

# Oneida Business Committee



**Executive Session**  
**8:30 AM Tuesday, April 23, 2024**  
**BC Conference Room, 2nd floor, Norbert Hill Center**

**Regular Meeting**  
**8:30 AM Wednesday, April 24, 2024**  
**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 years of service**  
Sponsor: Todd VanDen Heuvel, Executive HR Director
- B. Special recognition - Lifetime achievement - Julie Barton and Alma Webster (11:00 a.m.)**  
Sponsor: Jennifer Webster, Councilwoman

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

### **IV. OATH OF OFFICE**

- A. Oneida Police Department - Daniel Thompson**  
Sponsor: Richard Van Boxtel, Chair/Oneida Police Commission
- B. Oneida Public Safety Pension Board - Ronald King Jr., Nathan Ness, Rochel Smith, Alexis Woelfel**  
Sponsor: Richard Van Boxtel, Chair/Oneida Police Commission

### **V. MINUTES**

- A. Approve the April 5, 2024, special Business Committee meeting minutes**  
Sponsor: Lisa Liggins, Secretary

- B. **Approve the April 10, 2024, regular Business Committee meeting minutes**  
Sponsor: Lisa Liggins, Secretary

## VI. RESOLUTIONS

- A. **Adopt resolution entitled Oneida Nation Tribal Residential Energy Program**  
Sponsor: Mark W. Powless, General Manager
- B. **Adopt resolution entitled Approval of Use of Economic Development, Diversification and Community Development Funds for a donation of \$500,000 for sponsorship for the Green Bay Public Market Campaign**  
Sponsor: Justin Nishimoto, Business Analyst
- C. **Adopt resolution entitled Documenting Employer Matching Contributions, Oneida Nation Business Committee 401(k) Savings Plan**  
Sponsor: RaLinda Ninham-Lamberies, Chief Financial Officer
- D. **Adopt resolution entitled Support for Marlon Skenandore and Jameson Wilson to participate in the Tribal Leadership Academy at Dartmouth**  
Sponsor: Jameson Wilson, Councilman
- E. **Adopt resolution entitled Recognizing Julie Barton for Lifetime Achievements and Contributions to the Oneida Nation**  
Sponsor: Jennifer Webster, Councilwoman
- F. **Adopt resolution entitled Recognizing Alma Webster for Lifetime Achievements and Contributions to the Oneida Nation**  
Sponsor: Jennifer Webster, Councilwoman

## VII. APPOINTMENTS

- A. **Determine next steps regarding two (2) vacancies - Oneida Community Library Board**  
Sponsor: Lisa Liggins, Secretary
- B. **Determine next steps regarding three (3) vacancies - Oneida Youth Leadership Institute Board**  
Sponsor: Lisa Liggins, Secretary
- C. **Determine next steps regarding three (3) vacancies - Southeastern WI Oneida Tribal Services Advisory Board**  
Sponsor: Lisa Liggins, Secretary

**VIII. STANDING COMMITTEES****A. LEGISLATIVE OPERATING COMMITTEE**

1. **Accept the April 3, 2024, regular Legislative Operating Committee meeting minutes**

Sponsor: Jameson Wilson, Councilman

**IX. TRAVEL REPORTS**

- A. **Approve the travel report - Treasurer Lawrence Barton - Reservation Economic Summit (RES) - Las Vegas, NV - March 11-14, 2024**

Sponsor: Lawrence Barton, Treasurer

- B. **Approve the travel report - Councilman Marlon Skenandore - Reservation Economic Summit (RES) - Las Vegas, NV - March 10-15, 2024**

Sponsor: Marlon Skenandore, Councilman

- C. **Approve the travel report - Councilman Jameson Wilson - U.S. Department of Energy Tribal Clean Energy Summit - Temecula, CA - February 26-29, 2024**

Sponsor: Jameson Wilson, Councilman

- D. **Approve the travel report - Councilman Jameson Wilson - Reservation Economic Summit (RES) - Las Vegas, NV - March 10-14, 2024**

Sponsor: Jameson Wilson, Councilman

**X. TRAVEL REQUESTS**

- A. **Approve the travel request - Councilwoman Jennifer Webster - Dept. of Children & Families and Dept. of Health & Human Services State-Tribal Consultation - Hayward, WI - June 3-5, 2024**

Sponsor: Jennifer Webster, Councilwoman.

**XI. NEW BUSINESS**

- A. **Accept the Root Causes of Stroke Risk Disparity in Wisconsin Native Americans quarterly report**

Sponsor: Mark W. Powless, General Manager

- B. **Research Request: Wisconsin State Task Force on MMIW - University of Wisconsin-Madison - Healing Through Tech Agency: A road-map to combat tech-facilitated abuse in Indigenous Nations**

Sponsor: Jennifer Webster, Councilwoman

- C. **Review tribal member request regarding veteran gravestones**

Sponsor: Nancy Barton, Tribal Member

- D. **Review tribal member request regarding 2025 Food Assistance General Welfare Exclusion Program**  
Sponsor: Nancy Barton, Tribal Member

## XII. REPORTS

### A. OPERATIONAL (10:00 a.m.)

1. **Accept the Big Bear Media FY-2024 2nd quarter report**  
Sponsor: Mark W. Powless, General Manager
2. **Accept the Comprehensive Health Division FY-2024 2nd quarter report**  
Sponsor: Mark W. Powless, General Manager
3. **Accept the Comprehensive Housing Division FY-2024 2nd quarter report**  
Sponsor: Mark W. Powless, General Manager
4. **Accept the Digital Technology Services FY-2024 2nd quarter report**  
Sponsor: Mark W. Powless, General Manager
5. **Accept the Education and Training FY-2024 2nd quarter report**  
Sponsor: Mark W. Powless, General Manager
6. **Accept the Environmental, Health, Safety, Land, & Agriculture Division FY-2024 2nd quarter report**  
Sponsor: Mark W. Powless, General Manager
7. **Accept the Grants FY-2024 2nd quarter report**  
Sponsor: Mark W. Powless, General Manager
8. **Accept the Human Services Division FY-2024 2nd quarter report**  
Sponsor: Mark W. Powless, General Manager
9. **Accept the Public Works Division FY-2024 2nd quarter report**  
Sponsor: Mark W. Powless, General Manager
10. **Accept the Tribal Action Plan FY-2024 2nd quarter report (not submitted)**  
Sponsor: Mark W. Powless, General Manager

## XIII. GENERAL TRIBAL COUNCIL

### A. PETITIONER CONNOR KESTELL - Accept status updates - petition # 2024-01

1. **Accept the legal review status update re: Address Housing Issues/Veterans Home Loan Program - petition # 2024-01**  
Sponsor: Jo Anne House, Chief Counsel
2. **Accept the statement of effect status update re: Address Housing Issues/Veterans Home Loan Program - petition # 2024-01**  
Sponsor: Jameson Wilson, Councilman

3. **Accept the fiscal impact statement re: Address Housing Issues/Veterans Home Loan Program - petition # 2024-01 (not submitted)**  
Sponsor: RaLinda Ninham-Lamberies, Chief Financial Officer

#### **XIV. EXECUTIVE SESSION**

##### **A. REPORTS**

1. **Accept the Chief Counsel report**  
Sponsor: Jo Anne House, Chief Counsel
2. **Accept the General Manager report (10:30 a.m.)**  
Sponsor: Mark W. Powless, General Manager
3. **Accept the Chief Financial Officer April 2024 report**  
Sponsor: RaLinda Ninham-Lamberies, Chief Financial Officer
4. **Accept the Intergovernmental Affairs, Communications, and Self-Governance April 2024 report**  
Sponsor: Melinda J. Danforth, Director/Intergovernmental Affairs
5. **Accept the Treasurer's March 2024 report (8:30 a.m.)**  
Sponsor: Lawrence Barton, Treasurer

##### **B. AUDIT COMMITTEE**

1. **Accept the March 19, 2024, regular Audit Committee meeting minutes**  
Sponsor: Lisa Liggins, Secretary
2. **Accept the Blackjack Rules of Play compliance audit and lift the confidentiality requirement**  
Sponsor: Lisa Liggins, Secretary
3. **Accept the Complimentary Services compliance audit and lift the confidentiality requirement**  
Sponsor: Lisa Liggins, Secretary
4. **Accept the Four Card Poker Rules of Play compliance audit and lift the confidentiality requirement**  
Sponsor: Lisa Liggins, Secretary
5. **Accept the Roulette Rules of Play compliance audit and lift the confidentiality requirement**  
Sponsor: Lisa Liggins, Secretary
6. **Accept the Three Card Poker Rules of Play compliance audit and lift the confidentiality requirement**  
Sponsor: Lisa Liggins, Secretary

**C. NEW BUSINESS**

1. **Adopt resolution entitled Authorizing Use of Carry Over Funds of \$500,000 for Oneida Golf Enterprise (OGE) to Complete Capital Projects**  
Sponsor: RaLinda Ninham-Lamberies, Chief Financial Officer
2. **Review application(s) for two (2) vacancies - Oneida Community Library Board**  
Sponsor: Lisa Liggins, Secretary
3. **Review application(s) for three (3) vacancies - Oneida Youth Leadership Institute Board**  
Sponsor: Lisa Liggins, Secretary
4. **Review application(s) for three (3) vacancies - Southeastern WI Oneida Tribal Services Advisory Board**  
Sponsor: Lisa Liggins, Secretary

**XV. 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 years of service

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## Business Committee Agenda Request

1. **Meeting Date Requested:** 4/24/24

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 Years of Service recipients with the attached  
PowerPoint. 2nd Quarter.

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 checked="" 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:                 |  |  |

**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: \_\_\_\_\_

Primary Requestor: Todd VanDen Heuvel, Executive HR Director

**YEARS OF SERVICE RECIPIENTS  
2ND QUARTER FY'24 JAN - MAR**

Name	Supervisor Name	Area Manager	ADOH	Years
COTTRELL,SCOTT D	STONE,SHANNON J	POWLESS,MARK W	Feb 22, 1984	40
THOMAS,LORI A	SKENANDORE,TIMOTHY	MENDOLLA-BUCKLEY,BRENDA	Mar 15, 1989	35
KRAUSE,KAREN	LARSON,DAVID L	DANFORTH,DEBRA J	Jan 18, 1989	35
CHERNEY,TAMMY J	REED,MICHELLE	KING,CARIE A	Mar 29, 1994	30
MOORE,DIANNE M	KELLY,SUSAN M	DANFORTH,SARAH I	Mar 21, 1994	30
CORNELIUS,JULIE A	DENNY,SCOTT J	RAUSCHENBACH,LISA M	Mar 21, 1994	30
BAUER,JEFFREY M	KELLY,SUSAN M	DANFORTH,SARAH I	Mar 21, 1994	30
FORGETTE,SHERI	DANFORTH,DEBRA J	POWLESS,MARK W	Mar 21, 1994	30
LASTER,II,LUTHER J	DANFORTH,SARAH I	STEVENS,SHELLY L	Mar 15, 1994	30
SKENANDORE,DEBORAH J	STEVENS,SEAGRAM	DODGE,LEAH S	Mar 15, 1994	30
CORNELIUS-ADKINS,TORLAND E	SAYERS,KATHLEEN M	KRIESCHER,MARI J	Mar 14, 1994	30
PELISHEK,PATRICIA M	BRISTOL,ERIC N	ARCHIQUETTE,SHANE C	Mar 7, 1994	30
AULT,SHERI L	EMERSON,DAVID L	RASMUSSEN,FAWNE M	Mar 1, 1994	30
SKENANDORE,BRADLEY A	VIEAU,MYRON O	KING,JASON R	Mar 1, 1994	30
JORDAN,CURTISS L	CHRISTENSEN,MARK	HOUSE,DAKOTA K	Jan 30, 1994	30
BICKEL,JESSE F	KELLY,SUSAN M	DANFORTH,SARAH I	Jan 21, 1994	30
LASTER,LYSIANE M	KELLY,SUSAN M	DANFORTH,SARAH I	Jan 21, 1994	30
MATTHEWS,ROBERT J	DANFORTH,SARAH I	STEVENS,SHELLY L	Jan 21, 1994	30
THAO,FONG	KELLY,SUSAN M	DANFORTH,SARAH I	Jan 21, 1994	30
MELCHERT,DEBBIE J	SUMMERS,LISA M	LIGGINS,LISA A	Jan 17, 1994	30
WASURICK,MARY K	OHUAFI,HEATHER M	MENDOLLA-BUCKLEY,BRENDA	Jan 12, 1994	30
KLARKOWSKI,MICHELLE A	FUSS,CHAD M	CORNELIUS,LOUISE C	Jan 10, 1994	30
THORNTON,MELANIE	CHOSA,CAROL	SKENANDORE,TONIA H	Jan 4, 1994	30
KING,MARY B	KRUSE,MARGARET M	SMITH,DELIA M	Jan 3, 1994	30
DEJARDIN,CHERYL	PUTNAM,SARA J	NINHAM-LAMBERIES,RALINDA R	Jan 3, 1994	30
COENEN,MARK R	ANDERSON,NICHOLAS	DODGE,LEAH S	Mar 21, 1999	25
TURRIFF,RYAN M	KELLY,SUSAN M	DANFORTH,SARAH I	Mar 14, 1999	25
SNITGEN,JAMES L	ROMMEL,NICOLE A	POWLESS,MARK W	Feb 28, 1999	25
FUNK,CHARLES T	STEVENS,KRISTIE	DODGE,LEAH S	Jan 31, 1999	25

**YEARS OF SERVICE RECIPIENTS  
2ND QUARTER FY'24 JAN - MAR**

Name	Supervisor Name	Area Manager	ADOH	Years
HILL,TANYA R	PARR,TROY D	STONE,SHANNON J	Jan 31, 1999	25
BARTELT,SANDRA J	RASMUSSEN,JAY T	EMERSON,DAVID L	Jan 31, 1999	25
WOODSTOCK,DONNA M	HOUSE,DAKOTA	DANFORTH,KATSITSIYO T	Jan 10, 1999	25
METOXEN,ALEBRA D	BERG-HARGROVE,JENNIFER S	JORGENSEN,TINA M	Jan 10, 1999	25

Special recognition - Lifetime achievement - Julie Barton and Alma Webster

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## Business Committee Agenda Request

1. **Meeting Date Requested:** 04/24/24

2. **Session:**

Open     Executive – must qualify under §107.4-1.

Justification: Lifetime Achievement and Recognition Julie Barton and Alma Webster BC Time request to be on agenda at 11:30 a.m.

3. **Requested Motion:**

Accept as information; OR

Accept Honor and Recognition

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

Finance

Programs/Services

Law Office

DTS

Gaming/Retail

Boards, Committees, or Commissions

Other: Oneida Nation Members

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 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: Julie Barton Bio and Alma Webster Bio along with Resolutions |  |   |

**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: Special Projects |  |

**8. Submission:**

Authorized Sponsor: Jennifer Webster, Councilwoman

Primary Requestor: (Name, Title/Entity)

At approximately 11 a.m. Chairman Hill will move the agenda to the Lifetime Achievement Presentation.

Today we are here to present two of the most remarkable Oneida women with Lifetime Achievement recognitions.

### Oneida Nation Lifetime Achievement

When you think about a lifetime, unless your elderly, I don't think you really appreciate what this means as a person who has contributed to building a better quality of life for a community. For those of us in this community it has been about 50 years since we began to notice a big difference in how we live here on the Oneida Nation Reservation. There was a time when many homes were modernized with electricity and running water. Many people relied upon state welfare and seasonal jobs.

Imagine this; No Civic Center, no Library, no One stops, no bingo casino or hotel, no health center, no police department, no food distribution center, no recreational buildings, no parks, no veteran service facilities, no elder services, no social services, no museum, no Oneida schools, virtually fields and dirt roads and lots and lots of reservation dogs and cats running wild and free. That was the picture of this reservation. Basically it was four small country grocery stores owned by non-Oneida people, Morgans, Schroedors, Maas's and Van Gheems and two gas stations owned by Coonens and Appleton, and several taverns mostly owned by non-Indigenous people. The majority of our lands were agricultural lands and farms owned by non-Oneida. Our people were divided into five school districts, Green Bay, Seymour, Depere, Pulaski and Freedom.

Life began to change here in Oneida with an infusion of state and federal grants, and most importantly BINGO which eventually evolved into Casino gaming which basically fuels the reservation economy. Today we are here to recognize and show appreciation to Alma Webster and Julie

Barton, two Oneida women who were instrumental in many ways of building the Oneida Nation to a becoming a desirable place to live, work and raise a family.

Each will be presented with a bouquet of fresh flowers and an Oneida Bicentennial Blanket and Oneida Flag by the Business Committee.

Oneida Nation High School Musical presentation.

There will be a light luncheon served at the VFW building down the hill on Service Road.

Oneida Police Department - Daniel Thompson

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## Business Committee Agenda Request

1. **Meeting Date Requested:** 04/24/24

2. **Session:**

Open     Executive – must qualify under §107.4-1.

Justification: *Choose or type justification.*

3. **Requested Motion:**

Accept as information; OR

Administer Oath of Office for one new hire: Daniel Thompson

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:**

Eric Boulanger, Chief of Police

Joel Maxam, Assistant Chief of Police

Brandon Vande Hei, Lieutenant

Daniel Thompson, Police Officer

**6. Supporting Documents:**

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

**7. Budget Information:**

- |   |  |
|---|--|
| <input 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: Richard Van Boxel, Police Commission Chairman

Primary Requestor: Eric Boulanger, Chief of Police



# Oneida Police Department

P.O. Box 365, Oneida, WI 54155

Eric H. Boulanger  
*Chief of Police*



## MEMORANDUM

To: Oneida Business Committee  
From: Eric Boulanger, Chief of Police   
Date: April 11, 2024  
Subj: Oneida Police Department – Oath of Office for Daniel Thompson

This is a request to administer the oath of office for new hire: Daniel Thompson

Oneida Public Safety Pension Board - Ronald King Jr., Nathan Ness, Rochel Smith, Alexis Woelfel

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## Business Committee Agenda Request

1. **Meeting Date Requested:** 04/24/24

2. **Session:**

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

3. **Requested Motion:**

- Accept as information; OR

Administer the Oath of Office to Rochel Smith, Alexis Woelfel, Nathan Ness, Ronald King Jr. to serve a two year term on the Oneida Public Safety Pension Board.

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 type="checkbox"/> Other: <i>Describe</i> |   |

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

Rochel Smith, Police Officer  
Alexis Woelfel, Investigator  
Nathan Ness, Sergeant  
Ronald King Jr., Detective Sergeant

**6. Supporting Documents:**

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

**7. Budget Information:**

- |   |  |
|---|--|
| <input 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: Eric Boulanger, Chief of Police

Primary Requestor: Nathan Ness, Sergeant



# Oneida Police Department

P.O. Box 365, Oneida, WI 54155

Eric H. Boulanger  
*Chief of Police*



## MEMORANDUM

To: Oneida Business Committee  
From: Eric Boulanger, Chief of Police  
Date: April 1, 2024  
Subj: Oneida Public Safety Pension Board



This is a request to administer the Oath of Office to the following individuals for the Oneida Public Safety Pension Board for a two year term.

- Rochel Smith
- Alexis Woelfel
- Nathan Ness
- Ronald King Jr.

Approve the April 5, 2024, special Business Committee meeting minutes

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## Business Committee Agenda Request

**1. Meeting Date Requested:** 04/24/24

**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**

**Special Meeting**  
**9:30 AM Friday, April 05, 2024**  
**BC Conference Room, 2nd floor, Norbert Hill Center**

**Minutes****SPECIAL MEETING**

**Present:** Chairman Tehassi Hill, Vice-Chairman Brandon Yellowbird-Stevens, Treasurer Lawrence Barton, Council members: Jonas Hill, Jennifer Webster;

**Not Present:** Secretary Lisa Liggins, Council members: Kirby Metoxen, Marlon Skenandore, Jameson Wilson;

**Arrived at:** n/a

**Others present:** JoAnne House, RaLinda Ninham-Lamberies, Louise Cornelius (via Microsoft Teams), Katsitsiyo Danforth (via Microsoft Teams), Kaylynn Gresham (via Microsoft Teams), Justin Nishimoto (via Microsoft Teams), Debra Powless (via Microsoft Teams), Danelle Wilson (via Microsoft Teams), Rhiannon Metoxen (via Microsoft Teams), David P. Jordan (via Microsoft Teams), Kristal Hill (via Microsoft Teams), Fawn Cottrell (via Microsoft Teams), Chad Fuss (via Microsoft Teams), Tavia Charles (via Microsoft Teams), Kristine Hill (via Microsoft Teams), Patricia King (via Microsoft Teams), Debbie Melchert (via Microsoft Teams), Brooke Doxtator (via Microsoft Teams), Lisa Hill (via Microsoft Teams), Shannon Davis (via Microsoft Teams), Bonnie Pigman (via Microsoft Teams), Aliskwet Ellis (via Microsoft Teams);

**I. CALL TO ORDER**

*Meeting called to order by Chairman Tehassi Hill at 9:33 a.m.*

*For the record: Councilman Jameson Wilson is out on vacation.*

**II. OPENING (00:00:19)**

*Opening provided by Chairman Tehassi Hill.*

**III. ADOPT THE AGENDA (00:01:23)**

Motion by Lawrence Barton to adopt the agenda as presented, seconded by Jonas Hill. Motion carried:

Ayes: Lawrence Barton, Jonas Hill, Jennifer Webster, Brandon Yellowbird-Stevens

Not Present: Lisa Liggins, Kirby Metoxen, Marlon Skenandore, Jameson Wilson

# DRAFT

## IV. GENERAL TRIBAL COUNCIL

### A. Consider request to reschedule the special General Tribal Council meeting regarding Oneida Hotel Debt (00:01:44)

Sponsor: Lisa Liggins, Secretary

Motion by Jonas Hill to reschedule the special General Tribal Council meeting to address the Oneida Hotel Debt to Thursday, May 30, 2024, at 6:00 p.m., seconded by Lawrence Barton. Motion carried:

Ayes: Lawrence Barton, Jonas Hill, Jennifer Webster, Brandon Yellowbird-Stevens

Not Present: Lisa Liggins, Kirby Metoxen, Marlon Skenandore, Jameson Wilson

### B. Approve the notice and materials for the tentatively scheduled special General Tribal Council meeting to address the Oneida Hotel Debt (00:02:41)

Sponsor: Lisa Liggins, Secretary

Motion by Jonas Hill to approve the notice and materials for the May 30, 2024, tentatively scheduled special General Tribal Council meeting, seconded by Jennifer Webster. Motion carried:

Ayes: Lawrence Barton, Jonas Hill, Jennifer Webster, Brandon Yellowbird-Stevens

Not Present: Lisa Liggins, Kirby Metoxen, Marlon Skenandore, Jameson Wilson

## V. ADJOURN (00:03:27)

Motion by Lawrence Barton to adjourn at 9:36 a.m., seconded by Jennifer Webster. Motion carried:

Ayes: Lawrence Barton, Jonas Hill, Jennifer Webster, Brandon Yellowbird-Stevens

Not Present: Lisa Liggins, Kirby Metoxen, Marlon Skenandore, Jameson Wilson

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

\_\_\_\_\_  
Lisa Liggins, Secretary  
ONEIDA BUSINESS COMMITTEE

Approve the April 10, 2024, regular Business Committee meeting minutes

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## Business Committee Agenda Request

**1. Meeting Date Requested:** 04/24/24

**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, April 10, 2024**  
**BC Conference Room, 2nd floor, Norbert Hill Center**

**Minutes****REGULAR MEETING**

**Present:** Chairman Tehassi Hill, Treasurer Lawrence Barton, Secretary Lisa Liggins, Council members: Jonas Hill, Marlon Skenandore, Jameson Wilson;

**Not Present:** Vice-Chairman Brandon Yellowbird-Stevens, Councilwoman Jennifer Webster;

**Arrived at:** Councilman Kirby Metoxen at 8:32 a.m.;

**Others present:** Jo A. House, RaLinda Ninham-Lamberies, Melinda J. Danforth (via Microsoft Teams<sup>1</sup>), Mark W. Powless, Kaylynn Gresham (via Microsoft Teams), Justin Nishimoto (via Microsoft Teams), Louise Cornelius, Loucinda Conway (via Microsoft Teams), Clorissa Leeman (via Microsoft Teams), Lisa Summers (via Microsoft Teams), Danelle Wilson (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), Kristal Hill (via Microsoft Teams), Rae Skenandore (via Microsoft Teams), Melanie Burkhart (via Microsoft Teams), Lori Hill (via Microsoft Teams), Tina Jorgensen (via Microsoft Teams), Brenda Mendolla-Buckley, Carolyn Salutz (via Microsoft Teams), Tavia Charles (via Microsoft Teams), Maureen Metoxen (via Microsoft Teams), Laura Laitinen-Warren (via Microsoft Teams), Kristine Hill (via Microsoft Teams), Patricia King (via Microsoft Teams), Debbie Melchert (via Microsoft Teams), Brooke Doxtator, Shannon Davis (via Microsoft Teams), Carol Silva (via Microsoft Teams), Connor Kestell (via Microsoft Teams), Joseph Valentino (via Microsoft Teams), Caryle Wheelock, Harmony Hill (via Microsoft Teams), Claudia Skenandore, Mike Debraska (via Microsoft Teams), Ed Delgado, Nancy Barton, Cathy L. Metoxen, Mary Graves (via Microsoft Teams), Bonnie Pigman (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: Vice-Chairman Brandon Yellowbird-Stevens is out on approved travel attending the Indian Gaming Association Tradeshow and Convention in Anaheim, CA. Councilwoman Jennifer Webster is out on approved travel attending the Health and Human Services Budget Consultation in Washington, D.C.*

**II. OPENING (00:00:19)**

*Councilman Kirby Metoxen arrived at 8:32 a.m.*

*Opening provided by Councilman Marlon Skenandore.*

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

**DRAFT****III. ADOPT THE AGENDA (00:03:13)**

Motion by Lawrence Barton to adopt the agenda as presented, seconded by Lisa Liggins. Motion carried:

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

**IV. OATH OF OFFICE**

- A. Oneida Nation Arts Board - Harmony Hill, Claudia Skenandore (00:03:33)**  
Sponsor: Lisa Liggins, Secretary
- B. Oneida Nation Commission on Aging - Claudia Skenandore (00:03:33)**  
Sponsor: Lisa Liggins, Secretary
- C. Oneida Public Safety Pension Board - Ronald King Jr., Nathan Ness, Rochel Smith, Alexis Woelfel (00:03:33)**  
Sponsor: Richard Van Boxtel, Chair/Oneida Police Commission
- D. Southeastern WI Oneida Tribal Services Advisory Board - Caryle Wheelock (00:03:33)**  
Sponsor: Lisa Liggins, Secretary

*Oaths of office administered by Secretary Lisa Liggins. Claudia Skenandore was present. Harmony Hill and Caryle Wheelock were present via Microsoft Teams. Ronald King, Jr., Nathan Ness, Rochel Smith, Alexis Woelfel weren't present.*

**V. MINUTES**

- A. Approve the March 27, 2024, regular Business Committee meeting minutes (00:09:49)**  
Sponsor: Lisa Liggins, Secretary

Motion by Lawrence Barton to approve the March 27, 2024, regular Business Committee meeting minutes, seconded by Kirby Metoxen. Motion carried:

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

**DRAFT****VI. RESOLUTIONS**

- A. Adopt resolution entitled FY 2025 Budget Guidance and Calendar (00:10:13)**  
Sponsor: Lawrence Barton, Treasurer

Motion by Lisa Liggins to adopt resolution entitled 04-10-24-A Fiscal Year 2025 Budget Considerations and Calendar with one (1) noted change [1) delete lines 110-112], seconded by Jonas Hill. Motion carried:

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

**VII. STANDING COMMITTEES****A. FINANCE COMMITTEE**

- 1. Accept the March 14, 2024, regular Finance Committee meeting minutes (00:39:32)**  
Sponsor: Lawrence Barton, Treasurer

Motion by Jonas Hill to accept the March 14, 2024, regular Finance Committee meeting minutes, seconded by Marlon Skenandore. Motion carried:

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

- 2. Accept the March 28, 2024, regular Finance Committee meeting minutes (00:40:01)**  
Sponsor: Lawrence Barton, Treasurer

Motion by Jonas Hill to accept the March 28, 2024, regular Finance Committee meeting minutes, seconded by Kirby Metoxen. Motion carried:

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

**B. LEGISLATIVE OPERATING COMMITTEE**

- 1. Accept the March 20, 2024, regular Legislative Operating Committee meeting minutes (00:40:26)**  
Sponsor: Jameson Wilson, Councilman

Motion by Kirby Metoxen to accept the March 20, 2024, regular Legislative Operating Committee meeting minutes, seconded by Jonas Hill. Motion carried:

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

**DRAFT****VIII. TRAVEL REPORTS****A. Approve the travel report - Councilman Jonas Hill - Reservation Economic Summit (RES) - Las Vegas, NV - March 10-16, 2024 (00:40:48)**

Sponsor: Jonas Hill, Councilman

Motion by Lawrence Barton to approve the travel report from Councilman Jonas Hill for the Reservation Economic Summit (RES) in Las Vegas, NV on March 10-16, 2024, seconded by Jameson Wilson. Motion carried:

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

**IX. TRAVEL REQUESTS****A. Approve the travel request - Chairman Tehassi Hill - Democratic Congressional Campaign Committee (DCCC) TEAM Program Palm Springs Issues Conference - Rancho Mirage, CA - May 2-4, 2024 (00:41:16)**

Sponsor: Tehassi Hill, Chairman

Motion by Lawrence Barton to approve the travel request from Chairman Tehassi Hill to attend the Democratic Congressional Campaign Committee (DCCC) TEAM Program Palm Springs Issues Conference in Rancho Mirage, CA on May 2-4, 2024, seconded by Jonas Hill. Motion carried:

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

**B. Approve the travel request - Councilman Jonas Hill - 2024 Leading Tribal Nations Executive Education Program - Boston, MA - June 22-29, 2024 (00:41:50)**

Sponsor: Jonas Hill, Councilman

Motion by Lawrence Barton to approve the travel request from Councilmen Jonas Hill and Jameson Wilson to attend the 2024 Leading Tribal Nations Executive Education Program in Boston, MA on June 22-29, 2024, seconded by Kirby Metoxen. Motion carried:

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

**DRAFT****X. NEW BUSINESS**

- A. Accept the Elder Major Home Repair program report (00:52:42)**  
Sponsor: Mark W. Powless, General Manager

*Secretary Lisa Liggins left at 9:24 a.m.*

*Secretary Lisa Liggins returned 9:46 a.m.*

Motion by Lisa Liggins to accept the Elder Major Home Repair program report, seconded by Jameson Wilson. Motion carried:

Ayes: Lawrence Barton, Jonas Hill, Lisa Liggins, Kirby Metoxen, Marlon Skenandore, Jameson Wilson

Not Present: Jennifer Webster, Brandon Yellowbird-Stevens

**XI. GENERAL TRIBAL COUNCIL**

- A. Schedule a special General Tribal Council meeting to address the Kestell petition # 2024-01 (01:26:50)**  
Sponsor: Lisa Liggins, Secretary

Motion by Lisa Liggins to schedule a special General Tribal Council meeting on Sunday, September 15, 2024, at 2:00 p.m. to address petition # 2024-01, seconded by Kirby Metoxen. Motion carried:

Ayes: Lawrence Barton, Jonas Hill, Lisa Liggins, Kirby Metoxen, Marlon Skenandore, Jameson Wilson

Not Present: Jennifer Webster, Brandon Yellowbird-Stevens

*For the record: Councilman Jameson Wilson will be on pre-approved travel on September 15-19, 2024, to TribalNet in Las Vegas, Nevada. The travel was approved before the scheduling of the September 15, 2024, General Tribal Council meeting.*

**DRAFT****XII. EXECUTIVE SESSION (01:37:43)**

Motion by Lisa Liggins to go into executive session at 10:08 a.m., seconded by Kirby Metoxen. Motion carried:

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

*Councilman Kirby Metoxen left at 11:34 a.m.*

Motion by Lawrence Barton to come out of executive session at 11:45 a.m., seconded by Jameson Wilson. Motion carried:

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

**A. REPORTS****1. Accept the Chief Counsel report (01:38:26)**

Sponsor: Jo Anne House, Chief Counsel

Motion by Lisa Liggins to approve the counter-proposal to the draft co-existence agreement identified in the April 3, 2024 memorandum from the Law Office, seconded by Jonas Hill. Motion carried:

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

**2. Accept the General Manager report (01:38:50)**

Sponsor: Mark W. Powless, General Manager

Motion by Lisa Liggins to accept the General Manager report, seconded by Jonas Hill. Motion carried:

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

**3. Accept the Hotel to Gaming Transition Committee April 2024 report (01:39:04)**

Sponsor: Louise Cornelius, Gaming General Manager

Motion by Lisa Liggins to accept the Hotel to Gaming Transition Committee April 2024 report, seconded by Lawrence Barton. Motion carried:

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

**DRAFT****B. AUDIT COMMITTEE****1. Accept the January 16, 2024, regular Audit Committee meeting minutes (01:39:22)**

Sponsor: Lisa Liggins, Secretary

Motion by Marlon Skenandore to accept the January 16, 2024, regular Audit Committee meeting minutes, seconded by Jonas Hill. Motion carried:

Ayes: Lawrence Barton, Jonas Hill, Lisa Liggins, Marlon Skenandore,  
Jameson Wilson

Not Present: Kirby Metoxen, Jennifer Webster, Brandon Yellowbird-Stevens

**2. Accept the Gaming Promotions and Player Tracking Systems compliance audit and lift the confidentiality requirement (01:39:35)**

Sponsor: Lisa Liggins, Secretary

Motion by Jonas Hill to accept the Gaming Promotions and Player Tracking Systems compliance audit and lift the confidentiality requirement, seconded by Jameson Wilson. Motion carried:

Ayes: Lawrence Barton, Jonas Hill, Lisa Liggins, Marlon Skenandore,  
Jameson Wilson

Not Present: Kirby Metoxen, Jennifer Webster, Brandon Yellowbird-Stevens

**3. Accept the Dental performance assurance audit and lift the confidentiality requirement (01:39:54)**

Sponsor: Lisa Liggins, Secretary

Motion by Jonas Hill to accept the Dental performance assurance audit and lift the confidentiality requirement, seconded by Lisa Liggins. Motion carried:

Ayes: Lawrence Barton, Jonas Hill, Lisa Liggins, Marlon Skenandore,  
Jameson Wilson

Not Present: Kirby Metoxen, Jennifer Webster, Brandon Yellowbird-Stevens

**4. Accept the Gaming Marketing performance assurance audit and lift the confidentiality requirement (01:40:10)**

Sponsor: Lisa Liggins, Secretary

Motion by Jonas Hill to accept the Gaming Marketing performance assurance audit and lift the confidentiality requirement, seconded by Jameson Wilson. Motion carried:

Ayes: Lawrence Barton, Jonas Hill, Lisa Liggins, Marlon Skenandore,  
Jameson Wilson

Not Present: Kirby Metoxen, Jennifer Webster, Brandon Yellowbird-Stevens

**5. Accept the Trust Enrollment Department performance assurance audit and lift the confidentiality requirement (01:40:24)**

Sponsor: Lisa Liggins, Secretary

Motion by Jonas Hill to accept the Trust Enrollment Department performance assurance audit and lift the confidentiality requirement, seconded by Lawrence Barton. Motion carried:

Ayes: Lawrence Barton, Jonas Hill, Lisa Liggins, Marlon Skenandore,  
Jameson Wilson

Not Present: Kirby Metoxen, Jennifer Webster, Brandon Yellowbird-Stevens

**DRAFT**

**C. NEW BUSINESS**

**1. Approve contract - T. Rowe Price Retirement Plan Services Inc. - file # 2024-0285 (01:40:40)**

Sponsor: RaLinda Ninham-Lamberies, Chief Financial Officer

Motion by Jonas Hill to approve contract - T. Rowe Price Retirement Plan Services Inc. - file # 2024-0285, seconded by Marlon Skenandore. Motion carried:

Ayes: Lawrence Barton, Jonas Hill, Lisa Liggins, Marlon Skenandore, Jameson Wilson

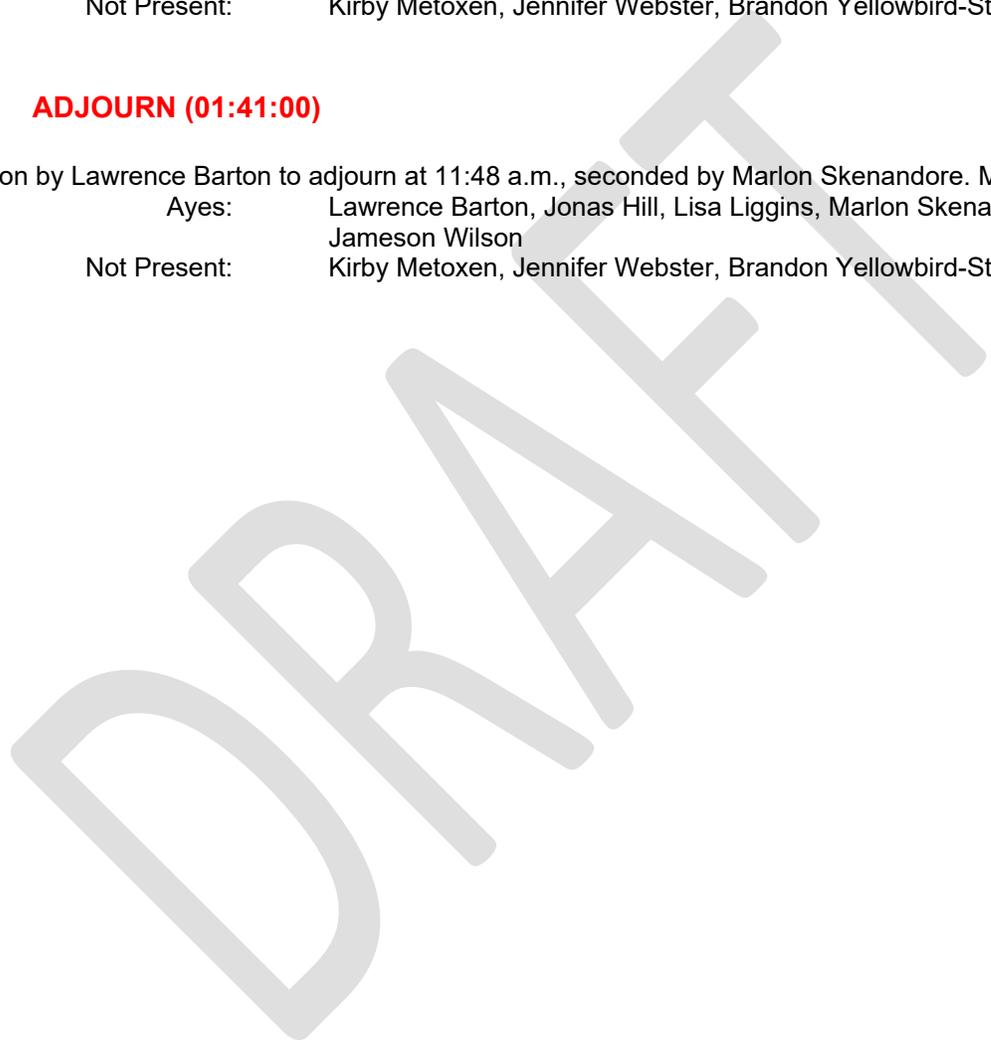
Not Present: Kirby Metoxen, Jennifer Webster, Brandon Yellowbird-Stevens

**XIII. ADJOURN (01:41:00)**

Motion by Lawrence Barton to adjourn at 11:48 a.m., seconded by Marlon Skenandore. Motion carried:

Ayes: Lawrence Barton, Jonas Hill, Lisa Liggins, Marlon Skenandore, Jameson Wilson

Not Present: Kirby Metoxen, Jennifer Webster, Brandon Yellowbird-Stevens



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

\_\_\_\_\_  
Lisa Liggins, Secretary  
ONEIDA BUSINESS COMMITTEE

Adopt resolution entitled Oneida Nation Tribal Residential Energy Program

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## Business Committee Agenda Request

1. Meeting Date Requested: 04/24/24

2. Session:

Open     Executive – must qualify under §107.4-1.

