVIEW**

Lived Experience community members will be creating events in different communities within the Oneida Reservation boundaries, to create awareness of substance use disorder(s) and to promote engagement of strategies to encourage others to learn more about addiction. The teepee is used for the events to symbolize encouragement, to others who are struggling with substance use disorder and other traumas, and to encourage change. It will also promote unity in the effort to overcome generational traumas.

The events will be held on Friday evenings until Monday afternoon, at each event, there will be community members who are recovery coaches and/or peer support specialists. A fire will be lit at each event, to focus on purification, cleansing the mind and renewing the energy, for the area and everyone attending.

The **SOBRIETY TEEPEE** has worked with Land Management, Zoning, OPD and the Emergency Management area, to make sure all aspects of the Land Use process have been met.

The Sobriety Teepee was created from Frank Vandehei, which was a branch of Yukwatsistay^ Our Fire, Our Spirit Within Each One of us, that was founded by the late Kermit Valentino and Debra Valentino, with the assistance of Darjune Foundation, Inc. The fire meetings and activities at 431 Hillcrest, started on October 27, 2018.



## LAND USE REQUEST TENTATIVE DATES

Note: All request times will begin Friday evenings and end Monday afternoon. The dates requested are tentative dates. Activities are subjected to change and 3 days' notice will be communicated with Land Staff.

\* **Map site attached**

1. October 6- 9, 2023 - Site 1 Area -VFW corner lot; Freedom/Service Road\*
2. October 13-16, 2023 -Site s Area - Falling Leaf Park area \*
3. October 20-23, 2023 - Rolling Hills Area - Pending -Water Tower\*
4. **October 27-30, 2023 - 431 Hillcrest\***
5. November 3-5 - Tall Feather Area - Lot by county H Clifford Webster Recreation Center lot/park\*
6. November 10-13 - Bear Court/Turtle Lane\*
7. November 17-20 - Sandhill Circle\*
8. **November 24-28 -431 Hillcrest\***
9. December 1 -4 - Cornelius Circle park area\*
10. December 8-11 - Path of Wolf/Bear Park Area\*
11. December 15-18 - Metoxen lane Middle area\*
12. December 22-25 - Cora House\*
13. December 29 - Jan 1, 2024 - Three Sisters park\*
14. **January 5-9- 431 Hillcrest\***
15. [January 12-15 - Safe Shelter \(Pending request\)](#)
16. [January 19-22 - Cultural Heritage Park Area \(Pending request\)](#)
17. January 26- 29 431 HillCrest

Activate the FY-2024 funds - CIP # 19-002 E&EE One Stop Replacement

---

## Business Committee Agenda Request

1. Meeting Date Requested: 10/25/23

2. Session:

Open     Executive – must qualify under §107.4-1.

Justification: *Choose or type justification.*

3. Requested Motion:

Accept as information; OR

As noted on attached Memo.

4. Areas potentially impacted or affected by this request:

Finance

Programs/Services

Law Office

DTS

Gaming/Retail

Boards, Committees, or Commissions

Other: *Describe*

5. Additional attendees needed for this request:

Debra Powless, Retail General Manager

*Name, Title/Entity OR Choose from List*

*Name, Title/Entity OR Choose from List*

*Name, Title/Entity OR Choose from List*

**6. Supporting Documents:**

- Bylaws
- Fiscal Impact Statement
- Presentation
- Contract Document(s)
- Law
- Report
- Correspondence
- Legal Review
- Resolution
- Draft GTC Notice
- Minutes
- Rule (adoption packet)
- Draft GTC Packet
- MOU/MOA
- Statement of Effect
- E-poll results/back-up
- Petition
- Travel Documents
- Other: FY2024 CIP Budget Activations

**7. Budget Information:**

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

**8. Submission:**

**Mark W. Powless** Digitally signed by Mark W. Powless  
Date: 2023.10.17 14:26:23 -05'00'

Authorized Sponsor: Mark W. Powless, General Manager

Primary Requestor: Paul J. Witek – Engineering Director/Senior Architect

October 12, 2023

## Business Committee Agenda Request - Memo

**Project No.:** 19-002      **Project Title:** E&EE One Stop Replacement

### Purpose:

The project team is seeking activation of the project's allocated funding to continue the project development.

### Background:

The approved project will replace the current E&EE One Stop with a new Convenience store, fueling system and fuel canopy on the undeveloped property across the street (site of old Health Center/Nursing Home).

The project has been approved by the Business Committee on January 11, 2023.

The project's CIP Funding was allocated in two fiscal years as follows:

Approved FY2023 CIP Budget:	\$ 1,264,000	OBC Approved Activation 1/11/23.
Approved FY2024 CIP Budget:	\$ 3,372,000	
Total Project Budget:	\$ 4,636,000	

The funds are activated in the project's CIP Budget and managed within that process.

### Attachments:

- FY2024 CIP Budget Activations.

### Action Requested:

1. Activation of \$ 3,372,000 from the FY2024 CIP Budget for CIP #19-002 E&EE One Stop Replacement.



Activate the FY-2024 funds - CIP # 20-101 Museum Relocation

---

## Business Committee Agenda Request

1. Meeting Date Requested: 10/25/23

2. Session:

Open     Executive – must qualify under §107.4-1.

Justification: *Choose or type justification.*

3. Requested Motion:

Accept as information; OR

As noted on attached Memo.

4. Areas potentially impacted or affected by this request:

Finance

Programs/Services

Law Office

DTS

Gaming/Retail

Boards, Committees, or Commissions

Other: *Describe*

5. Additional attendees needed for this request:

Tina M. Jorgensen – GSD Director

Stacy S. Coon – Museum Director

*Name, Title/Entity OR Choose from List*

*Name, Title/Entity OR Choose from List*

**6. Supporting Documents:**

- Bylaws
- Fiscal Impact Statement
- Presentation
- Contract Document(s)
- Law
- Report
- Correspondence
- Legal Review
- Resolution
- Draft GTC Notice
- Minutes
- Rule (adoption packet)
- Draft GTC Packet
- MOU/MOA
- Statement of Effect
- E-poll results/back-up
- Petition
- Travel Documents
- Other: CIP Budget Activations FY2024

**7. Budget Information:**

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

**8. Submission:**

**Mark W. Powless** Digitally signed by Mark W. Powless  
Date: 2023.10.17 14:26:54 -05'00'

Authorized Sponsor: Mark W. Powless, General Manager

Primary Requestor: Paul J. Witek – Engineering Director/Senior Architect

October 12, 2023

## Business Committee Agenda Request - Memo

**Project No.:** 20-101      **Project Title:** Museum Relocation

### Purpose:

The project team is seeking activation of the project's allocated funding to continue the project development.

### Background:

The approved project will relocate the Oneida Nation Museum from its present location into a remodeled and expanded facility at 760 Airport Drive (HWY 172).

The project has been approved by the Business Committee on September 28, 2022.

The project's CIP Funding was allocated in multiple fiscal years as follows:

Approved FY2021 CIP Budget:	\$ 150,000	OBC Approved Activation 6/23/21.
Approved FY2022 CIP Budget:	\$ 300,000	OBC Approved Activation 12/22/21.
Approved FY2023 CIP Budget:	\$ 3,833,000	OBC Approved Activation 1/25/23.
Approved FY2024 CIP Budget:	\$ 11,837,000	
Total Project Budget:	\$ 16,120,000	

The funds are activated in the project's CIP Budget and managed within that process.

### Attachments:

- CIP Budget Activations FY2024.



**Action Requested:**

1. Activation of \$ 11,837,000 from the FY2024 CIP Budget for CIP #20-101 Museum Relocation.



Activate the FY-2024 funds - CIP # 21-105 Orchard Buildings

---

## Business Committee Agenda Request

1. Meeting Date Requested: 10/25/23

2. Session:

Open     Executive – must qualify under §107.4-1.

Justification: *Choose or type justification.*

3. Requested Motion:

Accept as information; OR

As noted on attached Memo.

4. Areas potentially impacted or affected by this request:

Finance

Programs/Services

Law Office

DTS

Gaming/Retail

Boards, Committees, or Commissions

Other: *Describe*

5. Additional attendees needed for this request:

Vanessa Miller – Food & Ag Area Manager

*Name, Title/Entity OR Choose from List*

*Name, Title/Entity OR Choose from List*

*Name, Title/Entity OR Choose from List*

**6. Supporting Documents:**

- Bylaws
- Fiscal Impact Statement
- Presentation
- Contract Document(s)
- Law
- Report
- Correspondence
- Legal Review
- Resolution
- Draft GTC Notice
- Minutes
- Rule (adoption packet)
- Draft GTC Packet
- MOU/MOA
- Statement of Effect
- E-poll results/back-up
- Petition
- Travel Documents
- Other: CIP Budget Activations FY2024

**7. Budget Information:**

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

**8. Submission:**

**Mark W. Powless** Digitally signed by Mark W. Powless  
Date: 2023.10.17 14:27:31 -05'00'

Authorized Sponsor: Mark W. Powless, General Manager

Primary Requestor: Paul J. Witek – Engineering Director/Senior Architect

October 12, 2023

## Business Committee Agenda Request - Memo

**Project No.:** 21-105      **Project Title:** Orchard Buildings

### Purpose:

The project team is seeking activation of the project's allocated funding to continue the project development.

### Background:

The approved project will construct a new retail store for the Orchard Enterprise and replace existing storage buildings with a new warehouse.

The project has been approved by the Business Committee on September 13, 2023.

The project's CIP Funding was allocated in multiple fiscal years as follows:

TCS Budget:	\$ 1,500,000	BC Resolution 03-22-23-H.
Approved FY2023 CIP Budget:	\$ 724,000	OBC Approved Activation 9/13/23.
Approved FY2024 CIP Budget:	\$ 1,500,000	
Total Project Budget:	\$ 3,724,000	

The funds are activated in the project's CIP Budget and managed within that process.

### Attachments:

- CIP Budget Activations FY2024.

**Action Requested:**

1. Activation of \$ 1,500,000 from the FY2024 CIP Budget for CIP #21-105 Orchard Buildings.



Approve one (1) requested action - CIP # 16-001 Culture Park - Restrooms

---

## Business Committee Agenda Request

1. Meeting Date Requested: 10/25/23

2. Session:

Open     Executive – must qualify under §107.4-1.

Justification: *Choose or type justification.*

3. Requested Motion:

Accept as information; OR

As noted on attached Memo.

4. Areas potentially impacted or affected by this request:

Finance

Programs/Services

Law Office

DTS

Gaming/Retail

Boards, Committees, or Commissions

Other: *Describe*

5. Additional attendees needed for this request:

Michelle Danforth-Anderson – Marketing & Tourism Director

*Name, Title/Entity OR Choose from List*

*Name, Title/Entity OR Choose from List*

*Name, Title/Entity OR Choose from List*



**6. Supporting Documents:**

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

**7. Budget Information:**

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

**8. Submission:**

**Mark W. Powless** Digitally signed by Mark W. Powless  
Date: 2023.10.17 14:25:24 -05'00'

Authorized Sponsor: Mark W. Powless, General Manager

Primary Requestor: Paul J. Witek – Engineering Director/Senior Architect

October 13, 2023

## Business Committee Agenda Request - Memo

**Project No.:** 16-001      **Project Title:** Culture Park - Restrooms

### Purpose:

The project team is seeking the transfer of unexpended funds from this project to a different project that includes the same scope.

### Background:

This approved Culture Park – Restrooms project was to design and construct a freestanding restroom facility at the Amelia Cornelius Culture Park (ACCP).

The project was approved by the Business Committee on August 22, 2018.

The project has experienced numerous delays since its approval for several reasons including:

- Hold placed on it by the GSD at the time, due to site responsibility questions.
- Waiting for a Site Master Plan to be created.
- Construction estimates exceeding available budget.
- Coordination with NWTC for the potential of students completing some construction activities. (masonry and carpentry).
- COVID-19 Impacts.
- Potential to incorporate project scope into different project.

The project's scope (restrooms) has since been incorporated into the ACCP – Site Amenities project (CIP #19-004) and will be included in the new Visitors Center. With the current construction market creating higher prices, the Project Team is recommending the funding balance from CIP #16-001 Culture Park – Restrooms be transferred to CIP #19-004 ACCP – Site Amenities to help offset current construction pricing.

The project's CIP Budget detail:

Approved FY2016 CIP Budget:	\$ 191,000.00	OBC Approved Activation 8/22/18.
Expenditures to date:	\$ 32,348.46	Confirmed with Accounting.
Remaining Unobligated funds:	\$ 158,651.54	

**Attachments:**

- CIP #16-001 Engineering Project Budget Status Report.
- Accounting Dept. report - CIP Project Expenses Reconciled to Engineering.

**Action Requested:**

1. Transfer of \$ 158,651.54 from CIP #16-001 Culture Park – Restrooms to CIP #19-004 Amelia Cornelius Culture Park – Site Amenities.



8/25/23  
12:24:02

ONEIDA NATION

PAGE 1  
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ENGINEERING PROJECT BUDGET HISTORY  
Culture Park - Restrooms

Proj Pref	Proj#	Trans Date	Approved or Transfer Amt	Type	Notes
CIP	16-001	8/22/2018	191,000.00	BUDG	FY16 CIP BUDGET

191,000.00

Proj Pref	Proj#	Fiscal Year	Activation Date	Activated Amt	Type	Notes
CIP	16-001	2016	8/22/2018	3,000.00	ORIG	ENG FEE BUDGET
CIP	16-001	2016	8/22/2018	23,100.00	ORIG	A-E FEE BUDGET
CIP	16-001	2016	8/22/2018	3,200.00	ORIG	FF&E BUDGET
CIP	16-001	2016	8/22/2018	123,700.00	ORIG	CONSTRUCTION BUDGET
CIP	16-001	2016	8/22/2018	20,300.00	ORIG	CONTINGENCY BUDGET
CIP	16-001	2016	8/22/2018	17,700.00	ORIG	ENG DEPT FEE BUDGET

191,000.00

Balance  
to be activated

8/25/23  
12:24:09

ONEIDA NATION  
ENGINEERING VENDOR DETAIL REPORT  
CIP 16-001 ( 001-1101600-003 ) Culture Park - Restrooms

PAGE 1  
EGGVDTR EGTVDT

PO Amt	C.O.#	Chg	Ord Amt	Invoice	INV DATE	INV Amt	AMOUNT PAID	Date Paid	P.O. Balance	ExpCat	
VENDOR BERNERS-SCHOBER ASSOCIATES INC											
PROJECT CIP 16-001 Original P.O. PDM-34377-19-PO 1/04/2019											
31,500.00					0/00/0000			0/00/0000		A/E	
	1		9,151.54-		0/00/0000			0/00/0000		A/E	
				60380001	1/31/2020	6,395.96	6,395.96	6/09/2020		A/E	
				60380002	2/27/2020	15,952.50	15,952.50	6/09/2020		A/E	
31,500.00			9,151.54-	<----P.O. TOTAL ----->							
31,500.00			9,151.54-	<----VENDOR TOTAL----->							
VENDOR ONEIDA ENGINEERING DEPARTMENT											
PROJECT CIP 16-001 Original P.O. LBZ-32259-19-PO 0/00/0000											
10,000.00					0/00/0000			0/00/0000		EFEE	
					11/01/2018	4,075.00	4,075.00	0/00/0000		EFEE	
					11/01/2018	1,710.00	1,710.00	0/00/0000		EFEE	
					12/01/2018	2,533.75	2,533.75	0/00/0000		EFEE	
					1/31/2019	647.50	647.50	0/00/0000		EFEE	
					2/28/2019	475.00	475.00	0/00/0000		EFEE	
					3/01/2019	190.00	190.00	0/00/0000		EFEE	
					4/01/2019	95.00	95.00	0/00/0000		EFEE	
					5/01/2019	273.75	273.75	0/00/0000		EFEE	
10,000.00				<----P.O. TOTAL ----->							
10,000.00				<----VENDOR TOTAL----->							
41,500.00			9,151.54-	<----FINAL TOTAL----->							
						32,348.46	32,348.46				

**CIP PROJECT EXPENSES RECONCILED TO ENGINEERING**

Culture Park Restrooms

Prj 16-001

GL Acct 1101600-003

8/31/2023

**Engineering Vendor Detail Report Total Expenses****32,348.46**

Adjusted Engineering Balance

32,348.46**Accounting CIP Total Expenses****As of P11, 2023****32,348.46**

Adjusted Accounting Balance

32,348.46

Difference

-

Accept the Gathering of Native Americans event as information

---

## Business Committee Agenda Request

1. Meeting Date Requested: 10/25/23

2. Session:

Open     Executive – must qualify under §107.4-1.

Justification: *Choose or type justification.*

3. Requested Motion:

Accept as information; OR

Accept as FYI for Gathering of Native American (GONA)

4. Areas potentially impacted or affected by this request:

Finance

Programs/Services

Law Office

DTS

Gaming/Retail

Boards, Committees, or Commissions

Other: *Describe*

5. Additional attendees needed for this request:

Mark W. Powless, General Manager

*Name, Title/Entity OR Choose from List*

*Name, Title/Entity OR Choose from List*

*Name, Title/Entity OR Choose from List*



**6. Supporting Documents:**

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

**7. Budget Information:**

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

**8. Submission:**

Authorized Sponsor: Jennifer Webster, Councilwoman

Primary Requestor: (Name, Title/Entity)



**Save the Date!**

**Supporting Tribal Nations  
GONA (Gathering of Native Americans)**

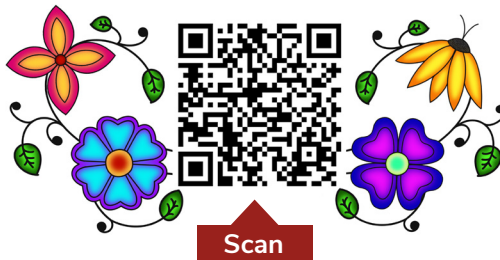
**November 13 - 17, 2023**

Radisson Hotel and Conference Center  
Green Bay, WI

GLITEC has partnered with UW Population Health Institute to host a Gathering of Native Americans (GONA) to discuss and support the tribal public health workforce and community needs moving out of the COVID-19 pandemic and into recovery.

**This gathering is offered at no cost.**

For more information, and to register,



use your phone camera to scan the QR code,  
or visit [glitec.tiny.us/GONA2023](https://glitec.tiny.us/GONA2023)





## GATHERING OF NATIVE AMERICANS Supporting Tribal Nations Through Healing

**November 13 – 17, 2023**

**Radisson Hotel & Conference Center  
2040 Airport Drive Green Bay, WI 54313**

### Objectives of the GONA:

- Provide an integrative experience within the spirit, mind, body, emotion/intuition, social, and the environment that offers hope, encouragement, and a positive foundation for AI/AN community action.
- Provide a framework for AI/AN community to examine historical trauma and its effect on mental and substance use disorders, suicide, and the promotion of mental health.
- Provide an experience that emphasizes skills transfer and supports AI/AN community empowerment.
- Reinforce cultural continuity with families who live on tribal reservations, in urban or rural areas.
- Increase protective factors linked to the healthy and safe development of AI/AN children and their families.
- Ready AI/AN community with a strategic framework and planning process that supports the values of Belonging, Mastery, Interdependence, and Generosity and help reduce risk behaviors that contribute to mental, and substance use disorders and suicide.

### Day 1: Monday, November 13<sup>th</sup> (Belonging)

- 7:30 am: Registration & Breakfast (Provided)**
- 8:30 am: Welcome/Prayer/Opening Remarks**  
 Oneida Nation Councilwoman Jennifer Webster  
 \*Intertribal opening & Altar (Dr. Artley Skenadore, Dr. Alton “Sonny” Smart, Dr. Brian Jackson)  
 Dr. Rebecca St. Germaine – GLITEC  
**Introductions/Overview of GONA**  
**Norms**
- 10:30 am: Break (snacks provided)**
- 10:45 am: Cultural workshops (all day)**  
 \*Michelle Reed, Lac du Flambeau Chippewa  
 \*Oneida Nation (Basket weaving?)
- 12:00 pm: Lunch (provided)**



- 1:00 pm:** **Tentative Guest Speaker: James Vukelich Kaagegaabaw, Author of The Seven Generations and Seven Grandfather Teachings**
- 2:30 pm:** **Break**
- 4:00 pm:** **Closing**
- 6:00 pm:** **Social, hosted by the Oneida Tribe**

### Day 2: Tuesday, November 14<sup>th</sup> (Belonging)

- 6:30 am:** **Fitness Class – Michelle Reed**
- 7:30 am:** **Registration & Breakfast (Provided)**
- 8:30 am:** **Welcome/Prayer**  
**Oneida Nation Youth**  
 Dr. Rebecca St. Germaine – GLITEC  
 Introductions  
 Reflections of Day 1  
 Review & Overview of GONA  
 Review Norms and Gift Making, Altar
- 10:30 am:** **Break (snacks provided)**
- 10:45 am:** **Team Building Activities**
- 12:00 pm:** **Lunch (provided)**
- 1:00 pm:** **Movement/Energizer**  
 Report out (Flex, if not done before lunch)
- 1:30 pm:** **Storyteller – Dr. Alton “Sonny” Smart – Bad River Band of Lake Superior Chippewa**
- 2:30 pm:** **Break**
- 2:45 pm:** **Movement/Energizer**  
 Small Group Work  
*“What are the strengths of the tribes within our tribal communities?”*
- 4:00 pm:** **Closing**

### Day 3: Wednesday, November 15<sup>th</sup> (Mastery)

- 6:30 am:** **Fitness Class – Michelle Reed**



- 7:30 am: Registration & Breakfast (Provided)**
- 8:30 am: Welcome/Prayer**
  - Opening Remarks
  - Reflection of Day 2
  - Movement/Energizer
  - Introduction to the GONA Theme of Mastery
- 10:30 am: Break (snacks provided)**
- 10:45 am: Movement**
  - Storyteller (TBD)**
    - Belmont Process
  - Mini Teach
  - Small Group Discussion
  - Teach Back
- 12:00 pm: Lunch (provided)**
- 1:00 pm: Movement/Energizer**
  - Guided Activity: Trauma Tree Exercise*
  - Teach Back
- 2:30 pm: Break**
- 2:45 pm: Letting Go – Led by traditional knowledge keeper: Dr. Alton “Sonny” Smart**
- 4:00 pm: Closing**
- 6:00 pm: Woodland Sky Performance**

**Day 4: Thursday, November 16<sup>th</sup> (Interdependence)**

- 7:30 am: Registration & Breakfast (Provided)**
- 8:30 am: Welcome/Prayer**
  - Opening Remarks
  - Movement/Energizer
  - Reflection of Day 3
  - Introduction to the GONA Theme of Interdependence
- 10:30 am: Break (snacks provided)**
- 10:45 am: Movement**



**Storyteller – TBD (Ho-Chunk Tribe)**

- Belmont Process

**Small Group Discussion**

**Teach Back**

- 12:00 pm:** Lunch (provided)
- 1:00 pm:** Movement/Energizer  
Developing our Vision  
Teach Back
- 2:30 pm:** Break
- 2:45 pm:** Movement  
Managing Complex Change  
Asset Mapping on Resources to Make the Vision Happen
- 4:00 pm:** Closing

**Day 5: Friday, November 17<sup>th</sup> (Generosity)**

- 7:30 am:** Registration & Breakfast (Provided)
- 8:30 am:** Welcome/Prayer  
Opening Remarks – (Keith Smith?)  
Movement/Energizer  
Reflection of Day 4  
Introduction to the GONA Theme of Generosity
- 10:30 am – 10:45 am:** Break (snacks provided)
- 10:45 am – 12:00 pm:** Session
- 12:00 pm – 1:00 pm:** Lunch (provided)
- 1:00 pm – 2:30pm:** Session
- 2:30 pm:** Break
- 2:45 pm – 4:00pm:** Giveaway
- 4:00 pm:** Closing

Accept the Oneida Business Committee 2023-2026 Nation Building & Associated Planning Work...

## Business Committee Agenda Request

1. Meeting Date Requested: 10/25/23

2. General Information:

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

Justification: *Choose reason for Executive.*

3. Supporting Documents:

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

4. Budget Information:

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

5. Submission:

Authorized Sponsor: Lisa Liggins, Secretary

Primary Requestor: \_\_\_\_\_

Additional Requestor: (Name, Title/Entity)

Additional Requestor: (Name, Title/Entity)

Submitted By: LLIGGINS



## Memorandum

To: Oneida Business Committee

From: Secretary Lisa Liggins

Date: 10/19/2023

Re: OBC 2023–2026 Nation Building & Associated Planning Work  
Presentation

---

The 2023–2026 Oneida Business Committee (OBC) took their oath of office on August 25, 2023. Nation Building Sessions were held the first week in office with the OBC Political Appointments and Direct Reports. Following Nation Building, the OBC began planning initiatives to support the Nation Building work.

A presentation of the OBC's work related to the Nation Building & Associated Planning Work for the 2023–2026 term will be presented at the October 25, 2023, regular OBC meeting. Handouts will be provided at the meeting. Reporting and additional communication pathways have not been solidified but will be communicated once they have been finalized.

### Requested Action



Accept the Oneida Business Committee 2023–2026 Nation Building & Associated Planning Work Presentation as information.

CC: Lisa Summers, OBC Area Manager

Kristine Hill, Government Operations Manager

Approve the Oneida Business Committee 2023-2026 Group Agreements

**Business Committee Agenda Request**

1. Meeting Date Requested: 10/25/23

2. General Information:

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

3. Supporting Documents:

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

4. Budget Information:

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

5. Submission:

Authorized Sponsor: Lisa Liggins, Secretary

Primary Requestor: \_\_\_\_\_

Additional Requestor: (Name, Title/Entity)

Additional Requestor: (Name, Title/Entity)

Submitted By: LLIGGINS



## Memorandum

To: Oneida Business Committee

From: Secretary Lisa Liggins

Date: 10/19/2023

Re: OBC 2023–2026 Group Agreements

---

During the Oneida Business Committee’s Strategic Planning Session, the team collaborated and defined their group agreements for the 2023–2026 term.

Please see attached.

### Requested Action

Approve the Oneida Business Committee 2023–2026 Group Agreements

CC: Lisa Summers, OBC Area Manager  
Kristine Hill, Government Operations Manager



## **Oneida Business Committee 2023-2026 Group Agreements**

- 1. We will be mindful of showing compassion and empathy during our discussions.**
- 2. We will provide clear, effective communication.**
- 3. We will mitigate conflict through communication.**
- 4. We will come to all meetings fully prepared.**
- 5. We will represent our agenda items with a good mind.**
- 6. We will strive to be solution-oriented.**
- 7. We will build consensus and make decisions using the lens of Nation Building.**
- 8. We will honor each other's time by limiting absences from standing meetings.**
- 9. We will work together and support each other.**
- 10. We will utilize our strengths to mentor each other.**
- 11. We will be open-minded when it comes to others' ideas & needs, including support staff.**

Enter the e-poll results into the record regarding approved nomination of Jason Doxtator to the Governor's

## Business Committee Agenda Request

1. Meeting Date Requested: 10/25/23

2. General Information:

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

Justification: *Choose reason for Executive.*

3. Supporting Documents:

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

4. Budget Information:

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

5. Submission:

Authorized Sponsor: Lisa Liggins, Secretary

Primary Requestor: \_\_\_\_\_

Additional Requestor: (Name, Title/Entity)

Additional Requestor: (Name, Title/Entity)

Submitted By: CELLIS1

**From:** [Secretary](#)  
**To:** [Secretary](#); [Tehassi Tasi Hill](#); [Brandon L. Yellowbird-Stevens](#); [Lawrence E. Barton](#); [Lisa A. Liggins](#); [Kirby W. Metoxen](#); [Jennifer A. Webster](#); [Jameson J. Wilson](#); [Marlon G. Skenandore](#); [Jonas G. Hill](#)  
**Cc:** [BC Agenda Requests](#); [Melinda J. Danforth](#); [Tana D. Aguirre](#); [Mark W. Powless - General Mgr](#)  
**Subject:** E-POLL RESULTS: Approve nomination of Jason Doxtator to the Governor's Task Force on Workforce and Artificial Intelligence on behalf of the Oneida Nation  
**Date:** Monday, October 16, 2023 4:05:52 PM  
**Attachments:** [BCAR Approve nomination of Jason Doxtator to the Governors Task Force on Workforce and Artificial Intelligence.pdf](#)

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## E-POLL RESULTS

The e-poll to approve nomination of Jason Doxtator to the Governor's Task Force on Workforce and Artificial Intelligence on behalf of the Oneida Nation, **has carried**. Below are the results:

Support: Lawrence Barton, Jonas Hill, Lisa Liggins, Kirby Metoxen, Marlon Skenandore, Brandon Stevens, Jennifer Webster, Jameson Wilson

[Aliskwet Ellis](#)  
Senior Information Management Specialist  
Government Administrative Office

---

**From:** Secretary <TribalSecretary@oneidanation.org>  
**Sent:** Thursday, October 12, 2023 3:27 PM  
**To:** Secretary <TribalSecretary@oneidanation.org>; Tehassi Tasi Hill <thill7@oneidanation.org>; Brandon L. Yellowbird-Stevens <BSTEVEN@oneidanation.org>; Lawrence E. Barton <lbarton2@oneidanation.org>; Lisa A. Liggins <lliggins@oneidanation.org>; Kirby W. Metoxen <KMETOX@oneidanation.org>; Jennifer A. Webster <JWEBSTE1@oneidanation.org>; Jameson J. Wilson <jwilson@oneidanation.org>; Marlon G. Skenandore <mskenan1@oneidanation.org>; Jonas G. Hill <jhill1@oneidanation.org>  
**Subject:** E-POLL REQUEST: Approve nomination of Jason Doxtator to the Governor's Task Force on Workforce and Artificial Intelligence on behalf of the Oneida Nation

## E-POLL REQUEST

### **Summary:**

The Governor's office reached out to the Oneida Nation to requesting a nomination to have someone who would be willing and has the expertise\experience to serve on the Governor's Task Force on Workforce and Artificial Intelligence.

Gov. Tony Evers signed Executive Order #211 creating the Governor's Task Force on Workforce and Artificial Intelligence. This task force will gather and analyze information and produce an advisory action plan to identify the current state of generative artificial intelligence's (AI) impact on Wisconsin's labor market and develop informed predictions regarding its implications for the near term and future. The action plan will also identify how these workforce impacts may affect Wisconsin's key industries, occupations, and foundational skillsets, explore initiatives to advance equity and economic opportunity in the face of these changes, and based on the impacts identified,

recommend solutions related to workforce development and educational systems.