Justification: *Choose or type justification.*

3. Requested Motion:

Accept as information; OR

Approval of a resolution for the Tribal Residential Energy Program grant. The Department of Energy requires an approved and signed resolution as part of the grant guidelines.

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:

Michael Troge, Project Manager - EHSLA

*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: 2024.04.17 14:59:41 -05'00'

Authorized Sponsor: Mark W. Powless, General Manager

Primary Requestor: Marsha Danforth, Grant Development Specialist

## MEMORANDUM

**TO:** Oneida Business Committee  
**FROM:** Marsha Danforth *Marsha Danforth*  
**DATE:** April 16, 2024  
**RE:** Tribal Residential Energy Program

The Environmental Development Program/EHSLA Division is submitting a grant application to the Tribal Residential Energy Program/U.S. Department of Energy for a Home Electrification Program Grant in the amount of \$1,090,000. The funding agency requires an approved and signed resolution as part of the guidelines.

The Environmental Development Program will use funds for residential energy efficiency projects. Tasks include installation of heat pumps, home energy assessments, electrical upgrades to homes and weatherization. Funds are directed to low- and moderate-income households.

# Oneida Nation

Post Office Box 365

Phone: (920)869-2214



Oneida, WI 54155

## **BC Resolution # Leave this line blank Oneida Nation Tribal Residential Energy Program**

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

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

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

**WHEREAS,** the Oneida Nation is committed to energy work in the Community; and

**WHEREAS,** the Oneida Nation recognizes that energy costs are a burden for low and moderate income households; and

**WHEREAS,** the Oneida Nation is developing a strategy to plan and deploy energy projects in the Community; and

**WHEREAS,** the Oneida Nation supports the intention of the Home Electrification and Appliance Rebates Program (HEARP) for Indian Tribes, issued by the Department of Energy (DOE) State and Community Energy Programs (SCEP) office; and

**WHEREAS,** the Oneida Nation acknowledges that \$1,090,922 has been allocated to the Tribe under Section 50122 of the Inflation Reduction Act (IRA);

**WHEREAS,** the Oneida Nation further acknowledges that the HEARP funds under Section 50122 of the IRA shall be expended by September 30, 2031;

**NOW THEREFORE BE IT RESOLVED,** the Oneida Nation reserves is allocation under IRA Section 50122, HEARP grant funds.

**BE IT FURTHER RESOLVED,** the Oneida Nation shall submit its application by May 15, 2025.

**BE IT FINALLY RESOLVED,** the Oneida Nation requests assistance from SCEP with the completion of the full application.

Adopt resolution entitled Approval of Use of Economic Development, Diversification and Community...

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## Business Committee Agenda Request

1. Meeting Date Requested: 4/24/24

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.

Approve usage of EDDCD Funds to Sponsor Green Bay Public Market

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*

Melinda J. Danforth, Intergovernmental Affairs Director

**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 checked="" type="checkbox"/> Resolution          |
| <input type="checkbox"/> Draft GTC Notice       | <input type="checkbox"/> Minutes                 | <input type="checkbox"/> Rule (adoption packet)         |
| <input type="checkbox"/> Draft GTC Packet       | <input type="checkbox"/> MOU/MOA                 | <input checked="" type="checkbox"/> Statement of Effect |
| <input type="checkbox"/> E-poll results/back-up | <input type="checkbox"/> Petition                | <input type="checkbox"/> Travel Documents               |
| <input 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: Justin Nishimoto, Business Analyst

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



# MEMO

To: Oneida Business Committee  
From: Economic Development Diversity and Community Development Team  
Date: April 10, 2024  
Re: Green Bay Public Market Request

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## **Background**

On Broadway Inc will be developing the Green Bay Public Market at 211 N. Broadway in Green Bay, WI in time for the NFL Draft. The Oneida Business Committee has considered the request and has advocated for a \$500,000 sponsorship with half coming from EDDCD funding and the other half budgeted in FY25. However, the BC asked for considerations outside of the capital campaign selections that include advertising and branding opportunities.

A summary of the benefits of this sponsorship is included in the letter from On Broadway, Inc.:

- The commitment will ensure recognition for a term of five years.
- Oneida Nation will be co-branded in marketing efforts of the Green Bay Public Market at a value of \$25,000 per year for five years totaling a value of \$125,000.
- Oneida Nation will be recognized as a sponsor at events every year inside the Green Bay Public Market providing a value of \$25,000 per year for five years totaling \$125,000. The event package will be determined and agreed upon before the start of every event season as events are subject to change on an annual basis.
- OBI will work with Oneida Nation to distinguish a branded space within the facility either through signage, art or other creative displays that can also house marketing materials. This space is to be negotiated by both parties and be mutually beneficial with a value of \$40,000 per year for five years totaling \$200,000.

- Every year Oneida Nation will be given a \$10,000 credit to be applied to either an event space rental, co-working space rentals, or to waive vendor fees for programming for tribal members. This credit cannot be used to cover the cost of food which directly benefits market tenants. This credit will be offered for five years totaling \$50,000.

**Current Request**

Request the use of EDDCD funds in the amount of \$250,000. The remainder of the sponsorship will be budgeted in FY25 in Legislative Affairs.

Or

Request to use the EDDCD funds for the full amount of \$500,000 for the sponsorship.

**Findings after review**

The request supplied the proposal and contract with On Broadway, Inc.

The Guiding Document utilized to determine the use of the EDDCD funds include the Economic Development Plan which have the following economic related items:

- **Marketing and Image**-Raise the Oneida Nation's profile through marketing efforts aimed at internal and external audiences.
- **Entrepreneurship and Innovation**-Support the growth and profitability of Oneida businesses.

**In Closing**

The requested \$250,000 or \$500,000 payment from the Economic Development, Diversity, and Community Development fund and this is appropriate use of these funds.

## Economic Development, Diversification, and Community Development Fund (EDDCD) Request

Name: Melinda J. Danforth

Date Requested: 3/14/24

Department: Intergovernmental Affairs

Please Select  use for the funds:

- Social Wellness       Housing       Community Design       Parks and Recreation  
 Transportation, Facilities & Utilities       Economic Development       Agriculture  
 Natural Resources       Land Use       Public Safety

Detailed Description (Please attach any supporting documents to form and dollar amounts needed):

On Broadway Inc will be developing the Green Bay Public Market at 211 N. Broadway in Green Bay, WI in time for the NFL Draft. The Oneida Business Committee has considered the request, and has advocated for a \$500,000 sponsorship with half coming from EDDCD funding and the other half budgeted in FY25. However, the BC asked for considerations outside of the capital campaign selections that include advertising and branding opportunities. On Broadway is willing to work under this scenario and have presented a term sheet.

Attached is the campaign contribution materials and the term sheet presented by On Broadway Inc.

Request the use of EDDCD funds in the amount of \$250,000. The remainder of the sponsorship will be budgeted in FY25 in Legislative Affairs.

\*For more information please refer to the 2014 Comprehensive Plan, Land Use Plan, Neighborhood Development Plan, Live, Sustain, Grow Plan, and the Economic Development Plan.

Does this project already exist or have been approved for CIP? No

If "YES" please indicate the CIP or project number:

Responsible employee for authorizing expenditures: Melinda J. Danforth



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



### Statement of Effect

*Approval of Use of Economic Development, Diversification and Community Development Funds for a donation of \$500,000 for sponsorship for the Green Bay Public Market Campaign*

### Summary

The resolution approves an allocation of five hundred thousand dollars (\$500,000) from the Economic Development, Diversification and Community Development Fund for the purpose of sponsorship for the Green Bay Public Market Campaign and develop the Nation's relationship with the On Broadway, Inc.

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

*Date: April 16, 2024*

### Analysis by the Legislative Reference Office

The Oneida Business Committee has adopted resolutions which set aside funds disbursed from corporations to the Nation in an Economic Development, Diversification and Community Development fund (“the Fund”) and describes the process for accessing those funds. [Resolutions BC-09-28-16-B, BC-07-12-17-A, BC-12-12-18-B, BC-01-23-19-C, BC-01-23-19-D, and BC-05-26-21-B]. When a request to utilize monies from the Fund is received, the Review Team, comprised of the Strategic Planner, Business Analyst, and the Budget Analyst, review the request for use of the Fund and determines if the proposed use is consistent with the Fund. The Review Team is then required to provide a written recommendation to the Oneida Business Committee regarding whether to authorize the allocation from the Fund to a specific project identified by a contract number, CIP number, economic development opportunity number or other easily trackable number or designation. The Oneida Business Committee is then responsible for authorizing use of the Fund by a resolution clearly identifying the amount of funds authorized and purpose of the funds, which may be identified by a contract number, CIP number, economic development opportunity number or other easily trackable number or designation, and the employee responsible for authorizing expenditures of the authorized amount.

Through the adoption of this resolution the Oneida Business Committee would be approving an allocation of five hundred thousand dollars (\$500,000) from the Economic Development, Diversification and Community Development Fund for the purpose of sponsorship for the Green Bay Public Market Campaign and develop the Nation's relationship with the On Broadway, Inc. This resolution provides that the five hundred thousand dollars (\$500,000) as payment is not intended to be used for any other expenses and any unspent funds from the five hundred thousand dollars (\$500,000) will be returned to the Economic Development, Diversification, and Community Development Fund. This resolution does not specifically state how utilizing the Fund for this purpose is aligned with the Oneida Business Committee Broad Goals or the approved Economic Development Plan Elements, but one may assume this threshold was met if the resolution is ultimately being recommended. The director of Intergovernmental Affairs, Melinda Danforth, is identified as the responsible employees for this allocation of funding. This resolution does not directly provide a contract number, CIP number, economic development opportunity

number or other easily trackable number or designation – but this funding could be tracked through the resolution number.

***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 # Leave this line blank

### Approval of Use of Economic Development, Diversification and Community Development Funds for a donation of \$500,000 for sponsorship for the Green Bay Public Market Campaign.

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

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

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

**WHEREAS,** the Economic Development, Diversification and Community Development Fund was created by resolutions # BC-09-28-16-B, BC-07-12-17-A, and BC-01-23-19-D and the procedures for use of the fund set forth in resolution # BC-12-12-18-B, BC-01-23-19- C, and BC-05-26-21-B, *Updating and Clarifying Access to the Economic Development, Diversification and Community Development Fund As Amended*; and

**WHEREAS,** the requested \$500,000 sponsorship to the On Broadway, Inc. to advertise and market the Oneida Nation in their new Green Bay Public Market; and

**WHEREAS,** utilizing the Economic Development, Diversification, and Community Development Fund to fund \$500,000 for sponsorship for the Green Bay Public Market Campaign.

**NOW THEREFORE BE IT RESOLVED,** the Oneida Business Committee does approve the allocation of \$500,000 from the Economic Development, Diversification and Community Development Funds for the purpose of sponsorship for the Green Bay Public Market Campaign and develop the Nation's relationship with the On Broadway, Inc.

**BE IT FUTHER RESOLVED,** the \$500,000 as payment is not intended to be used for any other expenses and any unspent funds from the \$500,000 will be returned to the Economic Development, Diversification, and Community Development Fund.

**BE IT FINALLY RESOLVED,** the responsible employees identified as Director Intergovernmental Affairs, Melinda Danforth.

**CAMPAIGN CABINET****Bob Atwell**

Nicolet National Bank

**Garritt Bader**

GB Real Estate Investments

**Stephanie Bruss**

DOTI

**Kate Burgess**

Elevate97

**Ryan Chernick**

Camera Corner

**Tim Day**

Commercial Horizons

**Alison Fiebig**

Bellin

**Mike Haddad**

Schreiber

**Denis Hogan**

Associated Bank

**Paul Jadin**

retired (former Mayor)

**Jim Ledvina**

LCOJ

**David Martin**

HJ Martin

**Gail McNutt**

St. Norbert College CEL

**Melinda Morella-Olson**

Breakthrough

**Aaron Popkey**

Green Bay Packers

**Sandra Ranck**

Sandra Ranck Real Estate

**Diane Roundy**

Trulity

**Ken Strmiska**

Anovia Health, Campaign Chair

**Kurt Voss**

Amerilux

**Ken Wachter**

PMI Entertainment Group

**Dan Wickman**

Haberdasher Ltd.

**CAMPAIGN STAFF & COUNSEL****Brooke Hafs**

On Broadway

**Brian Johnson**

On Broadway

**Michelle Dejno**

O'Connor Connective

**Bridget O'Connor**

O'Connor Connective

**Don Salmon**

The Winston Group

Dear Oneida Nation of Wisconsin:

We are thrilled to hear of your interest to invest in the Green Bay Public Market. This facility will attract an estimated one million visitors per year and provide opportunity for entrepreneurs to connect fresh products to a steady supply of customers from both out of town and the neighboring community.

This term sheet outlines the relationship between On Broadway, Inc. (OBI) and Oneida Nation in connection to the Green Bay Public Market. OBI extends the following terms:

- Oneida Nation agrees to contribute \$500,000 to the Green Bay Public Market capital campaign. Payments will be made in two installments of \$250,000 over two years starting in 2024.
- The commitment will ensure recognition for a term of five years.
- OBI is committed to finding appropriate recognition within the facility that matches or exceeds the value of the Oneida Nation contribution.
- Oneida Nation will be co-branded in marketing efforts of the Green Bay Public Market at a value of \$25,000 per year for five years totalling a value of \$125,000.
- Oneida Nation will be recognized as a sponsor at events every year inside the Green Bay Public Market providing a value of \$25,000 per year for five years totalling \$125,000. The event package will be determined and agreed upon before the start of every event season as events are subject to change on an annual basis.
- Oneida Nation will be permitted to exchange their logo in co-branding or sponsorship packages to promote subsidiary enterprises.
- OBI will work with Oneida Nation to distinguish a branded space within the facility either through signage, art or other creative displays that can also house marketing materials. This space is to be negotiated by both parties and be mutually beneficial with a value of \$40,000 per year for five years totalling \$200,000.
- Every year Oneida Nation will be given a \$10,000 credit to be applied to either an event space rental, co-working space rentals, or to waive vendor fees for programming for tribal members. This credit cannot be used to cover the cost of food which directly benefits market tenants. This credit will be offered for five years totalling \$50,000.



On Broadway, Inc.

340 N. Broadway, Suite 165

Green Bay, WI 54303

920-437-2531

[greenbaypublicmarket.org](http://greenbaypublicmarket.org)

# THE PUBLIC MARKET CAMPAIGN

Creating Green Bay's public market with public purpose.

## CAMPAIGN CABINET

### Bob Atwell

Nicolet National Bank

### Garritt Bader

GB Real Estate Investments

### Stephanie Bruss

DOTI

### Kate Burgess

Elevate97

### Ryan Chernick

Camera Corner

### Tim Day

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Anovia Health, Campaign Chair

### Kurt Voss

Amerilux

### Ken Wachter

PMI Entertainment Group

### Dan Wickman

Haberdasher Ltd.

- Oneida Nation will be notified of programming opportunities where educational and marketing opportunities would be beneficial.
- OBI will work with Oneida Nation to publicly announce Oneida Nation's investment in the project.
- OBI will work with representatives at Oneida Nation to be included at upcoming Press Conferences.
- OBI will keep Oneida Nation informed on all updates and announcements related to the Green Bay Public Market.
- Oneida Nation will receive the right of first refusal to renew the agreement after the five year term.

Thank you so much for your time and consideration. We are thrilled to have you as a partner on this exciting and meaningful project in our community.



Brooke Hafs  
Director of Development  
On Broadway, Inc.  
(920) 680-1226  
[brooke@onbroadway.org](mailto:brooke@onbroadway.org)



Brian Johnson  
Executive Director  
On Broadway, Inc.  
(920) 242-2206  
[brian@onbroadway.org](mailto:brian@onbroadway.org)

## CAMPAIGN STAFF & COUNSEL

### Brooke Hafs

On Broadway

### Brian Johnson

On Broadway

### Michelle Dejno

O'Connor Connective

### Bridget O'Connor

O'Connor Connective

### Don Salmon

The Winston Group



On Broadway, Inc.  
340 N. Broadway, Suite 165  
Green Bay, WI 54303

920-437-2531  
[greenbaypublicmarket.org](http://greenbaypublicmarket.org)

# THE PUBLIC MARKET CAMPAIGN

*Creating Green Bay's public market with public purpose.*



# A YEARS-LONG VISION FOR GREEN BAY'S PUBLIC MARKET

In downtown Green Bay is becoming a reality. A building is purchased. The design is determined. The business model — a food-focused facility that creates space for entrepreneurs to connect product to people — is set. To ensure we can realize that dream, we need your help.

On Broadway, Inc., a local 501(c)3 non-profit organization that focuses on the economic vitality of the downtown's near-west side, is spearheading the fundraising campaign to redevelop Old Fort Square, 211 N. Broadway, into the Green Bay Public Market. The market will host over 20 small businesses that will benefit from a space that provides retail and food sales, hosts events and creates a dynamic public place.

*"The single greatest way to elevate the Broadway District for tourism, economic impact and employee attraction is to create Green Bay's Public Market."*

**Brian Johnson,  
Executive Director,  
On Broadway, Inc.**

Run by a non-profit organization, the lease terms will be tenant-friendly, provide less risk to business owners and create a diverse offering of goods and experiences. The market's vendors will operate seven days a week, offering prepared food and items to shop for and prepare at home.

The Green Bay Public Market will draw residents and visitors from the Greater Green Bay area and beyond to the Broadway District where they can enjoy everything the city's downtown offers. Please join us as we raise funds to realize the Green Bay Public Market, a place where entrepreneurs can connect their products with people while the ripple effect of a public market with public purpose will flourish.



The Public Market will create a new gathering place downtown, which has been transformed over the past two decades to an area bustling with life. The Farmers' Market on Broadway is one example of that success. Every Wednesday during the summer, it draws more than 100 vendors and thousands of customers. The Farmers' Market is located just outside of the new public market, which will provide community access to locally sourced goods daily.

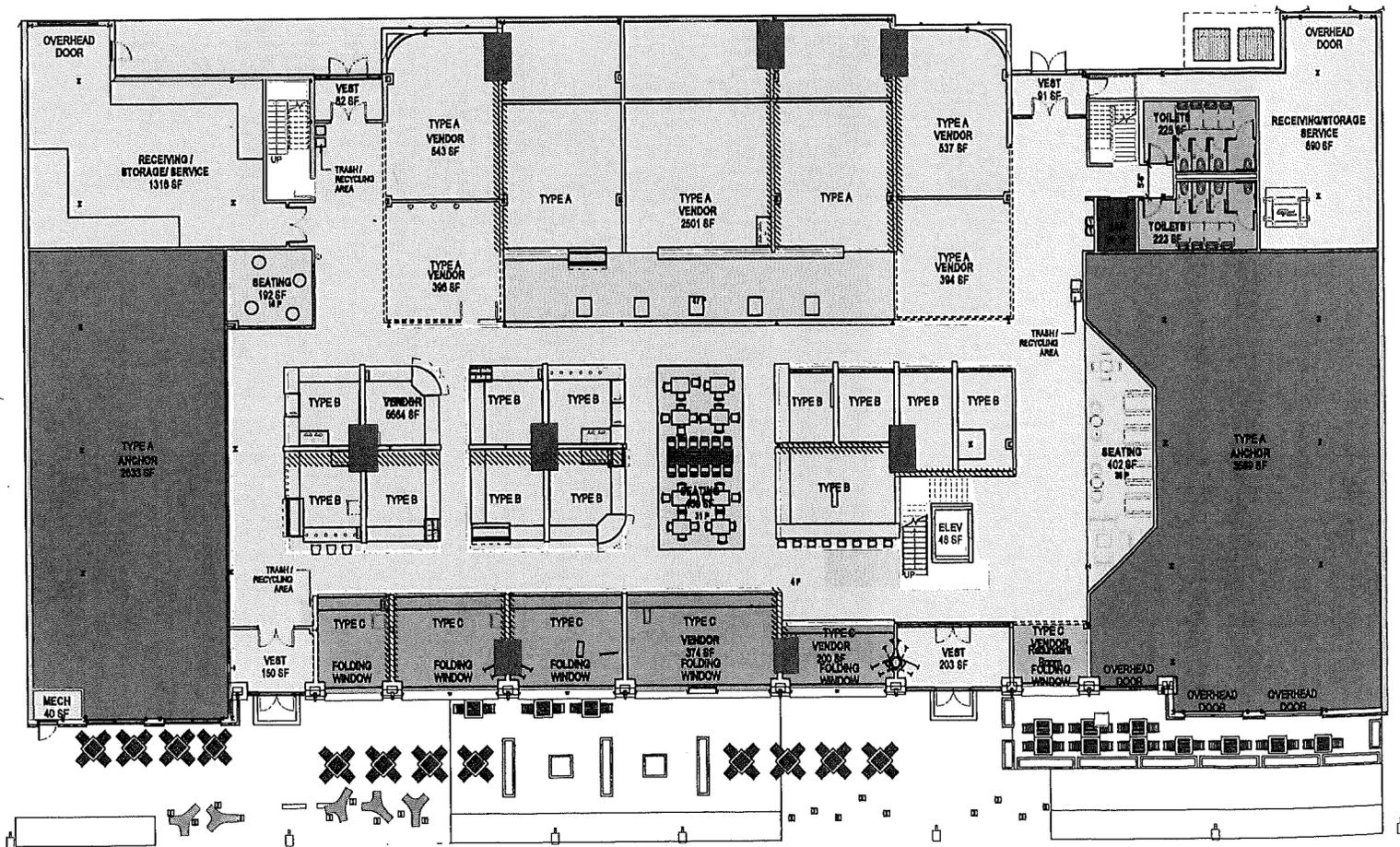
The Green Bay Public Market will be more than a place to shop and eat—it will also be a place for new experiences. Fit with a kitchen space created for unique food experiences, the market focuses on providing culinary education to people with all backgrounds, skills and interests. Through partnerships that focus on youth, disadvantaged populations and connecting area neighborhoods, the kitchen and event space within this project will play a vital role in giving back to the community.

The current Old Fort Square building was purchased by On Broadway in spring 2022. With 45,000 square feet, the future Public Market will include:

- A grand market atrium featuring over 20 vendors
- Community event space available for public and private events
- Indoor and outdoor seating

As part of this project, the building will receive a dramatic new façade and interior makeover as shown in our accompanying renderings, as will the exterior sidewalk and plaza areas with new streetscaping and lighting.

FIRST FLOOR

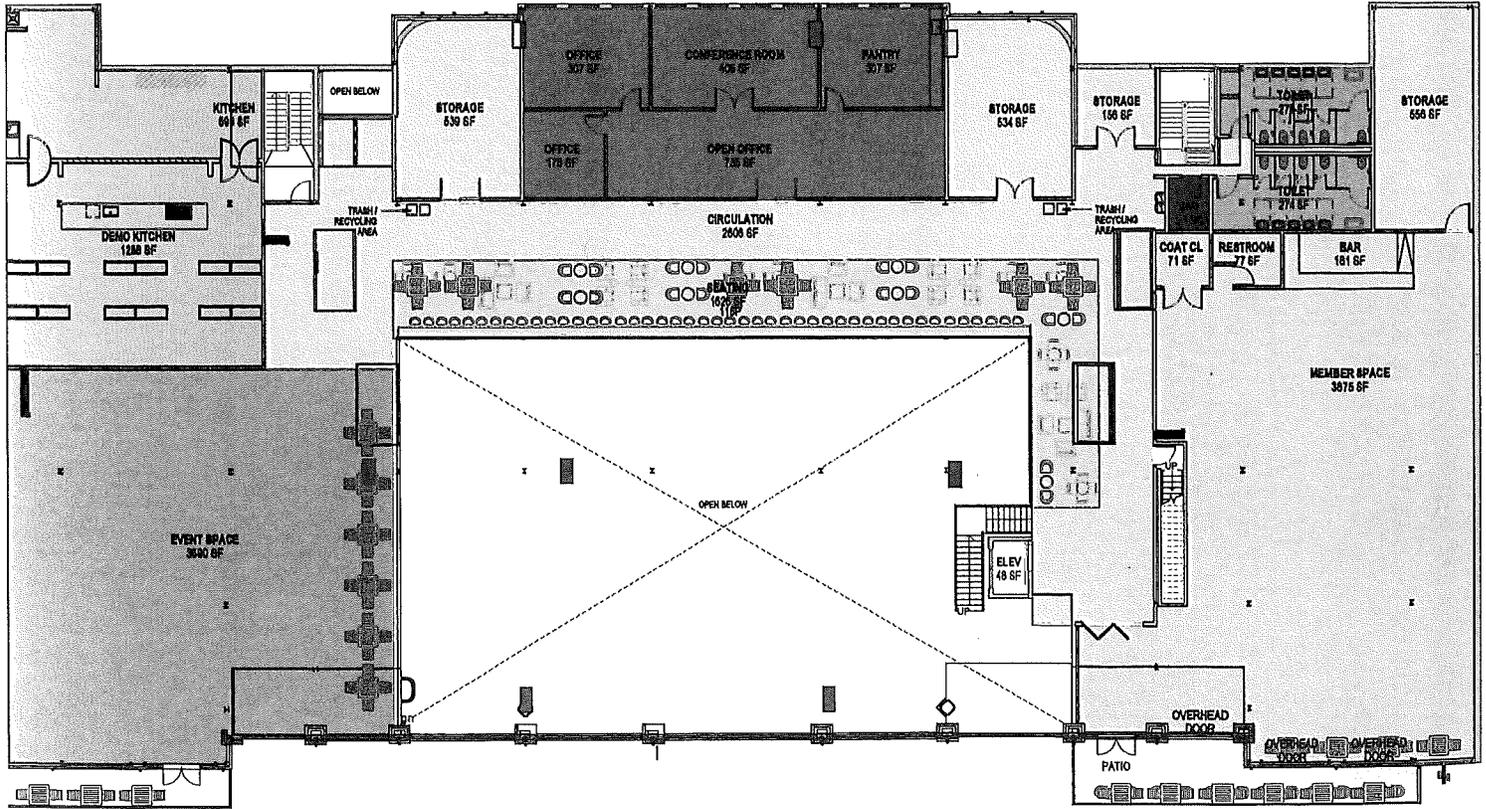


- Anchor spaces
- Junior
- Pod suites
- Storefront
- Seating
- All-season plaza



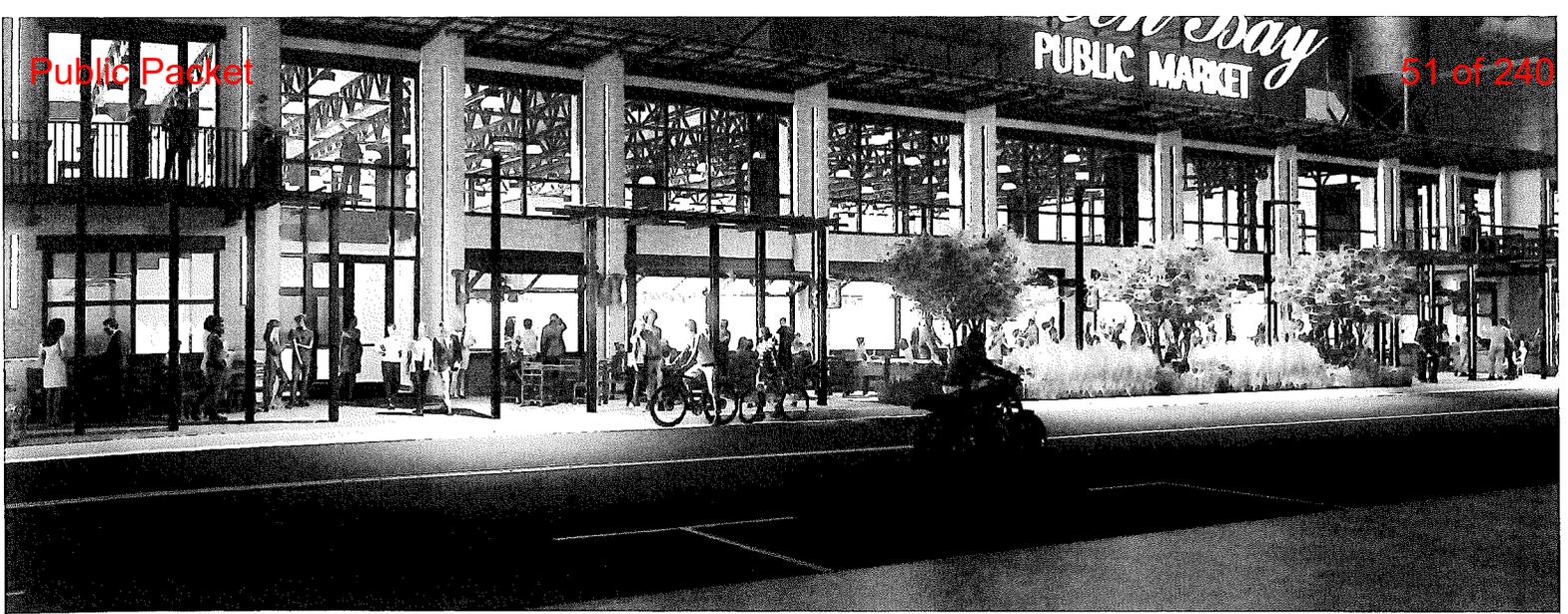
**PUBLIC MARKETS ARE PLACES OF DISCOVERY, LEARNING, HUMAN INTERACTION, COMMUNITY INVOLVEMENT AND COMMERCE.**

SECOND FLOOR



- Event space with seating for up to
- Kitchen space for private and public
- Member space available to corporate partners.
- Atrium-wrapped overlook seating
- Office space for market staff





# COME BE PART OF THE MOMENTUM!

- NAMING RIGHTS FOR VARIOUS INTERIOR AND EXTERIOR SPACES, INCLUDING KITCHEN, ATRIUM, PROGRAMMING, AND MORE
- PROGRAMS AND EVENT OPPORTUNITIES FOR YEAR-ROUND EXPERIENCES

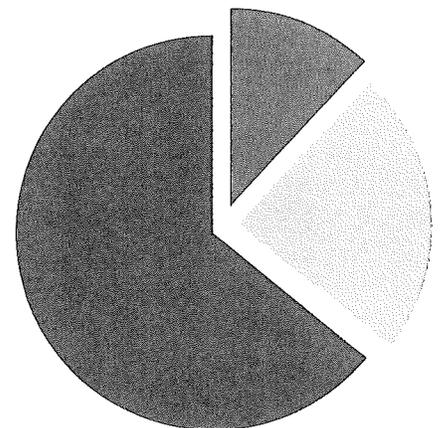
With an expected total project cost of \$12.5 million, bringing the Green Bay Public Market to life will involve public and private financial support. On Broadway has applied for multiple grants to help with funding, and private gifts are needed to help us reach our goal to fund the renovation. With your support, we can make a difference in creating a dynamic new space in downtown Green Bay that will not only create a new community gathering space but also spur more economic development. This is a once in a generation opportunity.

The Green Bay Public Market operations will be funded through rents and event revenue allowing an exciting, sustainable non-profit enterprise managed by On Broadway. **Join us!**

For more information, please reach out to:

**Chelsea Kocken**  
 Director of Special Projects at On Broadway  
 920-680-1684 or [chelsea@onbroadway.org](mailto:chelsea@onbroadway.org).

## PROJECT GOAL: \$12.5 MILLION



- \$1.5M | Government
- \$3M | Grants and New Market Tax Credits
- \$8M | Private Support

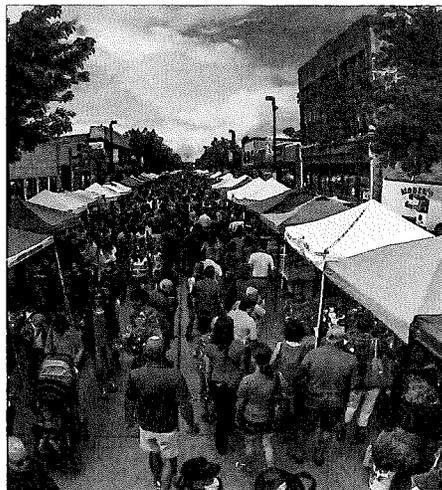
# ON BROADWAY'S SUCCESS

On Broadway continues to build upon the district's ongoing improvements and increased vibrancy.

Since its creation in 1995, the non-profit organization has amassed multiple successes:

- **Advocated city planning and business owners for increased retail, restaurant and commercial density.**
- **Facilitated over \$100 million of new construction and renovation in the district, including more than 1,000 new housing units either complete or underway.**
- **Invested in streetscape design with seasonal plantings, pedestrian friendly amenities and storefront signage.**
- **Created more than 40 community events that attract over 400,000 visitors each year. Events included igNight Markets, Fall Fest and the Levitt AMP Green Bay Music Series.**
- **Committed volunteers, including an engaged board of directors who amass over 2,000 volunteer hours each year.**
- **Dedicated to historic preservation as well as an investment in public art.**
- **Supported two major redevelopment efforts along with the City of Green Bay, including Leicht Memorial Park and the Shipyard for increased riverfront access and activation, a \$7 million and \$20 million effort, respectively.**
- **Applied for and received a \$1 million grant to support diverse businesses in the Broadway District, including a \$300,000 micro-grant program.**
- **Recognized consistently among Main Street peers for events, volunteer commitment, promotions and community partnerships.**
- **Producer of Farmers' Market on Broadway that hosts 100+ vendors and brings 250,000 people to the district each summer.**

**JOIN US AS WE ADD THE PUBLIC MARKET TO THE LIST AND EXPERIENCE THE RIPPLE EFFECT OF THIS EXCITING PROJECT WITH PUBLIC PURPOSE.**

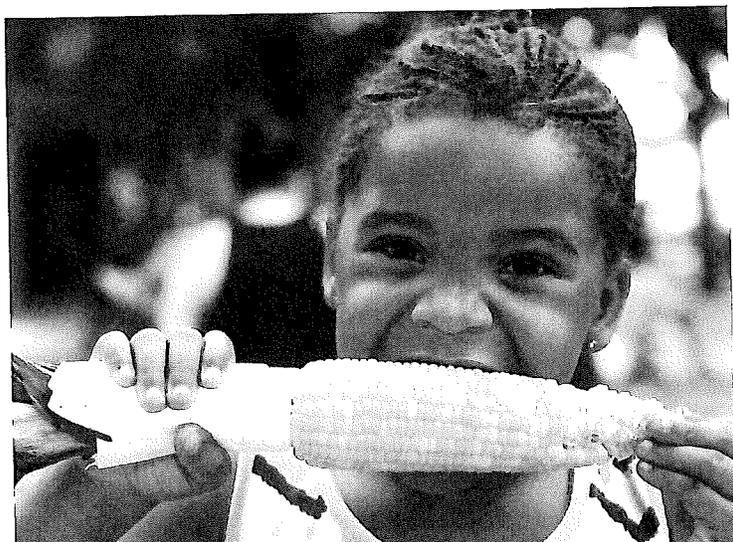


# INTRODUCING GREEN BAY'S PUBLIC MARKET: A CATALYST FOR GROWTH AND ACTIVATION

The Green Bay Public Market will provide entrepreneurs an opportunity to launch their businesses in a busy downtown location where they will find built-in support to grow. Locally sourced products sold by people who live and work in the community deliver a strong economic impact to the community.