“Wisconsin is ready to pursue and advance solutions that will ensure the state can take on the workforce challenges that may come with a transformative technology like artificial intelligence and embrace a future where all Wisconsinites, including workers, employers, and job seekers, benefit from a dynamic, growing economy that increases efficiency with the adoption of new technology,” said Gov. Evers. “Establishing this task force will be critical in understanding, adapting to, and capitalizing on the transformations AI will bring, ensuring Wisconsin’s workforce and industries remain steady, stable, and robust in the face of technological advancement.”

AI systems being produced today can learn from data without being explicitly programmed, create new content, predict future outcomes, and have the potential to reshape entire labor markets. Today, AI is increasingly being used in a range of industries important to Wisconsin, including manufacturing, healthcare, education, transportation, agriculture, and more. Yet, due to the novelty of the technology that is being developed and implemented, many Americans are concerned with or apprehensive of this emerging technology, with a Forbes 2023 [survey](#) reporting that more than 75 percent of “consumers are concerned with misinformation from artificial intelligence tools.”

As the state continues ongoing efforts to address Wisconsin’s longstanding, generational workforce challenges, the Governor’s Task Force on Workforce and Artificial Intelligence will help ensure that Wisconsin remains competitive by establishing best practices for the implementation and utilization of AI technologies and identifying potential impacts of AI across industries, occupations, and skillsets with an eye toward greater equity and economic opportunity so all workers, employers, and job seekers in Wisconsin have the opportunity to benefit from this evolving technology.

The Governor’s Task Force on Workforce and Artificial Intelligence will be administered by the Wisconsin Department of Workforce Development (DWD) and will be chaired by DWD Secretary Amy Pechacek or a designee. The governor will appoint additional members to serve on the Task Force, including Wisconsin Department of Administration Secretary Kathy Blumenfeld or a designee, Wisconsin Economic Development Corporation Secretary and CEO Missy Hughes or a designee, representatives from the University of Wisconsin and Wisconsin Technical College Systems, and other individuals who may include representatives from state and local government, the business community, educational institutions, organized labor, the technology sector, and other leaders from relevant workforce sectors and industries.

**Justification for E-Poll:**

The nomination is time sensitive and needs to be submitted to the Governor’s office today. The original ask requested a nomination October 9, 2023, however, the General Manager requested more time due to the interviewing and negotiations of the CIO position.

**Requested Action:**

Approve nomination of Jason Doxtator to the Governor's Task Force on Workforce and Artificial Intelligence on behalf of the Oneida Nation

**Deadline for response:**



Responses are due no later than **4:30 p.m., Thursday, October 12, 2023.**

**Voting:**

Use the voting button above, if available; OR  
Reply with “Support” or “Oppose”.

Aliskwet Ellis

Senior Information Management Specialist  
Government Administrative Office

O: 920.869.4408 • E: [cellis1@oneidanation.org](mailto:cellis1@oneidanation.org)

P.O. Box 365 • Oneida, WI • 54155



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

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## Business Committee Agenda Request

1. **Meeting Date Requested:** 10/25/23

2. **Session:**

Open     Executive – must qualify under §107.4-1.

Justification: *Choose or type justification.*

to be included in IGAC Report

3. **Requested Motion:**

Accept as information; OR Enter the requested motion related to this item.

Nominate Jason Doxtator to the Governor's Task Force on Workforce and AI

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

Finance

Programs/Services

Law Office

MIS

Gaming/Retail

Boards, Committees, or Commissions

Other:

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

*Name, Title/Entity OR Choose from List*

**6. Supporting Documents:**

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

**7. Budget Information:**

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

**8. Submission:**

Authorized Sponsor: Melinda J. Danforth, Intergovernmental Affairs Director

Primary Requestor: Tana Aguirre



## MEMORANDUM

TO: Business Committee

FROM: Tana Aguirre, Lobbyist  
Intergovernmental Affairs

CC: Melinda Danforth, IGA Director  
Mark W. Powless, General Manager

DATE: October 12, 2023

SUBJECT: E-POLL REQUEST

---

**Summary:**

The Governor's office reached out to the Oneida Nation to requesting a nomination to have someone who would be willing and has the expertise\experience to serve on the Governor's Task Force on Workforce and Artificial Intelligence.

Gov. Tony Evers signed Executive Order #211 creating the Governor's Task Force on Workforce and Artificial Intelligence. This task force will gather and analyze information and produce an advisory action plan to identify the current state of generative artificial intelligence's (AI) impact on Wisconsin's labor market and develop informed predictions regarding its implications for the near term and future. The action plan will also identify how these workforce impacts may affect Wisconsin's key industries, occupations, and foundational skillsets, explore initiatives to advance equity and economic opportunity in the face of these changes, and based on the impacts identified, recommend solutions related to workforce development and educational systems.

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increasingly being used in a range of industries important to Wisconsin, including manufacturing, healthcare, education, transportation, agriculture, and more. Yet, due to the novelty of the technology that is being developed and implemented, many Americans are concerned with or apprehensive of this emerging technology, with a Forbes 2023 [survey](#) reporting that more than 75 percent of “consumers are concerned with misinformation from artificial intelligence tools.”

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**Requested Action:**

Nominate Jason Doxtator to the Governor's Task Force on Workforce and Artificial Intelligence on behalf of the Oneida Nation.

**Deadline for response:**

Responses are due no later than **4:30 p.m., October 12, 2023.**

**Voting:**

Use the voting button above, if available; OR  
Reply with “Support” or “Oppose.”

Accept the Big Bear Media FY-2023 4th quarter report

---

## Business Committee Agenda Request

1. Meeting Date Requested: 10/25/23

2. Session:

Open     Executive – must qualify under §107.4-1.

Justification: *Choose or type justification.*

3. Requested Motion:

Accept as information; OR Enter the requested motion related to this item.  
4th Quarter Reports GM

4. Areas potentially impacted or affected by this request:

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

5. Additional attendees needed for this request:

*Name, Title/Entity OR Choose from List*

**6. Supporting Documents:**


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

**7. Budget Information:**

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

**8. Submission:**

**Mark W. Powless**  Digitally signed by Mark W. Powless  
Date: 2023.10.17 16:23:58 -05'00'

Authorized Sponsor: Mark W. Powless, General Manager 

Primary Requestor: Lori Hill

# FY-2023 Quarter 4 Report

GENERAL MANGER / BIG BEAR MEDIA (PRINT/MAIL/TOURISM/KALI)

## Status report of Outcomes/Goals

1. Print/Mail Operations continue to turn out high volumes of print requests.
2. All staff pulled together to create a memorable summer of historical events.

### Outcome/Goal # 1

Operational Sustainability BBM: Print Operation, Mail Center, Tourism & Kalihwisaks

STAFF: PRINT 5.0 MAIL 3 TOURISM 2.50 KALI 1.50 (DIRECTOR/ADMIN ASSISTS ALL AREAS)

ACCOMPLISHMENTS RELATED TO THE OUTCOME/GOAL:

YTD Sales Recap

FY2023 \$980,010

FY2022 \$712,722

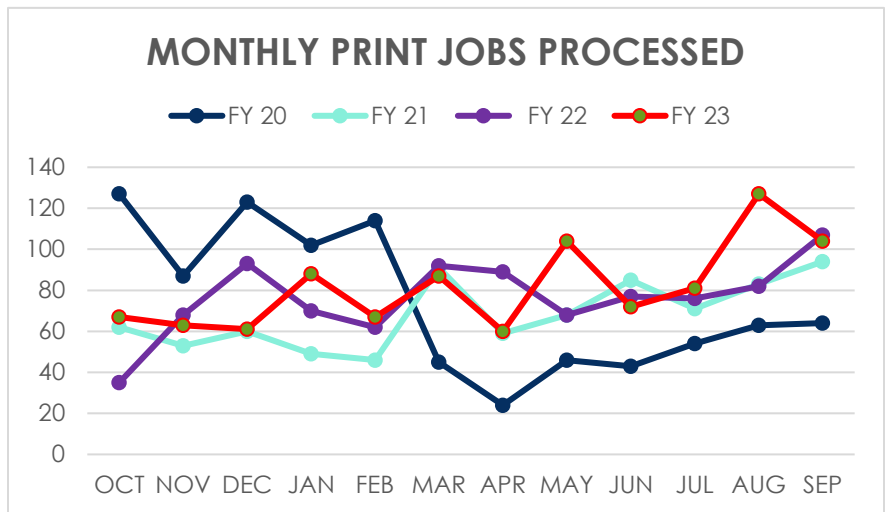
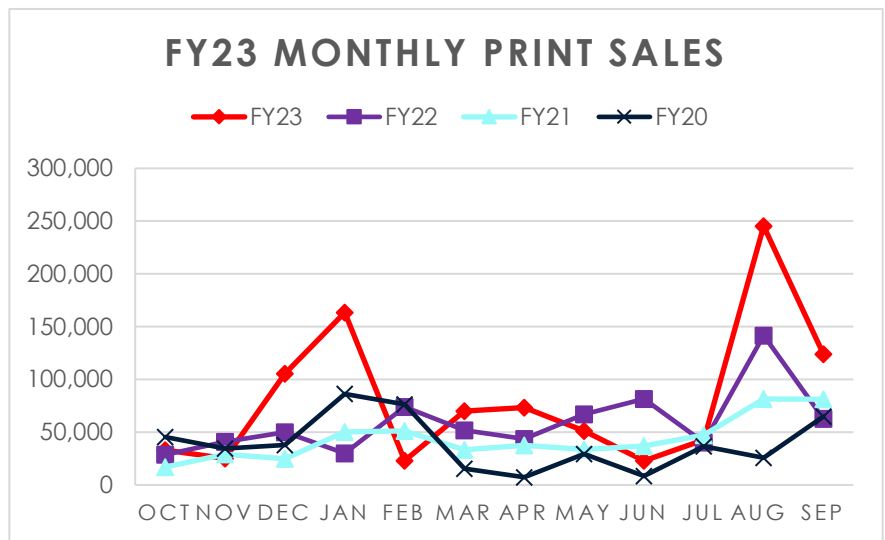
FY2021 \$523,842

YTD Statistics

7.8 Million Copies thru machines  
712,562 pieces of mail processed

EXPECTATIONS/FUTURE PLANS REGARDING THE OUTCOME/GOAL:

In Progress digital store implementation work at the end of Sept. 2023. End result will free up administrative time to work on PageDNA and ExploreOneida.



GOAL CHALLENGES: Due to the unprecedented summer of activities and printing, it left staff fatigued. Looking forward into the next fiscal year to more planning with large scale print jobs and organizational education will be a priority.



Outcome/Goal # 2

## Advancing On^yote?a.ka Principles

ACCOMPLISHMENTS RELATED TO THE OUTCOME/GOAL:

**\$2.6M obligated for the Amelia Cornelius Culture Park / Veterans Memorial** – Contracts are in place and construction begins.

**Oneida Pow Wow Pavilion** – planning continues.

**Tourism & Events –**

- Tourism hosted 25 tours / 639 guests.
- 49<sup>th</sup> Annual Pow Wow hosted the largest attendance in pow wow history 10,300.
- Tourism Coordinator working with Indigenous games.
- 200 Year Bicentennial Planning & Execution.
- Staff provided assistance with other events.

**ExploreOneida.com** Gordon McLester Collection – Video Data base is up-loaded to ExploreOneida.com. Next step: validate video links and reset web content during the fall.

**Kalihwisaks** – Continues producing outstanding issues with excellent photos, and event coverage. Stephen Kercher, UW-Oshkosh History Professor is one box shy of completing the scanning & Ocular Recognition Software processing. Will be back later in the year to complete.

EXPECTATIONS/FUTURE PLANS REGARDING THE OUTCOME/GOAL:

Focus work with the Wildlife Sanctuary advertisement/panel project.



GOAL CHALLENGES: Staff vs workload. Creative Services Trainee position has been posted. Currently, have contracted with a free-lance writer/coordinator. Graphics for Kali is also an external contract. At some point graphic artist will accept another full-time position. No additional projects can be taken on.

## Outcome/Goal # 3

### Advance Forward using Technology

#### MEASUREMENT:

Project #1 New – Digital Store Front – FY23 Q4 Some allocated time utilized to make adjustments with the PageDNA programming staff. Roll out will begin in Q1 FY24.

Project #3 – Q4 – [exploreoneida.com/culture/teacher-resources/](https://exploreoneida.com/culture/teacher-resources/) was loaded with 3 Sisters children's book. Need more time to promote the resource to teachers and schools.

#### ACCOMPLISHMENTS RELATED TO THE OUTCOME/GOAL:

BBM Staff continues to step up work long hours to assist in all areas where possible.

#### EXPECTATIONS/FUTURE PLANS REGARDING THE OUTCOME/GOAL:

BBM will roll back and focus on finishing current project prior taking on more tasks.

#### GOAL CHALLENGES:

The greatest impact continues to be limited staff time due to large scale events and printing needs.

#### Contact Info

**CONTACT:** Michelle Danforth Anderson  
**TITLE:** Marketing & Tourism Director  
**PHONE NUMBER:** 920.496.5624  
**E-MAIL:** [mdanfor8@oneidanation.org](mailto:mdanfor8@oneidanation.org)  
**MAIN WEBSITE:** [ExploreOneida.com](https://exploreoneida.com) FB: Oneida Tourism



Accept the Comprehensive Health Division FY-2023 4th quarter report

---

## Business Committee Agenda Request

1. Meeting Date Requested: 10/25/23

2. Session:

Open     Executive – must qualify under §107.4-1.

Justification: *Choose or type justification.*

3. Requested Motion:

Accept as information; OR Enter the requested motion related to this item.  
4th Quarter Reports GM

4. Areas potentially impacted or affected by this request:

Finance

Programs/Services

Law Office

MIS

Gaming/Retail

Boards, Committees, or Commissions

Other:

5. Additional attendees needed for this request:

*Name, Title/Entity OR Choose from List*

**6. Supporting Documents:**


- Bylaws
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**7. Budget Information:**

- Budgeted – Tribal Contribution
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- Unbudgeted
- Not Applicable
- Other:

**8. Submission:**

**Mark W. Powless**  Digitally signed by Mark W. Powless  
Date: 2023.10.17 16:23:58 -05'00'

Authorized Sponsor: Mark W. Powless, General Manager 

Primary Requestor: Lori Hill

# FY-2023 4th quarter report

## ONEIDA COMPREHENSIVE HEALTH DIVISION

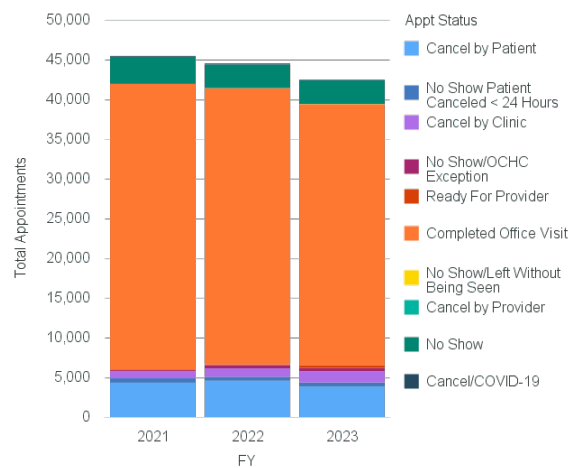
**Our vision is to provide the highest quality, holistic health care to ensure the wellness of OUR Oneida Community. A health system positioned to respond to current and future health challenges while protecting and promoting the holistic health and well-being of our Oneida Community. Services are provided to all members of Federally recognized Tribes in accordance with our Multi-Year Funding Agreement with the Department of Health and Human Services-Indian Health Service.**

### Outcome/Goal # 1

**Strengthening a comprehensive provision of care. (SD1)**

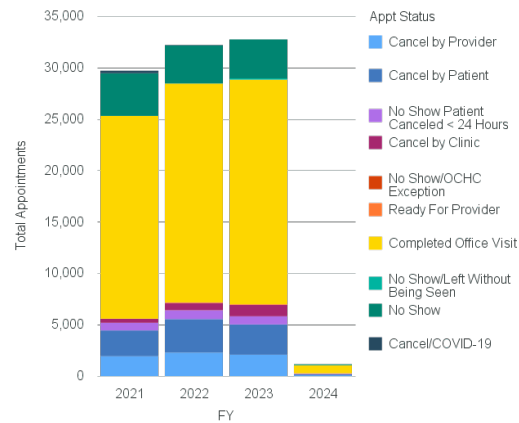
MEASUREMENT:

### **Three Year No Show/Cancellation Summary Oneida Health Center Medical Clinic**



### Three Year No Show/Cancellation Summary

#### Oneida Behavioral Health



#### ACCOMPLISHMENTS RELATED TO THE OUTCOME/GOAL:

A: To develop a process for routine review of OCHD access to care data at Executive Management Team meeting by 09/30/23. Ongoing meetings with Digital Technology Systems to identify where improvements can be made to capture data reports and No Show reports from the Athena as well as Compulink and Dentrix systems. This has identified other areas of concern with across Division definitions of No Show and where the data is pulled from within each system to assure data integrity. DTS has established temporary storage of data needed for the No Show reports to assure that we are accurately capturing the data correctly to compare and identify industry standards for access to care. The Quality Assurance Committee has begun working on assuring consistency with all Division SOPs for No Shows so we are using the same definitions and tracking No Show numbers consistently throughout the Division. B.: Obtain formal approval from the Oneida Business Committee to move the expansion project forward by 09/30/23. Updates on the progress of the Integrated Campus project continue to occur with our Executive Management Team on a monthly basis. Updates have been provided to the Division via Town Hall meetings and via quarterly reports. The Executive Management Team has prepared a Pre-GTC Powerpoint which has been submitted for future GTC meetings to begin the discussion for the GTC to see the initial project plan. Communication will begin with an introduction of the project to the General Manager's Town Hall meeting as well as a GM Community Meeting to begin to discuss the project. The plan to submit the formal CIP project has been prepared by the Planning team and the Project Manager C.: Review of Human Resources Department processes to create efficiencies where OCHD has control by 9/30/23. OCHD has not received formal HR processes but OCHD continues to work on internal process flows to identify gaps and areas for improvement to expedite our recruitment, retention and hiring processes within the parameters of what OCHD has control over.

EXPECTATIONS/FUTURE PLANS REGARDING THE OUTCOME/GOAL:

Addressing improvement in access to care will result in improved access to appointments and identify where improvements can be made within the appointment schedules. The need to move this project forward is to meet the growing health and wellness needs of the Oneida Community, more building space is needed to provide a comprehensive provision of care. Timely recruitment of staff to fill vacancies within OCHD will support a comprehensive provision of care.

---

Outcome/Goal # 2**Advocating and influencing for sustainable financial planning (SD2)**

MEASUREMENT: To Review the processes within the Business Operations areas (PAR, Billing, Medical Records, PRC, AJRCCC Finance, Business Operations) and areas with like processes (Behavioral Health, Optical, Dental, Physical Therapy) to determine improvements for efficiency.

ACCOMPLISHMENTS RELATED TO THE OUTCOME/GOAL:

Business Process Redesign for all areas within business operations was completed and presented to the Executive Management Team with recommendations for implementation approved to proceed. One area remains to be presented with recommendations to the EMT which is OBH. Job description changes for specific positions have been completed and are in process of being implemented with the assistance of HRD. The Operations Analyst position has been posted and filled. A final Budget Process has been completed and has been approved by the Executive Management Team for implementation Division wide. Training will begin for all directors/supervisors to prepare for the development of their FY 2025 budgets. In addition, the Budget Process is inclusive of the actual roll out with the passage of the FY 2024 budget.

EXPECTATIONS/FUTURE PLANS REGARDING THE OUTCOME/GOAL:

Improved efficiencies within the Business Operations Departments will result in cross training for various departments within the area and improved customer focus and increased efficiencies for the customers served. Budget Process Improvement for OCHD will incorporate the Strategic Plan and will begin with the development of the FY 2025 budget process.

---

### Outcome/Goal # 3

#### **Engaging & developing an inclusive and empowered workforce (SD3)**

##### MEASUREMENT:



##### ACCOMPLISHMENTS RELATED TO THE OUTCOME/GOAL:

A.: Updated the Oneida Comprehensive Health Division quarterly report template was completed by 9/30/23. B.: Development of an approved Oneida Comprehensive Health Division recognition policy in draft at the present time but is in the final review for submission for approvals. To incorporate new strategic directions from updated OCHD strategic plan, integrate mind garden burn out survey into quarterly reporting, and improve ability for departments to tell their story. Routine recognition of OCHD workforce will improve employee morale through the development and implementation of a Division wide Standard Operating Procedure.

##### EXPECTATIONS/FUTURE PLANS REGARDING THE OUTCOME/GOAL:

Implementation of the departmental Mind Garden Burn survey results to address the departmental goals and objectives developed by the departments to address employee concerns will result in improved employee morale resulting in happier more customer focused, more productive employees within the work force. Completion of a follow up survey to assess and compare to the baseline information to measure our progress toward addressing employee concerns.



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 Outcome/Goal # 4

**Advancing customer focused experience (SD4)**
MEASUREMENT:

ACCOMPLISHMENTS RELATED TO THE OUTCOME/GOAL:

We continue to work on the development of baseline customer satisfaction and a process to assess the patient's experience from the patient's perspective for all areas of the Health Division. Currently, the group has struggled to identify a consistent process and continues to rely on the information received from the Patient Engagement through Relatient however, this is limited in the data that is received. The Director of Nursing has been assigned to develop and bring back a tool for assessing the patient experience which will then be presented to all areas of the Division for review and assessment to determine its implementation. The group determined that a separate survey process and tool would be developed and presented back to the group and then to our Executive Management Team for review and approval.

EXPECTATIONS/FUTURE PLANS REGARDING THE OUTCOME/GOAL:

The purpose of developing this process to seek customer feedback is to improve our processes by seeing them through the patients' perspective.



Oneida Comprehensive Health Division

**Contact Info**

CONTACT: Debra Danforth RN, BSN Operations; Jay Kennard MD, Interim Medical Director

TITLE: OCHD Division Director

PHONE NUMBER: 920-869-2711

E-MAIL: [ddanfort@oneidanation.org](mailto:ddanfort@oneidanation.org)

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

**Photos (optional):**



Debra Danforth RN, BSN, Division Director



Capt. Jay Kennard MD, Interim Medical Director

Accept the Comprehensive Housing Division FY-2023 4th quarter report

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## Business Committee Agenda Request

1. Meeting Date Requested: 10/25/23

2. Session:

Open     Executive – must qualify under §107.4-1.

Justification: *Choose or type justification.*

3. Requested Motion:

Accept as information; OR Enter the requested motion related to this item.  
4th Quarter Reports GM

4. Areas potentially impacted or affected by this request:

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

5. Additional attendees needed for this request:

*Name, Title/Entity OR Choose from List*

**6. Supporting Documents:**

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

**7. Budget Information:**

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

**8. Submission:**

**Mark W. Powless**  Digitally signed by Mark W. Powless  
Date: 2023.10.17 16:23:58 -05'00'

Authorized Sponsor: Mark W. Powless, General Manager 

Primary Requestor: Lori Hill

# FY-2023 4th quarter report

COMPREHENSIVE HOUSING DIVISION/LISA RAUSCHENBACH,  
DIVISION DIRECTOR

## Status report of Outcomes/Goals

1. Which outcome/goal(s) does the Division wish to report on?
2. What metric is being used to measure the outcome/goal?
3. What are the accomplishments (i.e. positives, things for which the Division is proud, brags) have occurred over the reporting period that reflect the Division's progress for reaching the outcome/goal?
4. What can the community expect to see in the future (i.e. 6 months; next year; 18 months) from the Division related to the outcome/ goal?

---

### Outcome/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.

MEASUREMENT:  $\text{Occupancy Rate} = \frac{\text{Number of Occupied Units}}{\text{Number of Total Units}}$



### ACCOMPLISHMENTS RELATED TO THE OUTCOME/GOAL:

Comprehensive Housing services 458 units (357 income based, 101 general rentals, 22 Income-Based Rent to Own, 29 Elder rental units). Our current occupancy rate is 93% with 38 vacant units in various states of repair. Of those 38 units, 7 are slated for move ins.

**Maintenance/Rehabilitation Area:** Recent workforce level approved by the Business Committee to hire 4 additional carpenters for the General Rental Units and 1 Working Maintenance Supervisor. 4 carpenters were posted on 9-6-23. Pre-screening was held 9-14-23. Interviews scheduled for 9-21-22. Posting will be going out to “all” applicants and not just tribal. Working on Realigning Staff organizationally to better address needs. Working towards a Maintenance/Preventative area that works solely on maintenance and work orders for units. Larger focus on reinvestment into units 70 % of the rental inventory (316 units) have an age of 25 to 50+ years. These units have housed many families over the years and now need a good amount of reinvestment. In years past, homes were repaired conservatively and with a focus on a quick turnaround. This philosophy of “put off today, what we can do tomorrow” contributed to the need of extensive repairs today.

**Residential Sales & Realty Area:** Staff from this area participated in both the Bicentennial event and the Great Law that was hosted by the Nation. Both events assist with learning and understanding who we are as Oneida women working for the Oneida Nation providing quality and caring service to Oneida people.

In July, Michelle represented CHD on the Oneida Nation’s FB live, discussing numerous topics that Leasing & Loans area administers. We have monthly meetings with the Bureau of Indian Affairs (BIA) to effectively address issues caused by BIA when Oneida Nation became a HEARTH Act Nation. We are cleaning up titles and processing items much smoother. This last quarter, staff drove up to Ashland, WI to update identification cards with the BIA.

During the fourth quarter, we had two new hires, our own Title Examiner housed at Comprehensive Housing and a Loan Accounts Specialist. Both have been transitioning very well into our area.

During the month of July, the Open House flyer for the home located at 1329 Onu-U-Sla Way was posted. The house was sold at the end of August, the person bid over \$20,000.05. The Open House flyer for 602 Florist Drive was posted during July and August. The home sold for \$50,000 over bid in early September.

The garnishments for outstanding water/tax bills have been submitted for employees of the Nation and is proving successful in recouping money.

**Uskah Village Apartments** – Framing and roofing work was completed for building #7 in August. Siding, drywall finishing, and masonry work was completed in September for building #7. The light fixtures/trims, flooring, cabinet installation and countertops were completed in the 4th quarter for building #6. Framing has begun on building #5.

**Elder Village Cottages** – Construction is finished on 6 homes and 4 homes are occupied, with the last 2 to be occupied by October 2023. Project completed the infill of available infrastructure.

**Multi-Family Housing Project** –This project is currently waiting for the contract draft from MS2. Once that has been finalized, we still need to go through the legal and P.O. process. We received pricing back from MS2 and it is now apparent that our budget will only allow for (2) buildings or (12) units to be built. Once we have revised pricing, we can enter into a final agreement to finish Design Documents. During this phase of the project CHD will be able to make design changes if desired and within budget.

**EXPECTATIONS/FUTURE PLANS REGARDING THE OUTCOME/GOAL:**

During this next fiscal year, our goal of reducing vacant unit turnaround times while improving and upgrading existing rental unit conditions will continue to be a top priority. The workforce level was recently approved, adding four more carpenters and a maintenance supervisor. This will aid the area for separation of duplicate duties by the current crews. The new Maintenance Supervisor will specifically work on the oversight and help of daily work orders and maintenance of the units. This will allow the current Rehab Supervisor to work on vacant units.

Our division has invested in an upgrade to the housing data software system now referred to as Kansos. Staff now carry iPads that house the software on it so that work orders and unit/tenant information is readily available in real time. Staff have been in training for three parts of the system; work orders, inspections, and the inventory module. As we maneuver through the new technology and processes of the new system upgrade and hire and train new staff, we are confident that both changes will aid in positive changes that will affect unit turnaround.

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**Outcome/Goal # 2**

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

**MEASUREMENT:** Increased awareness by the community, tenants, lessees and employees on CHD's activities. Staff that will feel valued, trusted and work together for increased productivity, enhanced services and have overall better health. Employees that have a desire to grow individually and as a team.

Presented by *Mark Powless, General Manager*  
*Lisa Rauschenbach, Comprehensive Housing Director*

**Community  
Meal &  
Discussion**

**Discussion Topic:  
Vacant Houses**

*Thursday, September 14, 2023*  
*Norbert Hill Center*  
*5:30-6:30pm*

Enter in the lower parking lot  
at the cafeteria door.

**ONEIDA**

ACCOMPLISHMENTS RELATED TO THE OUTCOME/GOAL:

During the month of July, an off-site staff meeting was held with an active an active shooter training held and a movie to follow. A high level of commitment to implementing monthly staff meetings has been implemented for the two separate buildings that house CHD employees. With employees being located in two separate areas, (Office building in Site 1 and Warehouse Building on Seminary Road) a need for a more fluent communication is needed.

On August 2, 2023, our Community Outreach area hosted the National Night Out event on at the Cora House Park located in Jonas Circle. This event is held annually and had a great turnout. A cookout style meal provided along with a cornhole tournament and DJ for community members to enjoy. Maintenance/rehabilitation crews helped with setup, take down, as well as volunteering to cook the meat for the meal. Other staff within CHD as well as the General Manager also volunteered to serve food and help out at the event.

On September 14, 2023 a Community Meal and Discussion event was held at the Norbert Hill Center on Vacant Homes. The General Manager, Mark Powless and CHD Director Lisa Rauschenbach shared a presentation with approximately 60 attendees. There was a Q & A following the presentation.

EXPECTATIONS/FUTURE PLANS REGARDING THE OUTCOME/GOAL:

Future activities include more team building activities to engage staff and promote unity between the two buildings of employees. A increased focus on marketing events and communicating with tenants is expected for the upcoming fiscal year. For the next fiscal year, there will be more focus on the marketing aspects of any events held within our division.

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Outcome/Goal # 3

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

MEASUREMENT: Stronger & safer neighborhoods based on principles that are backed by healthy family values. Neighborhoods interested in keeping them crime free. CHD pro-actively providing information on supportive resources for those families needing services.





ACCOMPLISHMENTS RELATED TO THE OUTCOME/GOAL:

Green Corn Ceremony Education, September 5th, 2023 from 530-630 at the Longhouse, In partnership with TAP & Cultural Heritage; Community Outreach Coordinator Lora Danforth organized a Crime Prevention: Golf Program out at Flying Leaf, in partnership with Thornberry Creek at Oneida. The program was 6-week sessions, Thursdays July 13 – Aug 17, 2023. Our hosts were An NWTC Instructor - Matt Ninham, and Thornberry Golf Pro – Cody Franke. The goal was to establish an extensive yearly crime prevention program that offers various combinations of activities such as crime prevention education, career exploration, sports instruction, community assessment, community service, higher education promotion, etc. 17 youth signed up, and were ages 5-13. Different instructors and helpers from the community volunteered their time to the program including Crime Prevention/Police Officers and Golf Pros. Youth were given a 10–15-minute crime prevention presentation before each golf lesson. Crime prevention topics included: Bullying, Good Drugs vs Bad Drugs, Cyber Safety, Stranger Danger, etc. Youth were also shown career opportunities at Thornberry and the inner workings of maintaining the course. The program finished with playing a scramble for 5 holes on the 9-hole course at Thornberry.