In a metro area with a population greater than 320,000 and 5.7 million annual tourists, the Public Market will quickly become one of Green Bay's top tourist destinations as well as a place where local residents will visit regularly to purchase locally sourced food that is fresh and nutritious.

Public markets in other communities become the catalyst for additional development, spurring millions of dollars in residential and commercial real estate. Not only will the property known as "Old Fort Square" receive a much-needed makeover, but the entire district, downtown, city and region will benefit.



## PROJECT IMPACT:



**CATALYST FOR ECONOMIC DEVELOPMENT**



**PROMOTES HEALTHY COMMUNITY LIVING**



**PROVIDES A DYNAMIC ENVIRONMENT FOR CULINARY BUSINESSES TO GROW**



**CREATES AN ATTRACTIVE PUBLIC SPACE AND CITY BLOCK**



**ENHANCES EXPERIENCES FOR EMPLOYEES AND VISITORS**



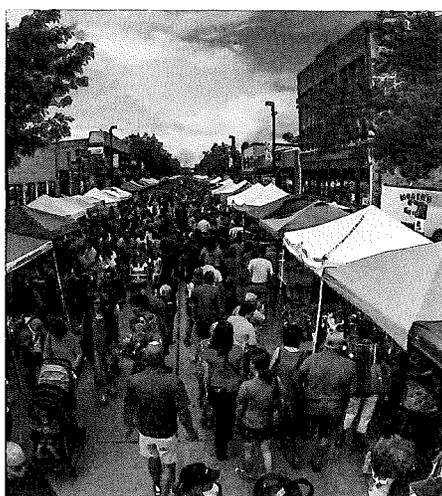
# ON BROADWAY'S SUCCESS

On Broadway continues to build upon the district's ongoing improvements and increased vibrancy.

Since its creation in 1995, the non-profit organization has amassed multiple successes:

- Advocated city planning and business owners for increased retail, restaurant and commercial density.
- Facilitated over \$100 million of new construction and renovation in the district, including more than 1,000 new housing units either complete or underway.
- Invested in streetscape design with seasonal plantings, pedestrian friendly amenities and storefront signage.
- Created more than 40 community events that attract over 400,000 visitors each year. Events included igNight Markets, Fall Fest and the Levitt AMP Green Bay Music Series.
- Committed volunteers, including an engaged board of directors who amass over 2,000 volunteer hours each year.
- Dedicated to historic preservation as well as an investment in public art.
- Supported two major redevelopment efforts along with the City of Green Bay, including Leicht Memorial Park and the Shipyard for increased riverfront access and activation, a \$7 million and \$20 million effort, respectively.
- Applied for and received a \$1 million grant to support diverse businesses in the Broadway District, including a \$300,000 micro-grant program.
- Recognized consistently among Main Street peers for events, volunteer commitment, promotions and community partnerships.
- Producer of Farmers' Market on Broadway that hosts 100+ vendors and brings 250,000 people to the district each summer.

**JOIN US AS WE ADD THE PUBLIC MARKET TO THE LIST AND EXPERIENCE THE RIPPLE EFFECT OF THIS EXCITING PROJECT WITH PUBLIC PURPOSE.**



# THE PUBLIC MARKET CAMPAIGN

*Creating Green Bay's public market with public purpose.*

## PUBLIC MARKET SQUARE

### It's a new day on Broadway!

The Green Bay Public Market is just the beginning for planned development in the Broadway District. On Broadway, Inc., a non-profit organization that will own and operate the public market, is seeking to brand the block bordered by Broadway, Dousman, Chestnut and Hubbard streets as Public Market Square.

Public Market Square will become the epicenter of not only that block, but the entire Broadway District and the near west side of downtown Green Bay.

Streetscaping, lighting and other visual enhancements being added for the Green Bay Public Market will be implemented around the block and eventually throughout the Broadway District. The enhancements will reconnect neighborhoods and tie together residents, visitors and business owners while physically and visually eliminating barriers between Broadway and neighborhoods immediately to the east and west. Re-establishing an east-west openness along Hubbard Street will also be part of the initiative.

To make Public Market Square a reality, we need your help!

On Broadway is seeking a partner to join us and sponsor the branding of the block by adding its name to Public Market Square.



On Broadway, Inc.  
340 N. Broadway, Suite 165  
Green Bay, WI 54303



The partnering organization will benefit from having its name in front of:

- 250,000 annual visitors to the Wednesday Farmers' Market on Broadway
- 1 million annual visitors to the Green Bay Public Market
- 37,800 vehicles daily on Broadway and Dousman (WisDOT)
- 50,000+ followers and fans on social media

If your organization is interested in partnering with On Broadway on Public Market Square, please reach out to **Chelsea Kocken at 920-680-1684 or [chelsea@onbroadway.org](mailto:chelsea@onbroadway.org)** and help us transform the Broadway District!

920-437-2531  
[greenbaypublicmarket.org](http://greenbaypublicmarket.org)

# THE PUBLIC MARKET CAMPAIGN

*Creating Green Bay's public market with public purpose.*

## ENHANCED ECONOMIC IMPACT

A catalyst for continued downtown development, the Green Bay Public Market is expected to draw 1 million visitors annually. The Public Market will serve as an anchor in the Broadway District and generate more than \$100 million in nearby development, including housing, commercial space, parking infrastructure and pedestrian friendly amenities. With an estimate

of \$10 million annually in sales, the market will also generate sales tax revenue of more than \$550,000.

The Green Bay Public Market will be home to 20-plus small businesses who will be supported through various programs, available grant funds and mentorship opportunities.

## ENHANCED CULINARY EXPERIENCES

In recent years, the Green Bay area has witnessed, despite pandemic-sized hospitality industry challenges, the launch of new restaurants, coffee houses, bakeries and more. Many of these new places began with a simple concept and a booth at a Green Bay farmers' market.

We now seek to create an intentional incubator for culinary entrepreneurs to bring their concepts to life within a cost-effective, high-traffic, supportive environment. The Green Bay Public Market creates the ideal mix of support and visibility to allow new

businesses to thrive, and for Green Bay's pallet to come alive with the sights, sounds, smells, and tastes of the market.

Frequent food-focused programming will also occur within the market that will attract people of all interests and abilities.

Health equality will be maintained through the EBT program that will be an expansion of the Farmers' Market on Broadway program.

## ENHANCED EMPLOYEE AND VISITOR EXPERIENCES

Working with architects, On Broadway will transform a currently blighted building into an attractive, public space for families, friends and business professionals to gather, whether it is to purchase food and eat it on site, enjoy culinary experiences in the commercial kitchen or meet up in the members' space to socialize and work.

The Public Market's event space will also host private and public gatherings and a year-round calendar of special events in addition to culinary programming.



On Broadway, Inc.  
340 N. Broadway, Suite 165  
Green Bay, WI 54303

920-437-2531  
[greenbaypublicmarket.org](http://greenbaypublicmarket.org)

# THE PUBLIC MARKET CAMPAIGN

# NAMING OPPORTUNITIES

Creating Green Bay's public market with public purpose.

## Giving Participation Levels

Gifts to the Green Bay Public Market campaign at the following levels are eligible for naming opportunities.

**(NAME) PUBLIC MARKET SQUARE**  
**\$3,000,000**

*Beach*

In recognition of a gift at this level, On Broadway seeks to add an organization's name to the city square surrounding the public market. For example, Green Bay Public Market presented by (NAME). *(One)*

**PUBLIC MARKET MAIN HALL**  
**\$1,500,000**

In recognition of a gift at this level, On Broadway seeks to name the market's atrium. *(One)*

**PUBLIC MARKET KITCHEN**  
**\$500,000**

In recognition of a gift at this level, On Broadway seeks to name the market's commercial kitchen.

**PUBLIC MARKET EVENT SPACE**  
**\$500,000**

In recognition of gifts at this level, On Broadway seeks to name the market's event space.

**PUBLIC MARKET PLAZA**  
**\$250,000**

*Claimed*

In recognition of gifts at this level, On Broadway seeks to name the market's terrace and outdoor seating areas.

**PUBLIC MARKET LOUNGE**  
**\$250,000**

*Claimed*

In recognition of gifts at this level, On Broadway seeks to name the member space.

**PUBLIC MARKET CHILDREN'S AREA**  
**\$150,000**

In recognition of a gift at this level, On Broadway seeks to name the public market's children's area.

### Additional giving levels:

- PUBLIC MARKET CHAMPION: \$50,000**
- PUBLIC MARKET AMBASSADOR: \$25,000**
- PUBLIC MARKET ADVOCATE: \$10,000**
- PUBLIC MARKET FRIEND: \$5,000**

*Naming opportunities are based on availability.*

*Please indicate your interest on the pledge card and details will be confirmed with you by On Broadway.*



On Broadway, Inc.  
340 N. Broadway, Suite 165  
Green Bay, WI 54303

920-437-2531  
[greenbaypublicmarket.org](http://greenbaypublicmarket.org)

# THE PUBLIC MARKET CAMPAIGN

## PLEDGE FORM

Creating Green Bay's public market with public purpose.

### CONTACT INFORMATION:

Donor (Company/Individual) \_\_\_\_\_

Please indicate how you would like to be recognized in donor recognition materials (if different from above) \_\_\_\_\_

Address \_\_\_\_\_ City \_\_\_\_\_ State \_\_\_\_\_ Zip \_\_\_\_\_

Phone \_\_\_\_\_ Email \_\_\_\_\_

### TERMS OF PLEDGE:

I am interested in this naming opportunity. Naming opportunities are based on availability. Please indicate your interest on this Pledge Card and details will be confirmed with you by On Broadway, Inc.

#### **My pledge is to be paid as follows (make checks payable to On Broadway, Inc.):**

- I am supporting this campaign with a one-time gift of: \$ \_\_\_\_\_
- I am supporting this campaign with a multi-year gift of: \$ \_\_\_\_\_

Beginning on (date): \_\_\_\_\_ to be paid over \_\_\_\_\_ years

Please invoice me:  Annually  Quarterly  Monthly  Other: \_\_\_\_\_

My gift will be matched by: \_\_\_\_\_

Matching gift enclosed  Matching gift form will be sent

I wish for my gift to remain anonymous

Notes: \_\_\_\_\_

Donor Signature: \_\_\_\_\_ Date: \_\_\_\_\_



**Return this form and payment to:**  
On Broadway, Inc.  
340 N. Broadway St. #165  
Green Bay, WI 54303

**For other ways to give, please contact Chelsea Kocken at 920-680-1684 or chelsea@onbroadway.org**  
  
*For your records, this letter acknowledges that no products or services were provided for this contribution and it is tax deductible to the fullest extent of the law. On Broadway, Inc. is a 501(c)(3) organization.*



**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 type="checkbox"/> Other: <i>Describe</i> |  |   |

**7. Budget Information:**

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| <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: RaLinda Ninham-Lamberies, CFORaLinda

Primary Requestor: RaLinda Ninham-Lamberies

Finance Administration Office



To: Oneida Business Committee  
From: Ralinda R. Ninham-Lamberies, CFO  
Date: April 12, 2024  
RE: BC Resolution

Attorney James Bittorf drafted the attached BC resolution to increase the employer matching contribution from 4% to 5% to be on parity with the Governmental 401(k) plan retroactive to January 1, 2024. I am requesting BC adoption of the resolution.

Jo Anne House, PhD | Chief Counsel  
James R. Bittorf | Deputy Chief Counsel  
Kelly M. McAndrews | Deputy Chief Counsel

Carl J. Artman  
Krystal L. John  
Peggy A. Van Gheem  
Lydia M. Witte

Law Office



## MEMORANDUM

**TO:** Oneida Business Committee

**FROM:** Jo Anne House, Chief Counsel

**DATE:** April 19, 2024

**SUBJECT:** File No. 2024-0428 Contract Review - Oneida Business Committee 401(k) Savings Plan – Matching Contributions

---

The resolution titled “Documenting Employer Matching Contributions, Oneida Nation Business Committee 401(k) Savings Plan” was drafted by Attorney C. Stevenson at the request of the Oneida Law Office. The Oneida Business Committee’s 401(k) plan was intended to match the Government 401(k) plan when it was created. It was identified that the language needed to automatically mirror the Government 401(k) plan was overlooked and the plans have not been synchronized.

Attorney Stevenson has reviewed both plans and drafted a resolution to accomplish this intended goal without creating additional administrative burdens of creating or monitoring multiple documents and resolutions.

“Stated another way, IRS rules require the 401k plan administrator to follow the express terms of the 401k document, or else risk an operational failure of the 401k plan, which can jeopardize a plan’s tax qualified status. To that end, any change to the express language of the BC 401k plan must generally be supported by an amendment to that plan. In the case of these matching contributions, the BC 401k plan language is sufficiently ambiguous (BC plan provides that matching contributions amounts are determined by the Nation, in its discretion) such that a change in the matching contribution rate to 5% can be supported by a BC resolution. On the other hand, any change in the express language of the BC Plan document (removing Hardship Distributions, for example), would need to be supported by a plan amendment. *E-mail, February 15, 2024.*

This resolution is in appropriate legal form as drafted by Attorney C. Stevenson. (*Execution is a management decision.*)

# Oneida Nation

Post Office Box 365

Phone: (920)869-2214

Oneida, WI 54155



## BC Resolution # Leave this line blank

### Documenting Employer Matching Contributions, Oneida Nation Business Committee 401(k) Savings Plan

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**WHEREAS,** the Oneida Nation (the “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 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 Nation has historically excluded wages of Business Committee members from Social Security taxes in accordance with Revenue Ruling 59-354; and

**WHEREAS,** the Oneida General Tribal Council has directed that a benefits package be developed for Business Committee members to allow them to earn a retirement benefit during their years of elected service on the Business Committee in lieu of Social Security retirement credits and to provide for deferral contributions and corresponding employer matching contributions that are equivalent to contributions offered to participants of the Oneida Nation Governmental 401(k) Plan (the “Governmental 401(k) Plan”) ; and

**WHEREAS,** effective November 1, 2001, the Nation established the Oneida Business Committee Retirement Plan, now known as the “Oneida Tribe of Indians of Wisconsin Business Committee 401(k) Savings Plan” (the “Plan”); and

**WHEREAS,** the Plan, covering relatively few participants, was amended and restated effective January 1, 2022 to adopt an IRS standard, pre-approved 401(k) plan in order to significantly reduce the administrative costs associated with the previously utilized, individually-designed 401(k) plan; and

**WHEREAS,** the current Plan, as a preapproved plan, contains standardized language that the Plan’s matching contributions shall be an amount determined in the Nation’s discretion and will be allocated to participants based upon the Nation’s written instructions; and

**WHEREAS,** the Governmental 401(k) Plan was amended, effective January 1, 2024 to, among other things, change the employer matching contribution rate to one hundred percent (100%), or dollar for dollar, on the first five percent (5%) of compensation that a participant defers into the Governmental 401(k) Plan as pre-tax contributions or Roth 401(k) contributions (the “Governmental Plan Matching Contribution Rate”); and

**WHEREAS,** the Oneida Business Committee desires to change the Plan’s employer matching contribution (the “Plan’s 401(k) Matching Contribution Rate”) to equal the Governmental Plan Matching Contribution Rate, as was intended when the Plan was established; and

44  
45 **WHEREAS,** from this date forward, the Oneida Business Committee desires to have the Plan's 401(k)  
46 Matching Contribution Rate automatically adjust to incorporate any subsequent change in  
47 the Governmental Plan Matching Contribution Rate such that the employer matching  
48 contribution rates and contribution formulas of each plan remain equivalent, as intended  
49 when the Plan was established;  
50

51 **NOW THEREFORE BE IT RESOLVED,** the Plan's 401(k) Matching Contribution Rate is hereby changed  
52 to equal the Governmental Plan Matching Contribution Rate, effective January 1, 2024;  
53

54 **BE IT FUTHER RESOLVED,** from this day forward, the Plan Administrator of the Plan is hereby authorized  
55 and directed to automatically adjust and incorporate any change in the Governmental Plan Matching  
56 Contribution Rate into the Plan's 401(k) Matching Contribution Rate, such that the employer matching  
57 contribution rates and contribution formulas in both plans remain equivalent, as intended when the Plan  
58 was established.  
59

60 **BE IT FINALLY RESOLVED,** the actions taken by Tribal officers and personnel in connection with the  
61 matters addressed in this Resolution be, and hereby are, ratified, confirmed and adopted as actions of the  
62 Oneida Nation.  
63

Adopt resolution entitled Support for Marlon Skenandore and Jameson Wilson to participate in the Tribal.

### Business Committee Agenda Request

1. Meeting Date Requested: 04/24/24

2. Session:

Open     Executive – must qualify under §107.4-1.

Justification: *Choose or type justification.*

3. Requested Motion:

Accept as information; OR

**Adopt BC Resolution Support for Marlon Skenandore and Jameson Wilson to participate in the Tribal Leadership Academy at Dartmouth**

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 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: Accomodations provided by Dartmouth |  |

**8. Submission:**

Authorized Sponsor: Jameson Wilson, Councilman

Primary Requestor: Fawn Cottrell, Executive Assistant to Councilman Wilson



## Memorandum

To: Oneida Business Committee

From: Councilman Jameson Wilson & Councilman Marlon Skenandore

Date: April 15, 2024

Re: Resolution: Support for Marlon Skenandore and Jameson Wilson to participate in the Tribal Leadership Academy at Dartmouth

---

We are respectfully requesting the Oneida Business Committee's consideration to adopt the resolution supporting Councilman Marlon Skenandore and I to attend the Tribal Leadership Academy at Dartmouth College.

The Tribal Leadership Academy at Dartmouth College is a program for newly elected or appointed tribal governmental leaders to engage with each other and with experienced faculty presenters on a variety of governance matters of vital importance to tribal nations and their leaders. The Academy is scheduled August 4-10, 2024, and will consist of 25 tribal government leaders to gather in Hanover, New Hampshire to consider best governance practices that are appropriate for their unique tribal nations. Dartmouth College will cover the costs of travel and attendance.

Councilman Marlon Skenandore and I are seeking the Oneida Business Committee's support to attend this academy through approval of the attached resolution. This resolution is part of the extensive application process as it reinforces the awareness and support of the applications by our nation. The resolution also serves as an intention to share insights and strategies attained at the academy with our nation upon our return.

As tribal leaders, it is our responsibility to ensure we continue to develop our skills and knowledge to enhance our positions and serve our nation to the best of our abilities. This request is also in alignment with our Nation Building principle of transformational leadership that fosters continuous improvement and leads with intention.

Thank you for your attention in this matter.

# Oneida Nation

Post Office Box 365

Phone: (920)869-2214

Oneida, WI 54155



**BC Resolution # Leave this line blank**  
**Support for Marlon Skenandore and Jameson Wilson to participate in the Tribal Leadership Academy at Dartmouth**

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- 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 Business Committee is responsible for interacting and working with Tribal,
- 13 federal, state and local government entities and officials; and
- 14
- 15 **WHEREAS,** at the beginning of each term the Oneida Business Committee adopts liaison
- 16 responsibilities through resolution, for this term resolution # BC-09-13-23-G identifies the
- 17 liaison responsibilities for Tribal, state or federal entities or agencies; and
- 18
- 19 **WHEREAS,** liaison responsibilities are identified as:
- 20 1. Foster open communications and a government-to-government relationship with liaison area.
- 21 2. Maintain and respect confidentiality of information passed between the Oneida Nation and the
- 22 entity.
- 23 3. Function as a communication agent and/or act to facilitate the transfer of information between
- 24 the entity and the Oneida Business Committee through communication, attending liaison area
- 25 meetings, and scheduling meetings between the area and the Oneida Business Committee.
- 26 4. Present information, concerns, and questions from the Oneida Business Committee to the
- 27 liaison entity and from the liaison area to the Oneida Business Committee in a timely manner
- 28 to allow the greatest possible opportunity to resolve concerns and address questions by the
- 29 Oneida Business Committee or liaison area.
- 30 5. Function as the governmental spokesperson for government-to-government communication, to
- 31 provide testimony at hearings, and obtaining Oneida Business Committee approval of such
- 32 testimony to maintain a consistent Tribal position throughout the Tribe or Indian country as
- 33 appropriate; and
- 34
- 35 **WHEREAS,** Council Members Marlon Skenandore and Jameson Wilson have applied to the Tribal
- 36 Leadership Academy at Dartmouth which "will provide a place for newly elected or
- 37 appointed tribal governmental leaders to engage with each other and with experienced
- 38 faculty presenters on governance matters of vital importance to tribal nations"; and
- 39
- 40 **WHEREAS,** the learning and networking opportunities provided by the Tribal Leadership Academy will
- 41 create opportunities to advance the goals of the Oneida Nation through the liaison
- 42 responsibilities as well as part of their responsibilities as elected officials of the Oneida
- 43 Nation; and
- 44

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

**Support for Marlon Skenandore and Jameson Wilson to participate in the Tribal Leadership Academy at Dartmouth**  
**Page 2 of 2**

45 **WHEREAS,** the Oneida Business Committee has reviewed this learning and networking opportunity  
46 and believes that the skills and partnerships that will be developed during participation in  
47 the Academy will have a positive impact on the Nation through the transfer of knowledge,  
48 new skills and new partnerships brought back; and  
49

50 **WHEREAS,** the Oneida Business Committee believes that the processes utilized at the Academy can  
51 be brought back to the Oneida Nation and integrated into the transition process for newly  
52 elected Oneida Business Committee members as well as part of creating the  
53 expectations in engaging with senior leadership of the Nation and outside of the Nation;  
54

55 **NOW THEREFORE BE IT RESOLVED,** the Oneida Business Committee supports the application of  
56 Council Member Marlon Skenandore and Council Member Jameson Wilson to participate in the Tribal  
57 Leadership Academy at Dartmouth.

Adopt resolution entitled Recognizing Julie Barton for Lifetime Achievements and Contributions to the...

### Business Committee Agenda Request

1. Meeting Date Requested: 04/24/24

2. Session:

Open  Executive – must qualify under §107.4-1.

Justification: Lifetime Achievement and Recognition Julie Barton and Alma Webster BC Time request to be on agenda at 11:30 a.m.

3. Requested Motion:

Accept as information; OR

Accept Honor and Recognition

4. Areas potentially impacted or affected by this request:

Finance

Programs/Services

Law Office

DTS

Gaming/Retail

Boards, Committees, or Commissions

Other: Oneida Nation Members

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 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: Julie Barton Bio and Alma Webster Bio along with Resolutions |  |   |

**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: Special Projects |  |

**8. Submission:**

Authorized Sponsor: Jennifer Webster, Councilwoman

Primary Requestor: (Name, Title/Entity)

## Julie Barton, Secretary

Julie Barton served the Oneida Nation as Secretary for 12 years in four consecutive terms from 1994 until 2005. As Secretary Julie had a passion for keeping the records in order and making sure the weekly minutes were done in a timely and accurate way. Julie had a passion for education, elder care and for sustaining Oneida before it was such a hot topic.

While on the council Julie was not one to travel much, rather she kept the home fires burning and was adept at keeping the affairs of the Oneida Nation in order. She and her colleague Shirley Hill often spent many hours together hashing out issues and creating solutions for the business that would come before the Oneida Business Committee.

Although there was the option of modern technology for keeping the minutes of meetings on tape recorders, it was rare that you would not see her with her own pen and pad, keeping her own notes.

As a soft-spoken leader, Julie was respected and admired, never one to raise her voice, she communicated her thoughts and opinions with a firm but soft tone. She was always very dignified in addressing the public.

Julie and Bob Barton have been married for more than 50 years and have lovingly raised their family on the Oneida Nation Reservation for the majority of their lives.

# Oneida Nation

Post Office Box 365

Phone: (920)869-2214

Oneida, WI 54155



## BC Resolution # Leave this line blank

### Recognizing Julie Barton for Lifetime Achievements and Contributions to the Oneida Nation

- 1       **WHEREAS,**     the Oneida Nation is a federally recognized Indian government and a treaty tribe
- 2
- 3       the Oneida Nation is a federally recognized Indian government and a treaty tribe
- 4       recognized by the laws of the United States of America; and
- 5
- 6       **WHEREAS,**     the Oneida General Tribal Council is the governing body of the Oneida Nation; and
- 7
- 8       **WHEREAS,**     the Oneida Business Committee has been delegated the authority of Article IV, Section 1,
- 9       of the Oneida Tribal Constitution by the Oneida General Tribal Council; and
- 10
- 11       **WHEREAS,**    members of the Oneida Nation have given their time, hopes, and energies to the Nation
- 12       and community; and
- 13
- 14       **WHEREAS,**    those actions have provided guidance in developing the Nation to meet future goals,
- 15       provide opportunities for members, and to create programs, services and benefits for
- 16       members; and
- 17
- 18       **WHEREAS,**    members have stepped forward to make these decisions on behalf of all of us embracing
- 19       and demonstrating Tsi? Niyukwalihó•ta (our ways); and
- 20
- 21       **WHEREAS,**    the Oneida Business Committee has identified that recognizing these actions, such as has
- 22       been in the past for
- 23       • Indigenous Peoples Day, resolution # BC-09-26-12-F;
- 24       • Proclamation of Oneida Nation Code Talkers Day, resolution # BC-12-11-13-A;
- 25       • Recognition of Dr. Clifford Abbott, resolution # BC-08-12-15-A
- 26       • Proclamation of Appreciation *Susan White*, resolution # BC-04-25-18-A;
- 27       • Proclamation Naming June 19 as Norbert S, Hill, Sr. Remembrance Day, resolution #
- 28       BC-03-27-19-B;
- 29       • Proclamation of Appreciation *Charles Frederick Whitney "Chaz" Wheelock*, resolution
- 30       # BC-12-09-20-B;
- 31       • Obligation for Oneida National Treasures Recognition utilizing Tribal Contribution
- 32       Savings, resolution # BC-07-13-22-N; and
- 33
- 34       **WHEREAS,**    Julie Barton worked for the Oneida Nation and its members for many years, including her
- 35       first appearance on the Oneida Business Committee as a Council Member in the 1969-
- 36       1972 inaugural term of the nine member elected body, later returning to serve many terms
- 37       as Tribal Secretary, which is only a small part of the time and passion she has given
- 38       supporting the Oneida Nation;
- 39
- 40       **NOW THEREFORE BE IT RESOLVED,** the Oneida Business Committee recognizes Julie Barton for her
- 41       lifetime of giving her time and skills to the Oneida Nation and the community raising us all in the process.



**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 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: Julie Barton Bio and Alma Webster Bio along with Resolutions |  |   |

**7. Budget Information:**

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| <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: Special Projects |  |

**8. Submission:**

Authorized Sponsor: Jennifer Webster, Councilwoman

Primary Requestor: (Name, Title/Entity)

## Alma Webster – Lifetime Achievement Recognition 2024

A lifetime of achievements was no small feat for Alma Webster. Alma has worn so many hats in her lifetime there is not enough time to list them all. First and foremost a wife and mother, and of course Grandparent. Family has always been a priority for Alma and continues to be her priority in life, just ask her children, Donnie, Melissa or Susie.

As for the Oneida Nation Alma has served us in so many ways, she has been an elected official and used her academic knowledge and expertise to serve as Treasurer. Alma was one of the most respected Gaming pioneers in Oneida. Early in her gaming career she worked to establish a penny ante bingo game played weekly on cards to help pay the bills of the Oneida Nation Memorial Building more commonly known as the Civic Center. She worked with Oneida women who surrounded her to build one of the most successful prosperous bingo operations in the state, and eventually opened the doors to class III or casino operations for Oneida.

The profits from bingo grew tremendously and in a few years exceeded half a million dollars. These profits did more than pay the bills, the funds were directed toward meeting the unmet needs on the Oneida reservation. Jobs, facility utilities, insurance, supplies and services that were so much needed in this community were all a part of where the profits were directed. Soon after the birth of high stakes bingo profits

reached the goal set to build a new facility to house community activities called the Irene Moore Activity Center.

Alma Webster worked long hard days and nights to bring the dream of the Oneida Nation to fruition. Her work on gaming paved the way to providing a health economy on the Oneida Nation Reservation to provide jobs, health care, education, and generally a better quality of life for her people.

# Oneida Nation

Post Office Box 365

Phone: (920)869-2214

Oneida, WI 54155



## BC Resolution # Leave this line blank

### Recognizing Alma Webster for Lifetime Achievements and Contributions to the Oneida Nation

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

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

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

**WHEREAS,** members of the Oneida Nation have given their time, hopes, and energies to the Nation and community; and

**WHEREAS,** those actions have provided guidance in developing the Nation to meet future goals, provide opportunities for members, and to create programs, services and benefits for members; and

**WHEREAS,** members have stepped forward to make these decisions on behalf of all of us embracing and demonstrating Tsi? Niyukwalihó•ta (our ways); and

**WHEREAS,** the Oneida Business Committee has identified that recognizing these actions, such as has been in the past for

- Indigenous Peoples Day, resolution # BC-09-26-12-F;
- Proclamation of Oneida Nation Code Talkers Day, resolution # BC-12-11-13-A;
- Recognition of Dr. Clifford Abbott, resolution # BC-08-12-15-A
- Proclamation of Appreciation *Susan White*, resolution # BC-04-25-18-A;
- Proclamation Naming June 19 as Norbert S, Hill, Sr. Remembrance Day, resolution # BC-03-27-19-B;
- Proclamation of Appreciation *Charles Frederick Whitney "Chaz" Wheelock*, resolution # BC-12-09-20-B;
- Obligation for Oneida National Treasures Recognition utilizing Tribal Contribution Savings, resolution # BC-07-13-22-N; and

**WHEREAS,** Alma Webster served on the Oneida Business Committee starting in the inaugural term of the new nine-member body as Treasurer on April 6, 1970, and served in this position until March 1977 as part of the separation of elected officials and employees of the Nation where she was also employed as a bookkeeper, Alma Webster also was part of the team that created and managed Oneida Bingo as a profitable business, which, for many years supported the Oneida Nation during difficult financial times; and

**NOW THEREFORE BE IT RESOLVED,** the Oneida Business Committee recognizes Alma Webster for her lifetime of giving her time and skills to the Oneida Nation and the community raising us all in the process.

Determine next steps regarding two (2) vacancies - Oneida Community Library Board

---

## Business Committee Agenda Request

**1. Meeting Date Requested:** 04/24/24

**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: April 16, 2024

RE: Appointment(s) – Oneida Community Library Board

---

### Background

Two (2) vacancies were posted for the Oneida Community Library Board. The vacancies are for terms ending March 31, 2027.

The vacancies have been posted since January 2024. The latest application deadline was April 5, 2024, and two (2) applications were received for the following applicant(s):

- Stephanie Metoxen
- Kathleen Cornelius

### Select action(s) provided below:

- 1) accept the selected the applicant(s) and appoint to a term ending March 31, 2027, OR
- 2) reject the selected applicant(s) and oppose the vote\*\*; OR
- 3) request the Secretary to re-notice the vacancy(ies)

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

## Business Committee Agenda Request

1. Meeting Date Requested: 04/24/24

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: April 17, 2024

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 a term ending June 30, 2026, and two (2) vacancies are to complete terms ending June 30, 2027.

One (1) vacancy have been posted since August 2, 2023 and two (2) vacancies have been posted since March 2024. The latest application deadline was March 8, 2024, and one (1) application(s) was received for the following applicant(s):

- Claudia Skenandore

At the March 27, 2024 regular Oneida Business Committee meeting the following motion was made Motion by Jennifer Webster to defer the Oneida Youth Leadership Institute Board appointment to the April 24, 2024, regular Oneida Business Committee meeting, seconded by Jameson Wilson. Motion carried

On March 27, 2024 a letter was mailed to the applicant requesting additional information to support her application be turned in by 4:30 p.m., Monday April 15, 2024, and no documents have been received.

### Select action(s) provided below:

- 1) accept the selected the applicant(s) and appoint to a term ending June 30, 2026, or June 30, 2027, OR
- 2) reject the selected applicant(s) and oppose the vote\*\*, OR
- 3) request the Secretary to re-notice the vacancy(ies)

Determine next steps regarding three (3) vacancies - Southeastern WI Oneida Tribal Services Advisory...

## Business Committee Agenda Request

1. Meeting Date Requested: 04/24/24

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: April 16, 2024

RE: Appointment(s) – Southeastern Wisconsin Oneida Tribal Services Advisory Board

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### Background

Three (3) vacancies were posted for the Southeastern Wisconsin Oneida Tribal Services Advisory Board. The vacancies are to complete terms ending March 31, 2026 and March 31, 2027.

The vacancies have been posted since February 9, 2024. The latest application deadline was April 5, 2024, and one (1) application(s) was received for the following applicant(s):

- Diane Hill

### Select action(s) provided below:

- 1) accept the selected the applicant(s) and appoint to a term ending March 31, 2026 and March 31, 2027 OR
- 2) reject the selected applicant(s) and oppose the vote\*\*; OR
- 3) request the Secretary to re-notice the vacancy(ies)

Accept the April 3, 2024, regular Legislative Operating Committee meeting minutes

---

### Business Committee Agenda Request

1. Meeting Date Requested: 04/24/24

2. Session:

Open     Executive – must qualify under §107.4-1.

Justification: *Choose or type justification.*

3. Requested Motion:

Accept as information; OR

Accept the April 3, 2024, 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  
 April 3, 2024  
 10:30 a.m.<sup>1</sup>

**Present:** Jameson Wilson, Jonas Hill, Kirby Metoxen, Jennifer Webster (Microsoft Teams)

**Excused:** Marlon Skenandore

**Others Present:** Clorissa N. Leeman, Grace Elliott, Maureen Perkins, Michael Troge, Ralinda Ninham-Lamberies

**Others Present on Microsoft Teams:** Carolyn Salutz, David Jordan, Peggy Helm-Quest, Todd Vanden Heuvel, Fawn Cottrell, Kristal Hill, Leah Stroobants, Peggy Van Gheem, Carrie Lindsey, Krystal John, Kaylynn Gresham, Rae Skenandore, Dennis Reckelberg, Tavia James-Charles

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

Jameson Wilson called the April 3, 2024, Legislative Operating Committee meeting to order at 10:30 a.m.

Motion by Jennifer Webster approve the agenda; seconded by Jonas Hill. Motion carried unanimously.

**II. Minutes to be Approved**

**1. March 20, 2024 LOC Meeting Minutes**

Motion by Jennifer Webster to approve the March 20, 2024, LOC meeting minutes and forward to the Oneida Business Committee; seconded by Jonas Hill. Motion carried unanimously.

**III. Current Business**

**1. Oneida Veteran Affairs Committee Bylaws Amendments**

Motion by Jennifer Webster to defer the ONVAC bylaws amendments to the April 17, 2024, LOC meeting for additional amendments to be made; seconded by Jonas Hill. Motion carried unanimously.

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<sup>1</sup> Due to inclement weather as a result of Snow Storm Cora, Oneida Nation Programs had a delayed start until 10:00 a.m. on April 3, 2024, and the Legislative Operating Committee meeting was rescheduled from 9:00 a.m. until 10:30 a.m..



**IV. New Submissions****1. GTC Government Participation GWE Law**

Motion by Kirby Metoxen to add the GTC Government Participation GWE Law to the Active Files List with Jonas Hill as the sponsor; seconded by Jennifer Webster. Motion carried unanimously.

**2. Petition: C. Kestell: Address Housing Issues/Veterans Home Loan Program**

Motion by Jennifer Webster to add the Petition: C. Kestell: Address Housing Issues/Veterans Home Loan Program to the Active Files List with Jonas Hill as the sponsor; seconded by Kirby Metoxen. Motion carried unanimously.

**3. Renewable Energy Law**

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

**V. Additions****VI. Administrative Items****1. June 5, 2024 LOC Community Meeting Notice**

Motion by Jennifer Webster to approve the Legislative Operating Committee community meeting notice and schedule the community meeting to take place on June 5, 2024; seconded by Jonas Hill. Motion carried unanimously.

**VII. Executive Session****VIII. Adjourn**

Motion by Jennifer Webster to adjourn at 10:49 a.m.; seconded by Kirby Metoxen. Motion carried unanimously.

Approve the travel report - Treasurer Lawrence Barton - Reservation Economic Summit (RES) - Las...

---

## Business Committee Agenda Request

1. Meeting Date Requested: 04/24/24

2. Session:

Open  Executive – must qualify under §107.4-1.

Justification: *Choose or type justification.*

3. Requested Motion:

Accept as information; OR

Motion to accep the Reservation Economic Summit Travel Report by Larry Barton

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:** Choose a Traveler Name  
 Larry Barton

**Travel Event:** National Center for Indian Enterprise Development

**Travel Location:** Las Vegas, NV

**Departure Date:** 03/11/2024      **Return Date:** 03/14/2024

**Projected Cost:** \$3,298.50      **Actual Cost:** \$2,235.75

**Date Travel was Approved by OBC:** 11/08/2023

## Narrative/Background:

Treasurer Lawrence Barton attended the National Center for Indian Economic Development (NCAIED.org) March 11<sup>th</sup>-14<sup>th</sup>. This event was held in Las Vega, NV in which over 4,500 (forty-five hundred) attendees participated from throughout Alaska, Canada, the U.S. and Internationally. Principal attendance was native communities, Alaska Native Corporations as well as First Nations.