EXPECTATIONS/FUTURE PLANS REGARDING THE OUTCOME/GOAL:

Our Division will continue to strive at promoting strong & safe neighborhoods by integrating cultural awareness activities for our employees, tenants, and lessees. We look to resume with the culture education series, where our Community Outreach area has collaborated with other departments within the Nation. There will be activities for the youth in our housing sites and throughout our community to participate in, that are geared toward crime prevention awareness.

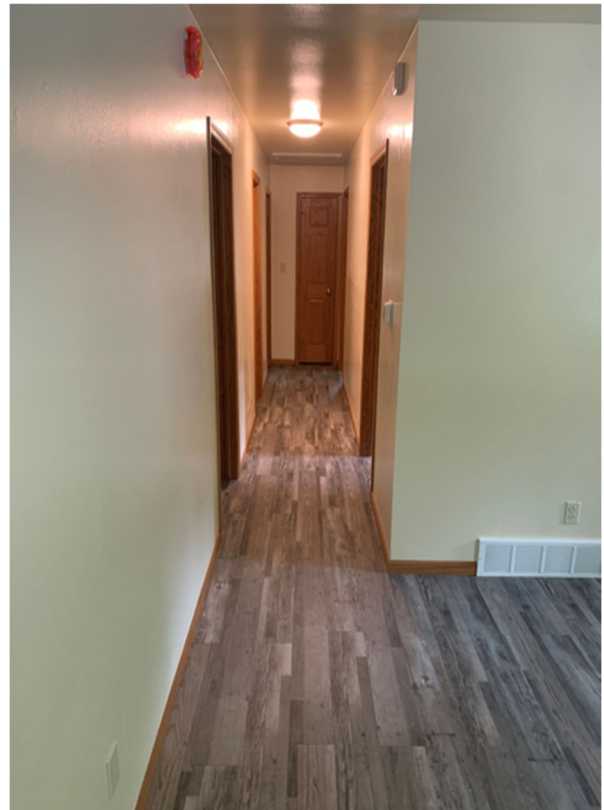
**Contact Info**

CONTACT: Lisa Rauschenbach  
TITLE: Division Director  
PHONE NUMBER: 920-869-6174  
E-MAIL: lrausche@oneidanation.org  
MAIN WEBSITE: <https://oneida-nsn.gov/resources/housing/>

**Photos (optional):**



Home renovation: Hallway



After

Accept the Digital Technology Services FY-2023 4th quarter report

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## Business Committee Agenda Request

1. Meeting Date Requested: 10/25/23

2. Session:

Open     Executive – must qualify under §107.4-1.

Justification: *Choose or type justification.*

3. Requested Motion:

Accept as information; OR Enter the requested motion related to this item.  
4th Quarter Reports GM

4. Areas potentially impacted or affected by this request:

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

5. Additional attendees needed for this request:

*Name, Title/Entity OR Choose from List*

**6. Supporting Documents:**


- Bylaws
- Fiscal Impact Statement
- Presentation
- Contract Document(s)
- Law
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- Travel Documents
- Other:

**7. Budget Information:**

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

**8. Submission:**

**Mark W. Powless**  Digitally signed by Mark W. Powless  
Date: 2023.10.17 16:23:58 -05'00'

Authorized Sponsor: Mark W. Powless, General Manager 

Primary Requestor: Lori Hill

# FY-2023 4th quarter report

## DIGITAL TECHNOLOGY SERVICES (DTS)



### Status report of Outcomes/Goals

1. Which outcome/goal(s) does the Division wish to report on?
2. What metric is being used to measure the outcome/goal?
3. What are the accomplishments (i.e., positives, things for which the Division is proud, brags) have occurred over the reporting period that reflect the Division's progress for reaching the outcome/goal?
4. What can the community expect to see in the future (i.e., 6 months; next year; 18 months) from the Division related to the outcome/ goal?

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### Outcome/Goal # 1 Digital Services

Refocus CSC to IT Service Desk to increase efficiency

#### MEASUREMENT:

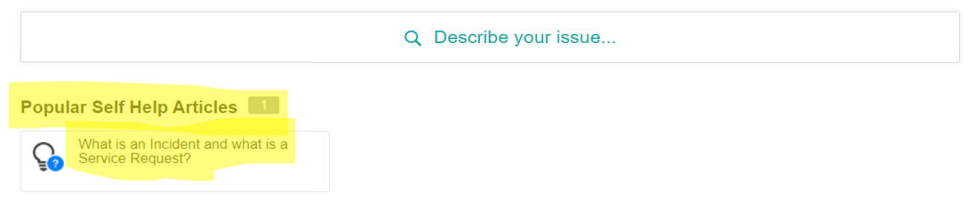
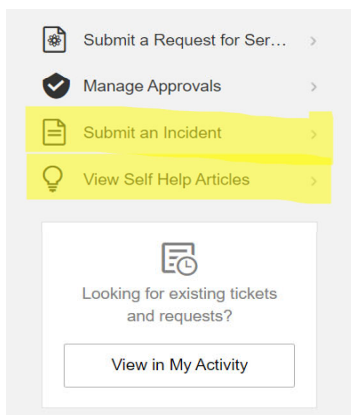
Create Service Catalog and set up specific services to streamline service requests.

#### ACCOMPLISHMENTS RELATED TO THE OUTCOME/GOAL:

Created self-help article section.

Created, "Submit an Incident" option.

- Defined and clarified differences between an Incident and a Service Request
  - When to submit or call in for an incident
  - When to submit a Service Request



FUTURE PLANS REGARDING THE OUTCOME/GOAL:

Add additional self-help articles for common issues for quicker service and support.  
Communicate new self-help incident section

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## Outcome/Goal # 2 Digital Infrastructure

### Oneida Nation Broadband Program

MEASUREMENT:

Under and unserved homes with reasonable Internet Access based on current minimum standards (25/3 - 25 Mbps Download and 3 Mbps Upload). OPD on new 800 MHz Radio System, Fixed-Wireless Access for 50% of reservation service area.

ACCOMPLISHMENTS RELATED TO THE OUTCOME/GOAL:

Environmental assessments completed.

EXPECTATIONS/FUTURE PLANS REGARDING THE OUTCOME/GOAL:

RFPs will need to be re-opened to vendors to allow for additional time to put together bids. Opening bidding to additional vendors to ensure tribal preference as well as fair bidding.

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## Outcome/Goal #3 Digital Strategy

### Building Awareness of AI in Oneida Nation

MEASUREMENT: Increase focus on awareness of AI with Digital Technology adoption and execution with AI toolsets such as ChatGPT, DALL-E, and MidJourney. These tools are already infused into Microsoft Office 365 platform.

ACCOMPLISHMENTS RELATED TO THE OUTCOME/GOAL:

Exploring AI options and platforms, specifically Microsoft Copilot. Received initial pricing for platform, \$30.00 per user per month, minimum 300 users. Reviewing business use requests, Microsoft AI capabilities, and the necessary security controls.

EXPECTATIONS/FUTURE PLANS REGARDING THE OUTCOME/GOAL:

Development of an AI strategy. Microsoft Copilot discovery and exploration. Better pricing options with Microsoft/SoftChoice. Policies and Procedures development. Use cases exploration.

**Contact Info**

**CONTACT:** DR. SHANE ARCHIQUETTE Title: CHIEF INFORMATION OFFICER

**PHONE NUMBER:** 949-516-1110

**E-MAIL:** CUSTOMER\_SERVICE\_CENTER@ONEIDNATION.ORG

MAIN WEBSITE: <https://oneida.sharepoint.com/sites/TechnologyResources>

**Photos (optional):**



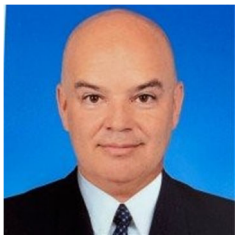
Josephine Skenandore, DTS Gaming Manager



Jason Doxtator, Manager of Network Services



Eric Bristol, Manager of Application Services



Dr. Shane Archiquette, Chief Information Officer

Accept the Education and Training FY-2023 4th quarter report

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## Business Committee Agenda Request

1. Meeting Date Requested: 10/25/23

2. Session:

Open     Executive – must qualify under §107.4-1.

Justification: *Choose or type justification.*

3. Requested Motion:

Accept as information; OR Enter the requested motion related to this item.  
4th Quarter Reports GM

4. Areas potentially impacted or affected by this request:

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5. Additional attendees needed for this request:

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**6. Supporting Documents:**


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- Fiscal Impact Statement
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**7. Budget Information:**

- Budgeted – Tribal Contribution
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**8. Submission:**

**Mark W. Powless**  Digitally signed by Mark W. Powless  
Date: 2023.10.17 16:23:58 -05'00'

Authorized Sponsor: Mark W. Powless, General Manager 

Primary Requestor: Lori Hill

# FY-2023 4thQuarter Report

## EDUCATION & TRAINING AREA

### Status report of Outcomes/Goals

1. Which outcome/goal(s) does the Division/Direct Report wish to report on?
2. What metric is being used to measure the outcome/goal?
3. What are the accomplishments (i.e. positives, things for which the Division/Direct Report is proud, brags) have occurred over the reporting period that reflect the Division/Direct Report's progress for reaching the outcome/goal? Include initial outcomes--answers the question of what difference did this program make—what new knowledge, changed attitudes, new skills, change behaviors, altered conditions, changed status—what changes in knowledge, skills, attitudes, and opinions were achieved during Q1—should be able to match up with scorecard and/or grant evaluation design
4. What can the community expect to see in the future (i.e. 6 months; next year; 18 months) from the Division/Direct Report related to the outcome/ goal?

---

### Outcome/Goal # 1

Early Childhood Goal: Support Kindergarten readiness through curricula focused on cognitive, social-emotional, and physical domains.

#### **PROGRAMS WORKING ON OUTCOME:**

- CHILD CARE
- EARLY HEAD START
- HEAD START

#### **MEASUREMENT:**

##### **Child Care**

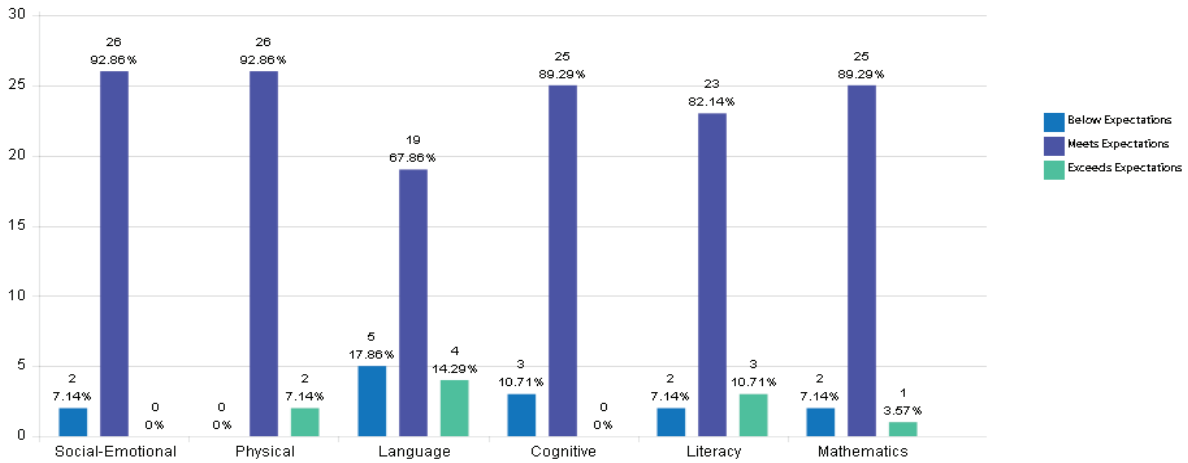
This will be measured by staff observation and by using the Teaching Strategies Gold Child Assessment Portfolio. These tools and methods will help staff understand child interactions, knowledge, and skills to support the child's development and make appropriate referrals for further evaluation. Provided child care and developed 36 children portfolios with teacher observations recorded for each child, weekly lesson plans to meet developmental needs.

We currently have 5 classrooms open with 36 children attending. Serving a total of 31 families. We have hired 2 teachers and one teacher trainee this quarter. Which brings us to full staff.

## Head Start/Early Head Start

### National Indian DHSA - Oneida HS/EHS

Spring 2022/2023 - Widely Held Expectations



### ACCOMPLISHMENTS RELATED TO THE OUTCOME/GOAL:

#### Child Care

Served 37 children during the 4<sup>th</sup> quarter. 5137 meals/snacks were served to the children.

Eight (8) children have transitioned during the 4<sup>th</sup> quarter. Transitions occur when children are age and developmentally ready for new challenges and with parent's support. Lesson plans are completed weekly by each classroom, they incorporate opportunities and experience that children need to meet developmental expectations.

We have eight (8) children transition from Child Care on to Kindergarten in September. We celebrated with a small graduation ceremony.



**Head Start/Early Head Start**

An average of 85.62% of students meet expectations for school readiness across all domains. Focus was placed on increasing scores in Literacy and Math as they averaged in the 70<sup>th</sup> and 60<sup>th</sup> percentile previously. Our goal of increasing scores by 10% was exceeded. Monthly Literacy and Math supplements were sent home with children and additional professional development was provided for all teaching staff.

**EXPECTATIONS/FUTURE PLANS REGARDING THE OUTCOME/GOAL:****Child Care**

Portfolios will continue to be updated each month as teachers Observe new skills. Teachers will contact parents to report their child/children's progress. We will also be scheduling additional training on the use of educational software to track learning progress.

**Head Start/Early Head Start**

HS/EHS will continue to provide professional development for staff in all domains. The program continues to collaborate with Oneida Early Intervention, Local Education Agencies, Oneida Behavioral Health, Oneida Health Center/Nutrition and Oneida Family Services. Two School Readiness Goals are included in the five-year grant submission. They are:

1. Improve achievements in Literacy/Math scores from onset of school year to completion of school year for each grant year by 10%.
2. Measure Early Learning Outcomes Framework for the Early Head Start Home Visitor Program participants to align with Education and Training Area measures for school readiness and evaluate transitions process for EHS to HS to ensure a seamless flow for the child. Utilize Child Plus Desired Results Developmental Profile for reporting school readiness and strive for a 5% improvement each program year lessen the gaps in transitions from EHS to HS by measuring the amount of time a child is without services as a result of aging out of one program and entering into the other.

---

Outcome/Goal # 2

Implement Individual Education Plans (IEPs) for children with educational disabilities

**PROGRAMS WORKING ON OUTCOME:**

- ONEIDA EARLY INTERVENTION
- EARLY HEAD START
- HEAD START

**MEASUREMENT:****Early Intervention**

90% of 0-3 families who complete services/age-out make successful transitions to school's Special Education Programs and receive an IEP.

**Head Start/Early Head Start**

Track the amount of time from disabilities referral to the receipt of services for each child in the 23-24 school year as a baseline measure. Strive each year thereafter for a 5% improvement from the previous year.