In addition to Indigenous communities, a wide array of Federal Programs and State agencies were on display to support contracting and business development. Importantly, large corporations were also in attendance for purpose of procurement with tribally owned businesses. The conference theme, "Strength in Unity" communicated the need for tribal communities to support each other for economic growth and sustainability.

Certification of Completion was obtained by attendance/participation in the following specific sessions:

Native Financial Institutions Partnering to Fund Tribal Projects  
 Building the Native Tech Ecosystem: Education and Workforce Development  
 Current Trends in Small Business Federal Contracting  
 DoD Mentor-Protégé Program  
 Financing Your Project in Indian Country  
 Strengthening Your Board Governance

Rebuilding Tribal Finance: An Innovative Approach to Strengthening Tribal Finance Leadership and Capacity  
Inflation Reduction Act: What We Have Learned and What's Ahead  
Department of Commerce Resources  
Strategic Cash Flow Management for Business Acquisitions  
Opportunities for Maximizing Liquidity in Indian Country  
A Deep Dive with CEO's  
Strength in Number: The Collective Power of Indian Country  
Building Economic Resilience: The Power of Shared Services in Tribal Communities  
Walkthrough of Federal Funding Clearinghouse and Upcoming Request for Information  
Opportunities for Tribal Nations Under the Inflation Reduction Act

In summary, the conference celebrated success in Indian Country toward Economic & Human Development.

**Item(s) Requiring Attention:**

None

**Requested Action:**

None

The National Center PRESENTS  
for American Indian Enterprise Development

RES 2024

March 11 - 14, 2024 | Las Vegas, NV



STRENGTH IN UNITY

# CERTIFICATE OF COMPLETION

Proudly Presented To

Lawrence Barton

for successful completion of

- Native Financial Institutions Partnering to Fund Tribal Projects (Specialized Knowledge - 1.0 CPE Credit)
- Building the Native Tech Ecosystem: Education and Workforce Development (Information Technology - 1.0 CPE Credit)
  - Current Trends in Small Business Federal Contracting (Specialized Knowledge - 1.0 CPE Credit)
    - DoD Mentor-Protégé Program
  - Financing Your Project in Indian Country (Finance - 1.0 CPE Credit)
    - Strengthening Your Board Governance
- Rebuilding Tribal Finance: An Innovative Approach to Strengthening Tribal Finance Leadership and Capacity (Business Management/Organization - 1.0 CPE Credit)
  - Inflation Reduction Act: What We Have Learned and What's Ahead (Specialized Knowledge - 1.0 CPE Credit)
    - Department of Commerce Resources
  - Strategic Cash Flow Management for Business Acquisitions (Finance - 1.0 CPE Credit)
    - Opportunities for Maximizing Liquidity in Indian Country
      - A Deep Dive with CEOs
    - Strength in Numbers: The Collective Power of Indian Country
  - Building Economic Resilience: The Power of Shared Services in Tribal Communities
- Walkthrough of Federal Funding Clearinghouse and upcoming Request for Information (RFI) on Tribal Funding Needs
  - Opportunities for Tribal Nations Under the Inflation Reduction Act (Finance - 1.0 CPE Credit)

March 14, 2024

*In accordance with the standards of the National Registry of CPE Sponsors, CPE credits have been granted based on a 50-minute hour.*



NCAIED  
953 E Juanita Ave., Mesa, AZ 85204  
www.ncaied.org

Rich Yehling



**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: Marlon Skenandore, Councilman

Primary Requestor: *Name, Title/Entity*

# BUSINESS COMMITTEE TRAVEL REPORT



<b>Travel Report for:</b>	Marlon Skenandore	Enter name(s) of other Travelers OR [SPACE BAR] to delete
	Enter name(s) of other Travelers OR [SPACE BAR] to delete	Enter name(s) of other Travelers OR [SPACE BAR] to delete
<b>Travel Event:</b>	<u>2024 Reservation Economic Summit</u>	
<b>Travel Location:</b>	<u>Las Vegas, NV</u>	
<b>Departure Date:</b>	<u>03/10/2024</u>	<b>Return Date:</b> <u>03/15/2024</u>
<b>Projected Cost:</b>	<u>2860.00</u>	<b>Actual Cost:</b> <u>2635.29</u>
<b>Date Travel was Approved by OBC:</b>	<u>11/08/2023</u>	

**Narrative/Background:**

The 2024 Reservation Economic Summit (RES) had multiple objectives I was looking to achieve. First and foremost I wanted to immerse myself into the tribal leadership that RES had to offer as the largest Native American conference in the US. Networking and speaking with Leaders across Indian Country on how they moved the needle for their Nations and how we progressively move this Nation forward in a good way with some of the innovative ways they approached certain scenarios.

My first day was filled with breakout sessions that focused on Workforce Development and Entrepreneurial ecosystems. My aim was to gather insight on how we can foster these types of initiatives for Oneida and empower our membership to think outside the box. The key to building our community economy is for the government, tribal programs, and Oneida entrepreneurs to work in tandem on a more unified front. The second day was filled with meeting with entrepreneurs learning their stories and how tribal governments fostered their growth. Asking what, when, how, and outcomes to their success and gathering strategies that can be brought home to our entrepreneur membership. As a Nation we need to be more supportive to our entrepreneurs and assist in more ways to help them grow our reservation economy, which is important for us all to move forward together. Many of the Native American financial institutions are supporting them with their technical assistance and funding to support them. How can we become more connected to that network and work collaboratively

to be supportive for our local entrepreneurs? The RES Fashion Show and was the inspiration for the Art and Fashion Show. RES showcased local artists, entrepreneurs, and fashion designers empowering them putting a spotlight on the indigenous models and fashion designs. I met with the coordinating event staff and received information to share with our programming departments to inquire options of hosting an event to showcase our nation on a global platform such as RES. Third day I visited with WI Economic Indigenous Development Corp rep Randy Cadotte re: funding and assistance for tribal business owners followed by the Trade Show where we met with Department of Energy reps about upcoming Oneida projects, Native Nation Institutes open conversation about our current Nation Building in Oneida, a company that has a sophisticated ID Printing machine with many capabilities beyond what we currently have, and also met other Oneida Nation members around the US that have business that could assist or improve our Telehealth and rave alert type systems. Councilman Jameson Wilson and I met with people re: clean energy funding and other areas of Indian Country coming down the pipeline. It was a great networking opportunity with the greatest connection coming from PHD Crystal Lee a Navajo member who owns a telehealth business, current professor at the University of New Mexico, and works with the NFL during Super Bowl week with event coordination. We will keep in contact with her with the appropriate staff as she is interested in connecting with our nation. The last day was a lot of networking and meeting new people out in Indian Country. Overall, a great experience for my professional growth and continually being able to share resources by bringing back to the Nation. Lastly, attached emails and information contacts from vendors we met at the Tradeshow.

**Item(s) Requiring Attention:**

Councilman Skenandore to follow up with appropriate Direct Reports from report.

**Requested Action:**

Approve the travel report.



**The National Center**  
*for American Indian Enterprise Development*

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- Promotions
- Digital Tool Kit
- Contact

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Summit Info

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- Call for Sessions
- Call for Collateral Events
- Sponsors & Exhibitors
- Sponsorship Opportunities
- Prospectus
- Trade Show
- American Indian Art Market
- Exhibitor Resources

- Networking Opportunities
- International Business Matchmaking
- Buy Native
- Ad Hoc Networking

Register

# 2024 Agenda

Agenda displaying in default Pacific Time (US & Canada) time zone.

Sunday, March 10

🕒 3:00 p.m. - 7:00 p.m.  
📅 Sunday, March 10

### Registration and Information Desk

Monday, March 11

🕒 7:00 a.m. - 7:00 p.m.  
📅 Monday, March 11

### Registration and Information Desk

🕒 9:00 a.m. - 5:00 p.m.  
📅 Monday, March 11  
📍 Roman Ballroom

### Buy Native Business Matchmaking

Registered attendees may participate in this one day business matchmaking session. Instructions will be sent to registered attendees with further details and directions on how to complete their profile.

Breakout Sessions - Block 1  
10:00 a.m. - 10:50 a.m.

Breakout Sessions - Block 2  
11:00 a.m. - 11:50 a.m.

Lunch  
11:15 a.m. - 12:45 p.m.

### Breakout Sessions - Block 3

1:00 p.m. - 1:50 p.m.

### Breakout Sessions - Block 4

2:00 p.m. - 2:50 p.m.

### Breakout Sessions - Block 5

3:00 p.m. - 3:50 p.m.

### Breakout Sessions - Block 6

4:00 p.m. - 4:50 p.m.

### Trade Show Reception

5:00 p.m. - 7:00 p.m.

## Tuesday, March 12

 7:00 a.m. - 5:00 p.m.

Registration and Information Desk

 Tuesday, March 12

### General Session

8:30 a.m. - 11:00 a.m.

### Breakout Sessions - Block 7

11:15 a.m. - 12:00 p.m.

🕒 11:30 a.m. - 5:00 p.m.

### RES Tradeshow

📅 Tuesday, March 12

📍 Julius Ballroom

### Lunch

12:15 p.m. - 1:45 p.m.

🕒 2:00 p.m. - 5:00 p.m.

### International Matchmaking

📅 Tuesday, March 12

📍 Roman Ballroom I-II

🕒 2:00 p.m. - 5:00 p.m.

### Workforce Development

📅 Tuesday, March 12

📍 Roman Ballroom III-IV

### Breakout Sessions - Block 8

2:00 p.m. - 2:50 p.m.

### Breakout Sessions - Block 9

3:00 p.m. - 3:50 p.m.

### Breakout Sessions - Block 10

4:00 p.m. - 4:50 p.m.

Opening Reception at Draai's

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

Wednesday, March 13

🕒 7:00 a.m. - 5:00  
p.m.

Registration and Information Desk

📅 Wednesday,  
March 13

General Session

8:30 a.m. - 11:00 a.m.

Breakout Sessions - Block 11

11:15 a.m. - 12:00 p.m.

🕒 11:30 a.m. - 5:00  
p.m.

RES Tradeshow

📅 Wednesday,  
March 13

📍 Julius Ballroom

Lunch

12:15 p.m. - 1:45 p.m.

🕒 2:00 p.m. - 5:00 p.m.

### International Matchmaking

📅 Wednesday, March 13

📍 Roman Ballroom I-II

🕒 2:00 p.m. - 5:00 p.m.

### Workforce Development

📅 Wednesday, March 13

📍 Roman Ballroom III-IV

### Breakout Sessions - Block 12

2:00 p.m. - 2:50 p.m.

### Breakout Sessions - Block 13

3:00 p.m. - 3:50 p.m.

### Breakout Sessions - Block 14

4:00 p.m. - 4:50 p.m.

### 40 Under 40 Awards Ceremony

6:00 p.m. - 7:30 p.m.

Thursday, March 14

🕒 7:00 a.m. - 12:00 p.m.  
📅 Thursday, March 14

## Registration and Information Desk

### Breakout Sessions - Block 15

9:00 a.m. - 9:50 a.m.

### Breakout Sessions - Block 16

10:00 a.m. - 10:50 a.m.

### Breakout Sessions - Block 17

11:00 a.m. - 11:50 a.m.

### Lunch and Closing General Session

12:00 p.m. - 1:30 p.m.

Website powered by

**From:** [Marlon G. Skenandore](#)  
**To:** [Fawn J. Billie](#)  
**Subject:** FW: Follow-up from RES 2024  
**Date:** Friday, April 12, 2024 3:49:14 PM  
**Attachments:** [THE BURNS WAY Briefing Note JULY.2023.pdf](#)  
[TALKING STICK INFO PACKAGE-2024 MARCH.pdf](#)

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**From:** Ken House <ken@trycycle.ca>  
**Sent:** Tuesday, March 26, 2024 11:18 AM  
**To:** Marlon G. Skenandore <mskenan1@oneidanation.org>; Jameson J. Wilson <jwilson@oneidanation.org>; Jonas G. Hill <jhill1@oneidanation.org>  
**Cc:** John MacBeth <john@trycycle.ca>  
**Subject:** Follow-up from RES 2024

Gentlemen,

It was nice meeting all of you in Las Vegas, I'm sure we will cross paths many times in the months ahead as our team plans on attending multiple conferences to meet new tribal contacts. Next time we meet, I will introduce you to my business partner John MacBeth, CC'd on this email.

Per our conversations, I have not included anything related to TetherAll since that's on Mari's To-Do list. We are doing other things, however, that fall under your purview as caretakers of tribal security and general welfare.

Imagine...

1. Regarding **Oneida's Healing to Wellness Court**, if you had a diversionary program using mobile technology for people charged with drug-related offenses?
2. Regarding the **Oneida Nation School System**, if you had an anonymous place where students could get help when being bullied, neglected, or abused?
3. Regarding **Veterans Services and Resources**, if you had anonymous peer chat so struggling Oneida veterans could get emotional support and other services upon request from other Oneida veterans in a safe, anonymous environment?
4. Regarding **Oneida Emergency Management**, if your Emergency Response Plan included a FirstAlerts system allowing you to send trusted messages regarding natural disasters, lockdowns, missing and exploited children, etc.?
5. Regarding **Oneida Family and Social Services**, if you had a Workforce Development tool that allowed tribal members to earn extra money on their own time, helping them buy sneakers, diapers, and other supplies when their budgets are stretched too thin?

I've attached a two PDFs showing you how we are working with other First Nations to create these tools for tribal nations like Oneida. And, I've included two photos - one of my father at a powwow in the 1970's and my uncle Robert Bennett, who was the Commissioner of Indian Affairs under LBJ in the 1960's.

We'd love to meet any or all of you virtually in April so we can show you what we're doing.

Best,  
Ken House, Jr.  
Cofounder  
TryCycle Data Systems  
207-595-2853



# A New Hope for **All** Veterans.

BRIEFING NOTE | JULY 2023

## Introduction

Access to critical mental health and wellness services has been an ongoing challenge for veterans in Canada: those who have served in the Canadian Armed Forces or the RCMP. Although entry points to apply for and access care are commonly recognized, the availability of health professionals (both for operational stress injuries and more broadly, for mental health treatment) is constrained by the overwhelming and growing demand for services.

Through a historic and unprecedented partnership between Indigenous, Minority, and non-Indigenous stakeholders, The Burns Way will enhance access to care, promote care continuity, and support referrals of veterans across Canada. It will engage those veterans and families seeking operational stress injury care/mental health care. It will instill trust in the availability of services while on waiting lists and post-discharge from active mental health treatment.

The Burns Way is a novel approach that marries technology with trained Peer Advocates through an anonymous platform to augment the current pathway to clinical care. Adding layers of support (service) and not levels of bureaucracy to a healthcare system struggling to meet demands will ensure timely, reliable access 24/7/365.

## The Foundation of the Program

The Burns Way incorporates four pillars representing the foundational beliefs and core values that will direct the design and execution of The Burns Way initiative. All connections are completely anonymous. There is no capability to have the identity of the guest revealed. When the chat session ends, all data exchanged between the guest and the Peer Advocate disappears. Adhering to these pillars will be vital in securing the success and efficacy of the program.

- » **Shame Reduction:** This pillar addresses the negative stigma and shame often experienced by those seeking support and services. Shame reduction aims to address these issues by promoting a safe, non-judgmental, and inclusive environment that encourages veterans to seek help without shame or stigma. The Burns Way ensures that the veteran seeking support controls all interactions. This pillar may include several components, such as education and awareness campaigns to address negative attitudes and beliefs surrounding mental health.
- » **Cultural Safety:** In the context of mental health support for veterans, cultural safety refers to the creation of environment(s) that are respectful, non-judgmental, and free from discrimination, where individuals feel comfortable expressing their cultural identity and receiving support and care that is responsive to their cultural needs. Respect for diverse cultures and identities, including sexual orientation, race, language, and branch of service, will be incorporated into all aspects of the delivery of The Burns Way. Creating a culturally safe environment can help reduce the stigma associated with mental health issues and encourage veterans to seek support, which can lead to improved mental health outcomes.
- » **Peer Support:** By incorporating peer support as a program pillar, mental health services can better meet the needs of veterans, particularly those who may feel isolated or reluctant to seek help. Peer support aims to provide veterans access to trained peer resources that provide emotional support, guidance, and practical advice on navigating mental health challenges. Peer resources will be veterans, representing the diversity within the veteran population. The peers will undergo specific training to provide safe and supportive environments to veterans.
- » **Technology as a Facilitator:** Digital tools like the Talking Stick and TetherAll promote digital inclusion, innovation, and accessibility. Technologies will enable access to peer support services for veterans, particularly those who may live in remote or rural areas or have difficulty accessing care due to physical disabilities. Technology is a powerful facilitator in supporting the mental health needs of veterans, reducing barriers to care, and increasing social support.

## The Burns Way Approach

The Burns Way will provide a unique blend of technological and human interactions that have been tried and proven in Indigenous communities across Saskatchewan.

Leveraging an untapped “militia” of veterans to be recruited and trained as paid Peer Advocates will ensure veterans in need (“guests”) of support connect with empathetic, trusted PEOPLE with lived experience who can listen, guide, encourage, and comfort them in times of need.

The principal connection between guests and Peer Advocates will be a platform called **Talking Stick**.

This anonymous chat application will be available in English, French, Spanish, and ten Indigenous languages to ensure access and signal cultural safety to guests. The Burns Way is committed to working with partners to identify needs and expand language access, as the target populations indicate. Users can download Talking Stick free of charge to IOS and Android mobile devices, or the platform is also available for use on desktop devices through a web link. In both cases, all interactions are entirely anonymous, meaning there is no capacity to identify the guest, and when the chat ends, all content disappears.

With Talking Stick, there is no judgment, Peers Advocates will answer all questions, and the connection is in the control of the guest.

When a Peer Advocate assesses that a guest requires immediate professional care, they will extend an invitation to connect with a Burns Way Support Leader through another platform called **TetherAll**.

This connection will not be anonymous and will offer a personalized “compassionate digital tether” to assist in navigating the care system and get the guest to treatment sooner and with less stress.

The Burns Way anticipates hiring up to 250 Peer Advocates and 10 Support Leaders in its initial phase.

These will be trained and supported by Regional Managers and will receive training and supervision from certified mental health professionals.

Engaging veterans in The Burns Way as Peer Advocates will provide the opportunity to support those who have served, create a new sense of purpose, and propagate a “veterans’ economy” that did not exist previously, recognizing the value of lived experience in the service of Canada.

## The Partnership

The Burns Way is the result of seven-year journey, culminating in a commitment made between the **Royal Canadian Legion**, the **Saskatchewan First Nations Veterans Association/Assembly of First Nations** and **Aboriginal Veterans Autochtones**, to work together to improve Veteran’s mental health by way of developing and creating enhanced services for all veterans.

The Royal Canadian Legion and the Saskatchewan First Nations Veterans Association have signed a Memorandum of Understanding agreeing to cooperate, support, and promote The Burns Way. Of particular interest is a shared goal to create barrier-free, culturally competent access to services for Indigenous (First Nations, Métis, and Inuit) and Minority (racialized, LGBTQ2S+, etc.) veterans who have historically been excluded from or have experienced barriers to access to traditional care opportunities.

The Burns Way has received formal endorsement from the First Nations Veterans Council of the Assembly of First Nations, the Dominion Executive Council of the Royal Canadian Legion, and the Federation of Sovereign Indigenous Nations through an All-Chiefs Resolution.

The program’s development has benefitted from the advice and guidance of a Mentor’s Group comprised of prominent veterans representing the Canadian Armed Forces, the RCMP, and Indigenous voices.

## Summary

When launched, The Burns Way promises to fundamentally change the pathways to support for ALL Canadians who have served.

The key to supporting veterans who are struggling with service-related mental health impacts is forging connections to real people in real time. Who better to listen, empathize, and support than someone who wore the uniform? Using tried and true technological tools, these trained, supported, and paid Peers will increase capacity on the veteran's services landscape. Timely support will be assured throughout the recovery journey, on your terms, for as long as needed.

The Burns Way is actively reaching out to stakeholders who work for the betterment of services to veterans. We invite interested individuals and organizations to visit the **[The Burns Way](#)** landing page and sign up to receive updates or to e-mail [info@theburnsway.ca](mailto:info@theburnsway.ca).

**In Memory of Earl Burns, Sr.:** The Burns Way is named in remembrance and in honour of Earl Burns Sr., a proud Veteran (Princess Patricia's Canadian Light Infantry), a residential school survivor, and a member of the James Smith Cree Nation who died protecting his family and his community on September 4, 2022. Earl ultimately gave his life to save others. In recognition of her personal loss and sacrifice, Earl's wife, Joyce Burns, who was also wounded in the attacks, was honoured with the Silver Cross.

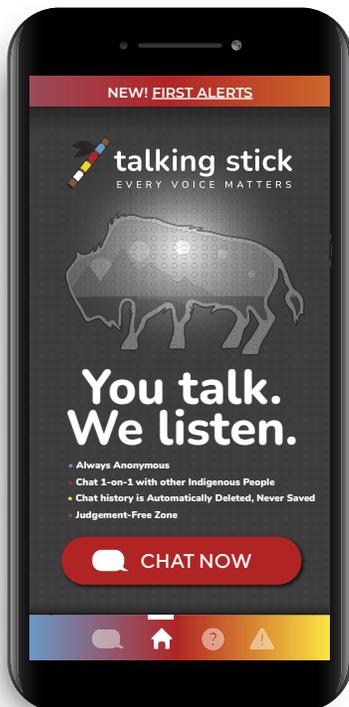




**talking stick**  
EVERY VOICE MATTERS

## TALKING STICK, THE PLACE TO GO TO KNOW. INDIGENOUS SUPPORT, COMMUNITY SAFETY, & SERVICES

Lived Experience Peer Support • Emergency Alert Sovereignty • Jobs & Capacity Building • Language Promotion



### EMPOWERING INDIGENOUS VOICES: SHAPING A NEW NARRATIVE WITH TALKING STICK

In many Indigenous communities, individuals can feel unheard and insignificant, burdened by shame and stigma. Fear of judgment and a lack of culturally safe spaces can silence their struggles, leaving them to suffer alone. Every person deserves to be heard and valued. **Talking Stick offers a bold, human solution – a place where Indigenous voices matter.** Together with our partners, TryCycle and the Federation of Sovereign Indigenous Nations developed the Talking Stick app in late 2021 and launched the program by May 2022.

Because nothing like this existed, the idea behind the Talking Stick app emerged – based on the protocol of granting the holder of the “talking stick” the right to speak while others listen without interruption. This practice ensures that all voices are heard and respected. Since 2022, the Talking Stick app has established itself as a trusted destination offering anonymous lived experience peer support, by and for Indigenous people.

**“The uniqueness of the app is that it’s anonymous. As soon as you are done chatting, the information is gone. It’s about trust.”** – Kyle Prettyshield, Executive Director, Federation of Sovereign Indigenous Nations

At the heart of Talking Stick is a trusted and successful model that prioritizes lived experience peer support, anonymity, and indigenous autonomy at the community level. The recent addition of “**FirstAlerts**” an emergency alert system exclusive to the Talking Stick app, underscores our unwavering commitment to safety and sovereignty.

### ABOUT TRYCYCLE

TryCycle Data Systems Inc. is a Canadian technology company headquartered in the national capital region of Ottawa, Ontario, on the unceded, unsundered Territory of the Anishinaabe Algonquin Nation.

Incorporated in 2017, TryCycle emerged from co-founders John MacBeth and Ken House’s deep-rooted mission to address healthcare gaps in Indigenous communities and combat the devastating impact of the opioid crisis across North America. Their journey was fueled by a shared commitment to foster digital compassion, as a response to the opioid crisis, and the surge in isolation, loneliness, substance use disorders, mental illness, and diseases of despair.

Today, the company remains committed to developing digital solutions that are grounded in shared lived experiences, community building, and accessibility.

TryCycle works closely with **Veterans, Indigenous, and Clinical** populations to create tailored solutions addressing mental health, substance use, and loneliness.

Our valued customers, collaborators and partners include:

- American Psychiatric Association
- Federation of Sovereign Indigenous Nations
- Indigenous Services Canada
- The Assembly of First Nations
- Yale School of Medicine
- Royal Ottawa Hospital’s Institute of Mental Health Research
- Mood Disorders Canada.

A digital health innovator, TryCycle proudly employs over 230 individuals across North America, with **88% of all employees identifying as Indigenous.**

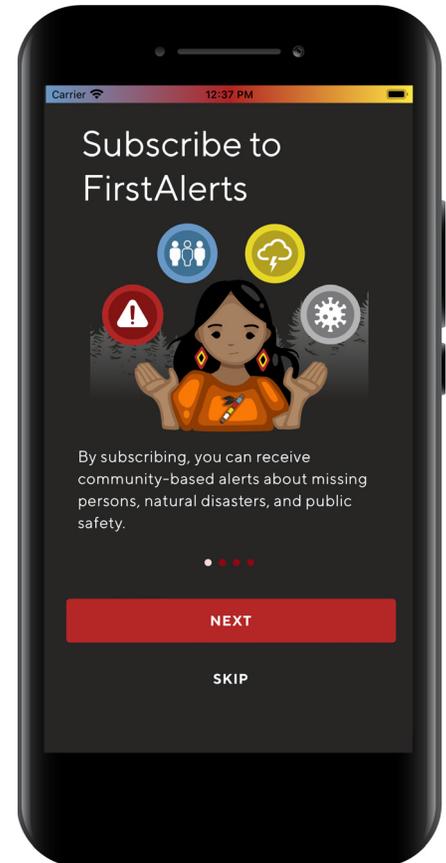
**“At a recent press conference, I spoke about the many ways that leaders are empowering their citizens. The Talking Stick app is just an incredible example of innovation.”**

The Honourable Patty Hajdu,  
Minister of Indigenous Services  
Canada

# CANADA'S FIRST INDIGENOUS-OWNED AND OPERATED EMERGENCY ALERT SYSTEM WITH PEER SUPPORT

The Talking Stick app encompasses four community-based features and services, each upholding a strict commitment to anonymity, privacy, and sovereignty.

- **Lived Experience Peer Support (LEPS)**
- **FirstAlerts**
- **Disaster Assistance Response Team (DART)**
- **Special Teams**



A virtual safe space where Indigenous individuals can connect anonymously to real people, initiating a chat at their own pace. In under a minute, individuals can connect with peers who share their language, culture, and lived experiences. The LEPS anonymous chat option provides an Indigenous-to-Indigenous digital platform, offering 24/7 access to trained Peer Advocates.

Together, this provides a new level of access and privacy designed by and for Indigenous communities. Individuals can engage in one-on-one conversations, in a supportive environment, without limitations or restrictions on the topics the individual wishes to explore, emotions they can express, or experiences they want to share. This can include feelings of anxiety, loneliness, grief, or any other personal challenge they may face.

**“A lot of young people struggle with having someone to support them, and sometimes don’t feel safe expressing their issues. The anonymity has been a big factor for students being able to speak freely to the online peer advocates.”** – Jennifer Fobert, Principal at Chamakese Education Centre, Chitek Lake

Every chat is 100% anonymous, there is no login information, no password and no personal information is requested – providing the foundation for safe, judgment-free conversations to fill gaps that have persistently sustained feelings of isolation, shame, and hopelessness. **True anonymity allows even the most hesitant to seek support and have their voices heard.**



A community-operated Indigenous alert system for public safety, missing persons, and natural disasters. With FirstAlerts, information and alert messages can be tailored to the situation or location details, which can be especially important in communities where street signs and house numbers aren't always available. Alert messages can provide specific details about the type of emergency, times, location, and recommended actions people should follow to stay safe. It's the first system

of its kind for First Nations in Canada that bridges the connection between safety alerts and access to peer support, reaching specific groups of people, regions, and cultures while incorporating Indigenous language capabilities. This means that community members can receive updates during emergencies, directly from a source they trust: their own leaders.

FirstAlerts empowers community leaders with alert sovereignty, ensuring the safety and accuracy of information is shared without delay when every second counts. Easy to use and accessible, set-up takes under an hour, and alerts can be sent on the go from a phone, tablet, or laptop, providing peace of mind when it matters most.

**"An app like this will help our First Nations to respond quickly and provide protection and advance warning to all of our membership."** – Chief Robert Head, James Smith Cree Nation



During active emergencies or when there's a serious threat to public safety, the Talking Stick app can be the place to go to know – a destination to connect with an on-call virtual response team. The Disaster Assistance Response Team (DART) is a specialized group of peers who are trained in Disaster Response and understand the unique cultural context and needs of Indigenous communities. This ensures that the support provided is culturally sensitive and tailored to the community's specific requirements, especially during a surge in demand for information and resources.

In contrast to the rampant spread of misinformation on social media platforms like Facebook and TikTok, which can intensify fear and confusion in times of chaos and crisis, the DART team offers a crucial solution. Simply by being available and accessible to swiftly share accurate information and dispel rumors, the DART team can help to stabilize communities and provide reliable updates. Access to the live DART team resources within the Talking Stick app empowers Indigenous communities to take charge of their emergency response efforts. Community leaders retain the authority to activate the team, enabling them to make decisions that prioritize the well-being of their community.



Access Community Health Resources anonymously through Special Teams, an innovative feature inviting verified public sector, social services, and health professionals into the Talking Stick app. This feature becomes especially valuable for community members who may not have access to these resources locally. By inviting public health nurses, health educators, counsellors, and regional program resources (ex. family services, court services, or financial services) into the app, individuals can overcome barriers such as fear of judgment or shame that may hinder them from seeking help or information.

Special Teams aims to provide a new pathway for community members to initiate anonymous chat-based conversations or obtain information without ever revealing their identity. This anonymity empowers even the most hesitant individuals to ask candid questions and receive the support they need without fear of repercussions. As a result, Special Teams can help to reduce the stigma surrounding health-related questions and promote overall well-being within Indigenous communities, while dramatically expanding anonymous public health/services in one place.



While Lived Experience Peer Advocates can offer peer support and a judgment-free anonymous listening space for community members, peers are not licensed health professionals. "TetherAll" is a separate digital wellness tool provided by TryCycle, distinct from Talking Stick. It acts as a digital compassionate tether, connecting clients to their healthcare team and treatment plan, especially for those in treatment or recovery from mental health, addiction, or substance use disorders.

Unlike Talking Stick, TetherAll is not anonymous; it collects personal health information, requires a login, and consent. Before launching Talking Stick, TetherAll was TryCycle's primary solution and core product, developed in 2019 for clinical teams in both Canada and North America, for both Indigenous and non-Indigenous populations. **More information about TetherAll is available upon request.**

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**TALKING STICK VIDEOS**



**CTV National News, January 24, 2024**

On Bell Let's Talk Day, an annual campaign across Canada to encourage a national conversation about mental health, CTV National News speaks with The Federation of Sovereign Indigenous First Nations about Talking Stick in Saskatchewan, emphasizing the importance of creating jobs and building trust through anonymity by giving help, hope, and a voice to First Nations. [Watch Video](#)



**Global News, February 14, 2024**

Chief Robert Head, of James Smith Cree Nation announces a partnership with Talking Stick as the first community to gain access to FirstAlerts, a new emergency alerting system available, nearly one and a half years after Canada's worst mass stabbing occurred in their community. [Watch Video](#)



**Indigenous Voices Live, September 2023**

Last fall, TryCycle invited Talking Stick's peer advocates to share their voices by recalling their most significant experience with an anonymous guest. These first-person videos serve as compelling testimonials, demonstrating the positive impact of Talking Stick on Indigenous individuals and communities.

- **Shannon's Story, Peer Advocate:** Voices Live: Shannon [Watch Video](#)
- **Kenny's Story, Peer Advocate:** Voices Live: Kenneth [Watch Video](#)

.....  
**TALKING STICK IS A VIRTUAL DESTINATION FOR SUPPORT, SAFETY, AND SERVICES THAT EMPOWER INDIGENOUS VOICES, CULTURE, LANGUAGE, AND LIVED EXPERIENCES.**

To learn more about TryCycle or Talking Stick, please visit our [website](#), or to request a demo, send us an email to [info@trycycle.ca](mailto:info@trycycle.ca)

**Thank you to our partners**

Talking Stick was created in partnership with the Federation of Sovereign Indigenous Nations (FSIN), Indigenous Services Canada (ISC), and TryCycle Data Systems.



# ADVANCED IDENTIFICATION TECHNOLOGY



**NECS**  
New England Computer Solutions



For 17 years, NECS has been a trusted name in the Secure Identification Industry. The IXLA laser engraving systems are renowned for their reliability, durability, and portability. Our solutions are user-friendly, easy to maintain, and require no consumables for most models. The **eco-friendly** IXLA printers are the go-to choice of both public and private sectors for producing secure credentials such as National Resident IDs, Tribal Enrollment Cards, Employee Access Cards, Voter Registration Cards, and Driver Licenses.



LASER MARKING



LAMINATION



MATERIALS  
PC/PVC/PET/METAL



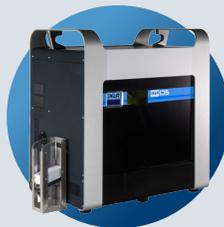
COLOR



DUAL SIDE



MAG STRIPE  
ENCODING



**ID5**  
Top Seller Model  
High Performance  
Ease of Use



**IDC**  
Compact Modular System  
Retransfer Printing  
Color + Laser + Lamination



**IDX**  
Small Footprint Printer  
Portable (40 Lbs)  
Powerful 20W Laser

Approve the travel report - Councilman Jameson Wilson - U.S. Department of Energy Tribal Clean Energy

### Business Committee Agenda Request

1. Meeting Date Requested: 04/24/24

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 DOE Clean Energy Summit in Temecula, California – February 26-29, 2024

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 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: Jameson Wilson, Councilman

Primary Requestor: Fawn Cottrell, Executive Assistant to Councilman Wilson

# BUSINESS COMMITTEE TRAVEL REPORT



**Travel Report for:**

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

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

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

**Travel Event:**

DOE 2024 Tribal Clean Energy Summit

**Travel Location:**

Temecula, California

**Departure Date:**

02/26/2024

**Return Date:**

02/29/2024

**Projected Cost:**

2,350.94

**Actual Cost:**

1,769.22

**Date Travel was Approved by OBC:**

01/10/2024

## Narrative/Background:

Approximately every two years, the U.S. Department of Energy (DOE) Office of Indian Energy along with other DOE offices convenes tribal leaders and energy stakeholders to exchange ideas promoting energy infrastructure development for tribes and tribal communities. Tribal leaders and their subject matter experts—together with the DOE, the administration, federal agency partners, state governments, private industry, utilities, and academia—attend to build networks, exchange ideas, explore cross-cutting and cost-effective solutions to national energy interests, and support tribal sovereignty. Through a cooperative agreement with the Office of Indian Energy, the National Conference of State Legislatures collaborates on these summits.

This DOE Tribal Clean Energy Summit was a two-day event that provided an opportunity to meet leadership from the Office of Indian Energy Policy and Programs and to learn more about the various program offices and partners. The summit highlighted projects and programs that have empowered native nations to expand their renewable energy resources and establish energy sovereignty.

The summit was a great experience for me as I connected with many resources that will benefit the Oneida Nation. I learned that there is a plethora of funding sources available to tribes through federal legislation like the Bipartisan Infrastructure Law (BIL) and the Inflation Reduction Act (IRA).

The BIL has a \$13 billion set aside for tribes with an estimated \$2.5 billion specified for energy resilience programming. The IRA set aside \$720 million for tribes for clean energy investment. These sources of funds can assist tribes with electrifying homes, technical assistance - (facilitation for strategic planning, operations and maintenance, renewable energy deployment), implementing clean energy technology, clean transportation, renewable energy workforce development, community solar programming, etc.

These funding opportunities can help the Nation implement some of its energy initiatives, which segways into what really stood out to me during one of the breakout sessions I attended. Strategic Energy Planning: The Cornerstone for Clean Energy Deployment was one of the more informational sessions that I observed during the DOE Tribal Clean Energy Summit. The panelists consisted of tribal leadership from Metlakatla Indian Community and subject matter experts in energy and land use that represented tribes such as the Confederated Salish and Kootenai Tribes, Gun Lake tribe and Forest County Potawatomi.

All the panelists stressed the importance and necessity of having a communication plan embedded in a strategic energy plan so that details and strategies therein can be shared appropriately and efficiently with the community. Which leads to the next crucial component of executing the initiatives of a strategic energy plan. Community engagement is integral in the successful deployment of renewable energy projects for tribes. The community needs to be informed of the details of each proposed project within the plan so that they understand why such projects are being suggested. The following questions are good examples as to how project details and information can be framed for the community to comprehend:

- Who benefits from the project?
- What is the purpose of the project?
- When is the start and end date of construction for the project?
- Where will it be located?
- Why is the project being proposed?
- How will the project be funded?

Community involvement is also a critical piece to the successful deployment of renewable energy projects. There are people in the community, that operate outside of the tribe's organization, that are passionate about renewable energy. These individuals are considered "Community Energy Champions," who garner a great deal of knowledge and expertise in the field of clean energy and sustainability. The panelists at this breakout session emphasized the value of having Community Energy Champions involved in certain phases of planning and outreach.

This breakout session was very informative and enlightening for me and I have already relayed this information to the Nation's Energy Team on how we can start the process of re-strategizing our current energy plan.