**ACCOMPLISHMENTS RELATED TO THE OUTCOME/GOAL:****Early Intervention**

During the 2022-23 school year, 91% of all Birth to 3 children transitioned to either public schools or the BIA Early Intervention 3-6 program, receiving an IEP.

**Head Start/Early Head Start**

A tracking system has been put in place for all initial referrals for the 23-24 school year.

**EXPECTATIONS/FUTURE PLANS REGARDING THE OUTCOME/GOAL:****Early Intervention**

Keep providing high quality Birth to 3 services for our tribal population so that infants and toddlers can make a smooth transition to early childhood education program, moving from an IFSP to an IEP.

**Head Start/Early Head Start**

Will continue to work on adding additional referrals as the school year progresses. Will implement monthly "staffing's" where progress for screening and evaluation will take place and be recorded.

---

### Outcome/Goal # 3

Students eligible for Youth Enrichment Services in elementary, middle, and high school are on track to graduate and Higher Education Scholarships are awarded for post-secondary education

**PROGRAMS WORKING ON OUTCOME:**

- YOUTH ENRICHMENT SERVICES
- HIGHER EDUCATION

**MEASUREMENT:****Youth Enrichment Services**

Y.E.S. Program Quarter 4 - FY 2023	Unduplicated Count	Contacts	JOM Eligible Students	Non-JOM Eligible Students
July – School Summer Break	0	0	0	0
August – School Summer Break	0	0	0	0
September	565	6,514	306	259

**Higher Education**

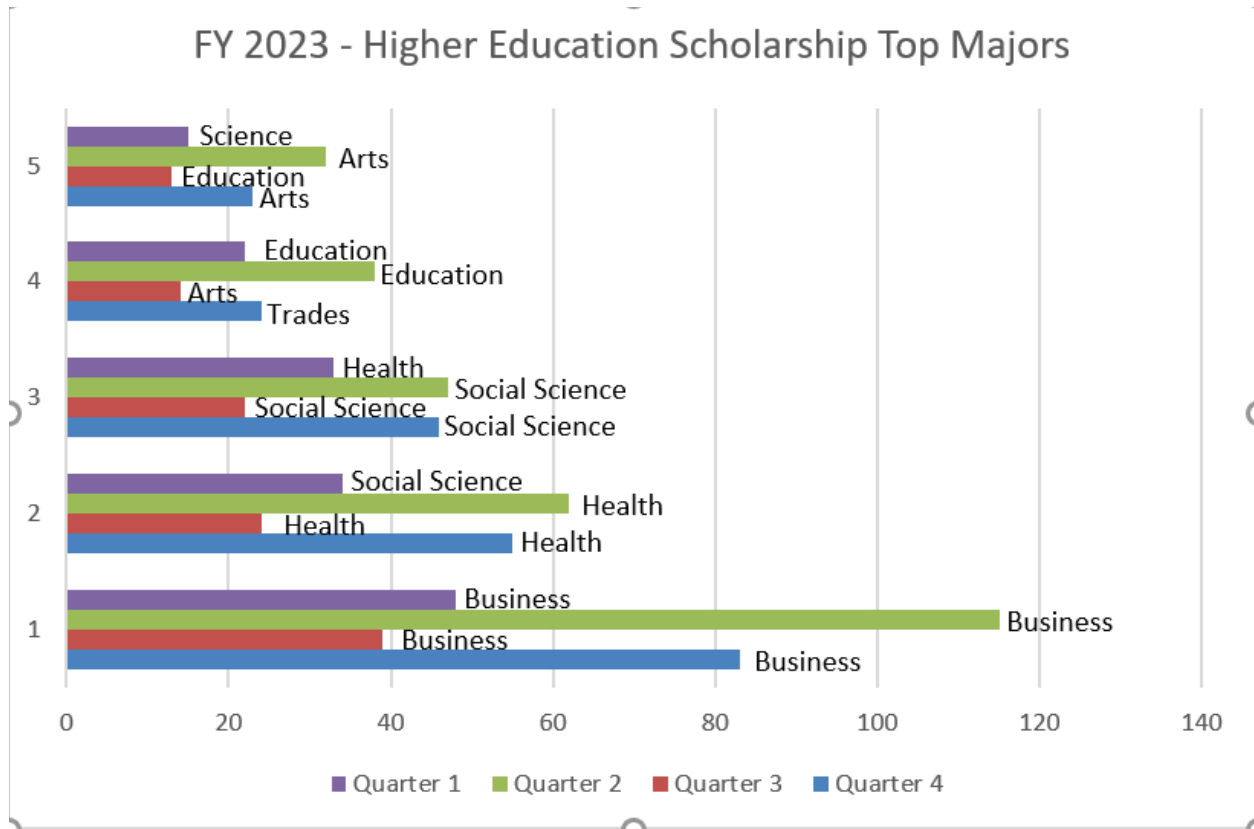
Higher Education awarded 385 tribal members who received the Higher Education Scholarship. 17 received College Comeback funding.

Students receiving the Higher Education Scholarship are at the following academic levels:

Freshman	114
Sophomore	89
Juniors	61
Seniors	44
Graduate	45
Doctorate	32

Higher Education Scholarships are funding the following degrees:

Certificates	3
Technical Diploma	19
Associate	86
Bachelor's	199
Master's	45
Doctorate	23
Health Doctorate	7
Juris Doctorate	1
Medical Doctorate	2



**ACCOMPLISHMENTS RELATED TO THE OUTCOME/GOAL:**

**Youth Enrichment Services**

The YES Program is now fully staffed. All YES staff who were aid off returned beginning in mid-August and the vacant YES Specialist and Advocate Float positions were filled. September’s activities included getting to know new students, school staff and welcoming continuing student back.

Between August 16<sup>th</sup> and August 30<sup>th</sup>, the YES staff met 514 students, parents and /or guardians during new student orientation, school registration, and beginning of the year school open house events.

As of the end of September, the YES Program has program registration paperwork for the following students:

YES School Student Count - September 2023				
Grades	YES Eligible	Non Eligible	Incomplete Applications	Total
4K - Grade 5	119	65	29	213
Grades 6-8	118	60	40	218
Grades 9-12	171	93	29	293
Total	408	218	98	724

Eighty-six percent (86%) of the non-eligible YES students are Oneida descendants. YES schools are:

**Green Bay**

King Elementary Children's Center for Engineering  
Lombardi Middle School  
Southwest High School

**Seymour**

Rock Ledge Primary and Intermediate Schools  
Seymour Middle School  
Seymour High School

**West De Pere**

West De Pere Middle School  
West De Pere High School

YES Advocates began working with Yon^hal-yo Community Advocacy staff and Behavioral Health staff to establish groups to meet the social emotional needs of the youth. The Advocates have already met with the College of Menominee representative to learn about their current programming. They also continue collaborating with the liaison supporting the students who participate in the University of Wisconsin Madison Information Technology Academy (ITA). YES Specialists began identifying and working with student in need of academic support.

**Higher Education**

The recently created College Comeback (CCB) program, created January 1, 2023, managed through Oneida Higher Education, gives our tribal members another opportunity to use Higher education as a tool to become self-sufficient. During the 4<sup>th</sup> qtr. FY23, Oneida Higher Education awarded 17 students through CCB, totaling \$32,663.

**EXPECTATIONS/FUTURE PLANS REGARDING THE OUTCOME/GOAL:****Youth Enrichment Services**

The Advocates will continue monitoring attendance and grades to assist students and checking in with students. The high school Advocates will continue to review classes and credits, as well identifying opportunities for students to learn more about post-secondary programming. All YES staff will be working on creating Development Plans for the youth.

**Higher Education**

As College Comeback becomes more known to our tribal members we hope more tribal members will take advantage of the program.



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### Outcome/Goal # 4

Provide culturally sensitive vocational rehabilitation services to Native Americans with disabilities who reside on or near the Oneida reservation leading to gainful employment consistent with their strengths, resources, priorities, concerns, abilities, capabilities, interests, and informed choice to build individual self-sufficiency.

#### **PROGRAMS WORKING ON OUTCOME:**

- Oneida Vocational Rehabilitation

#### **MEASUREMENT:**

Provide meaningful opportunities to enable the client to secure and retain employment that supports self-sufficiency.

#### **ACCOMPLISHMENTS RELATED TO THE OUTCOME/GOAL:**

The program is in the process of hiring and training new staff. A manager was hired, and the program is currently interviewing for a VR Counselor. A Transition Specialist/Job Coach position has been filled by a contracted employee.

#### **EXPECTATIONS/FUTURE PLANS REGARDING THE OUTCOME/GOAL:**

More clients will be successful in obtaining and successfully completing 90 day of employment or a successful semester of college/training.

#### **Contact Info**

CONTACT: Jacqueline Smith  
TITLE: Area Manager Education & Training  
PHONE NUMBER: 920-869-4037  
E-MAIL: jsmith@oneidanation.org



 Digitally signed by Jacqueline Smith  
Date: 2023.10.13 16:13:01 -05'00'

Accept the Environmental, Health, Safety, Land, & Agriculture Division FY-2023 4th quarter report

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## Business Committee Agenda Request

1. Meeting Date Requested: 10/25/23

2. Session:

Open     Executive – must qualify under §107.4-1.

Justification: *Choose or type justification.*

3. Requested Motion:

Accept as information; OR Enter the requested motion related to this item.  
4th Quarter Reports GM

4. Areas potentially impacted or affected by this request:

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

5. Additional attendees needed for this request:

*Name, Title/Entity OR Choose from List*

**6. Supporting Documents:**


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- Fiscal Impact Statement
- Presentation
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**7. Budget Information:**

- Budgeted – Tribal Contribution
- Budgeted – Grant Funded
- Unbudgeted
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- Other:

**8. Submission:**

**Mark W. Powless**  Digitally signed by Mark W. Powless  
Date: 2023.10.17 16:23:58 -05'00'

Authorized Sponsor: Mark W. Powless, General Manager 

Primary Requestor: Lori Hill

# FY-2023 4th quarter report

## ENVIRONMENTAL HEALTH, SAFETY, LAND, AND AGRICULTURE

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### Outcome/Goal # 1

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

#### ACCOMPLISHMENTS RELATED TO THE OUTCOME/GOAL:

Participated in a DATCP week-long tour: Wisconsin food processors, commodity associations and organizations are invited to partner with DATCP to support a week-long tour showcasing the best of the state's food products, industry, and culture with a group of international chefs and food influencers. The tour will take place August 12th-19th with stops in Madison, Milwaukee, Sheboygan/Kohler, Green Bay, and Viroqua/La Crosse. Invited chefs and food influencers hail from Algeria, Argentina, El Salvador, Kenya, Kuwait, the Philippines, Qatar, South Africa, Thailand, Turkey, and the United Arab Emirates. This special program is coordinated by the Wisconsin Department of Agriculture, Trade and Consumer Protection (WDATCP) and USDA Foreign Agriculture Service, in tandem with the Wisconsin Department of Tourism and the University of Wisconsin-River Falls.

#### EXPECTATIONS/FUTURE PLANS REGARDING THE OUTCOME/GOAL:

Upcoming Harvest Events include Family Fun days at the Orchard and Harvest Day at Tsyunhehkwa.

---

### Outcome/Goal # 2

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

#### ACCOMPLISHMENTS RELATED TO THE OUTCOME/GOAL:

32 acres of trees planted this season = 93,062 trees. Natural Resource crew: Louis Mehojah, Scott King, Joe Misikin, Easton Laster - Comments from customer: "The Tree Cutting Crew/guys, did an outstanding job, on the tree cutting. They were extremely efficient and professional, did an ideal job with removing and cleaning up the site. I Want to make sure that they know... Their work, abilities, and services are greatly appreciated".

#### EXPECTATIONS/FUTURE PLANS REGARDING THE OUTCOME/GOAL:

Continued maintenance of the buffers and natural areas. Working out the spending for the \$175,000 that was in the State of Wisconsin's FY 2024 budget.

### Outcome/Goal # 3

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

#### ACCOMPLISHMENTS RELATED TO THE OUTCOME/GOAL:

Due to the health and safety issues, concerning manure pits, Land Management Staff have been working to abandon areas of concern on Oneida Nation lands. Land Management has been approved to receive \$47,529.00 for the Construction Quality Assurance Plan completion/closure of the Waste Impoundment on Bain Rd. property. This project required 279,720 cu. ft. of fill material, verified compaction rate, and vegetation planting for soil stabilization. DPW is also a great help in this process. This is the 3rd manure pit abandoned in as many years. We have been reimbursed funds from Outagamie County Land Conservation for each abandonment. Judicare Event - August 1st and 2nd, 2023 at 470 Airport Drive, 31 wills completed. Purchased 38.108 acres FY 2023 4<sup>th</sup> quarter.

#### Properties Purchased FY 2023

<b>Date</b>	<b>Property Address</b>	<b>Acres</b>	<b>Use</b>
10/26/2022	1208 Crestwood Dr	4.62	Residential
11/15/2022	600 Blk Orlando Dr	68.16	Ag & Ag Forest
11/15/2022	N7398 Smith Rd	28.33	Ag & Ag Forest
12/7/2022	N5500 Blk County Rd C	50.19	Ag & Ag Forest
12/13/2022	Lambie Road	66.47	Ag & Ag Forest
12/14/2022	2801 & 2821 Ferndale Dr	0.62	Res & Vac Res
1/4/2023	Rueden Road	81.27	Ag & Ag Forest
2/22/2023	703 Hillcrest Dr	1.394	Residential
3/16/2023	N5561 County Rd E	47.498	Ag & Ag Forest
6/15/2023	W. Mason, Cty E & Haven	32.15	Commercial
7/6/2023	3525 N. Overland Rd	0.57	Railroad
7/10/2023	500 Blk W. Adam Dr	34.13	Ag & Ag Forest
7/20/2023	1012 S. Taylor	0.648	Commercial
7/31/2023	W319 Old Seymour Rd	0.72	Residential
8/24/2023	1371 Riverdale Dr	0.76	Railroad
8/31/2023	109 Riverdale	0.74	Railroad
9/14/2023	W131 & 135 Service Rd	<u>0.54</u>	Commercial
Total Acres Purchased FY 2023:		418.81	

#### EXPECTATIONS/FUTURE PLANS REGARDING THE OUTCOME/GOAL:

October 16 and 17, 2023, Judicare will return to take care of the people that couldn't get an appointment in August 2023.

#### **Contact Info**

CONTACT: Nicole Rommel

TITLE: Environmental Health, Safety, Land, and Agriculture Division Director

PHONE NUMBER: 920-869-4590

E-MAIL: nrommel@oneidanation.org

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

**Photos (optional):**



Accept the Governmental Services Division FY-2023 4th quarter report

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## Business Committee Agenda Request

1. Meeting Date Requested: 10/25/23

2. Session:

Open     Executive – must qualify under §107.4-1.

Justification: *Choose or type justification.*

3. Requested Motion:

Accept as information; OR Enter the requested motion related to this item.  
4th Quarter Reports GM

4. Areas potentially impacted or affected by this request:

Finance

Programs/Services

Law Office

MIS

Gaming/Retail

Boards, Committees, or Commissions

Other:

5. Additional attendees needed for this request:

*Name, Title/Entity OR Choose from List*

**6. Supporting Documents:**


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- Budgeted – Tribal Contribution
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- Other:

**8. Submission:**

**Mark W. Powless**  Digitally signed by Mark W. Powless  
Date: 2023.10.17 16:23:58 -05'00'

Authorized Sponsor: Mark W. Powless, General Manager 

Primary Requestor: Lori Hill



# FY-2023 4th quarter report

## GOVERNMENTAL SERVICES DIVISION

### Status report of Outcomes/Goals

1. Which outcome/goal(s) does the Division wish to report on?
2. What metric is being used to measure the outcome/goal?
3. What are the accomplishments (i.e. positives, things for which the Division is proud, brags) have occurred over the reporting period that reflect the Division's progress for reaching the outcome/goal?
4. What can the community expect to see in the future (i.e. 6 months; next year; 18 months) from the Division related to the outcome/ goal?