Some significant outcomes that derived from this summit is that the Energy Team is moving forward with redeveloping the Nation's strategic energy plan and will be utilizing internal and external resources for facilitation. The external resources will come from Midwest Tribal Energy Resources Association (MTERA), which is a non-profit intertribal organization comprised of Midwest Tribes. The Oneida Nation is a member of MTERA and their services to the nation will come at no financial cost. Another outcome from the summit is that my office requested the Legislative Operating Committee (LOC) to add a Renewable Energy Law to the LOC's Active Files List, which was accepted by the LOC on April 3, 2024, and is now categorized as a high priority for legislative development.

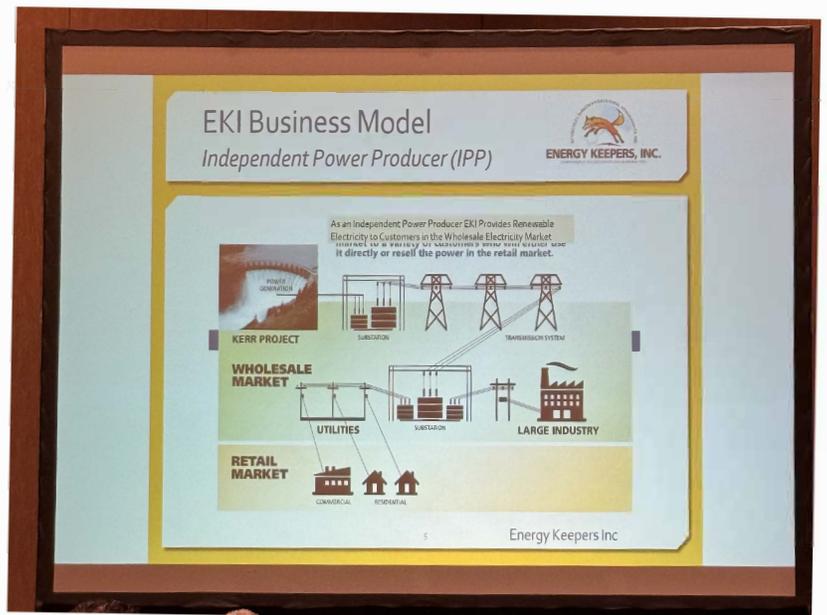
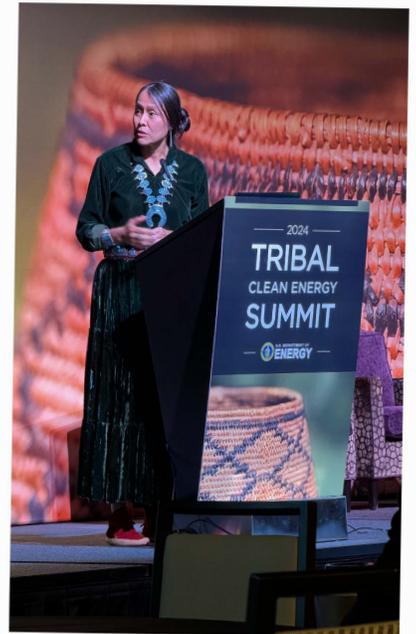
Lastly, I would like to acknowledge how instrumental the 2024 DOE Clean Energy Summit was in spurring the inspiration in the Oneida Nation's intentions to re-strategize the energy plan and to get the Renewable Energy legislation started for the Nation.

**Item(s) Requiring Attention:**

[Click here to enter text.](#)

**Requested Action:**

Approve the travel report from Councilman Jameson Wilson for the DOE Tribal Clean Energy Summit in Temecula, California - February 26-29, 2024.





2024 DOE  
**TRIBAL**  
CLEAN ENERGY  
**SUMMIT**



February 27-28, 2024

Pechanga Resort Casino  
Temecula, California



U.S. DEPARTMENT OF  
**ENERGY**



## Indian Hill Singers

Indian Hill Singers is a northern style drum based out of Barstow, California.



## DJ Willie Maze

(Muskogee, Tohono O’Odham, Akimel O’Odham, and Pilipino)  
Willie Maze is an Oakland-based Native, DJ, Graffiti writer, artist, organizer, and defender of Mother Earth.

Monday, February 26, 2024	
4:00–7:00 p.m. Summit Ballroom Foyer	<b>Registration</b>
Pre-Summit Events	
1:00–3:00 p.m. Cottonwood	<b>Tribal Q&amp;A Session with the Loan Programs Office’s Tribal Energy Financing Program</b> Share your Tribal Nations’ concerns, goals, and insights regarding the Tribal Energy Finance Program. The U.S. Department of Energy (DOE) Loan Programs Office seeks to understand how Tribes intend to interact with energy project developers and outside financiers who would like to work alongside Tribes and use DOE financing.
3:00–5:00 p.m. Elderberry	<b>Tribal Listening Session: West Coast Offshore Wind</b> Share your concerns, goals, and insights on this topic to help federal agencies better serve Tribal needs and establish pathways for successful collaboration. Hosted by the DOE Grid Deployment Office (GDO) and the U.S. Department of the Interior Bureau of Ocean Energy Management. This session is only open to Tribal elected leaders and Tribal employees.
7:00–8:30 p.m. Grand Ballroom Main	<b>Film screening of “Covenant of the Salmon People”</b> The Nez Perce Tribe teeters on the brink of a biodiversity and cultural crisis. Watch as their fight continues to restore and recover wild Chinook salmon to their historic numbers. Nez Perce Tribal representatives will offer opening comments, as well as conduct Q&A discussion following the film. Snacks and refreshments provided!

Tuesday, February 27, 2024	
7:30 a.m.–5:00 p.m. Summit Ballroom Foyer	<b>Registration</b>
<b>Opening Ceremonies and Plenary Session</b>	
7:30–8:30 a.m. Summit C	<b>Continental Breakfast</b>
8:30–8:45 a.m. Summit C	<b>Welcome</b> DJ: Willie Maze Posting of the Colors: Native American Veterans Association Drum group: Indian Hill Singers (flag song)
8:45–9:00 a.m. Summit C	<b>Introducing our Emcee</b> Jana Schmieding (Cheyenne River Lakota), Actor, Comedian, and Writer
9:00–9:15 a.m. Summit C	<b>Host Tribal Leader Welcome</b> Mark Macarro (Pechanga Band of Indians), Chairperson, Pechanga Band of Indians and President, National Congress of American Indians
9:15–9:30 a.m. Summit C	<b>Supporting Tribal Energy Sovereignty</b> Wahleah Johns (Navajo Nation/Diné), Director, DOE Office of Indian Energy
9:30–10:00 a.m. Summit C	<b>Keynote Speaker</b> Jennifer M. Granholm, Secretary of the U.S. Department of Energy
10:00–10:15 a.m. Summit C	<b>Pechanga Energy Vision: Pathway to Energy Sovereignty</b> Pi-Ta Pitt (Confederated Tribes of the Warm Springs of Oregon), General Manager, Pechanga Western Electric
10:15–10:40 a.m. Summit C	<b>Energy Transition: Indian Country Leading the Way!</b> Moderator: Dr. Tommy Jones (Cherokee Nation/Naknek Native Village), Deployment Specialist, DOE Office of Indian Energy <ul style="list-style-type: none"> <li>• Sherry J. Parker (Hualapai Indian Tribe), Chairperson, Hualapai Indian Tribe</li> <li>• AlexAnna Salmon (Yup'ik and Aleut), Council President, Igiugig Village</li> <li>• Meryl Picard (Bishop Paiute Tribe), Chairwoman, Bishop Paiute Tribe</li> </ul>
10:40–11:00 a.m. Summit C	<b>Networking Activity</b> (at your table)
11:00–11:15 a.m. Summit C	<b>Keynote Speaker</b> David Hochschild, Chair, California Energy Commission
11:15–11:30 a.m. Summit C	<b>Keynote Speaker</b> Tracey LeBeau (Cheyenne River Sioux Tribe), Administrator and CEO, Western Area Power Administration
11:30 a.m.–12:00 p.m. Grand Ballroom Foyer tables	<b>Break</b> Meet with DOE program staff
12:00–1:00 p.m. Summit C	<b>Lunch and Keynote</b> Winona LaDuke (Anishinaabe), Director of Research, Anishinaabe Agriculture Institute and Director of Strategy, Akiing
1:00–1:30 p.m. Grand Ballroom Foyer tables	<b>Break</b> Meet with DOE program staff

Concurrent Sessions	
1:30–3:00 p.m. Summit D	<p><b>Novel Clean Energy Pathways to Economic Resilience</b></p> <p>Moderator: Elisah VandenBussche, Policy Analyst, DOE Office of Policy</p> <ul style="list-style-type: none"> <li>• Shannon Wheeler (Nez Perce Tribe), Chairman, Nez Perce Tribe</li> <li>• Erin Dayl, Tribal Business Development Director, Seneca Nation/Seneca Environmental</li> <li>• Ray Wiseman, General Manager, Yakama Nation/Yakama Power</li> <li>• Tracy Niro, Utility Partnerships Program Manager and Federal Utility Partnership Working Group Chair, DOE Federal Energy Management Program</li> </ul>
1:30–3:00 p.m. Summit E	<p><b>Strategic Energy Planning: The Cornerstone for Clean Energy Deployment</b></p> <p>Moderator: Mike Stevenson, Technical Assistance Lead, DOE Office of Indian Energy</p> <ul style="list-style-type: none"> <li>• Keolani Booth (Metlakatla Indian Community), Councilman, Metlakatla Indian Community</li> <li>• Jerry Hauber, Energy Manager, Forest County Potawatomi Community</li> <li>• Catherine Adsitt, Director of Land Use, Gun Lake Tribe</li> <li>• Brian Lipscomb (Confederated Salish and Kootenai Tribes), Chief Executive Officer, Confederated Salish and Kootenai Tribes of the Flathead Reservation/Energy Keepers</li> <li>• Liz Weber, Senior Program Manager, National Renewable Energy Laboratory</li> </ul>
1:30–3:00 p.m. Grand West	<p><b>Tribal Perspectives on a Sustainable, Domestic Critical Minerals Supply Chain</b></p> <p>Moderator: Matt Dannenberg (Bad River Band of the Lake Superior Tribe of Chippewa Indians), Senior Tribal Liaison, DOE Office of Congressional and Intergovernmental Affairs</p> <ul style="list-style-type: none"> <li>• Mark Fox (Three Affiliated Tribes of the Fort Berthold Reservation), Chairman, Three Affiliated Tribes of the Fort Berthold Reservation</li> <li>• Kelly Applegate (Mille Lacs Band of Ojibwe), Commissioner of Natural Resources, Millie Lacs Band of Ojibwe</li> <li>• Corey Carmack (Confederated Tribes of the Colville Reservation), Tribal Liaison, DOE Office of Manufacturing and Energy Supply Chains</li> </ul>
1:30–3:00 p.m. Grand Main	<p><b>Going Big: Unlocking Tribal Utility-Scale Renewable Energy Projects</b></p> <p>Host: Johanna Zetterberg, Senior Advisor, DOE Office of the Under Secretary for Infrastructure</p> <p>Moderator: Pilar Thomas (Pascua Yaqui Tribe), Partner, Quarles &amp; Brady's Energy, Environment &amp; Natural Resources Practice Group</p> <ul style="list-style-type: none"> <li>• Janet Myers (Moapa Band of Paiute Indians), Chairwoman, Moapa Band of Paiute Indians</li> <li>• Vickie Simmons (Moapa Band of Paiute Indians), Vice-Chairman, Moapa Band of Paiute Indians</li> <li>• Ron Suppah (Confederated Tribes of the Warm Springs of Oregon), Vice Chair, Confederated Tribes of the Warm Springs of Oregon/Warm Springs Power &amp; Water Enterprises</li> <li>• Timothy Nuvangyaoma (Hopi Tribe), Chairman, Hopi Tribe</li> <li>• PoQueen Rivera (Pueblo of Pojoaque), Director of Tribal Affairs, Federal Permitting Improvement Steering Council</li> <li>• Rachel McNamara, Director of Outreach and Assistance, Federal Energy Regulatory Commission Office of Public Participation</li> </ul>
1:30–3:00 p.m. Grand Ballroom Foyer tables	<p><b>DOE Program Office Hours</b></p> <ul style="list-style-type: none"> <li>• Energy Efficiency and Conservation Block Grant (EECBG) Program, DOE Office of State and Community Energy Programs (SCEP)</li> <li>• Home Electrification and Appliance Rebates Program, DOE SCEP</li> <li>• Grid Resilience State and Tribal Formula Grant Program, DOE GDO</li> <li>• Elective Pay Opportunities for Tribes and Tax-Exempt entities, DOE Office of Policy</li> <li>• Tribal Energy Financing Program, DOE Loan Programs Office</li> </ul>
3:00–3:30 p.m. Grand Ballroom Foyer tables	<p><b>Break</b></p> <p>Meet DOE program staff</p>

Concurrent Sessions	
3:30–5:00 p.m. Summit D	<p><b>Navigating New Horizons: Tribal Perspectives on Offshore Wind</b></p> <p>Moderator: Mark Severy, Advisor, DOE Grid Deployment Office</p> <ul style="list-style-type: none"> <li>• Glenn Ellis Jr. (Makah Indian Tribe), Councilman and Treasurer, Makah Indian Tribe</li> <li>• Michael Gerace (Yurok Tribe), Director of Planning and Community Development, Yurok Tribe</li> <li>• Linnea Jackson (Hoopa Valley Tribe), General Manager, Hoopa Valley Tribe/Hoopa Valley Public Utilities District</li> <li>• Dave Ball, Pacific Region Tribal and Indigenous Communities Liaison, Bureau of Ocean Energy Management</li> </ul>
3:30–5:00 p.m. Summit E	<p><b>How to Bring Your Clean Energy Project to Market</b></p> <p>Moderator: Mike Stevenson, Technical Assistance Lead, DOE Office of Indian Energy</p> <ul style="list-style-type: none"> <li>• Yekaterina (Katya) Karankevich, Project Manager for Rural Energy, Alaska Native Tribal Health Consortium</li> <li>• Ingemar Mathiasson, Renewable Energy Manager, Northwest Arctic Borough</li> <li>• Margie Schaff, Partner/Attorney, Native Energy Resources Counsel</li> <li>• Anthony Giacobbe, General Manager, Seneca Nation/Seneca Energy and Telecom</li> <li>• Pi-Ta Pitt (Confederated Tribes of the Warm Springs of Oregon), General Manager, Pechanga Western Electric</li> </ul>
3:30–5:00 p.m. Grand West	<p><b>Residential Solar and Energy Efficiency Success Stories in Tribal Communities</b></p> <p>Moderator: Carrie Nelson, Policy Analyst, DOE Office of Policy</p> <ul style="list-style-type: none"> <li>• Bruno Zagar, Energy Projects Manager, Fond du Lac Band of Lake Superior Chippewa</li> <li>• Clyde Abrahamson (Spokane Tribe of Indians), Development Manager, Spokane Tribe of Indians</li> <li>• William Walksalong (Northern Cheyenne Tribe), Senior Advisor, Northern Cheyenne Tribe</li> <li>• Arash N. Moalemi (Navajo Nation), Deputy General Manager, Navajo Tribal Utility Authority (NTUA) Generation, Inc.</li> <li>• Eddie Dellamary, Rural Energy Specialist, Tanana Chiefs Conference</li> <li>• Dr. Tommy Jones (Cherokee Nation/Naknek Native Village), Deployment Specialist, DOE Office of Indian Energy</li> <li>• Iris Friday (Tlingit), Native American Program Specialist, U.S. Department of Housing and Urban Development Office of Native American Programs</li> <li>• Karen Zelmar, Program Manager, DOE Office of State and Community Energy Programs</li> </ul>
3:30–5:00 p.m. Grand Main	<p><b>Demystifying Federal Loans and Incentives to Launch Into Your Clean Energy Future</b></p> <p>Moderator: Arpita Bhattacharyya, Chief Climate Officer, DOE Loan Programs Office</p> <ul style="list-style-type: none"> <li>• Jesse Leighton (Nez Perce Tribe), Executive Director, Nez Perce Tribe/Nimiipuu Energy</li> <li>• James Colombe (Rosebud Sioux Tribe/Nez Perce Tribe), Policy Advisor, U.S. Treasury Office of Tribal and Native Affairs</li> <li>• Clare Sierawski, Senior Energy Counselor, U.S. Department of Agriculture Office of Rural Development</li> <li>• Suleman Khan, Chief Executive Officer, Swell Energy</li> <li>• Simon Bunyan, Management and Program Analyst, Minority Business and Workforce Division within the DOE Office of Economic Impact and Diversity</li> </ul>
3:30–5:00 p.m. Grand Ballroom Foyer tables	<p><b>DOE Program Office Hours</b></p> <ul style="list-style-type: none"> <li>• Energy Efficiency and Conservation Block Grant (EECBG) Program, DOE SCEP</li> <li>• Home Electrification and Appliance Rebates Program, DOE SCEP</li> <li>• Grid Resilience State and Tribal Formula Grant Program, DOE GDO</li> </ul>
Reception	
5:30–7:00 p.m. Journey's End Restaurant	<p><b>Reception</b></p> <p>All summit attendees are invited! Join us to relax, reconnect, and enjoy light refreshments and entertainment from DJ Willie Maze, while networking (no host bar).</p>
7:00 p.m.	<p><b>Dinner (on your own)</b></p>

Wednesday, February 28, 2024	
7:30 a.m.–3:00 p.m. Summit Ballroom Foyer	<b>Registration</b>
<b>Plenary Session</b>	
7:30–8:30 a.m. Summit C	<b>Continental Breakfast</b>
8:30–9:00 a.m. Summit C	<b>Emcee Keynote</b> Jana Schmieding (Cheyenne River Lakota), Actor, Comedian, and Writer
9:00–9:15 a.m. Summit C	<b>Keynote Speaker</b> David Conrad (Osage Nation), Deputy Director, DOE Office of Indian Energy
9:15–9:30 a.m. Summit C	<b>Achieving Climate Goals Together: Recent Progress on Clean Energy Goals</b> Carla Frisch, Acting Executive Director and Principal Deputy Director, DOE Office of Policy
9:30–10:00 a.m. Summit C	<b>Fireside Chat with the Office of Infrastructure: Supporting Tribal Led Transformational Clean Energy Projects</b> Moderator: Jeremiah Baumann, Director of Policy and Implementation, DOE Office of the Under Secretary for Infrastructure <ul style="list-style-type: none"> <li>• Keishaa Austin, Acting Director, DOE Office of State and Community Energy Programs</li> <li>• Regina Galer, Program Manager, Energy Improvements in Rural or Remote Areas, DOE Office of Clean Energy Demonstrations</li> <li>• Arpita Bhattacharyya, Chief Climate Officer, DOE Loan Programs Office</li> </ul>
10:00–10:15 a.m. Summit C	<b>Keynote Speaker</b> Arlando Teller (Navajo Nation), Assistant Secretary for Tribal Government Affairs, U.S. Department of Transportation
10:15–10:45 a.m.	<b>Break</b>
10:45–11:15 a.m. Summit C	<b>Working Together for a Just Transition</b> Moderator: Wahleah Johns (Navajo/Diné), Director, DOE Office of Indian Energy <ul style="list-style-type: none"> <li>• Heidi Binko, Chief Executive Officer &amp; Cofounder, Just Transition Fund</li> <li>• Rowena Cheromiah (Navajo Nation), Minerals Department, Navajo Nation</li> <li>• Sandra K. Begay (Navajo Nation), Principal Member of the Technical Staff, Sandia National Laboratories</li> </ul>
11:15–11:30 a.m. Summit C	<b>Networking Activity</b> (at your table)
11:30 a.m.–12:00 p.m. Grand Ballroom Foyer tables	<b>Break</b> Meet with DOE program staff
12:00–1:00 p.m. Summit C	<b>Lunch and Keynote</b> Jade Begay (Tesuque Pueblo and Diné), Policy Expert and Researcher
1:00–1:30 p.m. Grand Ballroom Foyer tables	<b>Break</b> Meet with DOE program staff

Concurrent Sessions	
1:30–3:00 p.m. Summit D	<p><b>Building Energy Expertise in Indian Country: An Interactive Policy and Programming Brainstorming Workshop</b></p> <p>Host: Raymond “Studie” RedCorn (Osage Nation), Policy Analyst, DOE Office of Indian Energy</p>
1:30–3:00 p.m. Summit E	<p><b>Illuminating Paths to Successful Tribal Community Energy Projects</b></p> <p>Moderator: Tweedie Doe, Project Officer, DOE Office of Indian Energy</p> <ul style="list-style-type: none"> <li>• Daniel Wiggins Jr. (Bad River Band of the Lake Superior Tribe of Chippewa Indians), Natural Resource Department Deputy Director, Bad River Band of the Lake Superior Tribe of Chippewa Indians</li> <li>• Amanda Toerdal, Pilgrim Hot Springs General Manager, Kawerak, Inc.</li> <li>• John Flores, Environmental Department Director, San Pasqual Band of Mission Indians</li> <li>• Kevin Davidson, Director of Planning and Economic Development, Hualapai Indian Tribe</li> <li>• Josh Gregory, Project Officer, DOE Office of Indian Energy</li> </ul>
1:30–3:00 p.m. Grand West	<p><b>H2Hubs on the West Coast</b></p> <p>Moderator: Brian O’Donnchadha, Tribal Liaison, DOE Office of Clean Energy Demonstrations</p> <ul style="list-style-type: none"> <li>• Bo Mazzetti (Rincon Band of Luiseño Indians), Chairman, Rincon Band of Luiseño Indians</li> <li>• Kent Caputo, Senior Advisor, Cowlitz Indian Tribe</li> <li>• Zoe Higheagle Strong (Nez Perce Tribe), Vice Provost for Native American Relations and Programs &amp; Tribal Liaison to the President, Washington State University</li> <li>• Kate McAteer, Vice Chancellor, Washington State University</li> <li>• Jennifer Summers, Director of Tribal Relations and Land Services, San Diego Gas &amp; Electric</li> <li>• Miguel Romero, Chief Commercial Officer, San Diego Gas &amp; Electric</li> <li>• Andrea Doyle, Manager of External Affairs &amp; Tribal Relations, AltaGas</li> <li>• Charles Merriam, Project Officer, DOE Office of Clean Energy Demonstrations</li> </ul>
1:30–3:00 p.m. Grand Main	<p><b>Roadmap to a Zero-Emission Transportation Future</b></p> <p>Moderator: Alycia Gilde, National Manager for Zero Emission Vehicle Partnerships and Engagements, DOE Vehicle Technologies Office</p> <ul style="list-style-type: none"> <li>• Grace McGinnis, Technology Manager, DOE Vehicle Technologies Office</li> <li>• Shelbi Small, Tribal Nations Technical Assistance Lead, Joint Office of Energy and Transportation</li> <li>• Robert Blake (Red Lake Nation), Executive Director, Native Sun Community Power Development</li> <li>• John Flores, Environmental Department Director, San Pasqual Band of Mission Indians</li> <li>• Jaime Lemus, Transportation and Climate Change Division Manager, Sacramento Metropolitan Air Quality Management District</li> <li>• Falisha Lucas, Deputy Director for Tribal Affairs, CALSTART</li> </ul>
1:30–3:00 p.m. Grand Ballroom Foyer tables	<p><b>DOE Program Office Hours</b></p> <ul style="list-style-type: none"> <li>• Energy Efficiency and Conservation Block Grant (EECBG) Program, DOE SCEP</li> <li>• Home Electrification and Appliance Rebates Program, DOE SCEP</li> <li>• Grid Resilience State and Tribal Formula Grant Program, DOE GDO</li> <li>• Tribal Nation Offshore Wind Technical Assistance Program, DOE GDO Transmission Division</li> <li>• Tribal Energy Financing Program, DOE Loan Programs Office</li> </ul>
3:00–3:30 p.m. Grand Ballroom Foyer tables	<p><b>Break</b></p> <p>Meet DOE program staff</p>

Closing Plenary Session	
3:30-3:45 p.m. Summit C	<b>Closing Remarks</b> Wahleah Johns (Navajo/Diné), Director, DOE Office of Indian Energy
3:45-4:15 p.m. Summit C	<b>Round Dance</b> <b>Drum</b> Indian Hill Singers
4:15-4:30 p.m. Summit C	<b>Retiring of the Colors</b> Native American Veterans Association <b>Drum</b> Indian Hill Singers

## Tuesday, February 27, 2024 - Breakout Session Descriptions

### **Novel Clean Energy Pathways to Economic Resilience**

Hear ways Tribes are leveraging clean energy to bring additional economic development and resilience to Indian Country. Topics will include federal procurement, virtual power plants, selling renewable energy certificates, and creative energy storage solutions.

### **Strategic Energy Planning: The Cornerstone for Clean Energy Deployment**

A strategic energy plan is a medium- to long-term roadmap that can focus and guide efforts toward a defined, and broadly accepted, energy vision. This exercise of bringing the community together and coming to consensus around the community's energy vision, priorities, and goals can be extremely valuable. Hear from Tribes that have utilized strategic energy plans as cornerstones for clean energy deployment and about DOE resources to support your strategic plan!

### **Tribal Perspectives on a Sustainable, Domestic Critical Minerals Supply Chain**

The path to hitting our climate goals requires critical minerals, many of which are found near Tribal communities. If the United States is going to develop new critical minerals domestically, it needs to find a new pathway that acknowledges sins of the past, is inclusive to local Native American communities, encourages the financial participation of Tribal governments, and provides a legitimate social license to operate. This session will highlight experiences of Tribal governments on the frontlines and facilitate discussions on how Tribes and the federal government can collaborate toward mutual goals.

### **Going Big: Unlocking Tribal Utility-Scale Renewable Energy Projects**

Tribes are increasingly exploring opportunities for utility-scale clean energy projects that can provide sustained economic development opportunities. In this session, Tribes will share their project development experience including partnership structures, financing, and community benefits. We will also discuss clean energy resource potential on Tribal lands, transmission system considerations, and the challenges and opportunities of utility-scale projects.

### **Navigating New Horizons: Tribal Perspectives on Offshore Wind**

A panel of Tribal and federal representatives will discuss a range of offshore wind topics, from initial planning to generation and transmission, as well as different Tribal Nations' experiences. The second part of the session will be an interactive workshop focused on offshore wind transmission – getting energy from turbines to communities. Share your input with DOE and Bureau of Ocean Energy Management staff to help create recommended actions to support the connection of clean, reliable power to communities.

### **How to Bring Your Clean Energy Project to Market**

There is no one-size-fits-all solution to bring a clean energy project to market – each is unique! Learn how several Tribes have achieved this – through utility formation, purchase agreements, partnerships or somewhere in between – and find available resources to support the best path forward for your Tribe.

### **Residential Solar and Energy Efficiency Success Stories in Tribal Communities**

Listen to success stories from Tribes about residential solar and energy efficiency projects, paired with federal agency information on current and future funding opportunities and technical assistance.

### **Demystifying Federal Loans and Incentives to Launch into Your Clean Energy Future**

Hear from and discuss how Tribes across the country are utilizing U.S. Department of the Treasury tax incentives and loans from the U.S. Department of Agriculture and the DOE Loan Programs Office to power their clean energy projects.

## Wednesday, February 28, 2024 - Breakout Session Descriptions

### **Building Energy Expertise in Indian Country: An Interactive Policy and Programming Brainstorming Workshop**

Join this interactive session and envision a strategy to grow Indian Country's staff capacity on energy issues! Through small group discussions, identify key skill sets needed and where capacity investments can have the greatest impacts on Tribal energy sovereignty. This session is open to all attendees, including Tribes, policy makers, nonprofits, and federal staff. (Note: DOE does not endorse policies that are proposed at, or evolve from, these discussions.)

### **Illuminating Paths to Successful Tribal Community Energy Projects**

Successful projects don't suddenly appear; they require planning, development, and flexibility. Tribal project representatives will share their project steps and challenges, as well as how they are overcoming obstacles to realize energy projects on Tribal lands and achieve long-term benefits for the community. Bonus: Top tips from the Office of Indian Energy on successfully navigating the application process!

### **H2Hubs On the West Coast**

One of the programs created by the Bipartisan Infrastructure Law and assigned to the Office of Clean Energy Demonstrations is for regional hydrogen hubs (H2Hubs). The Pacific Northwest H2Hub will describe the planning process leading up to their application for federal funding that resulted in prominent Tribal involvement and Rincon Band of Luiseño Indians will discuss the "node" located on their reservation in southern California and their vision for the future.

### **Roadmap to a Zero-Emission Transportation Future**

The path toward advancing zero-emission vehicles (ZEVs) and infrastructure is different for each Tribal community. With significant investments, emerging technologies, tools, and partnerships, Tribal communities can realize their zero-emission transportation future. Representatives from Tribal leadership, government and nonprofit organizations will discuss coordinating and developing a ZEV roadmap through innovative approaches and deployment best practices that take a holistic approach to successful ZEV implementation.

## On-site DOE Program Office Hours

No appointments needed! Meet with DOE staff during the Summit to get information and advice to move your clean energy projects forward. Staff will be available at times noted in the agenda at the bistro tables in the Grand Ballroom Foyer.

### **Tribal Energy Financing Program**

Staff from the Loan Programs Office will be available to discuss how Tribes can access capital through the Tribal Energy Financing Program, which has up to \$20 billion available exclusively for Tribes and Tribal Economic Development Organizations to large-scale energy projects.

### **Energy Efficiency and Conservation Block Grant (EECBG) Program**

Receive application assistance for this flexible formula program. All 774 Tribes and Alaska Native Villages are eligible for grants ranging from \$10,000 to \$152,090. Funds can be used for energy planning, efficiency upgrades in public and private buildings, and more. SCEP staff can answer questions and discuss potential project ideas, alternative application options, and detailed application support.

### **Tribal Home Electrification and Appliance Rebates Program**

Find out more from SCEP about the \$225 million available for Home Electrification and Appliance Rebates. This program funds Tribal governments and Alaska Native entities to provide up to \$14,000 per eligible household for energy efficiency and electrification home upgrades.

### **Elective Pay Opportunities for Tribes and Tax-Exempt Entities**

Learn answers to procedural questions about clean energy tax credits and how Tribes can claim them through a new mechanism called elective pay – cash for clean energy. (Please note that the Office of Policy will not be able to provide tax advice on specific projects.)

### **Grid Resilience State and Tribal Formula Grant Program**

Get grant application assistance from GDO. Staff will answer questions regarding the program and provide guidance on the application process. Applications are open until April 17, 2024 at 11:59 p.m. ET and allocations are available for each federally recognized Indian Tribe through this grant ranging from \$84,000 to \$5 million.

### **Tribal Nation Offshore Wind Technical Assistance Program**

Find out more about offshore wind technical assistance opportunities from the DOE GDO Transmission Division.



**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 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: Jameson Wilson, Councilman

Primary Requestor: (Name, Title/Entity)

# BUSINESS COMMITTEE TRAVEL REPORT



<b>Travel Report for:</b>	Jameson Wilson Enter name(s) of other Travelers OR [SPACE BAR] to delete	Enter name(s) of other Travelers OR [SPACE BAR] to delete	Enter name(s) of other Travelers OR [SPACE BAR] to delete
<b>Travel Event:</b>	RES		
<b>Travel Location:</b>	Las Vegas, NV		
<b>Departure Date:</b>	03/10/2024	<b>Return Date:</b>	03/14/2024
<b>Projected Cost:</b>	\$ 3,579.50	<b>Actual Cost:</b>	\$ 2,932.03
<b>Date Travel was Approved by OBC:</b>	11/08/2023		

**Narrative/Background:**

RES 2024 is the Summit to attend for those looking for high caliber networking, winning teaming opportunities, business development sessions, one-on-one consulting, all centered around American Indian Enterprise. The National Center for American Indian Enterprise Development (NCAIED) is embracing STRENGTH IN UNITY for the 2024 Reservation Economic Summit. The event features tribal leaders, members of Congress, federal agency representatives, state and local officials, and top CEO's on a national platform.

This four-day summit gave me the opportunity to introduce myself to the tribal leadership arena and network with other leaders across the country. As a newly elected council member it is imperative to make those connections amongst native business leaders and federal program representatives.

One of the more memorable breakout sessions I participated in was focused on Information Technology, which was titled, Building the Native Tech Ecosystem: Education and Workforce Development. The panelists discussion was about furthering Indigenous engagement in computer science and tech education and workforce development. Furthermore, the panelists exemplified the importance of developing skills and career pathways in computer science and tech throughout Indian Country. Dr. Ian Her Many Horses, who is a computer science educator and on the board of

directors for IndigiGenius, which is an Indigenous-led community focused tech non-profit that works to increase the representation of Indigenous people in Artificial Intelligence (AI), Machine Learning (ML), in data science in academia and industry, detailed the efforts IndigiGenius is working on to train educators and Indigenous youth in culturally relevant coding and AI Curricula. He also talked about how AI offers hope for language revitalization through recording traditional knowledge. Generative AI, Machine Learning, and automation are all aspects of technology that the Nation is planning to implement in the near future. Currently, Digital Technology Services (DTS) is setting the stage to create an AI strategy Roadmap that will create a vision for the Nation on what technology initiatives will be implemented over the course of the next 15-20 years.

I was also fortunate to serve as an impromptu moderator for the breakout session titled: Promoting a Tribal Citizen Entrepreneurial Ecosystem for the betterment of a Tribal Community and Economy. The panelists in this session expressed the vital role tribal citizen entrepreneurs have in strengthening their communities and economy. They also talked about the barriers that tribal entrepreneurs often face when starting up a business and solutions to overcome those barriers. It was an honor for me to serve as the moderator for this session and there was a lot of interaction and questions that the panelists fielded from the audience.

Another engaging session I attended was "Strengthening Your Board Governance" with Panelists Miriam Jorgensen and Joan Timeche from Native Nation's Institute at the University of Arizona. This session focused on duties and responsibilities of governing board members and effective practices to mitigate difficulties. The session also discussed the differences in enterprises run by council and enterprises run by a corporate board. The panelists demonstrated how a Tribal Nations economy can be strengthened through a delicate mix of nation owned enterprises, native non-profits and citizen owned businesses.

**Item(s) Requiring Attention:**

No items at this time.

**Requested Action:**

Approve the travel report from Councilman Jameson Wilson for the Reservation Economic Summit in Las Vegas, Nevada - March 10-14, 2024, noting \$500 of the registration fee was covered by NEW North.

The National Center PRESENTS  
for American Indian Enterprise Development

RES 2024

March 11 - 14, 2024 | Las Vegas, NV



STRENGTH IN UNITY

## CERTIFICATE OF COMPLETION

Proudly Presented To

Jameson Wilson

for successful completion of

- Native Financial Institutions Partnering to Fund Tribal Projects (Specialized Knowledge - 1.0 CPE Credit)
  - Pre-Project Planning for Construction Projects
- Building the Native Tech Ecosystem: Education and Workforce Development (Information Technology - 1.0 CPE Credit)
  - Strengthening Your Board Governance

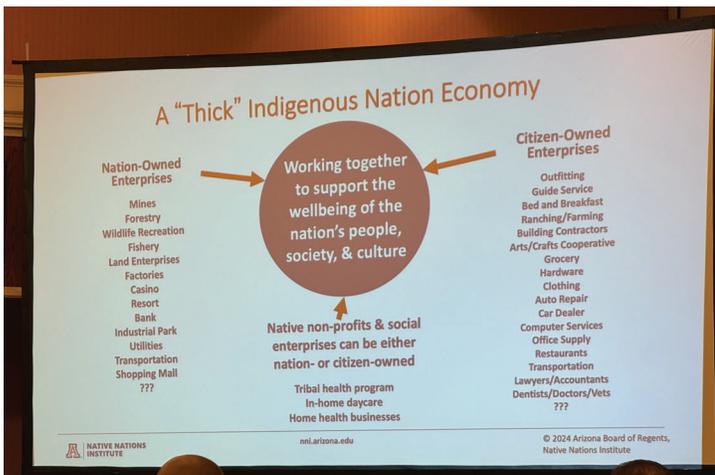
March 14, 2024

*In accordance with the standards of the National Registry of CPE Sponsors, CPE credits have been granted based on a 50-minute hour.*



NCAIED  
953 E Juanita Ave., Mesa, AZ 85204  
www.ncaied.org

Rich Yehling



**The Economic Challenges of Nation (Re-)Building**

1. How do you provide citizens with opportunities to live productive, satisfying lives and support their families?
2. Where do you find the financial means to support capable, effective Indigenous government?
3. Where can a tribe find the means to support cultural relationships, kinship ties, language, and the other distinctive things its people value?

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### Two Models of Tribal Enterprises

#### The Council-Run Model

The Council is in charge. The Board has only advisory power and has no authority over business operations.

In some cases, the Council serves as the Board itself, directly managing the business through the CEO, who reports directly to the Council.

In either case, elected leaders make the business decisions. Political considerations loom large in those decisions. Employees with complaints approach Council directly, going around the CEO and the Board.

#### The Separated Model

Council sets strategic direction but leaves execution to Board and day-to-day management to CEO.

Board oversees business operations, sets policy, and reports regularly to Council. CEO reports to Board.

The CEO & Council have no direct relationship with each other.

Employees do not approach Council directly but go through established corporate procedures.

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But the separated model presents challenges of its own.

#### Key tasks:

1. Keep tribal politics from undermining enterprise performance
2. But at the same time, make sure the enterprise remains accountable to the nation for performance, and...
3. Make sure the enterprise supports the nation's strategic vision.

The economic businesses or activities of a tribe – it's corporation – are not themselves the purpose of the tribe. They are **tools** for achieving the nation's goals.

*For an enterprise to be effective, its board & managers need to know what the firm's larger purpose is – and stick to that vision.*

The goals of the nation, tribe, community, org.