---

### Outcome/Goal # 1

Develop an engaged and successful workforce.

#### MEASUREMENT:

- 360' evaluations (COMPLETE)
- Succession planning (IN PROGRESS)
- Competency-based job descriptions linked to employee evaluations (IN PROGRESS)
- Improved employee morale – recognition/employee incentive (COMPLETE)

#### ACCOMPLISHMENTS RELATED TO THE OUTCOME/GOAL:

1. Consensus on GSD Leadership Competencies: The evaluation tool is being revised to include the new leadership competencies. The GSD Director is working collaboratively with HRD and the direct reports to revise the job descriptions to become competency-based.
2. Leadership Development: Our Organizational Development Specialist has started online leadership trainings at our monthly Supervisor/Manager meetings.
3. Succession planning: All GSD Director direct reports have completed a succession planning/onboarding worksheet that lists out all of their duties, responsibilities, access, and processes. Next step is to determine if there is anyone in the department that is interested in learning more about the Director or Manager role, responsibilities and qualifications. This will result in a development plan.

#### EXPECTATIONS/FUTURE PLANS REGARDING THE OUTCOME/GOAL:

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

## Outcome/Goal # 2

Strengthen our efficiencies and effectiveness.

### MEASUREMENT:

- Performance Standards for each department (ONGOING)
- Quality improvement study outcomes (ONGOING)

### **PERFORMANCE MANAGEMENT SYSTEM**



### ACCOMPLISHMENTS RELATED TO THE OUTCOME/GOAL:

1. Performance Management – GSD departments have identified their performance standards. These categories are: customer satisfaction, employee morale, and internal process. Data outcomes will be reported in FY24 reports.
2. Quality Improvement – With the GSD departments having established their performance measures and outcome, they will begin to conduct quality improvement studies in FY24.

### EXPECTATIONS/FUTURE PLANS REGARDING THE OUTCOME/GOAL:

The community can expect program accountability and quality improvement. The Performance Management system will help Directors and Managers improve their services, determine the impact of their programs and services, and make data driven decisions to services and programs.

---

### Outcome/Goal # 3

Prioritize excellent customer service.

MEASUREMENT:

- Assessment of services from customer feedback (ONGOING)
- Marketing Plan (COMPLETE)

ACCOMPLISHMENTS RELATED TO THE OUTCOME/GOAL:

1. GSD overall customer satisfaction score is 4.63 out of 5.
2. GSD has a Marketing Team that works on social media, website revisions, and promotion of events. The community will begin to see more information about programming and services within GSD.

EXPECTATIONS/FUTURE PLANS REGARDING THE OUTCOME/GOAL:

The community can expect the best customer service from GSD departments and employees. Customer Service SOP is in place. Customer Service model/training needs to be created in e-Learning and assigned to all GSD employees. Implement annual GSD Customer Service Training for all GSD employees.

---

### Outcome/Goal # 4

Create financial stability.

MEASUREMENT:

- Waivers for cash/in-kind match (ONGOING)
- New grant resources/renewal approvals (ONGOING)
- Revenue generation (ONGOING)

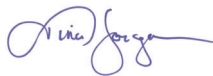
ACCOMPLISHMENTS RELATED TO THE OUTCOME/GOAL:

- Governmental Service Division Received an Americorp Grant in excess of \$700,000 that will fund a Project Coordinator and several elders to provide cultural knowledge and education in several areas within the Nation over the next 3 years.
- Aging and Disability Services received an Elder Abuse and Exploitation Grant in the amount of \$311,185 that will cover the wages of the Elder Abuse and Prevention Supervisor over the next 2-3 years.
- Food Distribution funding continues to be awarded with a waiver of the tribal cash match saving the Nation nearly \$100,000 each year.
- SEOTS received a USDA Community Agriculture grant in the amount of \$61,913 which will assist with building an on-site community garden.
- Family Services received an Office of Violence Against Women grant in the amount of \$1,000,000.00 which will support the wages of the Lay Advocate, Domestic Violence Case Aide, and the Women's Domestic Violence Advocate over the next 3 years.

EXPECTATIONS/FUTURE PLANS REGARDING THE OUTCOME/GOAL:

We expect to use less tribal funds in GSD.

**Contact Info**

CONTACT: Tina Jorgensen, MS, RDN  Digitally signed by Tina Jorgensen, MS, RDN  
Date: 2023.10.16 08:25:19 -05'00'

TITLE: Governmental Services Division Director

PHONE NUMBER: 920-490-3904

E-MAIL: [tjorgens@oneidanation.org](mailto:tjorgens@oneidanation.org)

MAIN WEBSITE: <https://oneida-nsn.gov/divisions/governmental-services-division-2/>

**Photos (optional):**



Oneida Library and Recreation collaborated in a ribbon skirt making class for several young ladies.



SEOTS Youth Program fishing day.

Accept the Grants FY-2023 4th quarter report

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## Business Committee Agenda Request

1. Meeting Date Requested: 10/25/23

2. Session:

Open     Executive – must qualify under §107.4-1.

Justification: *Choose or type justification.*

3. Requested Motion:

Accept as information; OR Enter the requested motion related to this item.  
4th Quarter Reports GM

4. Areas potentially impacted or affected by this request:

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Programs/Services

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Boards, Committees, or Commissions

Other:

5. Additional attendees needed for this request:

*Name, Title/Entity OR Choose from List*

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**7. Budget Information:**

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- Unbudgeted
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- Other:

**8. Submission:**

**Mark W. Powless**  Digitally signed by Mark W. Powless  
Date: 2023.10.17 16:23:58 -05'00'

Authorized Sponsor: Mark W. Powless, General Manager 

Primary Requestor: Lori Hill

# FY-2023 4th Quarter Report

## GRANTS OFFICE

### Status report of Outcomes/Goals

#### Outcome/Goal # 1

**Enhance tribal services with external grant funding of \$5 million dollars per year.**

MEASUREMENT: We use an excel spreadsheet to track our denied, approved, and pending grants and the amount of grant dollars that this office works with in either development, uploading, budgeting, modifications, or reporting requirements.

	2020	FUNDED	DENIED	PENDING		
<b>Funded Grants:</b>						
<b>TOTAL:</b>		\$10,032,083.33	\$11,819,796.00			
	2021					
<b>Funded Grants:</b>					2020	\$10,032,083.33
<b>TOTAL:</b>		\$16,173,541.98	\$17,571,374.78		2021	\$17,444,584.41
	2022				2022	\$15,914,980.21
<b>Funded Grants:</b>					2023	\$16,728,422.03
<b>TOTAL:</b>		\$15,914,980.21	\$14,183,484.00		2024	\$13,215,911.99
	2023				<b>5 Year TOTAL:</b>	\$73,335,981.97
<b>Funded Grants:</b>						
<b>TOTAL:</b>		\$16,728,422.03	\$6,430,442.82			
	2024					
<b>Funded Grants:</b>						
<b>TOTAL:</b>		\$13,215,911.99	\$2,814,879.00	\$21,102,958.00		

#### ACCOMPLISHMENTS RELATED TO THE OUTCOME/GOAL #1:

EXPECTATIONS/FUTURE PLANS With a staff of 3, by end of this 4th quarter and ended the year, we continue to show just over \$16 million in 2023 grant funded dollars that this office worked on in some capacity. We have another \$13 million funded for 2024 already as well. Our annual goal has been set at \$5 million/year and we have exceeded our goal in the first quarter. We also have another \$21 million pending, and \$2.8 in denied.

REGARDING THE OUTCOME/GOAL #1: Continue to provide grant writing services that bring in new and/or enhanced services to community members, as well as additional grand-funded job opportunities for the nation/community members.

---

### Outcome/Goal # 2

**To increase Oneida Nation staff knowledge by providing grants training to programs/departments in need.** The Grants Office will be meeting to update our goals and strategic plan as the Nation progresses. We hope to provide on-line training modules or presentations that focus on the on-line grant applications, submissions, and reporting to assist programs in their grant writing activities. Multiple on-line systems are used and are continually being updated. These systems can be confusing and therefore we found that we need to focus on this.

#### MEASUREMENT:

#### ACCOMPLISHMENTS RELATED TO THE OUTCOME/GOAL #2:

We have training tools that we have developed over the years. We applied for a Post Graduate position that we will train to assist in meeting our goals, but no one applied. We put in a request for an additional staff person for FY 24.

#### EXPECTATIONS/FUTURE PLANS REGARDING THE OUTCOME/GOAL #2:

Current workloads and limited staff have put stress at a high level for staff. However, our top priority continues to be bringing in external grant dollars for the Nation. We are looking at our Succession Plan as all the current staff are nearing retirement age.

---

### Outcome/Goal # 3

**Provide administrative support to the Oneida Youth Leadership Institute (OYLI) as the Executive Manager (until a fulltime Manager can be hired): The Oneida Youth Leadership Institute is a 7871 charitable organization of the Oneida Nation located in Oneida, Wisconsin.**

#### MEASUREMENT:

Administrative duties are accomplished through organization of board activities that assists the board in making tax-deductible contributions to youth organizations and provide funding opportunities that will help develop young Oneida leaders.

#### ACCOMPLISHMENTS RELATED TO THE OUTCOME/GOAL #3:

Schedule, organize, and take minutes at monthly meetings. Although board members workloads remain full, the Board has been meeting in-person this past quarter with renewed enthusiasm. OYLI board member, Jeff House and Paul Ninham have stepped down due to other obligations. Marlon stepped down due to being elected to the OBC. The board consists of 4 members, with 3 vacancies. The board continues to meet on a regular basis as they work on updating/revising our



by-laws and charter and working on a planning session with Melanie Burkhart. Board members have been recruiting for new board members.

EXPECTATIONS/FUTURE PLANS REGARDING THE OUTCOME/GOAL #3:

Funds have been approved to hire a fulltime Executive Manager. Board will be revising job description to include all job duties as needed prior to posting so all duties can be transferred to the new Executive Manager once hired. The current Executive Manager will work with new hire until fully trained. With this, for our next quarterly report, we will develop a new Outcome/Goal directly focused on this office instead of OYLI.

**Contact Info**

CONTACT: Cheryl Stevens  
TITLE: Executive Manager  
PHONE NUMBER: 920-496-7331  
E-MAIL: [cstevens@oneidanation.org](mailto:cstevens@oneidanation.org)  
MAIN WEBSITE: <https://oneida-nsn.gov/>

PICTURES OF GRANT FUNDED PROJECTS



The ATALM - Association of Tribal Archives, Libraries and Museums grant provided for a basket class for community youth finished out it's programming this past quarter.



Last quarter activities of Famers Market Promotions Program grant.

Accept the Public Works Division FY-2023 4th quarter report

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## Business Committee Agenda Request

1. Meeting Date Requested: 10/25/23

2. Session:

Open     Executive – must qualify under §107.4-1.

Justification: *Choose or type justification.*

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Accept as information; OR Enter the requested motion related to this item.  
4th Quarter Reports GM

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|----------------------------------------|-------------------------------------------------------------|
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**8. Submission:**

**Mark W. Powless**  Digitally signed by Mark W. Powless  
Date: 2023.10.17 16:23:58 -05'00'

Authorized Sponsor: Mark W. Powless, General Manager 

Primary Requestor: Lori Hill

# FY-2023 4<sup>th</sup> Quarter Report

Public Works Division/Shannon Stone

**Public Works currently includes the following areas/departments:**

**Public Works Operations** – Administration, Automotive/Fleet Management, Facilities, Wells/Septic & Plumbing, Utilities, Custodial, Groundskeeping/Parks, Indian Preference

**Community Development Area** – Engineering, Zoning, GIS/Planning, Tribal Transportation

---

## Outcome/Goal # 1

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.

Retention of existing employees and recruitment of new employees has been a challenge for DPW leadership, especially the positions of custodians and groundskeepers. Several managers and essential positions are becoming critical as they approach retirement in most of the Public Works departments. Additional tools will become available with the development of Global Human Resources (GHR) over the next 1 to 5 years.

### MEASUREMENT:

1. Skill and knowledge requirements identified for each position.
2. Position Descriptions are current, identifying competencies and scope of the position.
3. Career paths are identified and communicated to the employees.
4. Training is identified for position development and advancement in three areas:
  - a. Mandatory Training required by position, policy, or law.
  - b. Continuing Education for employees to stay current in their area of expertise.
  - c. Developmental Training including education and developmental tasks.
5. Training programs are provided that include identifying the competencies required for each position and a mechanism to evaluate progress of employees learning them.
6. Succession planning is in place identifying pools of interested employees in the event a strategic or essential position is vacated. Succession Planning will provide opportunities to potential candidates to gain knowledge and skills transfer from experienced employees to prepare them advancement into these positions.
7. Supervisors are engaged with employee employees through recognition and retention planning.
8. Staffing Plans are developed to identify staff levels and staff level requirements.

ACCOMPLISHMENTS RELATED TO THE OUTCOME/GOAL:

During the fourth quarter, Public Works is undergoing some administration staff changes and reorganization including the addition of an executive assistant, and support staff to assist with facilities sponsored projects. DPW also lost its operations analyst to another area and will assess this role for current needs.

Redmon Danforth has moved from Interim Automotive Manager to a regular status. This position has been modified to include Automotive Service Excellence (ASE) certification and new educational requirements. One key goal in this position would be enhance customer experience results. In the first quarter the goal is to move the Groundskeeping Manager and Facilities Manager out of interim status as well. This will open a couple positions to assist these managers.

There have been several new supervisors announced in the custodial department as well due to retirements. There will be many opportunities throughout Public Works for people to advance over the next three or four years. Where individuals are showing talent and desire managers are creating opportunities for employees to learn new skills. As positions open, Public Works will offer interim positions for employees that lack experience required if qualified employees are not available.

Safety is critically important in Public Works and around the Nation. This year we started offering training for OSHA general safety, active shooter training, and forklift certification. Our Safety Coordinator has started working with Human Resources (HR), and Digital Technology Services (DTS) to interface our software together. This will ensure people get necessary training for their positions and the records match.

EXPECTATIONS/FUTURE PLANS REGARDING THE OUTCOME/GOAL:

- Continue working with HR to learn and utilize software applications to develop employees.
  - Complete permanent reassignments for employees that are interim once they meet the minimum requirements of the position (Ongoing).
  - Rewrite position descriptions. In each area there are positions that are changing due to technology and the labor market. We also have under skilled staff that were retained from passed reorganizations but were not retrained to be optimized for their current positions. As a result, their position descriptions were also scaled back but do not meet the needs of the organization. These need to be corrected (Ongoing).
  - Plans and initiatives have been delayed due shortage of staff and not having available time to dedicate for training, delays in implementing new systems to plan and track training, and the need to repost jobs that do not have applicants (Ongoing).
  - Annual training budgets need to be established to commit a reasonable amount of training per month or quarter for each position (Future).
-

Outcome/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.