→

...should shape the actions of the enterprise

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### Council-Run vs. Separated Models

Enterprise Type	Council-Run	Separated
Profitable	31	
Not Profitable	32	
Percent that are profitable	49%	
Odds of profitability	less than even	

Source: Harvard Project study of 121 tribally-owned/operated enterprises on more than 30 U.S. Indian reservations, 1990, 1992, 2002.

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### Board Ethics - Duty of Loyalty

Board members must:

- Place the interest of the organization above any private interests.
- Disclose to the board any conflict of interest, real or possible.
- Avoid transactions in which they or their family members benefit personally to the detriment of the organization. No borrowing money or get advances from the corporation.
- Ensure the corporation complies with all applicable laws.
- Adopt a written 'conflict of interest policy' so all board members are aware of the type of transactions that may prohibit them from joining or voting.

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Approve the travel request - Councilwoman Jennifer Webster - Dept. of Children & Families and Dept. of

### Business Committee Agenda Request

1. Meeting Date Requested: 02/14/24

2. Session:

Open  Executive – must qualify under §107.4-1.

Justification: Jennifer Webster State-Tribal Consultation Dept. of Children & Families (DCF) Dept. of Health Services (DHS) June 3 - 5,2024 Hayward, WI

3. Requested Motion:

Accept as information; OR

Approve Travel Request Jennifer Webster State-Tribal Consultation Dept. of Children & Families (DCF) Dept. of Health Services (DHS) June 3 -5,2024 Hayward, WI

4. Areas potentially impacted or affected by this request:

- Finance  Programs/Services
- Law Office  DTS
- Gaming/Retail  Boards, Committees, or Commissions
- Other: Children & Families (DCF)  
Dept. of Health Services (DHS)

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 checked="" type="checkbox"/> Budgeted – Grant Funded |
| <input type="checkbox"/> Unbudgeted                     | <input type="checkbox"/> Not Applicable                     |
| <input type="checkbox"/> Other: Special Projects        |   |

**8. Submission:**

Authorized Sponsor: Jennifer Webster, Councilwoman

Primary Requestor: (Name, Title/Entity)

**ONEIDA NATION**  
**TRAVEL AUTHORIZATION REQUEST**

**General Travel Information**

Name of Traveler	Jennifer Webster		
<i>Legal name as it appears on Travelers Driver's License or State ID, no nicknames</i>			
Employee Number			
Destination City	Hayward, WI		
Departure date	06/03/2024	Return date	06/05/2024
Purpose of travel	State-Tribal Consultation Dept. of Children & Families (DCF) Dept. of Health Services (DHS)		
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	486	Multiply by the Mileage rate	\$ .625	\$ 303.75
<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	1	\$ 59.00
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 = Travel Advance</b>				<b>\$ 451.25</b>
Lodging including room, taxes, fees, and hotel parking	\$ 145.00		1	\$ 145.00
Airfare				
Luggage Fees				
Car Rental				\$ 0.00
Registration				\$ 0.00
Allowable price adjustment				\$ 500.00
<b>Sub-Total = Virtual Card</b>				<b>\$ 645.00</b>
<b>Total Cost Estimate</b>				<b>\$ 1,096.25</b>

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

**Signatures / Approvals**

	Signature	Date
Traveler		
Supervisor		

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



## State-Tribal Consultation Meetings 2024

DATES	STATE AGENCIES	TRIBAL HOST	LOCATION
April 2&3	<u>Tuesday, April 2</u> Dept. of Ag., Trade, and Consumer Protection (DATCP) WI Economic Dev. Corp. (WEDC) <u>Wednesday, April 3</u> Dept. of Workforce Development (DWD) Public Service Commission (PSC)	St. Croix	Danbury Casino
June 4&5	<u>Tuesday, June 4</u> Dept. of Children & Families (DCF) <u>Wednesday, June 5</u> Dept. of Health Services (DHS)	Lac Courte Oreilles	Sevenwinds Casino
August 6&7	<u>Tuesday, August 6</u> Dept. of Tourism (Tourism) Departments of Financial (DFI) Institutions/Safety & Professional Services (DSPS) & Office of the Commissioner of Insurance (OCI) <u>Wednesday, August 7</u> Dept. of Transportation (DOT)	TBD	TBD
October 1&2	<u>Tuesday, October 1</u> WI Housing & Economic Development Authority (WHEDA) <u>Wednesday, October 2</u> Dept. of Natural Resources (DNR)	TBD	TBD
December 3&4	<u>Tuesday, December 3</u> Dept. of Corrections (DOC) Dept. of Military Affairs (DMA) Dept. of Veterans Affairs (DVA) <u>Wednesday, December 4</u> Departments of Administration (DOA) & Revenue (DOR)	TBD	TBD

For more information, please contact Dawn Vick, Department of Administration,  
Division of Intergovernmental Relations, 608-266-7043 or dawn.vick@wisconsin.gov

Accept the Root Causes of Stroke Risk Disparity in Wisconsin Native Americans quarterly report

**Business Committee Agenda Request**

1. Meeting Date Requested: 04/24/24

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: Stroke Prevention Study

Quarterly update

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:**

- 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*

Authorized Sponsor: Mark W. Powless, General Manager 4/8/2024

Primary Requestor: Debra Danforth, Division Director 4/8/2024

*Debra J. Danforth RN, BSN*

**Project: "Root Causes of Stroke Risk Disparity in Wisconsin Native Americans"**

The "Root Causes of Stroke Risk Disparity in Wisconsin Native Americans" is a partnership between the Oneida Comprehensive Health Division (OCHD) and the University of Wisconsin-Madison Stroke Team (UWMST). The program was funded as a University of Wisconsin-Madison Chancellor's Grant. Having found significant stroke risk factors in the elders, it is important that we work with younger tribal members to decrease these risk factors before they become established in the young. This led to founding this second study along with the Oneida Health division. It is hoped that we will eventually work across all ages to establish tribal health principals

This project will enroll 100 participants between the ages of 35-55 years of age to reduce the risk of stroke and stroke risk factors in Native Americans. Participation will be 1 year in length with all participants completing a carotid ultrasound test, health and family history, cognitive test, and a blood draw at the beginning and end of the study. All participants will be studied and managed with standard medical care for stroke risk factors, receive education for how to modify stroke risk factors, and will be assigned to work with a certified wellness coach. During enrollment, all participants will meet with a wellness coach to discuss health and wellness topics of their choosing, which will help move them toward achieving their health goals. Participants will become knowledgeable about Oneida programs that address social support, diet, and exercise to modify stroke risk factors and stress.

To date, we have enrolled 43 participants and 40 participants have completed baseline studies.

Quarterly Update for Oneida Business Committee (OBC):  
Projects approved by BC related to Alzheimer's Disease and Related  
Dementias

**March 2024**

**Table of Contents**

1. **Oneida Nation Alzheimer's Disease Community Advisory Board (CAB)**
2. **Indigenous Cultural Understanding of the Alzheimer's Disease and Related Dementia Research and Engagement (ICARE) – Research Project**
3. **Addressing Alzheimer's Disease and Related Dementias Disparities: The American Indigenous Cognitive Assessment (AMICA) – Research Project**
4. **Oneida Helping Oneida Family Caregiving Study (OHO) – Research Project**
5. **Wisconsin Alzheimer's Disease Research Center Community Engaged Recruitment (ADRC Clinical Core) – Research Project**
6. **Addressing Alzheimer's Disease and Related Dementias Disparities: Indigenous Adaptation of the Mild Behavioral Impairment Checklist (IAMBIC) – Proposed research in development**

**Project Descriptions**

1. **Oneida Nation Alzheimer's Disease Community Advisory Board (CAB)**
  - Oneida Business Committee Approved April 24, 2019 - *Resolution # 04-24-19-A*
    - PI: Carey Gleason, PhD – University of Wisconsin
    - Co-I: Sanjay Asthana, MD – University of Wisconsin

Overview: The Wisconsin Alzheimer's Disease Research Center's (ADRC) Inclusion of Under-Represented Groups (IURG) Core seeks to ensure that all groups benefit from science addressing Alzheimer's disease and related dementias (ADRD). Following principles of community engaged research, the Center sought to partner with minoritized communities to address ADRD. Specifically, the Center's IURG core: 1) established and supports an Alzheimer's Disease Community Advisory Board (CAB) in the Oneida Nation of Wisconsin, and 2) solicited feedback on what the community needed in order to respond to ADRD in their communities.

Activities: Oneida Alzheimer's CAB meets monthly with the aims of addressing ADRD-related community needs. The CAB is co-chaired by Ms. Terry Hetzel and Dr. Carey Gleason. Agenda cover standing topics including outreach/communication updates, research updates, clinic developments and other general announcements. CAB members have been invited to participate in national scientific meetings as stakeholders. In total, the CAB continues to serve as a partner for the UW Alzheimer's disease research program. See below for current membership list.

Funding Status: The IURG Core for the Wisconsin ADRC and affiliated research projects have provided support for stipends for CAB members. This funding is secure through 4/1/2024, and it is anticipated to be renewed at the end of that period. Specifically, the renewal application was reviewed by the NIH in the fall of 2023 and received a fundable score (Impact score of 17). We are waiting for our notice of grant award.

**ONEIDA CAB BOARD MEMBERSHIP – CAB Approved March 2023**  
*CAB Minutes Roll: List by representation area and title (e.g. alternate/board) for those present*  
 Revised January 2024

**CO-CHAIRS (March 2023-2026)**

- Terry Hetzel – (Oneida)
- Carey Gleason – (UW)

**ONEIDA HEALTH CENTER (April 2023-2026)**

- Debbie Miller – Dementia Coordinator – Board
  - Providers representing Oneida Health Team (Rotating attendance)
    - Dr. Garstka
    - Dr. Kennard

**Oneida Aging and Disability Resource Center (May 2023-2026)**

- Denise Johnson – Board
- Eli Metoxen – Alternate

**ONCOA (June 2023-2026)**

- Mary Jane Doxtator - Board
- Barbara Cornelius – Alternate (to be nominated after next ONCOA meeting.)

**ONEIDA VETERANS (July 2023-2026)**

- John Breuninger – Board
- Connor Kestell - Alternate

**ONEIDA NATION & UW-MADISON (August 2023-2026)**

- Melissa Metoxen (NACHP) - Board
- Marlene R. Summers (ICARE) – Board
- Lois Strong (ICARE) – Alternate
- Sacheen Linda Lawrence (Outreach) – Board
- TBD (Outreach) - Alternate
- Kala Cornelius (AMICA) – Board
- Carrie Trojanczyk (AMICA) - Alternate

**ONEIDA COMMUNITY (September 2023-2026)**

- Florence Petri (Community) - Board
- Delora Cornelius (Community) – Alternate
- Cassandra Thomas (Caregiver) - Board
- Linda Torres (Caregiver) – Alternate

**UW– MADISON (October 2023-2026)**

- Nick Lambrou – Board
- Megan Zuelsdorff – Alternate

**ONEIDA NURSING HOME (November 2023-2026)**

- Wenona “Wendy” Wolter – Board
- Karen Krause - Alternate
- Jonathen Piontek - Alternate

**AFFILIATES:**

1. Jennifer Webster – OBC Liaisons
2. James Bester – UW Outreach
3. Fabu Carter – UW Outreach
4. Mary Wyman – UW Researcher
5. Danielle Lennon – UW Wyman Lab Researcher
6. Taryn James – UW Researcher
7. Yowelunh McLeister-Davis – UW Researcher
8. Lexi Nelson – UW Gleason Lab Admin Support
9. Tracy Smith – UW Gleason Lab Program Director

## 2. Indigenous Cultural Understanding of the Alzheimer’s Disease and Related Dementia Research and Engagement (ICARE) – Research Project

- Oneida Business Committee approved April 2019 (while grant was being prepared) *Resolution # 04-24-19-B*

Overview: The Indigenous Cultural Understandings of Alzheimer’s Disease and Related Dementia – Research and Engagement (ICARE) is a research project funded by the National Institutes of Health. This research is being conducted as a collaboration between the Memory Keepers Medical Discovery Team, University of Minnesota – Duluth, the Wisconsin Alzheimer’s Disease Research Center, and First Nation community members in Manitoulin Island, Ontario. The goal of the research is to improve the lives of American Indian/First Nations persons with Alzheimer’s disease and related dementias by investigating the impact of the disease on patients, families, and communities.

Activities: The team is working on the first aim of ICARE R01 – the NIH funded five-year extension of the ICARE R56 project. Community Researchers for the Oneida site have completed interviews with the first two rounds of participants; healthy older adults and caregivers of loved ones with late stage dementia, respectively. While other sites are finishing up interviews with caregivers, the entire team is training in

preparation for the next round of interviews, which will be conducted in pairs (dyads) consisting of (1) people who have mild or moderate stage dementia and (2) their caregivers.

Members of the ICARE and Oneida-based Research Team are preparing for upcoming conferences, including the International Indigenous Dementia Network (IIDRN) conference, Alzheimer's Association International (AAIC) conference, and the Gerontological Society of America (GSA) conference. Presentation topics may include effective outreach, recruitment and retention in Indigenous populations, Indigenous understandings of dementia, and participant recommendations for improved dementia care. Updates forthcoming.

Funding Status: Original project funded for 2 years (2019-2021) through R56 funding. Funding was renewed (ICARE R01). New project end date is 2/28/2026.

### 3. Addressing Alzheimer's Disease and Related Dementias Disparities: The American Indigenous Cognitive Assessment (AMICA) – Research Project

- Oneida Business Committee Approved October 28, 2020 – *Received research authorization letter on Nov 4, 2020*
  - PI: Kristen Jacklin, PhD - University of Minnesota
  - MPI: Carey Gleason, PhD – University of Wisconsin
  - MPI: Tassy Parker, PhD – University of New Mexico

Overview: The American Indigenous Cognitive Assessment (AMICA) Project tackles the significant dementia disparity that exists for Indigenous populations by determining the scalability of recently developed, culturally tailored, brief cognitive tests for dementia, for use with 3 diverse American Indian (AI) populations. Compared to the majority population, Indigenous rates of Alzheimer's disease and related dementias (ADRD) are approximately 3 times higher. This research will adapt and validate a battery of complementary Indigenous cognitive assessment tools developed in Canada and Australia for use among AI populations in the United States.

Activities: The Oneida Indigenous Knowledge Advisory Group (IKAG) is active and comprised of respected community members as recommended by Oneida Nation Longhouse and Community Advisory Board leadership. The IKAG meets monthly, with the most recent meeting taking place in March 2024. The IKAG is currently in the process of reviewing assessment items, and making recommendations for adaptations. Next steps include appointing two IKAG members to represent the Oneida Nation at national meetings. These meetings will include IKAG representatives from the other partnering Tribal Communities (Albuquerque, NM and Red Lake, MN), and provide opportunities for knowledge exchange with the entire AMICA team.

Funding Status: Funded by NIH (AG074231). Start date 06/1/2022 through 05/31/2027.

### 4. Oneida Helping Oneida Family Caregiving Study (OHO) – Research Project

- Oneida Business Committee Approved October 28, 2020 - *Resolution # 10-28-20-C*
  - PIs: Mary F. Wyman, PhD and Carey Gleason, PhD – University of Wisconsin

Overview: The purpose of this project is to learn about factors influencing the use of community-based services by Oneida family caregivers of elders with memory loss. Family caregiving of elders is more common in Indigenous communities compared to other groups, but utilization of available services (e.g., caregiver education and support, financial help, respite) is low. The study entails a community-based survey of Oneida Nation of Wisconsin community members on family caregiving and service awareness

and use (N=507, completed Spring 2021), followed by qualitative interviews with community members living on/near the Oneida reservation who are caregivers of elders with memory loss (N=10, completed Fall 2021). The research questions were developed with Oneida community partners (e.g., Aging & Disability Services; Dementia Care Specialist; Oneida Alzheimer's CAB) and tribal members were employed for the project. Findings will be shared with the Oneida community to help guide policy. Research presentations and publications involve tribal partners in authorship.

Activities: Data analysis with community members, UW students, and the PIs is complete. We created a community report from the survey. We are now disseminating the findings - with an emphasis on bring it back to the community. For example, a summary of the report was presented to the Oneida CAB and at the March 7th Great Lakes Native American Elder Association meeting held at Oneida. Links to the full report were also provided to attendees. The PI (Wyman) is supervising a medical student who is Oneida on the development of an expanded dissemination plan. This student will be involved in providing supporting materials and presentation to the Oneida community.

Funding Status: Funded in July 2020 by the University of Wisconsin-Madison ICTR/Collaborative Center for Health Equity (CCHE), under the Advancing Health Equity and Diversity (AHEAD) initiative. Funding concluded December 2021; activities continue but are unfunded.

#### 5. **Wisconsin Alzheimer's Disease Research Center Community Engaged Recruitment (ADRC Clinical Core) – Research Project**

- Oneida Business Committee Approved September 28, 2022 - *Resolution # 09-28-22-A*

Overview: The Wisconsin ADRC's Clinical Core enrolls participants into a longitudinal, observational cohort study. Comprehensive data are collected every 1 to 2 years and include cognitive testing, physical examination, laboratory testing, and detailed lifestyle and clinical data. Sub-study data include Cerebrospinal fluid (CSF) and neuroimaging biomarkers, e.g. amyloid and tau markers of disease. These data are used widely by researchers at the Center. Typically, data are shared with national repositories focused on AD/AD. Based on a goal of respecting data sovereignty, we are sequestering data and biological samples in Wisconsin. This is done so with the permission of NIH Center leaders, and will continue until recommendations/guidelines are established for researchers seeking to use data or samples from the national repositories to examine AD/AD in individuals identifying as American Indian / Alaska Native (AI/AN).

Activities pertaining to enrollment/study visits: The Wisconsin ADRC recruitment of Oneida Nation participants is now fully operational. Since our presentation to the BC and approval of a resolution to recruit at the Oneida Nation (9/28/22), we have enrolled 21 new individuals identifying as AI/AN into our Center's Core Study.

Prior to our formal agreement with the Oneida Nation, recruitment was passive; meaning, if someone identifying as AI/AN contacted us and asked to join the study we enrolled them. In other words, we made no special efforts to recruit or exclude Indigenous participants between 2009 when the Center was founded and 2018. Altogether over those ~10 years there were 69 individuals enrolled who identified their primary, secondary or tertiary race as AI/AN, as per the demographic questions of the ADRC. We did not collect Tribal affiliation information from those identifying as AI/AN. In 2018 we made the decision to pause further enrollment of AI/AN participants. This decision came from the recognition that as our connection to the Oneida Nation grew, we needed to formalize our agreement with the Nation through a Tribal Resolution before continuing to enroll Indigenous participants.

As we mentioned in our previous reports to the BC, we restarted enrollment of AI/AN with an Oneida Nation Veteran's event in December 2022, led by Mr. Dan King. Additionally, we employ two members of the Oneida Nation as full-time University outreach staff. At present, 1 staff position is vacant and **we will be hiring in the near future**. Activities include education, service programs and study recruitment. The team has outreach materials and informational resources (e.g., newsletter, technology classes, Indigenous cooking classes and other Tribal events) for general community members.

Activities pertaining to data sovereignty: As discussed in our December 2023 report to the BC, we **uncovered gaps in our oversight of data sequestration. In other words, we needed to review how and where data and samples were distributed.** Since December of 2023, we have been inventorying all linked studies to ensure that the use of data and samples by these studies complies with the agreement between the Oneida Nation and the Wisconsin ADRC. As of this report we are continuing our review of linked studies and have audited 8 studies thus far. Six of these have not recruited individuals who self-identify as AI/AN from the Wisconsin ADRC participant pool. Of the remaining two studies, a total of 5 AI/AN individuals were recruited. Neither of the two studies has shared data or samples with any individual or entity outside of the Wisconsin ADRC. Because the number recruited was small, investigators will likely aggregate data from these participants with other participants who do not self-identify as AI/AN. Of note, Center investigators are aware that they should obtain permission from the Oneida Nation prior to proceeding with research that specifically focuses upon individuals who self-identify as AI/AN.

In our audit, we have also focused upon partner agencies who receive and test samples to provide data vital for research at the Center. For example, partners measure biomarkers of Alzheimer's disease using cutting edge blood tests. Two of these partners do not retain samples after they have been tested and send data only to the Wisconsin ADRC and not to any other individual or entity external to the Wisconsin ADRC. Another partner, the National Centralized Repository for Alzheimer's Disease and Related Dementias (NCRAD) receives samples from all 30+ Alzheimer's disease centers and as a service to the Center network, stores and distributes samples and data. They provide important genotyping service essential for much of our work. Investigators across the network can request samples and data from NCRAD.

From this audit, we uncovered a delay in our communication with NCRAD regarding sequestering samples and data. Our Center did not notify NCRAD until April 3, of 2023 about the need to sequester samples and data from individuals who self-identify as AI/AN. We are still investigating whether samples or data from our Center's AI/AN participants were sent out from NCRAD between October 1, 2022 (date of our approval by the BC) and April 3rd, 2023 when NCRAD confirmed that they would not send any stored samples or data out to investigators. The scale of any lapses is likely to be less than 15 samples or datapoints being distributed, a number that is insufficient for a research study. As noted, we have enrolled a total of N=21 participants since our formal agreement was established with the Oneida Nation of Wisconsin (October 1, 2022). Our overarching goal is that samples and data are not used in ways that are harmful to citizens of the Oneida Nation. We will provide an update in our next quarterly report.

Funding Status: Current funding is secure through 4/1/2024. We obtained the results of our NIH Study Section review this month. The Impact Score of 17 is well within the fundable range (ranked second highest among all applications reviewed). We are very optimistic that funding will continue for the next 5 years for the Wisconsin ADRC.

~~6. Addressing Alzheimer's Disease and Related Dementias Disparities: Indigenous Adaptation of the Mild Behavioral Impairment Checklist (IAMBIC)~~ *This grant will be revised to include a second questionnaire and will be submitted to the NIH later this year. Therefore, there will be a new name for the proposal. We will bring this new/revised project named the Indigenous Behavioral and Cognitive Symptoms (IBACS) Checklist project to the BC for review and approval and will remove the IAMBIC project from the updates.*

- Oneida Business Committee Approved October 27, 2021 (while grant was being prepared)

Overview: The purpose of this proposed project is to address the need for a valid and culturally sensitive clinical tool to identify Mild Behavioral Impairment (MBI) related to Alzheimer's disease and related dementias (ADRD) in Indigenous older adults. It is recognized that Indigenous populations have higher rates of ADRD, that neuropsychiatric symptoms are highly culturally bound, and that MBI is an important predictor of dementia onset; yet, there is no valid and culturally safe clinical tool to identify MBI related to ADRD in Indigenous older adults. This adaptation and validation will permit Indigenous communities to identify persons with MBI earlier, allowing for improved diagnosis and treatment of people with dementia; stronger and more meaningful caregiver support; more effective development and distribution of resources; and informed long-term policy planning.

Activities: No active research at this time – refining grant proposal for resubmission. Meeting to revisit our application is scheduled for January of 2023.

Funding Status: Original grant proposal (submitted in November 2021, reviewed in March of 2022) was not funded. Resubmission was planned for 2023; however, colleagues at the University of MN have placed this on hold due to a family member's illness. We are hoping to revisit the submission in 2024.

## Project: "Stroke Prevention in the Wisconsin Native American Population"

The "Stroke Prevention in the Wisconsin Native American Population" is a partnership between the Oneida Comprehensive Health Division (OCHD) and the University of Wisconsin-Madison Stroke Team (UWMST). The program works with the entire tribe to advance health and decrease stroke risk factors. We also work with individual elders to learn what works best at improving health.

To date, the OCHD-UWMST team has enrolled 120 participants. 119 participants completed baseline studies. Of the participants enrolled, 100 are high risk for stroke (51 receive intensive coaching, 49 randomized to standard health care and 19 are low risk controls), 94 are female and 25 are male. Of the current enrolled participants 44 have completed year 2 visits.

### **PROGRESS TO DATE**

We will plan to have all 2-year follow-up appointments completed by the end of the Summer of 2024.

In January, the team participated in the Health Wellness Expo.

Native American medical student, Ms. Hannah Cress, who was Shapiro Scholar in the summer of 2021 has submitted a methods/protocol paper that describes the study activities. The paper was published in the journal "Neuroepidemiology" (available online; <https://karger.com/ned/article/doi/10.1159/000536426/894858/Methods-in-Stroke-Prevention-in-the-Wisconsin?searchresult=1>.)

Mr. Loudon Akin, a medical student and member of the Native American Center for Health Professions (NACHP) completed a project examining how coaching participation is associated with weight loss and change in body-mass index through the first 52 weeks of participation in the study. This abstract was accepted as a poster to the American Heart Association Epidemiology Lifestyle Conference. Mr. Akin will also present this at the Department of Medicine Research Day in April 2024. Mr. Kevin Thomas will also present his abstract (that was presented last year at the American Heart Association Epidemiology Lifestyle Conference 2023) at the Department of Medicine Research Day. The title of his abstract is "Total Plaque Area And Association With Stroke Risk Factors In A Native American Population." This abstract was published in the American Heart Association Journal Circulation (available online; [https://www.ahajournals.org/doi/10.1161/circ.147.suppl\\_1.P470](https://www.ahajournals.org/doi/10.1161/circ.147.suppl_1.P470).)

Medical Student Name	Conference	Presentation Title	Status
Hannah Cress	American Heart Association International Stroke Conference	Baseline Characteristics In Participants In The Stroke Prevention In The Wisconsin Native American Population	Not accepted 11/04/2022
Kevin Thomas	American Heart Association EPI/Lifestyle Conference	Total Plaque Area And Association With Stroke Risk Factors In A Native American Population	Presented; poster presentation March 1, 2023 in Boston, MA

Brady Kerwin	Internal UW Madison School of Medicine and Public Health Medical Student Research Forum (Shapiro Scholars)	Carotid artery plaque texture features and stroke risk factors in Diabetic versus Nondiabetic Native Americans	Presented on November 21, 2022 at the UW Madison Health Sciences Learning Center
Jacob Jones	Internal UW Madison School of Medicine and Public Health Medical Student Research Forum (Shapiro Scholars)	Preliminary Results Stroke Prevention in the Wisconsin Native American Population	Presented on November 21, 2022 at the UW Madison Health Sciences Learning Center
Hannah Cress	Journal article submitted to Neuroepidemiology	The Stroke Prevention In The Wisconsin Native American Population Study Protocol	Published in Journal of Neuroepidemiology
Louden Akin	Abstract to the American Heart Association EPI/Lifestyle Conference	The Effects of Wellness Coaching on Lowering Stroke Risk Factors in a Wisconsin Native American Population	Accepted to the AHA Epi Lifestyle conference will be presented as poster March, 2024
Robert Dempsey & Umadevi Wesley	Abstract submitted to AANS	Circulating Biomarkers for Prediction and Prevention of Stroke in Native American Population	Presented at the AANS, October 2023
Robert Dempsey	Abstract submitted to WFNS	Traditional and Novel Stroke Risk Factors in an indigenous Population of Native Americans in the USA	Presented at the WFNS, December 2023
Thomas Staniszewski	Abstract submitted to Shapiro Summer Student Research	The Relationship of Stroke Risk Factors to Cognitive Measures in a Native American Population	Presented at the Shapiro Summer Research Symposium
Thomas Staniszewski	Abstract submitted to the Department of Neurological Surgery Research Day	The Relationship of Stroke Risk Factors to Cognitive Measures in a Native American Population	Presented at the Department of Neurological Surgery Research Day
Louden Akin	Abstract submitted to the Department of Neurological Surgery Research Day	The Effects of Wellness Coaching on Lowering Stroke Risk Factors in a Wisconsin Native American Population	Presented at the Department of Neurological Surgery Research Day
Hannah Cress	Preparing a second paper	Paper will examine the relationship between ultrasound Doppler measures and cognition	TBD
Carol Mitchell & Stephanie Wilbrand	Preparing Baseline characteristics paper	Baseline Characteristics in Stroke Prevention in the Wisconsin Native American Population	TBD
Louden Akin	Abstract submitted to the Department of Neurological Surgery Research Day	The Effects of Wellness Coaching on Lowering Stroke Risk Factors in a Wisconsin Native American Population	Accepted to the Department of Medicine Research Day
Kevin Thomas	American Heart Association EPI/Lifestyle Conference	Total Plaque Area And Association With Stroke Risk Factors In A Native American Population	Accepted to the Department of Medicine Research Day

**Business Committee Agenda Request**

**1. Meeting Date Requested:** 04/24/24

**2. Session:**

Open     Executive – must qualify under §107.4-1.

Justification: Review request to participate in UWM Study  
“Tech-Facilitated Abuse”

**3. Requested Motion:**

Accept as information; OR

Approval for Oneida to participate in the study with the help of the Human Services Division and Oneida Law Enforcement.

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

Finance

Programs/Services

Law Office

DTS

Gaming/Retail

Boards, Committees, or Commissions

Other: Human Services Division  
and Oneida Law Enforcement

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

Mark W. Powless, General Manager

DV Advocates, SA Advocates and Law Enforcement

Tina Jacobson Director Human Services

Eric H. Boulanger Chief of Police

**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: Memo attached |  |   |

**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: Special Projects        |  |

**8. Submission:**

Authorized Sponsor: Jennifer Webster, Councilwoman

Primary Requestor: (Name, Title/Entity)



## Memorandum

To: **Oneida Business Committee:**

From: Councilwomen Jennifer Webster

Date: April 8, 2024

Re: Review request to participate in UWM Study "Tech-Facilitated Abuse"

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As you may know I have been participating with the Wisc State Task Force on MMIW for some time. At the April 3, 2024 we had a presentation from University of Wisconsin Madison looking for tribes to participate in a study focused on Tech-Facilitated Abuse (TFA). How technology is being used for partner violence. The study is labeled: Healing through Tech Agency: A roadmap to Combat Tech-Facilitated Abuse in Indigenous Nations. And the goal of the project is to measure the prevalence and experiences of Tech-Facilitated Abuse faced by Indigenous survivors. Since our community is immersed in technology I thought Oneida would be a good partner in the study, especially the work our Domestic Violence and Sexual Assault advocates do in our community. With so many grandparents helping to raise their grandchildren, I thought it would also help to bring awareness to the issue. I have attached the power point and request from UWM.

Some of the benefits that Oneida can derive from the study is the ability to collect our own data for reporting purposes, possibly request additional funding but most importantly to bring awareness to the issue.

I can't do this alone, so I am also requesting support from the following areas: General Manager Mark Powless, Human Services Director Tina Jacobson, DV Advocates, SA Advocates. It would be great if the Human Services Area could identify one area or person to work with. In addition I am requesting support from Law Enforcement, mostly in data collection.

My requested motion is: Approval for Oneida to participate in the study with the help of the Human Services Division and Oneida Law Enforcement.  
If you have any questions please feel free to reach out to me.

Thank You,  
Councilwomen Jennifer Webster

Jo Anne House, PhD | Chief Counsel  
James R. Bittorf | Deputy Chief Counsel  
Kelly M. McAndrews | Deputy Chief Counsel

Carl J. Artman  
Krystal L. John  
Peggy A. Van Gheem  
Lydia M. Witte

Law Office



## MEMORANDUM

**TO:** Oneida Business Committee

**FROM:** Jo Anne House, Chief Counsel

**DATE:** April 17, 2024

**SUBJECT:** Research Request – Healing Through Tech Agency: A roadmap to combat tech-facilitated abuse in Indigenous Nations

---

Council Member Jennifer Webster, through her participation with the Wisconsin State Task Force on MMIW received a research request from the University of Wisconsin – Madison. The research will study technology use in Indigenous populations and how it impacts issues of domestic violence. Technology has the ability to create opportunities to track (i.e. stalk) individuals without their knowledge. Since technology exists in almost every piece of equipment, the ability to track, harass and prey upon individuals becomes more likely.

The University of Wisconsin – Madison is requesting assistance in contacting victims and their families, as well as members of the Indigenous community, to try to identify how technology is utilized and how it could be misused. With this information, the intent is to better understand technology impact and tools to combat technology misuse.

Council Member Webster is requesting authorization for the General Manager and the Human Services Division to act as support for the research within the Oneida Nation Community. This research has the opportunity to identify current technology impacts and tools to manage the gap between use and misuse.

**Recommended Action:**

Motion to approve research request, consistent with resolution # BC-05-08-19-A, Research Requests: Review and Approval to Conduct, and, in accordance with the General Manager is authorized to work with Naman Gupta, a doctoral student at University of Wisconsin – Madison to conduct this research and provide information to Oneida Nation members to participate in the study.

# Healing through Tech Agency:

## A roadmap to Combat Tech-Facilitated Abuse in Indigenous Nations

Naman Gupta <n@cs.wisc.edu>

Sophie Stephenson, Jeneile Luebke, Sanchari Das, Kate Walsh, Rahul  
Chatterjee



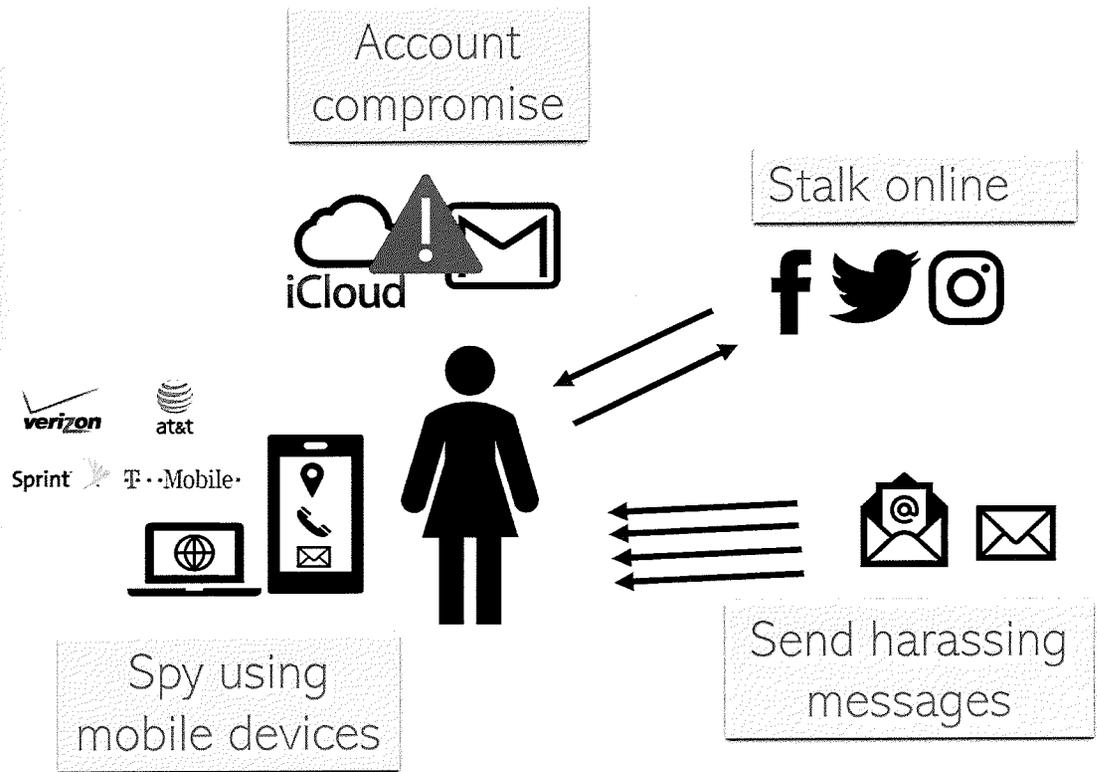
**WISCONSIN**  
UNIVERSITY OF WISCONSIN-MADISON

**MADS&P**  
Security and Privacy Research Group  
at UW-Madison

# Tech-Facilitated Intimate Partner Abuse (TFA)

The New York Times

*Thermostats, Locks and Lights:  
Digital Tools of Domestic Abuse*



## Technology is being used for intimate partner violence

- 12% of ever-partnered women are spied/stalked using technology

[Data Society, 2017]

- 29% of College students are abused via technology
- Less than half of technology-stalking survivors seek help

[Gupta, 2024]

- 84% Indigenous women experience intimate partner violence (IPV)
  - 97% perpetrators are non-indigenous
  - 49% needed services
  - 81% men experience IPV

Data Society. 2017 Intimate Partner Digital Abuse.

[Rosay, 2016]

Gupta, Das, Walsh, Chatterjee. 2024. A Critical Analysis of the Prevalence of Technology-Facilitated Abuse in US College Students. CHI Late-Breaking Work.

Rosay. 2016. Violence Against American Indian and Alaska Native Women and Men. National Institute of Justice Journal.

Technology is so embedded in our society that it seems impossible for anyone to maintain their privacy, much less go missing.

[Ficklin 2021]

Ficklin, Tehee, Killgore, Isaacs, Mack, Ellington. 2021. Fighting for our sisters: Community advocacy and action for missing and murdered Indigenous women and girls. *Journal of Social Issues*

# Madison Tech Clinic

Clients requested to bring all the mobile devices (including tablets, iPads)

**Referral**



**Consultation**



**Hand-off**

Case managers schedule a consultation with us for their clients

Final report of what we find and a plan about next steps

 [techclinic@cs.wisc.edu](mailto:techclinic@cs.wisc.edu)

 <https://techclinic.cs.wisc.edu/>



Is your client worried that their abuser might have

- Tracked their Location?
- Hacked their Accounts?
- Installed Spyware?



We can help **scan** and **secure** their accounts and devices.



Scan the QR code or follow the url to **schedule a consultation**

<https://go.wisc.edu/98kj88>

The Madison Tech Clinic provides personalized **technology consultation** for survivors so they can **secure their digital lives** against their abuser.