MEASUREMENT:

1. Evaluate DPW processes to streamline them for efficiencies
  - a. Develop and communicate an online Land use review process that can be used by all reviewers and create the various reports needed by Land Management, Development, Housing and the Land Commission.
  - b. Reduce time to process outstanding invoices to less than 45 days. (Maintaining)
  - c. Evaluate technology and software to reduce technology deficit.
  - d. Integrate DPW systems into the main Enterprise Resource Processes (ERP).
2. Expand the access and use of GIS data.
  - a. Identify the long-term staffing needs of this area based on what data needs to be updated and maintained.
  - b. Utilize GIS to create the layers of information that will be useful to the varied users of the system.
3. Identify and incorporate other technologies.
  - a. Road and Parking lots can be monitored using software that can use cell phones to view and record deficiencies and attributes such as signage conditions, or lines in the parking lot (Evaluating).
  - b. Incorporation of data intelligence from services such as Pacer.ai to assist with strategic planning of infrastructure and business.
  - c. Modernize water utility technologies.
4. The number of GPS systems installed in Oneida Nation vehicles
  - a. The installation of GPS system in Oneida Nation vehicles will provide real time information on vehicle locations, documentation on driver use of vehicles to improve safety, data for optimizing scheduling, and vehicle data to track overall usage of the vehicle and maintenance need.
  - b. GPS is budgeted to be installed on 52 additional DPW vehicles in FY23.
  - c. Hire a Fleet Manager and establish new operating procedures.
5. Enhance communication.
  - a. Find opportunities to reach out to the Oneida community.
  - b. Develop informative packets for services to the community.
  - c. Provide opportunities for the community to give feedback to DPW.
  - d. Work to build internal cooperation and transparency to the organization.

ACCOMPLISHMENTS RELATED TO THE OUTCOME/GOAL:



DTS and Public Works have been working on plans to help departments in Public Works assess their software application needs. DTS will be assigning a new position called a Technologist to assist with this process and assess the overall architecture. While the Technologist will be able to help with selection, and integration into the Nation's network, the division will be responsible for the administration and budgeting of software applications.

Public Works is currently developing an inventory of software applications used in the division. This will help to assess how these applications should connect and what gaps exists to processes and to meet expectations. This will also help DTS identify software the Nation is already licensed to use in different areas.

Another area of improvement is Indian Preference. This area is preparing to attend job fairs in the first quarter to create awareness of the Indian Preference Skills Bank. The skills bank currently has one participant. All other participants have been referred out.

The Land Use Review team has also met during this quarter and plan to update the Land Use Review process. The process has not been updated in a couple years and with changes in processes, and people the team decided it is time to update.

Public Works recently met with Risk Management, Licensing, and Accounting to discuss fleet management processes. This was an initial meeting to identify potential concerns such as when and how vehicle inventories are completed, the processes for introducing vehicle into the Nation's Fleet, and removing them. The anticipated outcome of these meeting is to reestablish standard operating procedures related to fleet vehicles.

Another area that has had recent success is the Waste Management team. The team successfully executed a large bulk curbside pickup. This prevented the need for community members to transport these items to drop off locations. Our vendor Harters was able to make all pickups with few problems. The Waste Management team is looking at a variety of options to solve problems related to disposal of waste within the community and within the organization. The team is considering how to reduce single use items such as plastic bottles and bags as well as end of life equipment and furniture that would otherwise end up in the landfill.

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### Outcome/Goal # 3

Energy Management is another area we are working on. We are working to create a long-range vision and plan for the Nation's energy management.

#### MEASUREMENT:

1. Complete a review of past plans and accomplishments.
2. Update the most recent plan to current.
3. Open discussions on seven generation energy plan.
4. Develop plan and timeline.

ACCOMPLISHMENTS RELATED TO THE OUTCOME/GOAL:

The Energy Team met twice during the quarter to finalize the team charter and establish sub teams. The makeup of the entire team includes people from many parts of the Nation including Public Works, Emergency Management, Retail Division, Gaming, Environmental, and Transportation. These teams will focus on one of four areas:

- **Residential** – This group will address Energy Management for private single and multifamily family homes and property.
- **Transportation & Fleet** – This group will address Energy Management related to the powering of the Nation’s fleet of vehicles, public transportation, and support for alternative energy powered private vehicles.
- **Oneida Businesses** – This group will address Energy Management by Oneida Nation Business Units, Oneida Nation Enterprises, and other commercial endeavors by the Nation within the boundaries of the Oneida Nation.
- **Infrastructure** – This group will address Energy Management related to energy distribution, large scale commercial production, roads and highways, and communication system.

Each area will address their sub-team’s scope related our vision for energy management in the future. They will consider how to be more energy efficient, and energy resilient. It will also be important to develop good energy infrastructure with a plan to sustain the infrastructure. Beyond resilience is energy independence and carbon neutrality possible to reduce impact on the environment? These are some of the questions these teams hope to answer as we look at Oneida’s energy future.

As alternative energy options continue to develop, opportunities for the Nation and its members to reduce their carbon footprint will grow. This team plans to lay a foundation for a larger discussion with the community. Today we are preparing to build a microgrid to provide solar generated power to our health campus and provide an additional layer of protection in the event of disaster in our community. Tomorrow, people may want their homes to have similar options.

EXPECTATIONS/FUTURE PLANS REGARDING THE OUTCOME/GOAL:

1. Develop a goal statement for energy management in 2045.
2. Work with Community Development to determine the future energy needs.
3. Work with Retail, and Gaming to determine strategies for incorporating electric vehicles.
4. Share information with the community and get their thoughts.
5. Work with Engineering, Facilities, and division leaders as we plan construction of campuses and other structures.
6. Coordinate with boards, committees, and commissions on infrastructure development.

Accept the Tribal Action Plan FY-2023 4th quarter report

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## Business Committee Agenda Request

1. Meeting Date Requested: 10/25/23

2. Session:

Open     Executive – must qualify under §107.4-1.

Justification: *Choose or type justification.*

3. Requested Motion:

Accept as information; OR Enter the requested motion related to this item.  
4th Quarter Reports GM

4. Areas potentially impacted or affected by this request:

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

5. Additional attendees needed for this request:

*Name, Title/Entity OR Choose from List*

**6. Supporting Documents:**


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

**7. Budget Information:**

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

**8. Submission:**

**Mark W. Powless**  Digitally signed by Mark W. Powless  
Date: 2023.10.17 16:23:58 -05'00'

Authorized Sponsor: Mark W. Powless, General Manager 

Primary Requestor: Lori Hill

# FY-2023 4th Quarter Report

## ONEIDA TRIBAL ACTION PLAN

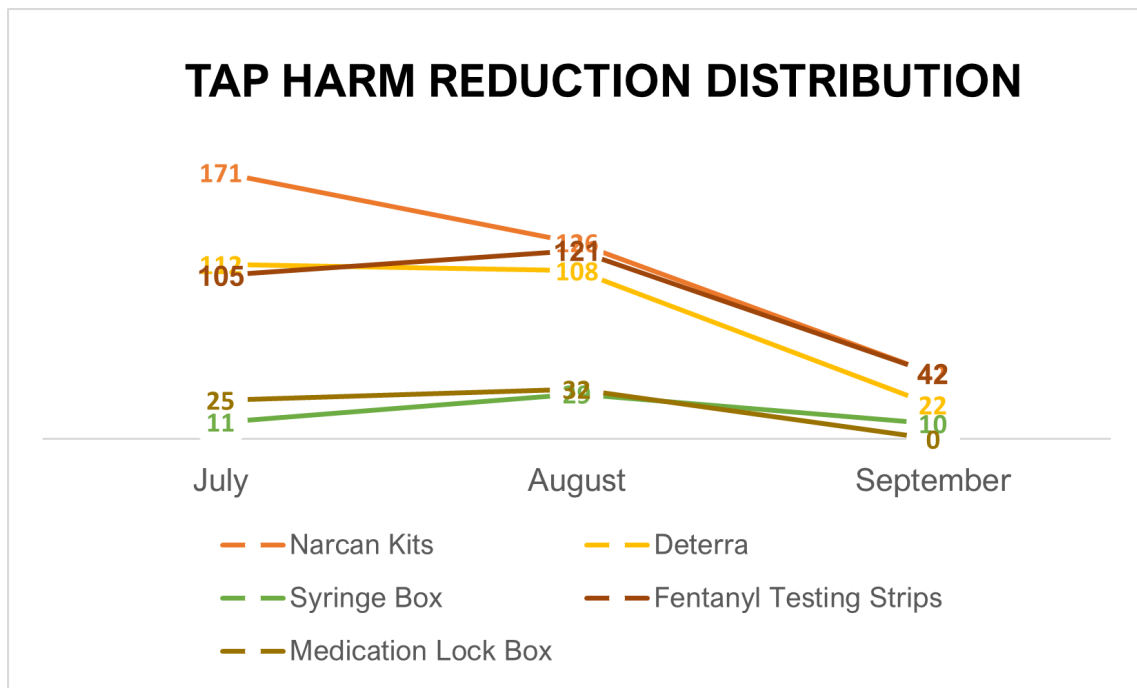
### Status report of Outcomes/Goals

1. Which outcome/goal(s) does the Division wish to report on?
2. What metric is being used to measure the outcome/goal?
3. What are the accomplishments (i.e. positives, things for which the Division is proud, brags) have occurred over the reporting period that reflect the Division's progress for reaching the outcome/goal?
4. What can the community expect to see in the future (i.e. 6 months; next year; 18 months) from the Division related to the outcome/ goal?

### Outcome/Goal # 1

Harm Reduction Awareness

MEASUREMENT:



ACCOMPLISHMENTS RELATED TO THE OUTCOME/GOAL:

In an effort to save community member's lives, TAP distributes Harm Reduction materials such as Narcan (Naloxone) kits, Deterra drug deactivation pouches, syringe boxes,

medication lock boxes and newly added fentanyl testing strips. The TAP staff is State Certified to train Narcan administration. From July to September of 2023, the TAP staff have distributed 339 Narcan kits (2 doses per kit), 242 Deterra pouches, 268 Fentanyl testing strips, 50 syringe boxes, and 57 medication lock boxes.

EXPECTATIONS/FUTURE PLANS REGARDING THE OUTCOME/GOAL:

One life lost to an opioid overdose is too much as opioid overdose is preventable. Our goal is to continue to improve Harm Reduction awareness within the Oneida Community. We distribute Harm Reduction materials at community events and bi-monthly at our Narcan Distributions, a continued collaboration with OneStop Retail. Upon request, TAP will facilitate Narcan Training with large groups. Since July, we've included fentanyl testing strips in our Narcan kits.

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## Outcome/Goal # 2

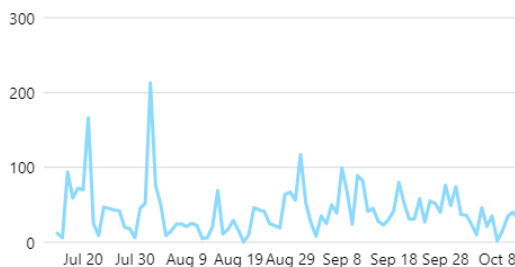
Increase Communication and Collaboration

MEASUREMENT:

**Page and profile visits**

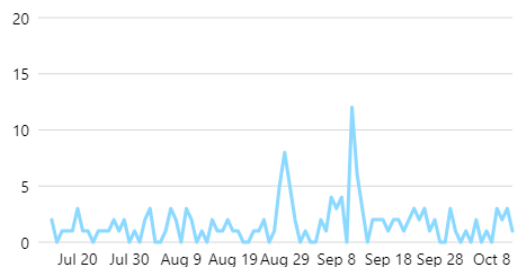
Facebook visits ⓘ

**3,756** ↑ 0.4%



Instagram profile visits ⓘ

**147** ↓ 18.3%



ACCOMPLISHMENTS RELATED TO THE OUTCOME/GOAL:

TAP engages the community through communications on social media, website, events, and meetings. Since July, the TAP Facebook page has 56 new likes/follows with a total of 1,813 followers. The TAP Instagram has 563 followers with 43 new followers in the past 90 days. Our reach has decreased 32% to 10,706 on Facebook and decreased 8.8% with a reach of 507 on our Instagram. 807 story views on TAP Snapchat since September 16th and is currently developing a social media marketing plan for Tiktok

EXPECTATIONS/FUTURE PLANS REGARDING THE OUTCOME/GOAL:

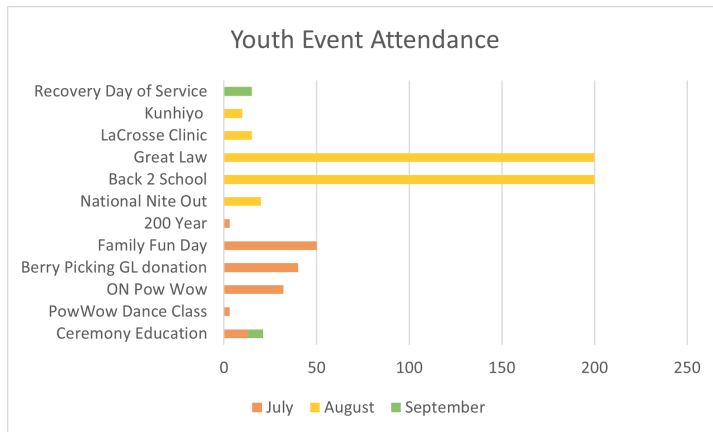
Continue to engage and educate the community on the drug and alcohol epidemic with TAP social media accounts. TAP has collaborated with numerous internal and external agencies to include Oneida Comprehensive Housing, Cultural Heritage, Oneida Family

Services, Oneida Behavioral Health, Economic Support, Rites of Passage, Wise Women Gathering, Man Clan, Mandolin Foundation, Oneida Library, Oneida Recreation, Recovery Nest, DarJune, National Indian Health Board, Oneida Child Support, the Mandolin Foundation, the University of Wisconsin Green Bay, and Brown County Health and Human Services. TAP will continue to extend our network with agencies to encourage collaboration on future endeavors and stay informed of current trends in the drug epidemic. Planning to host a Gathering of Native Americans in the future to gain community support of the TAP.

### Outcome/Goal # 3

#### Prevention Awareness

##### MEASUREMENT:



##### ACCOMPLISHMENTS RELATED TO THE OUTCOME/GOAL:

TAP staff collaborates with various departments to host youth events. At these events, we provide age-appropriate drug and alcohol prevention information and/or activities. In collaboration with Comprehensive Housing Outreach, Recreation, Library, Cultural Heritage, Tourism, and Oneida Community Advocates we've coordinated events to include Red Ribbon Week, Pow Wow Dance Classes, Ceremony Education events, and Two Spirit Youth group. TAP will continue to monitor attendance and gathered verbal feedback to improve future programming.

##### EXPECTATIONS/FUTURE PLANS REGARDING THE OUTCOME/GOAL:

TAP's continued presence with youth will ensure youth have a safe space to engage in wellness activities with culture to reinforce TAP's mission and goals. Culture is prevention. Developed toolkit for Oneida parents with age-appropriate programming to encourage healthy conversations about alcohol and drugs.

**Contact Info**

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MAIN WEBSITE: [Oneida Nation | Tribal Action Plan \(oneida-nsn.gov\)](http://Oneida Nation | Tribal Action Plan (oneida-nsn.gov))

**Photos (optional):**



Oneida's Faces of Recovery to Celebrate Recovery Month



Berry Picking donations for the Great Law



Recovery Day of Service at Tsyunhehkwa