# Goal of this Project

- Measure the prevalence and experiences of TFA faced by Indigenous survivors, and their coping strategies
- Formulate socio-technical solutions to combat TFA
  - Culturally-attuned Tech Clinic
  - Tools for organizing families and the community
- Create awareness of TFA
- Report and Academic representation
- Support in grant-writing and acquiring resources for survivors and stakeholders

## Research directions

1. What are the norms and practices around technology in Indigenous communities?
2. How does technology create **insecurity** among Indigenous communities and **lead to TFA**?
3. How does TFA result in **homelessness, substance abuse, trafficking and MMIW**?
4. What is the role of technology in recruiting and monitoring survivors?
5. What are the **harm-reduction strategies** used by the survivors to **resist violence** and understand their effectiveness?

## Community-based Participatory Action Research

- Indigenous survivors and community support providers such as DV advocates, law enforcement, lawyers, Indigenous elders, and community leaders
- Community Advisory Board (CAB) with survivors
- Our team include TFA, sexual violence & nursing experts and Indigenous researchers

## Ask from MMIW Taskforce

- Interest from any tribes / tribal leaders to participate?
- Feedback on the study design
- Participate in our study
- Help us advertise the study and get us connected to tribes

Naman Gupta <n@cs.wisc.edu>

Sophie Stephenson, Jeneile Luebke, Sanchari Das, Kate Walsh, Rahul Chatterjee



Review tribal member request regarding veteran gravestones

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### Business Committee Agenda Request

1. Meeting Date Requested: 04/24/24

2. Session:

Open     Executive – must qualify under §107.4-1.

Justification: *Choose or type justification.*

3. Requested Motion:

Accept as information; OR

Action listed in memo

4. Areas potentially impacted or affected by this request:

- |   |   |
|---|---|
| <input type="checkbox"/> Finance                | <input checked="" type="checkbox"/> Programs/Services       |
| <input type="checkbox"/> Law Office             | <input type="checkbox"/> 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:

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

**6. Supporting Documents:**

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

**7. Budget Information:**

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

**8. Submission:**

Authorized Sponsor: Nancy Barton, Tribal Member

Primary Requestor: (Name, Title/Entity)

# Memo

**To:** Oneida Business Committee

**From:** Nancy Barton

**Date:** April 15, 2024

**Re:** Veteran Gravestones

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## Request

Approximately 260 graves; all do not need to be cleaned and reset. Episcopal, Methodist, Church of Christ Cemetery (E&EE), and all other applicable cemeteries in Oneida.

The Nation can apply/received money from Veteran's Affairs & State to apply for to power wash and reset the headstones.

## Action

BC to direct the appropriate departments such as Veterans, IGA, and Grants to research and find the funding to refurbish and reconstruct the headstones for the Civil War and WWI Veterans and to come back with an updated report to the October 9, 2024, BC meeting.

Review tribal member request regarding 2025 Food Assistance General Welfare Exclusion Program

**Business Committee Agenda Request**

1. Meeting Date Requested: 04/24/24

2. Session:

Open  Executive – must qualify under §107.4-1.

Justification: *Choose or type justification.*

3. Requested Motion:

Accept as information; OR

Action listed in 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:

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

**6. Supporting Documents:**

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

**7. Budget Information:**

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

**8. Submission:**

Authorized Sponsor: Nancy Barton, Tribal Member

Primary Requestor: (Name, Title/Entity)

# Memo

**To:** Oneida Business Committee

**From:** Nancy Barton

**Date:** April 15, 2024

**Re:** 2025 Food GWA Payment

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## Request

Due to previous funds that were allocated during COVID-19 that returned to normal standards, inflation, high costs of food, lack of food sustainability/sovereignty on the Reservation, people are still struggling to meet their basic food needs.

## Action

BC to direct the CFO to provide an updated financial report regarding Tribal Contribution Savings projects to include remaining balance for each project line and remaining balance overall. To identify unspent funds to be allocated to the 2025 Food GWA Payment.

To come back with an updated report by the May 22, 2024, BC meeting.

# Oneida Nation

Post Office Box 365

Phone: (920)869-2214



Oneida, WI 54155

## BC Resolution # 09-01-22-A

### Oneida Nation Food Assistance Program – An Oneida General Welfare Exclusion Program

- 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 General Welfare law was adopted by the Oneida Business Committee through resolution BC-12-08-21-A for the purpose of governing how the Nation provides assistance to eligible members, on a non-taxable basis, through approved programs that promote the general welfare of the Nation pursuant to the principles of the General Welfare Exclusion; and
- WHEREAS,** the Oneida Business Committee has determined it would be beneficial for the general welfare of the Nation's membership to create an approved program under the Oneida General Welfare law to provide financial assistance to members of the Nation to aid them with the rising costs of healthy food; and
- WHEREAS,** the Oneida Business Committee adopted resolution BC-07-13-22-R, *Obligation for the Oneida Nation Food Assistance Program Utilizing Tribal Contribution Savings*, which obligated funding to and demonstrated an intent to create the *Oneida Nation Food Assistance Program* as an approved program of the Nation in accordance with the Oneida General Welfare law to provide an allocation of five hundred dollars (\$500) to each enrolled Oneida Nation member that is at least eighteen (18) years of age by December 31<sup>st</sup> in 2022 and 2023 for the purchase of healthy food items; and

#### *Establishment and Purpose*

**NOW THEREFORE BE IT RESOLVED,** the Oneida Business Committee hereby adopts and establishes the *Oneida Nation Food Assistance Program* as an approved program of the Nation in accordance with the Oneida General Welfare law.

**BE IT FUTHER RESOLVED,** the purpose of the *Oneida Nation Food Assistance Program* is to provide financial assistance to members of the Nation to aid them with the rising costs of healthy food prices to ensure that their general welfare needs can continue to be met.

BC Resolution # 09-01-22-A  
Oneida Nation Food Assistance Program – An Oneida General Welfare Exclusion Program  
Page 2 of 3

*Eligibility for Assistance*

**BE IT FUTHER RESOLVED**, for the 2022 distribution of the *Oneida Nation Food Assistance Program*, any enrolled member of the Nation who is at least eighteen (18) years of age or older on or before December 31, 2022, shall be eligible for assistance from the *Oneida Nation Food Assistance Program*.

**BE IT FUTHER RESOLVED**, for the 2023 distribution of the *Oneida Nation Food Assistance Program*, any enrolled member of the Nation who is at least eighteen (18) years of age or older on or before December 31, 2023, shall be eligible for assistance from the *Oneida Nation Food Assistance Program*.

*Funding Source*

**BE IT FUTHER RESOLVED**, in accordance with resolution BC-07-13-22-R, *Obligation for the Oneida Nation Food Assistance Program Utilizing Tribal Contribution Savings*, the *Oneida Nation Food Assistance Program* shall be funded in the amount of fourteen million dollars (\$14,000,000) from Tribal Contribution Savings, (thirteen million one hundred and ninety-five thousand and two hundred and ninety one dollars (\$13,195,291) from Direct Membership Assistance and eight hundred and four thousand seven hundred and nine dollars (\$804,709) from Food and Agriculture).

*Qualifications for General Welfare Exclusion*

**BE IT FUTHER RESOLVED**, the *Oneida Nation Food Assistance Program* meets the requirements of the General Test as defined in the Oneida General Welfare law; General Criteria as defined in I.R.S. Rev. Proc. 2014-35, section 5; and the requirements of the Tribal General Welfare Exclusion Act of 2014, 26 U.S.C. §139E(b). The assistance provided through the *Oneida Nation Food Assistance Program* is:

- paid on behalf of the Nation;
- pursuant to an approved program of the Nation;
- does not discriminate in favor of members of the governing body of the Nation;
- available to any eligible member of the Nation who meets the guidelines of the approved program;
- provided for the promotion of general welfare;
- not lavish or extravagant;
- not compensation for services; and
- not a per capita payment.

*Application Submission Period and Distribution of Funds*

**BE IT FUTHER RESOLVED**, the Oneida Trust Enrollment Department shall make available an application form for the *Oneida Nation Food Assistance Program*.

**BE IT FUTHER RESOLVED**, applications for the 2022 disbursement of assistance from the *Oneida Nation Food Assistance Program* shall be accepted until October 28, 2022, with the disbursement of assistance to be made on or before November 18, 2022.

**BE IT FUTHER RESOLVED**, the Oneida Business Committee shall provide application submission period and deadline dates for the 2023 disbursement of assistance from the *Oneida Nation Food Assistance Program* no later than August 1, 2023.

**BE IT FUTHER RESOLVED**, that the Oneida Trust Enrollment Department shall oversee the collection, review, and permitted distribution of funds from the *Oneida Nation Food Assistance Program* to the qualifying recipients.

*Maintenance of Records*

**BE IT FUTHER RESOLVED**, that the Oneida Trust Enrollment Department shall be responsible for maintenance of records for the *Oneida Nation Food Assistance Program*. The recipient shall retain receipts for the expenditure of the funds associated with the *Oneida Nation Food Assistance Program*.

BC Resolution # 09-01-22-A  
Oneida Nation Food Assistance Program – An Oneida General Welfare Exclusion Program  
Page 3 of 3

*Term of Program*

**BE IT FINALLY RESOLVED**, that the *Oneida Nation Food Assistance Program* shall begin no later than October 28, 2022, and end on January 1, 2024, or when the allocated funding has been fully expended.

**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; 6 members participated in an electronic vote (e-poll) which closed on the 1<sup>st</sup> day of September, 2022; that the forgoing resolution was duly adopted by a vote of 5 members for, 1 member against, and 0 members not voting\*; and that said resolution has not been rescinded or amended in any way. The results of the e-poll will be entered into the record at the next Oneida Business Committee scheduled on September 14, 2022.

  
\_\_\_\_\_  
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."

Accept the Big Bear Media FY-2024 2nd quarter report

---

## Business Committee Agenda Request

1. Meeting Date Requested: 4/24/24

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.  
2nd 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: 2024.04.16 14:32:06 -05'00'

Authorized Sponsor: Mark W. Powless, General Manager 

Primary Requestor: Lori Hill

# FY-2024 Quarter 2 Report

GENERAL MANGER / BIG BEAR MEDIA (PRINT/MAIL/TOURISM/KALI)

**Status report of Outcomes/Goals**

1. Print/Mail Operations continue to work with PageDNA Digital Store front.
2. All staff pulled together to work on the Winter Gathering.

Outcome/Goal # 1

Operational Sustainability BBM: Print Operation, Mail Center, Tourism & Kalihwisaks

STAFF: PRINT 5.0 MAIL 2 TOURISM 2.50 KALI 2  
(DIRECTOR/ADMIN ASSISTS ALL AREAS)

YTD Sales Recap

FY2024 \$287,120

FY2023 \$980,010 (+148 jobs printed)

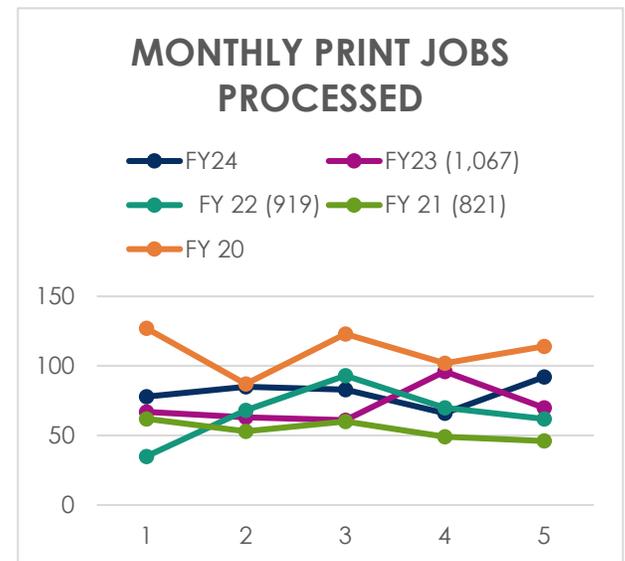
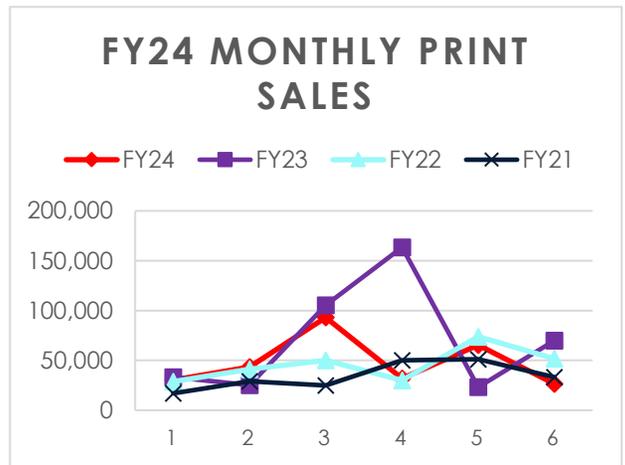
FY2022 \$712,722

Print created a monthly production calendar for the organization and planning chart. Total jobs processed is about 10% short of 2019 levels.

EXPECTATIONS/FUTURE PLANS REGARDING THE OUTCOME/GOAL:

Continue cross train employees to assist in all areas of Big Bear Media.

GOAL CHALLENGES: Limited staff puts pressure on staff when employees take vacation, call in or are sick.



Outcome/Goal # 2

Advancing On^yote?a.ka Principles

ACCOMPLISHMENTS RELATED TO THE OUTCOME/GOAL:

**\$2.6M obligation for the Amelia Cornelius Culture Park / Veterans Memorial**

Construction will begin again in the spring with second layer of asphalt on parking lots and accessible pathways to be completed. Bronze eagle statue has been prepared for installation at the Veterans wall. RFP for visitor center design went out and has a deadline of April 11, 2024, for company submissions.

**Lee Gordon & Pearl McLester Log Home** – Log home has been placed at the ACCP. Next step: engineering plan for rehabilitation plans, create official CIP for tracking the unexpected project.



**Oneida Pow Wow Pavilion** – Pavilion infrastructure is completed. Siding and interior finishing will continue through April with completion projection in May. Pow Wow Event Team worked with Zoning & Fire on new parameters for tents which impacted creating more grounds space. Special thank you to DPW Grounds crew for completing the tree and brush removal to expand grounds.



**Outreach**

- Winter Gathering Pow Wow is well attended attracting an estimated 1,000 guests throughout the day. Thank you Pow Wow Events Team! The event was fantastic.
- Planning continues on Author, Larwence Hauptman's visit to Oneida in April which will include a high school lecture, VFW lunch & learn and Library dinner & learn sessions. His final travels at age 80 will also include research on Cornelius Hill for a new book.



**Kalihwisaks**

- Kalihwisaks has expanded to 36 pages of great information for the community.

EXPECTATIONS/FUTURE PLANS REGARDING THE OUTCOME/GOAL:  
Continue to oversee construction projects. Work on strategic content for the Kali and continue projects that will enhance Oneida education.

GOAL CHALLENGES: Continued challenges of staff ratio vs project plans.

Outcome/Goal # 3

Advance Forward using Technology

MEASUREMENT:

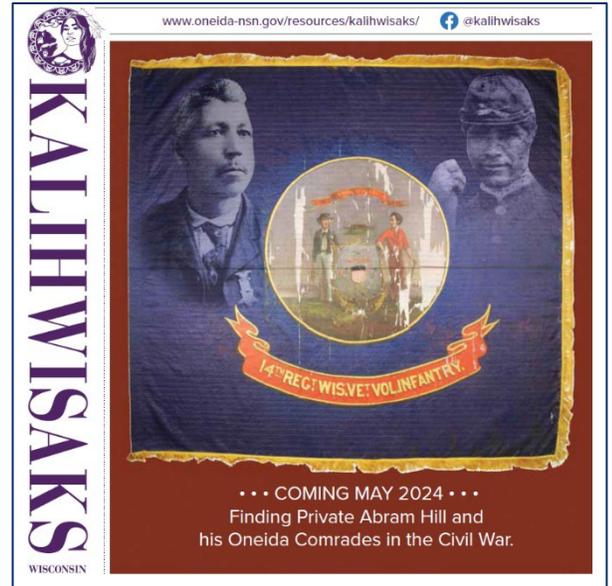
ACCOMPLISHMENTS RELATED TO THE OUTCOME/GOAL:  
Sr. Graphic Artist used existing communication channels to promote the planning of print and membership mailers. The graphic to the right includes set dates when priority printing will occur in the production area of Big Bear Media.

EXPECTATIONS/FUTURE PLANS REGARDING THE OUTCOME/GOAL:  
Continue to try to expand media content that connects the Oneida community in a positive way.

GOAL CHALLENGES:  
Number one challenge is having enough staff time to prioritize new initiatives.

Contact Info

**CONTACT:** Michelle Danforth Anderson  
**TITLE:** Marketing & Tourism Director  
**PHONE NUMBER:** 920.496.5624  
**E-MAIL:** mdanfor8@oneidanation.org  
**MAIN WEBSITE:** ExploreOneida.com FB: Oneida Tourism



PRINT SCHEDULE

**APRIL**

E-mail all orders to: [PRINTING@ONEIDANATION.ORG](mailto:PRINTING@ONEIDANATION.ORG)

Sr. Graphic Designer: Eric Doxtator - ext 5638 | Graphic Designer: Sophia King - ext 5629

SUNDAY	MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY	SATURDAY
	1	2	3	4	5	6
			GTC*			
	7	8	9	10	11	12
						13
	14	15	16	17	18	19
			GD - Training			
	21	22	23	24	25	26
			Kalihwisaks			
	28	29	30			
		Inservice				

\*Based on average GTC timeline

**Planning Guide**

Fill out the Project Order Form and e-mail to [printing@oneidanation.org](mailto:printing@oneidanation.org).

Submitted forms will be reviewed in order of receipt by Printing staff, to avoid processing delays please include your required Open Purchase Order number.

Business cards, envelopes and letterhead can be purchased through the new Digital Store Front: [www.OneidaBBM.com/](http://www.OneidaBBM.com/) Internal, Supervisors, Managers, and Administrative Assistants have internal access, for any additional access needed, please submit an RFS to DTS

The Big Bear Media Digital Store Front allows users to edit orders in real time with an immediate proof, expediting the production timeline for the customers convenience.

**Mailings**

To ensure your audience receives notification in advance please allow 12 business days (including Saturdays) prior to your event date.

Be advised, GTC and Kalihwisaks materials will take priority for printing and mailing, please plan accordingly.

**Custom Art**

- 1-5+ Days: Graphics & Typesetting
- 1-3 Days: Graphics & Typesetting (This proof length will depend on the complexity of the job. Watch for proof)
- 1-3 Days: Customer Approval
- 1-4 Days: Customer Approval (Customers are given up to two revisions before order is added to final invoice)
- 1-4 Days: printing

**Provided Art**

- 1 Day: Graphics & Typesetting
- 1-3 Days: Customer Approval if Requested
- 1-4 Days: printing

**Mailing**

Mailing list must be obtained from Enrollment by the customer to ensure the criteria is correct.

Mail Center    Present    Print Queue

2-3 Day    2-3 Day    2-3 Day

Accept the Comprehensive Health Division FY-2024 2nd quarter report

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## Business Committee Agenda Request

1. Meeting Date Requested: 4/24/24

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.  
2nd 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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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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- Resolution
- Draft GTC Notice
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- 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: 2024.04.16 14:32:06 -05'00'

Authorized Sponsor: Mark W. Powless, General Manager 

Primary Requestor: Lori Hill

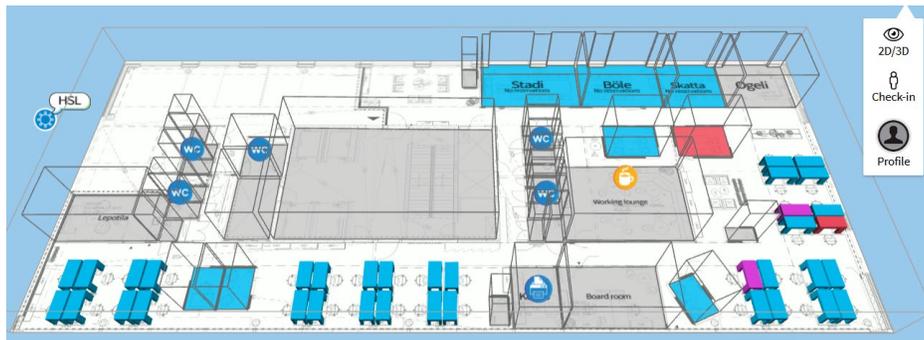
# FY-2024 2nd quarter report

## 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 Outcome/Goal # 1

MEASUREMENT: Strengthening a Comprehensive Provision of Care SD1 (Strategic Direction 1)



### ACCOMPLISHMENTS RELATED TO THE OUTCOME/GOAL:

Oneida Community Health Center identified a space optimization/utilization plan 'Space 1++' to allow improved integration of Teams Based Care (TBC). TBC is a patient-centered team-based approach with a group of united providers that work collaboratively with patients and caregivers. Space 1++ allows for the future addition of three providers and an associated team. The improved utilization of exam rooms will allow for the addition of two providers and an associated team on Tuesday/Wednesday/Thursday for potential extended hours schedule. The OCHD (Oneida Comprehensive Health Division) Diabetes Team is fully staffed and integrated in TBC. Key additions of a Nurse Practitioner, Certified Diabetes Educator, and Registered Nurse rounded out the team. This will allow increased offerings of service to the OCHD patient population. The Anna John Resident Centered Care Community

received Care Compare Five-Star Rating of Nursing Homes in February 2024 from the Centers for Medicare & Medicaid Services. Nursing homes with 5-star ratings are considered to be much above quality.

EXPECTATIONS/FUTURE PLANS REGARDING THE OUTCOME/GOAL:

The OCHD community may expect continued transition to TBC at the Oneida Community Health Center. The next Quarterly Community Meeting on April 24, 2024, by the Medical Director Karen Lane, DO, FAAP will provide an overview of TBC. In addition, OCHC (Oneida Community Health Center) workflows will pivot to enhance TBC and increase patient access to Triage nursing staff. Identification of space optimization/utilization will allow for improved community offerings of hours of operation.

---

## Outcome/Goal # 2

MEASUREMENT: Advocating and Influencing for Sustainable Financial Planning SD2 (Strategic Direction 2)

abc2 News Watch Live Weather Sports Bucks on WBAY Health Small Towns 2 Your Health Safety Desk

### Oneida Nation, UW-Madison asks for participants to study strokes in Native American community

Published: Mar. 21, 2024 at 6:22 PM CDT

NEW AT 6:00

ONEIDA NATION AND UW-HEALTH STUDY THE RISK OF STROKE IN NATIVE AMERICANS

6:05 33°

WEATHER GREEN BAY 33° NOW SUNNY 30° 7PM CLOUDY 28° 10PM CLOUDY

SHAWANO; BROWN; KEWAUNEE | WINTER WEATHER ADVISORY

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Green Bay Press Gazette.

Oneida Nation, UW-Madison asks for participants to study strokes in Native American community

ACCOMPLISHMENTS RELATED TO THE OUTCOME/GOAL:

OCHD business administration is utilizing the developed Budget Process. This Budget Process continues to guide the evaluation of information received from the Business Process Redesign. Continued application of the Business Process Redesign led to adjusted processes with the goal of increased efficiency. OCHD continues partnering with a marketing firm to

enhance Oneida Nation membership, OCHD patient population, and greater northeast Wisconsin community communication. This initiative directly led to an increase of recognition of OCHD staff as content experts in multiple media formats such as online articles, newspapers, and news interviews. In addition, OCHD employee and provider additions are publicized in numerous local publications. Staff at the Director level anecdotally noted an increase of applicants for current positions. Due to the marketing initiative, OCHD identified and introduced potential providers to the recruitment process.

EXPECTATIONS/FUTURE PLANS REGARDING THE OUTCOME/GOAL:

Continued communication to the Oneida Nation membership, OCHD patient population, and greater northeast Wisconsin community. Continued improvement of OCHD internal process flows and efficiencies. OCHD to continued improved and enhanced long-term budget planning.

---

### Outcome/Goal # 3

MEASUREMENT: Engaging & Developing an Inclusive and Empowered Workforce Strategic Direction 3 (SD3)

## **Rewards & Recognition Policy**



ACCOMPLISHMENTS RELATED TO THE OUTCOME/GOAL:

OCHD Sayo?táhsli.yo’- “Good Work” Employee Recognition

OCHD developed a policy to recognize employees in OCHD for going above and beyond their job descriptions, achieving certain goals, or reaching certain targets within their departments. The policy is currently pending Oneida Nation Human Resources Department approval for enactment.

OCHD in the process of developing an internal ‘Leadership Program’ to engage, develop, and empower an existing inclusive workforce. Pilot study of ‘Leadership Program’ identified to prepare and develop current employees for future OCHD leadership opportunities and improve OCHD culture.

EXPECTATIONS/FUTURE PLANS REGARDING THE OUTCOME/GOAL:

Implementation of employee recognition policy and leadership program will enhance and improve employee morale. This will allow a focus on customer-focused employees to produce more productive employees in the work force. Measurements for progress toward this goal through repeat Mind Garden Burnout Survey.

---

### Outcome/Goal # 4

MEASUREMENT: Advancing Customer Focused Experience Strategic Direction 4 (SD4)



ACCOMPLISHMENTS RELATED TO THE OUTCOME/GOAL:

The 'Hours of Operation Survey' was developed to identify the community's perceptions of operating hours at the various OCHD programs. The survey was developed by the Oneida Self-Governance Office with input from OCHD. The survey was available from January 9, 2024, to February 16, 2024, and generated 486 respondents. The confidence interval of 95% with the margin of error +/- 4.4%. The most common services utilized in the past year are the medical area (86%) and Pharmacy (83%). The majority of respondents (81%) are very or somewhat satisfied with the current operating hours. The majority of respondents (78%) support Oneida Community Health Center returning to pre-pandemic hours of 7 am to 6 pm.

EXPECTATIONS/FUTURE PLANS REGARDING THE OUTCOME/GOAL:

The community may expect data driven development and progressive introduction of OCHC Phase 2 Pre-Pandemic hours of 7 am to 6 pm. The progressive introduction of OCHC Phase 2 Pre-Pandemic hours will depend on Radiology and Laboratory remodel timelines along with coordination of appropriate staffing levels.

**Contact Info**

CONTACT: Debra Danforth RN, BSN  
TITLE: OCHD Division Director  
E-MAIL: ddanfort@oneidanation.org



CONTACT: Karen Lane, DO, FAAP  
TITLE: OCHD Medical Director  
E-MAIL: klane@oneidanation.org



PHONE NUMBER: 920.869.2711  
MAIN WEBSITE: <https://oneida-nsn.gov/resources/health>

Accept the Comprehensive Housing Division FY-2024 2nd quarter report

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## Business Committee Agenda Request

1. Meeting Date Requested: 4/24/24

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.  
2nd 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
- Not Applicable
- Other:

**8. Submission:**

**Mark W. Powless** Digitally signed by Mark W. Powless  
Date: 2024.04.16 14:32:06 -05'00'

Authorized Sponsor: Mark W. Powless, General Manager 

Primary Requestor: Lori Hill

# FY-2024 2nd quarter report

## COMPREHENSIVE HOUSING 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

**Re-investment in all units both federal and general rental to ensure health and safety is prioritized. This will be done by re-engaging the annual inspections, re-investing for long term quality of life of units, implementing inventory module system for enhanced tracking and monitoring and creating scopes of work for all 447 units.**

MEASUREMENT: Progress towards the inspections/scopes of work for 447 units. Progress in rehabbing and reinvestment in both income based and general rental units.

ACCOMPLISHMENTS RELATED TO THE OUTCOME/GOAL:

A new Warehouse Manager was hired to help oversee the administrative operations of the Warehouse area to include: increased overall tracking of HUD and TC funded projects to include labor and material, working on Master contracts/requisitions/purchase orders/etc., assistance with tracking inspections and emergency work orders and all other administrative tasks.

Since the hiring of a new Sr. HVAC Technician, CHD has been able to address immediate HVAC needs to include equipment installations (portions of installs and full installations of boilers) in 23 units. Additionally, 30 service calls for units occurred for minor repairs for HVAC issues and upgrades.

A Temporary Relocation Program is in the process of being developed so that occupied units that are in need of major rehabilitation have an available unit to transfer a family in temporarily while the unit is being worked on.

Since the hiring of 4 carpenters to specifically work on CHD's 101 general rental units, 3 units have been rehabbed in the past quarter, 2 of which that will be utilized for the Temporary Relocation Program. These units are being prepared so that additional work can be performed in

units that are currently occupied but need extensive work. There are also multiple other projects that the hiring of these carpenters have been able to assist in, including the remodeling of several Residential Sales units with varying positive progress.

Management has been collaborating with HRD on a career ladder/succession plan for the Maintenance/Rehab area so that staff have the ability to onboard with the opportunity for growth.

Because a crucial step towards reinvesting in our income-based units is finding what issues each unit has, an annual inspection is being completed on all 447 units with an immediate focus on health and safety issues. This process is also part of a compliance requirement of HUD and one that was stifled by COVID. This project is under way and the following inspections have been completed in the first and second quarter:

### 1<sup>st</sup> Quarter

- 22 Annual Inspections
  - 15 Health and safety Inspections with scopes of work
  - 17 VASH Inspections
  - 6 Housing Choice Voucher inspections
  - 32 Move In/Move Out Inspections
- 92 TOTAL

### 2<sup>nd</sup> Quarter

- 84 Annual Inspections
  - 19 Health and safety Inspections with scopes of work
  - 4 VASH Inspections
  - 0 Housing Choice Voucher inspections
  - 8 Move In/Move Out Inspections
- 115 TOTAL

#### EXPECTATIONS/FUTURE PLANS REGARDING THE OUTCOME/GOAL:

The Maintenance & Rehab Area will continue to place an emphasis on getting all 447 units inspected in FY 24 and continue working with the HR area to develop a succession plan/career ladder promoting growth.

---

### Outcome/Goal # 2

**Continued emphasis on communication division wide to include training opportunities, team building, staff meetings, regular communication bulletins, cultural education, and interdepartmental collaboration to align with divisions goals.**

MEASUREMENT: Staff will have a better working environment that is revolved around effective communication, positive collaboration amongst the team and opportunities where they feel they have a voice in what they do. Cultural education will increase their ability to not only understand their customers but themselves. This will be measured by staff participation in meetings, trainings and team building activities.

ACCOMPLISHMENTS RELATED TO THE OUTCOME/GOAL:

All staff meetings to include both office employees and warehouse employees continues to be a priority and are held monthly. These meetings were implemented to communicate relative updates pertinent to operations and goals, recognitions and to allow staff time to provide feedback ask questions.

The Residential Finance Area Manager, Maintenance Supervisor, Finance & Administration Supervisor, Finance Specialist, Office Managers all attended a Davis Beacon Prevailing Wages training through the Seminole Nation to further their knowledge federal funded projects.

The Residential Finance Area & the Maintenance & Rehab Area have been collaborating with the Purchasing Director to better streamline CHD's processes, to work towards an increased vendors list for the hiring of outside contractors, working with specific vendors such as Home Depot to address inefficiencies in ordering materials and buying in bulk and other preventative issues.

EXPECTATIONS/FUTURE PLANS REGARDING THE OUTCOME/GOAL:

Team building activities/meetings are being planned in the upcoming months.

Community Outreach continues to plan activities with TAP and Matt Ninham on community events.

---

Outcome/Goal # 3

**Revamp the division's Rules, SOP's, and processes to better align with the division's goals and vision.**

MEASUREMENT: CHD will continue to update, revamp and implement processes on all levels to address inefficiencies and to help streamline outcomes.

ACCOMPLISHMENTS RELATED TO THE OUTCOME/GOAL:

Both the Residential Sales & Realty Area & Residential Rentals & Outreach area have been working with the LOC on obtaining and answering questions from Tribal Members on the Eviction & Termination Law through public meetings.

The Residential Sales & Realty Area had the HIP Amendment approved on 3/27/24 by the Business Committee. The next step is for the Land Commission to determine the current maximum purchase price. The recommendation from CHD will be to increase the amount as it is currently set at \$250,000.00. This will assist HIP applicants to be able to apply for homes within the competitive market.

The Residential Sales & Realty Area also got the Assumption of Mortgage SOP approved. They will be moving forward with their first assumption of mortgage. This process allows homeowners to have another qualified tribal member assume their mortgage at the same terms as the current homeowner and helps prevent foreclosure.

The Residential Rentals & Outreach Area worked to get the Landlord Tenant Law, Rule #2 Income Based Rental Program approved which defines the new 24 CFR Part 5.609, which changes the definition of income that is counted when people pursue HUD funded housing programs.

The Maintenance & Rehab Area has worked with HR to create an On-Call SOP for compensating staff that work to address emergency work orders.

EXPECTATIONS/FUTURE PLANS REGARDING THE OUTCOME/GOAL:

CHD will continue to work on the updating of rules, SOP's & processes.

**Contact Info**

CONTACT: Lisa Rauschenbach  
TITLE: Division Director  
PHONE NUMBER: 920-869-6174  
E-MAIL: [lrausche@oneidanation.org](mailto:lrausche@oneidanation.org)  
MAIN WEBSITE: Enter website address

**Photos (optional):**



Accept the Digital Technology Services FY-2024 2nd quarter report

---

## Business Committee Agenda Request

1. Meeting Date Requested: 4/24/24

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.  
2nd 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
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- Travel Documents
- Other:

**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: 2024.04.16 14:32:06 -05'00'

Authorized Sponsor: Mark W. Powless, General Manager 

Primary Requestor: Lori Hill

# FY-2024 2nd quarter report

## DIGITAL TECHNOLOGY SERVICES

### Status report of Outcomes/Goals

1. Which outcome/goal(s) does the Division wish to report on?
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---

### 01 Oneida Nation – Organizational Support

#### DTS Goal – Value Enablement

##### MEASUREMENT:

Metrics and Key Performance Indicators – To Be Determined

##### ACCOMPLISHMENTS RELATED TO THE OUTCOME/GOAL:

Attended Nation Building sessions to understand perspective/needs/wants and provide advice/counsel on current and possible future technical capabilities. \*\*ERP-HCM – Kick-Off of Workforce Management and Payroll projects. \*\*ERP-PMO – Project Listing and Prioritization underway.

##### EXPECTATIONS/FUTURE PLANS REGARDING THE OUTCOME/GOAL:

Developing a Technology Steering Committee to help with project prioritization, security considerations, budget, and proper resourcing. ERP-CRM (Citizen Services) – Project Charter under development. ERP-Data&Analytics – Reviewing Proof of Concept (POC) with Merp System for new Content Management to replace OnBase, testing with Records Management. ERP-Procurement – Continued work for the Cybersecurity Risk Assessments (CSRA) for vendors. Manager of Digital Security (Shane Hill) reviewing CSRA to make it easier and more efficient for vendors and requestors.

---

## 02 DTS Operational Excellence

DTS Goal – Value Sustainment

MEASUREMENT:

Metrics and Key Performance Indicators – To Be Determined

ACCOMPLISHMENTS RELATED TO THE OUTCOME/GOAL:

100-Day Plan – Completed GM-CIO Alignment Assessment, completed IT Org and Staffing Assessment.

EXPECTATIONS/FUTURE PLANS REGARDING THE OUTCOME/GOAL:

Currently entering assessment data into 100-Day Plan presentation that will inform the organization and DTS of DTS values, vision, mission, process improvement, strategic direction, key initiatives, and if we have the proper organizational structure and staff to get the job done.

---

## 03 Innovation & Individual Organizational Support

DTS Goal – Value Creation

MEASUREMENT:

Metrics and Key Performance Indicators – To Be Determined

ACCOMPLISHMENTS RELATED TO THE OUTCOME/GOAL:

\*\*Broadband Initiatives – Communications Towers RFP Completion and vendor selection. MRL Tower was selected through the RFP process to construct the three towers for the Oneida Nation. \*\*Gaming - Successful implementation of Agilysys for the Oneida Hotel Property Management System.

EXPECTATIONS/FUTURE PLANS REGARDING THE OUTCOME/GOAL:

\*\*Broadband Initiatives - Next steps for the Communications Towers is to complete procurement process and to begin construction. \*\*Gaming – Next steps for the Oneida Hotel merger include infrastructure improvements for data closets, wireless, and the rollout of Agilysys for Point of Sale (POS) for the casino and hotel. \*\*Other items related to Innovation & Organizational Support include setting up an AI Strategy Workshop to develop the foundational steps for AI technologies.

**Contact Info**

CONTACT: Jason W. Doxtator

TITLE: Chief Information Officer

PHONE NUMBER: 920-496-7379

E-MAIL: [jdoxtat1@oneidanation.org](mailto:jdoxtat1@oneidanation.org)

MAIN WEBSITE: [Technology Resources - Home \(sharepoint.com\)](#)  
[Oneida Nation | Digital Technology Services \(DTS\) \(oneida-nsn.gov\)](#)

Accept the Education and Training FY-2024 2nd quarter report

---

## Business Committee Agenda Request

1. Meeting Date Requested: 4/24/24

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.  
2nd Quarter Reports - GM

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|--|---|
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**8. Submission:**

**Mark W. Powless** Digitally signed by Mark W. Powless  
Date: 2024.04.16 14:32:06 -05'00'

Authorized Sponsor: Mark W. Powless, General Manager 

Primary Requestor: Lori Hill

# FY-2024 2nd quarter report

## EDUCATION AND TRAINING AREA

### Status report of Outcomes/Goals

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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?
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---

### 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
- Head Start/Early Head Start

#### MEASUREMENT:

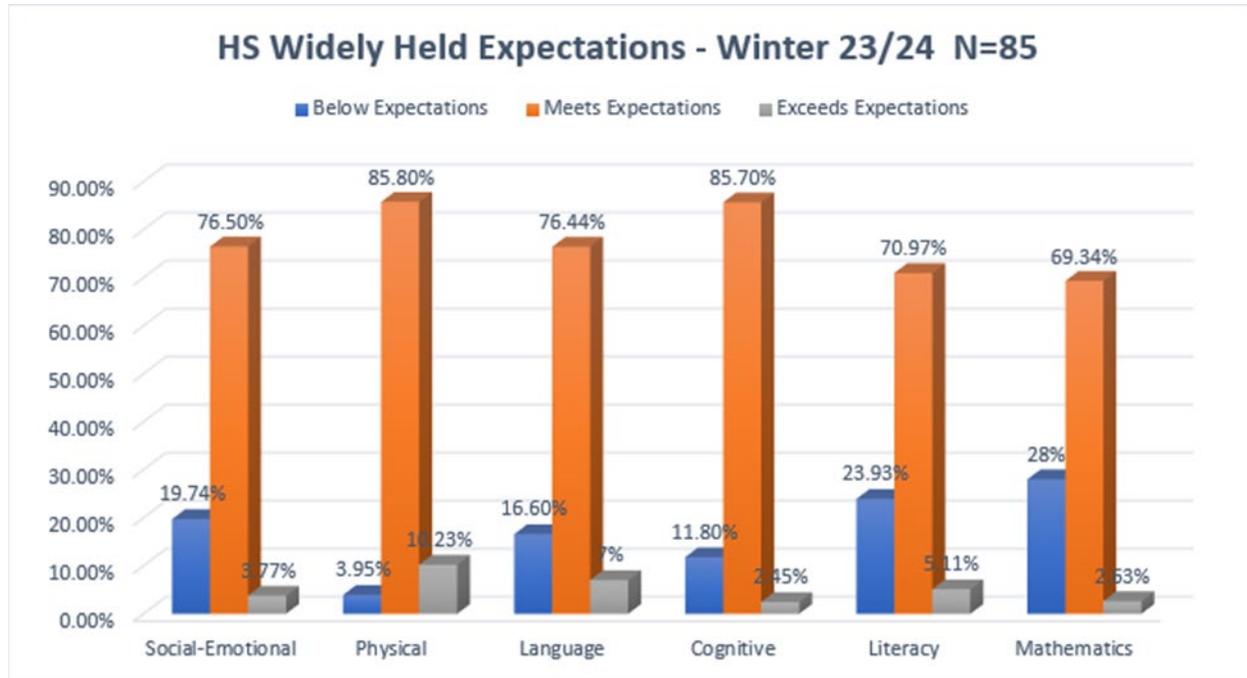
##### **Child Care:**

This will be measured by staff observation and by using the Teaching Strategies Gold Child Assessment Portfolios. These tools and methods will help staff understand child interactions, knowledge, and skills to support the child's development and make appropriate referrals for future evaluation. Provide child care and develop 40 children portfolios with teacher observations recorded for each child and weekly lesson plans to meet developmental needs.

We currently have five (5) classrooms open with 40 children attending, serving 35 families. We are currently short staffed with 4 Teacher and 1 Teacher Trainee positions vacant.

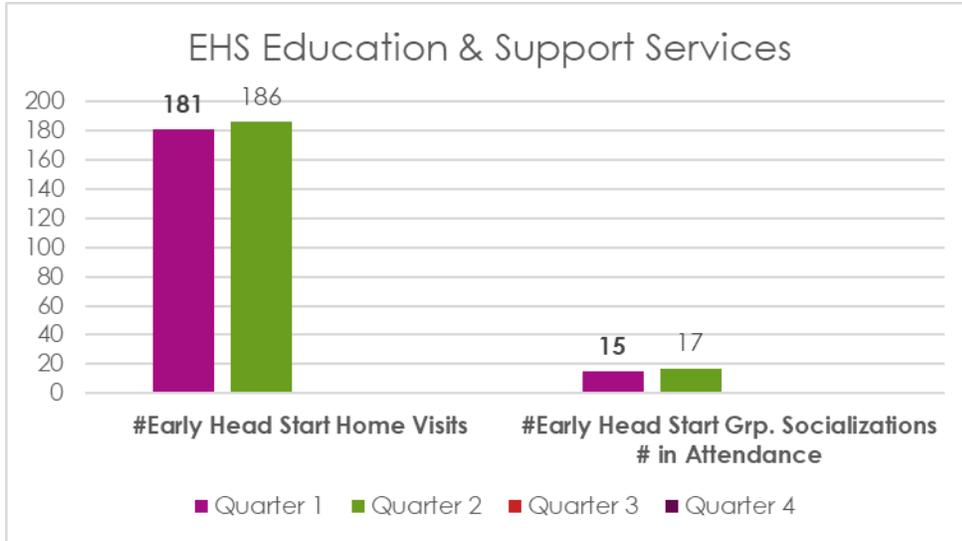
### Head Start/Early Head Start:

All Head Start/Early Head Start (HS/EHS) children's progress are tracked in an early education teaching database. Classrooms use Teaching Strategies Gold and Child plus software to track classroom and parental interactions. The below scores are being tracked for students to measure progress through the school year.

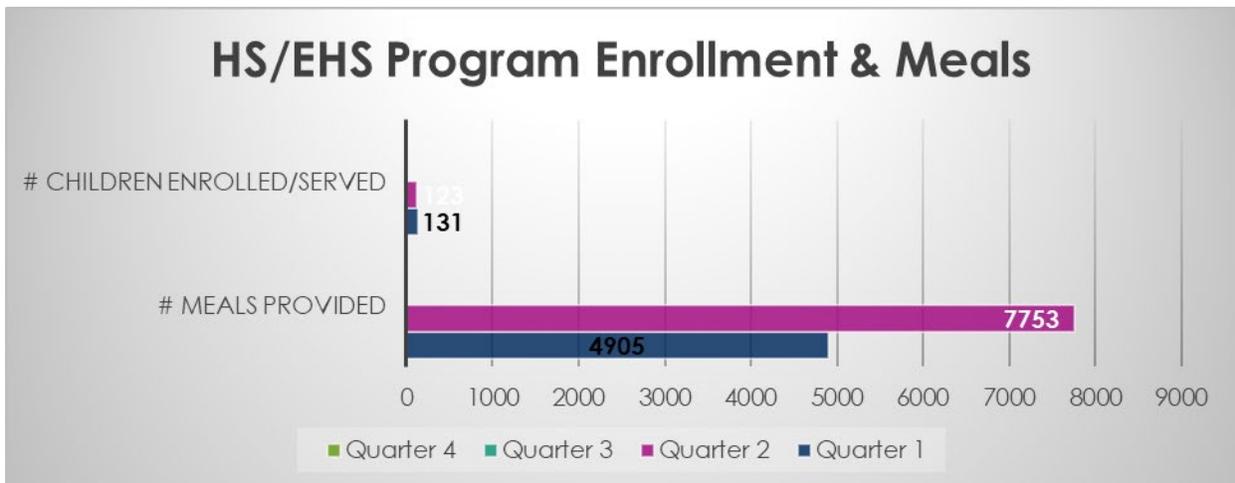


Second quarter scores for Head Start Kindergarten Readiness skills: We see a consistent percentage rate with "Meets Expectations" being about 69% across the board. That is up 17% from last quarter.

Literacy and Mathematics are the two areas all the students needed to improve in, and we found great improvement this quarter. In the first quarter we only found a small percentage of students who exceeded expectations in the physical category, in the second quarter we see a small percentage of students in all the categories that exceeds expectations. By the end of the school year, we are seeking for more students to be in the "Exceeds Expectations" column.



EHS home visiting program delivered 186 home visits during the second quarter and provided group socialization experiences with 17 families in attendance.



123 children were served through the second quarter of the 23-24 school year, in 7 HS classrooms, 1 EHS classroom and through home visiting services. At the Three Sister's Head Start location, there were 3,681 meals served and at the Norbert Hill location there were 4,072 meals served to HS/EHS students.

ACCOMPLISHMENTS RELATED TO THE OUTCOME/GOAL:

Child Care:

For 2<sup>nd</sup> quarter 12 children have transitioned. 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 experiences that children need to meet developmental expectations.

Head Start/Early Head Start:

Our goal for the second quarter was to exceed an average of 66% of student who “meet expectations for kindergarten readiness across all domains. We surpassed our goal by exceeding 77% of students who met expectations in kindergarten readiness for this quarter.

We have more students who are now exceeding expectations in all categories of the domain and our last quarter's lowest domains of Mathematics and Literacy now have caught up to the other domains. We are seeing great gains in all of the students.

EXPECTATIONS/FUTURE PLANS REGARDING THE OUTCOME/GOAL:

**Child Care:**

Children are prepared for successful entrance into kindergarten.

**Head Start/Early Head Start:**

HS/EHS will work with our Education T & TA Specialist to continue training in Literacy, Math, and Cognitive domains. Collaboration with Oneida Behavioral Health will continue for the Social-Emotional domain and Campfire Coaching which began in October for HS staff continues. Attendance will also be monitored as there is a high correlation with meeting expectations and good attendance.

---

Outcome/Goal # 2

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

Program Working on Outcome:

- Early Intervention
- Head Start/Early Head Start

MEASUREMENT:

**Early Intervention**

90% of preschoolers who complete Head Start & FACE make successful IEP transitions to Oneida Nation or public-school Special Education Programs.

**Head Start/Early Head Start**

Head Start/Early Head Start had 28 (or 33%) of our students on an IEP or IFSP in the second quarter of the 23-24 school year. We currently have 4 (or .5%) students in the IEP evaluation process. We continue to strive towards being in compliance with the 10% of total enrollment slots being filled by children eligible for services under IDEA.

ACCOMPLISHMENTS RELATED TO THE OUTCOME/GOAL:**Early Intervention**

All evaluations are on track for the past quarter and mid-year reports for children on IEPs should a slight increase of cases compared to last year. By the end of 2<sup>nd</sup> quarter 37 referrals have been received for the 3-5 program, 24 IEP's written. There have been 11 Birth to 3 referrals and 4 IFSP's written for infants and toddlers.

**Head Start/Early Head Start**

HE/EHS continue to work collaboratively with Oneida Early Intervention (OEI) to refer children with suspected educational delays/disabilities for evaluation. 5 (.6%) students were referred to OEI in the second quarter for further evaluation.

EXPECTATIONS/FUTURE PLANS REGARDING THE OUTCOME/GOAL:**Early Intervention**

Keep providing high quality preschool services for our tribal population so that pre-school children can make a smooth transition to tribal or public-school's Special Education programs. Our program has also been providing books for the Oneida Library events and the infants, toddlers and young children receiving services through Early Intervention. Upcoming events include the 3 P Parenting classes for families starting April 12.

**Head Start/Early Head Start**

Oneida Early Intervention will continue to provide speech, occupational and physical therapy services to enrolled HS/EHS students with delays/disabilities or they will refer them out to local school districts if the need of the child exceeds what they can offer. Continued identification and assessment of children suspected of having delays or disabilities will occur. HS/EHS staff will individualize lesson planning for students on an IEP/IFSP.

---

Outcome/Goal # 3

Students eligible for Youth Enrichment Services (Y.E.S.) in elementary, middle, and high school are on track to graduate and Higher Education Scholarship are awarded for post-secondary education.

PROGRAMS WORKING ON OUTCOMES:

- Youth Enrichment Services
- Higher Education

MEASUREMENT:**Youth Enrichment Services**

Y.E.S. Program Quarter 2 – FY 2024	Unduplicated Count	Contacts	JOM Eligible Students	Non-JOM Eligible Students
January	475	6,795	303	172
February	449	7,079	282	167
March (Spring Break)	520	5,152	311	209

**Higher Education**

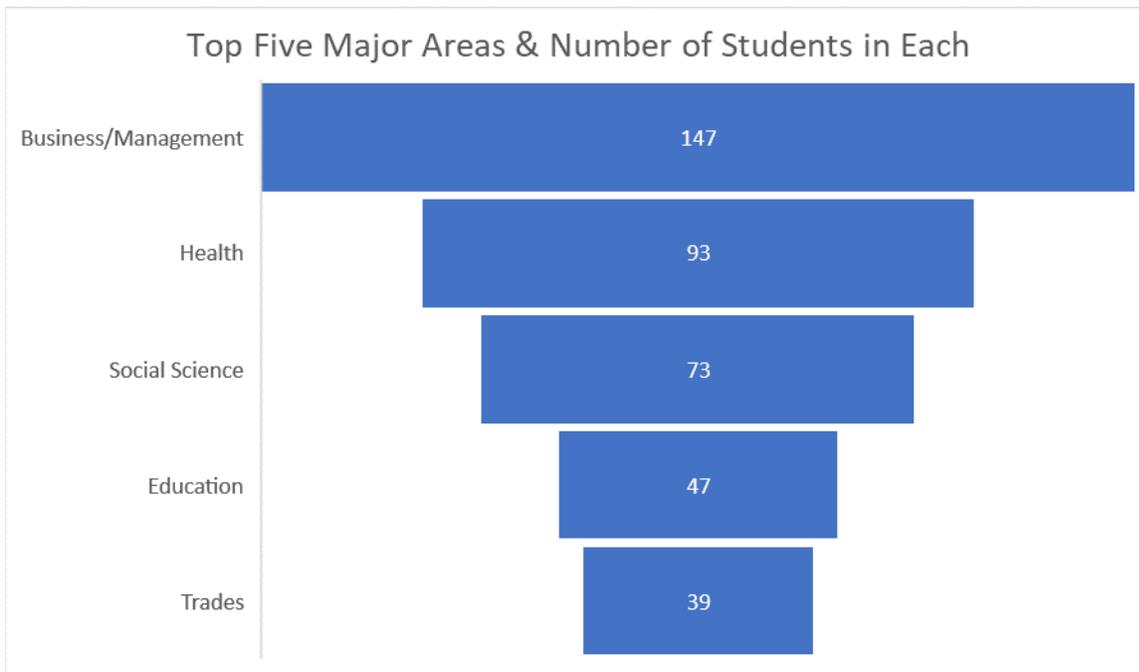
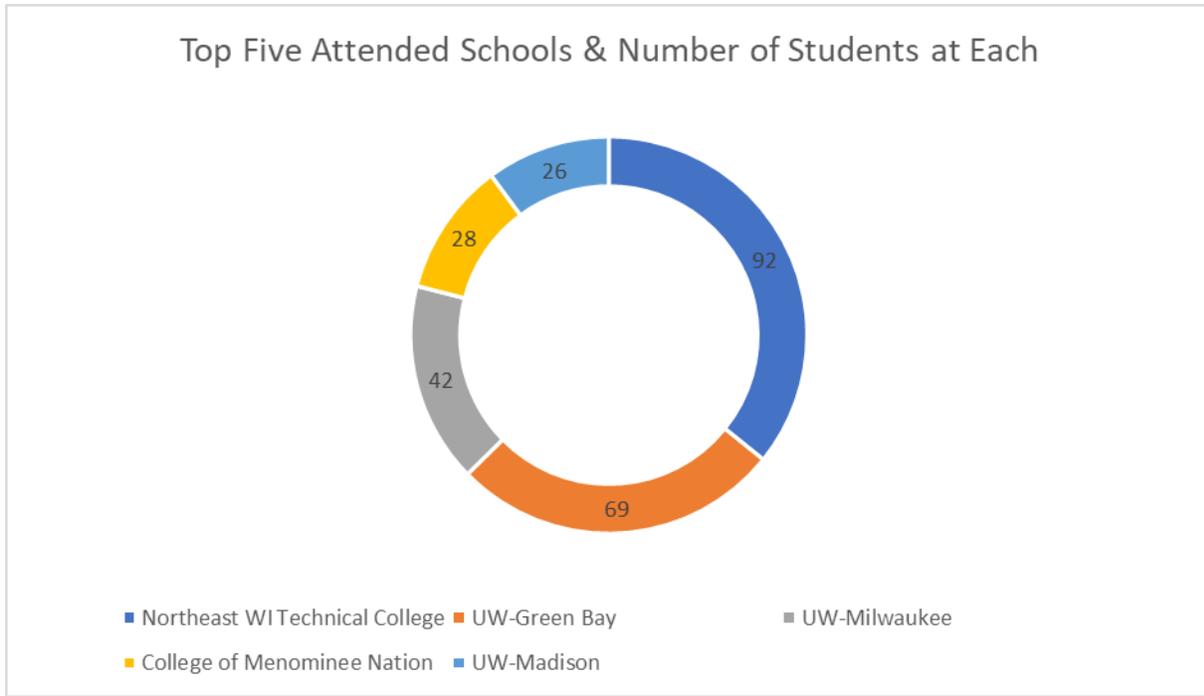
Number of clients served based on data from Power 8 and Cognos Analytics data bases.

Students receiving the Higher Education Grant for Quarter 2 are at the following academic levels:

Freshmen	123
Sophomores	112
Juniors	80
Seniors	62
Graduate	58
Doctoral	29

Students are completing the following degrees:

Certificates	8
Technical Diplomas	22
Associate Degrees	120
Bachelor's Degrees	227
Master's Degrees	58
Doctoral Degrees	29



ACCOMPLISHMENTS RELATED TO THE OUTCOME/GOAL:

**Youth Enrichment Services**

Y.E.S. Advocates continue to monitor grades, attendance, and behavior for 507 of the Native students attending program service schools, Green Bay's King Elementary, Lombardi Middle and Southwest High Schools, Seymour's Elementary, Middle and High Schools and

West De Pere's Middle and High School. The Y.E.S. Specialists continue to support students with their academics. The majority of students are on track to graduate or move to the next grade level. The Yon^hali.yo Community Advocates and Oneida Behavioral Health staff are being utilized to assist with providing additional social/emotional support to students. Y.E.S. high school staff continue to collaborate with the liaison staff supporting the students who participate in the University of Wisconsin Madison Information Technology Academy (ITA). Y.E.S. staff meet with the school administrators to collaborate on ways to support students academically and socially. The Y.E.S. staff based in the Seymour Community Schools assisted with the majority of the coordination and hosting of about 136 participants at the Seymour Middle School/Y.E.S. Family Culture Event held on February 27 held at the Seymour Middle School. The Education Training Area Manager, Y.E.S. Manager and Education and Training Organizational Development Specialist met with school administrators from Green Bay's MacArthur Elementary School, Pulaski's Hillcrest Elementary Schools and the School District of West De Pere, on the formal collaboration for the Oneida third grade reading initiative.

### **Higher Education**

A total of 464 Oneida Tribal Members were funded with the Oneida Higher Education Grant for Quarter 2. This came to the amount of \$3,240,267.

Sixteen students were funded for the College Comeback Program during Quarter 2, totaling \$30,832. Seven students who utilized College Comeback for Quarter 1 were put back in good standing and eligible to apply for the Higher Education Grant for Quarter 2.

#### EXPECTATIONS/FUTURE PLANS REGARDING THE OUTCOME/GOAL:

### **Youth Enrichment Services**

Staff will continue to share information and register students who are not Y.E.S. Program participants, meet with school support staff to collaborate on meeting the academic and social needs of the students, recruit four Y.E.S. Specialists to increase academic support for elementary level students, and at the high school level, continue to work with University of Wisconsin Green Bay Dual Credit staff to streamline/provide more opportunities for Native students to participate in dual credit classes. Collaboration with Oneida Social Service Programs and Behavioral Health will continue to support the social/emotional wellbeing of the students. The Science of Reading Training is being planned for the Y.E.S. staff to support the third grade reading initiative (Oneida Reads), and the Y.E.S. Manager will be included in Oneida Business Committee Member meetings with the local school district administrators to discuss increased collaboration on improving reading proficiency and diversity in curriculum.

### **Higher Education**

The Higher Education Department will continue to program the importance and achievability of higher education by visiting area high schools and offering community events such as college fairs and financial aid workshops.

We hope to continue offering the College Comeback option to help students get back in good standing with the Higher Education Grant and move forward with their educational goals.

---

### Outcome/Goal # 4

Provide culturally sensitive vocational rehabilitation service to Native American with disabilities who reside on or near the Oneida Reservation leading to gainful employment consistent with the strengths, resources, priorities, concerns, abilities, capabilities, interests, and informed choice to build individual self-sufficiency.

#### Program Working on Outcomes:

- Vocational Rehabilitation Services

#### MEASUREMENT:

Provide meaningful opportunities to enable the client to secure & retain employment that supports self-sufficiency.

#### ACCOMPLISHMENTS RELATED TO THE OUTCOME/GOAL:

There were two sponsored activities for clients this quarter, Corn Husk Doll Making and NWTC tour/career fair. The following area schools have monthly visits scheduled, Seymour High, Oneida Nation High, Southwest High, West De Pere, Green Bay East High, Pulaski High

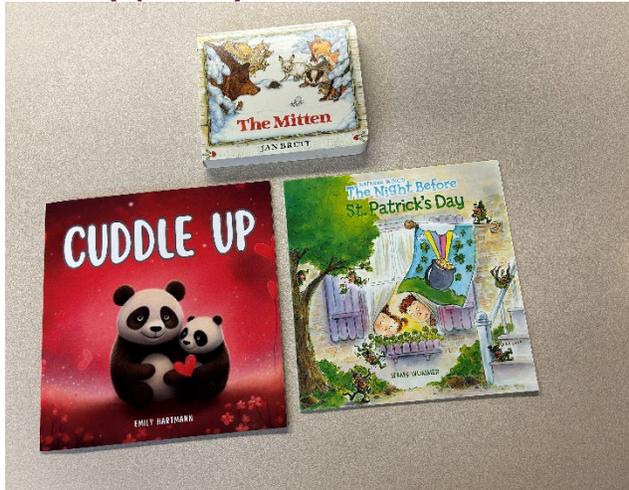
#### EXPECTATIONS/FUTURE PLANS REGARDING THE OUTCOME/GOAL:

More clients will be successful in obtaining and successfully completing 90 days of employment or a successful semester of college/training. The Manager is working with the Green Bay Chamber of Commerce on job shadowing, training programs for Oneida VR clients.

#### **Contact Info**

CONTACT: Jacqueline Smith  
TITLE: Area Manager Education & Training  
PHONE NUMBER: 920-869-4037  
E-MAIL: [jsmith@oneidanation.org](mailto:jsmith@oneidanation.org)

Photos (optional):



January, February & March books provided to Child Care families. Families are encouraged to share time reading to/with their child/children.



Early Intervention Triple P Parenting coming in April

Head Start Grandparents Luncheon January 18th



Accept the Environmental, Health, Safety, Land, & Agriculture Division FY-2024 2nd quarter report

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## Business Committee Agenda Request

1. Meeting Date Requested: 4/24/24

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.  
2nd 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: 2024.04.16 14:32:06 -05'00'

Authorized Sponsor: Mark W. Powless, General Manager 

Primary Requestor: Lori Hill

# FY-2024 2nd quarter report

## ENVIRONMENTAL HEALTH, SAFETY, LAND, AND AGRICULTURE

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### Outcome/Goal # 1

Update current programming and create new programming to provide services to more of the community.

#### ACCOMPLISHMENTS RELATED TO THE OUTCOME/GOAL:

Oneida Nation Farm hosted the Wisconsin Bison Producers Association annual meeting at the Oneida Hotel 1-17-2024 there was 45 producers from through the state of Wisconsin. The Farm is meeting, the meat demand for Oneida and MITW Farm Bill 638. OCIFS participated in the Small, Tribal, and Rural Vendors and Farmers and Farmers Market (STRFM) Workshop, where we discussed WIC (Women, Infants and Children) reimbursements that have now gone electronically only. Discussed how to create a platform for payment and how to educate community members on how to use the new electronic method. Farmers Market committee is meeting to plan out the 2024 activities and are working collaboratively with our Sanitarian and Fire Inspector to ensure vendors are aware of code compliance updates and licensing requirements. We have coordinated a vendor meeting that is mandatory to meet with our Sanitarian and Fire Inspector to ensure they are educated and have an opportunity to ask questions. The Cannery provided corn soup & corn bread feeding about 220 people for the Grandparents Feast through the Early Head Start program. The Cannery has been providing Soups for the Just Move It Oneida events once a month on Wednesdays. Also, we have been providing lunch box style meals for all the General Manager's Meetings with community engagement. Tsyunhehkwa's Pilot Program from High School Science Teacher Greg Holder has begun and had students come twice a week for each month. They assisted in our seasonal grounds prep such as brush removal, clearing weeds in the hoop houses, and cleaning and sorting tobacco. For the next month, it will consist of compost preparation, transplanting sprouting seeds for animal garden and other seasonal chores as needed. The Orchard has provided over 3,600 eggs that are sold to the pantry. The Environmental Quality area is working on getting facility on Adam Drive to be in compliance with EPA Construction site General Permit; working on dish washing system temperature requirements at Airport Rd Daycare.

#### EXPECTATIONS/FUTURE PLANS REGARDING THE OUTCOME/GOAL:

The Orchard, ONF, and Cannery will be participating in the tribal elder food box program again this year. The program runs from May-December and will include 2 distributions a month to 2,300 homes. Our departments will source apples, beef, bison, jams, and other value added goods for the program.

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### Outcome/Goal # 2

Use best practices to improve the health of the reservation's environment and the community.

#### ACCOMPLISHMENTS RELATED TO THE OUTCOME/GOAL:

Conservation received a total of 21 verified storm damage hazard tree requests, processed 24 loads of wood for the Elder Supplemental Heating Program and provided wood for four Funeral/Ceremony burns. The Energy Team is pursuing funding to support the Tribal Residential Energy Program to assist with home energy assessments, electrical upgrades, weatherization, heat pumps and solar.

#### EXPECTATIONS/FUTURE PLANS REGARDING THE OUTCOME/GOAL:

Intend to open the Tribal Residential Energy Program in 2025.

---

### Outcome/Goal # 3

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

#### MEASUREMENT:

Date	Address	Parcel #	Municipality	COUNTY	Acres
1/31/2024	N5855 Cty H	170116200	Oneida	Outagamie	15
		170116300	Oneida	Outagamie	5
		170115700	Oneida	Outagamie	1.04
		170116000	Oneida	Outagamie	0.8
		170115400	Oneida	Outagamie	10
		170115800	Oneida	Outagamie	2.6
		170112500	Oneida	Outagamie	15
3/15/2024	N6821 Cty E	170215300	Oneida	Outagamie	<b>6</b>
2/29/2024	1750 Paulson Rd	VA-32-3	Ashwaubenon	Brown	<b>0.699</b>
3/29/2024	200 Blk Cty VV	170022503	Oneida	Outagamie	<b>18.51</b>
				Total	<b>74.649</b>

ACCOMPLISHMENTS RELATED TO THE OUTCOME/GOAL:

Purchased 74.649 acres in the 2nd quarter. 303.116 acres purchased this fiscal year. Total acreage owned = 29,006.73 which is 44% of the reservation.

EXPECTATIONS/FUTURE PLANS REGARDING THE OUTCOME/GOAL:

Land Management making many process improvements and hope to have them in DRAFT form by the end of the fiscal year.

**Contact Info**

CONTACT: Eric McLester  
TITLE: Environmental Health, Safety, Land, and Agriculture Division Director  
PHONE NUMBER: 920-869-4590  
E-MAIL: emclest2@oneidanation.org  
MAIN WEBSITE: <https://oneida-nsn.gov/resources/environmental>

**Photos (optional):**



Hazard tree removal from recent snow storm.

Accept the Grants FY-2024 2nd quarter report

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## Business Committee Agenda Request

1. Meeting Date Requested: 4/24/24

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.  
2nd 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
- Fiscal Impact Statement
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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: 2024.04.16 14:32:06 -05'00'

Authorized Sponsor: Mark W. Powless, General Manager 

Primary Requestor: Lori Hill

# FY-2024 2nd quarter report.

## GRANTS OFFICE – GENERAL MANAGER

### Status report of Outcomes/Goals

#### Outcome/Goal # 1

**Enhance tribal services/programs with external grant funding of at least \$5 million per year.**

MEASUREMENT: We use an excel spreadsheet to track denied, approved, and pending grants. This is the total amount of grant dollars that this office worked with in either development, submission, budgeting, modifications, or extensions.

	FUNDED	DENIED	PENDING
2020			
<b>TOTAL:</b>	<b>\$10,032,083.33</b>	<b>\$11,819,796.00</b>	
2021			
<b>TOTAL:</b>	<b>\$16,173,541.98</b>	<b>\$17,571,374.78</b>	
2022			
<b>TOTAL:</b>	<b>\$15,914,980.21</b>	<b>\$14,183,484.00</b>	
2023			
<b>TOTAL:</b>	<b>\$16,728,422.03</b>	<b>\$6,430,442.82</b>	
2024			
<b>TOTAL:</b>	<b>\$13,085,949.49</b>	<b>\$8,742,368.00</b>	<b>\$21,196,019.61</b>

ACCOMPLISHMENTS RELATED TO THE OUTCOME/GOAL:

We continue to assist programs with while maintaining a funding ratio of 1:30 or higher. With ARPA and CARES monies now ending, we continue to have a high return on Oneida Nation's investment into the Oneida Grants Office. Grants Office staff have been working especially hard these past 4 years with a skeleton staff of 3, as we have another \$21 million in pending.

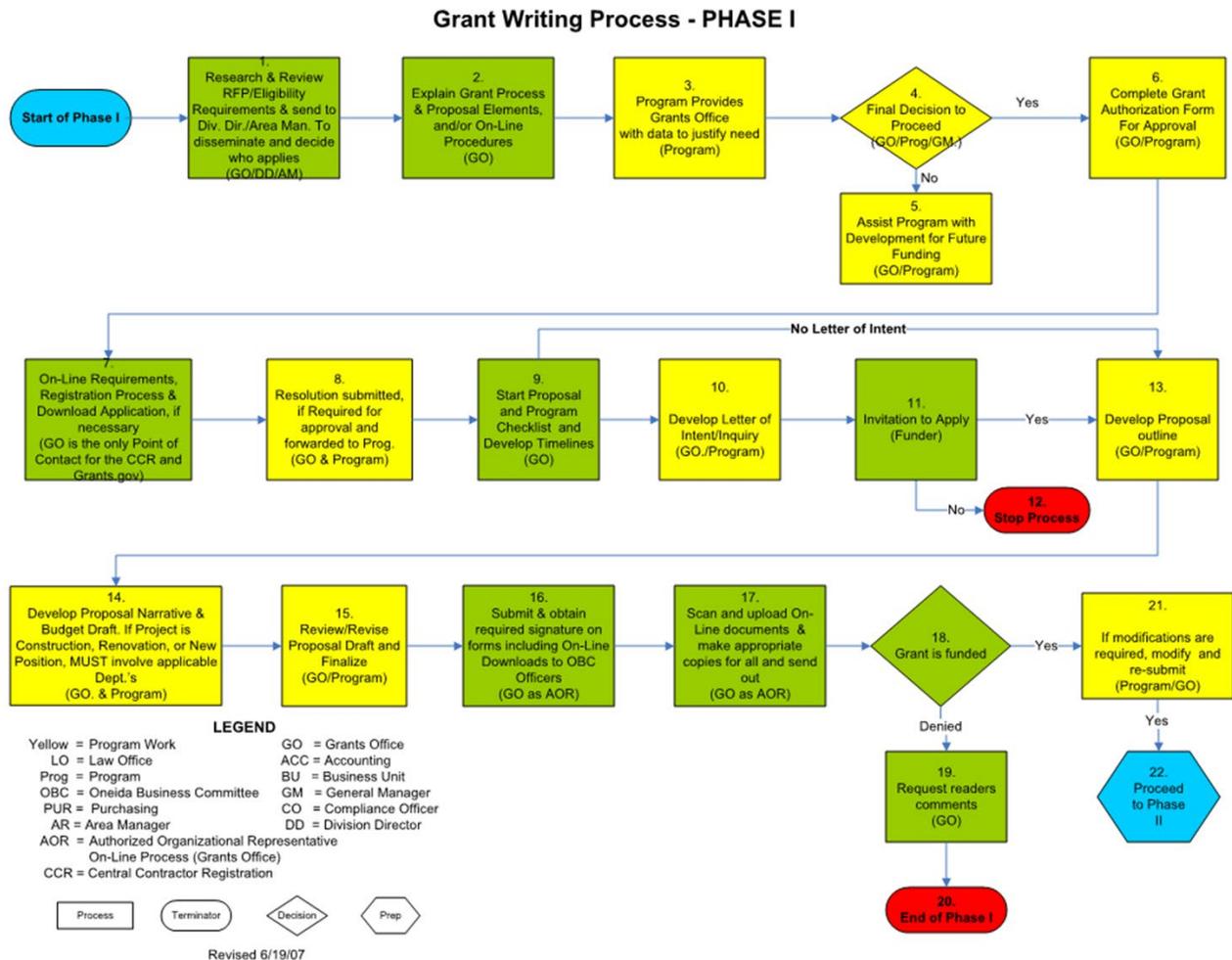
EXPECTATIONS/FUTURE PLANS REGARDING THE OUTCOME/GOAL:

Staff will continue to provide grant writing services for all programs that helps to enhance services and provide additional job opportunities for our community members to the best of our abilities with the utmost of dedication and integrity.

Outcome/Goal # 2

To increase Oneida Nation staff knowledge by providing grants training to programs/departments in need.

MEASUREMENT: The measurement for this goal will be seasoned program staff having the knowledge to research, plan, and develop narratives and budgets with less help from the Grants Office staff, allowing us to assist new staff. The chart below is a snapshot of the first phase of the grant writing process that will be updated to use as a training tool.



ACCOMPLISHMENTS RELATED TO THE OUTCOME/GOAL:

The Grants Office is currently meeting to update our goals, strategic plan as the Nation progresses, as well as working on our on-line training modules/documents.

EXPECTATIONS/FUTURE PLANS REGARDING THE OUTCOME/GOAL:

We plan of providing on-line training modules or presentations this year 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.

---

### Outcome/Goal # 3

#### **Provide administrative support to the Oneida Youth Leadership Institute as the temporary Executive Manager, a 7871 charitable organization.**

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:

Schedule, organize, and take minutes at monthly meetings. The board consists of 5 members, with 2 vacancies. The board continues to meet on a regular basis as they work on updating/revising our by-laws and charter and have a scheduled planning session with Kelly Skenandore-Holtz in January. Board members have been recruiting for new board members.

EXPECTATIONS/FUTURE PLANS REGARDING THE OUTCOME/GOAL:

Funds have been approved to hire a fulltime Executive Manager; however, this is put on hold until OYLI's new strategies are finished. We are in the stages of updating our procedures, by-laws, and charter. Once these are fully developed, our quarterly report will present a new Outcome/Goal directly focused on the Grants Office instead of OYLI.

**Contact Info**

**CONTACT:** Cheryl Stevens  
**TITLE:** Grants Manager  
**PHONE NUMBER:** 920-496-7331  
**E-MAIL:** cstevens@oneidanation.org  
**MAIN WEBSITE:** <https://oneida-nsn.gov/>

Photos (optional):



photo courtesy of Garth Webster

Oneida Emergency Food Pantry staff and volunteers - USDA grants

**I WEAR RED** 

**MISSING & MURDERED  
INDIGENOUS RELATIVES**



**SAVE THE DATE**  
**MAY 11, 2024**

 **TAP**  
Tribal Alcohol Prevention

Event sponsored by Oneida TAP program - Community Opioid Intervention Prevention Program grant

Accept the Human Services Division FY-2024 2nd quarter report

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## Business Committee Agenda Request

1. Meeting Date Requested: 4/24/24

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.  
2nd 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 |
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5. Additional attendees needed for this request:

*Name, Title/Entity OR Choose from List*

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**8. Submission:**

**Mark W. Powless** Digitally signed by Mark W. Powless  
Date: 2024.04.16 14:32:06 -05'00'

Authorized Sponsor: Mark W. Powless, General Manager 

Primary Requestor: Lori Hill

# FY-2024 2nd quarter report

## HUMAN SERVICES DIVISION

### **Human Services Division includes the following departments:**

Aging & Disability Services, Child Support, Cultural Heritage (Traditional Healing, Advising, Archiving, Arts, Library, THPO, & Museum), Economic Support & Community Education Center, Family Fitness & Outdoor Adventure, Family Services, Food Distribution & Emergency Food Pantry, Public Transit, Recreation, Southeastern Oneida Tribal Services (SEOTS), and Veteran Services

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### Outcome/Goal # 1

#### Fostering Employee Engagement

##### MEASUREMENT:

Results of a "Stay" Survey.

Results of engagement surveys.

Number of employee recognition nominations.

##### ACCOMPLISHMENTS RELATED TO THE OUTCOME/GOAL:

The Human Services Division (HSD) has an employee recognition initiative. Each month, employees nominate employees who have provided leadership, creativity, collaboration, excellent customer service or have exceeded expectations. Each quarter, a random draw of those employees who were nominated results in an incentive. This quarter, there were 104 nominations.

HRD initiated an employee engagement survey. We hope to use the results of this survey to implement changes in our Division.

##### EXPECTATIONS/FUTURE PLANS REGARDING THE OUTCOME/GOAL:

- Support team wellness using evidence-based models that work for other companies.
- Provide fun opportunities for employees.
- Ensure employee alignment through hiring and work shadow opportunities.
- Provide incentives with active involvement/engagement.

---

### Outcome/Goal # 2

## Developing Strong Leaders

### MEASUREMENT:

iLead Leadership Development program implemented.  
DiSC Training for all employees.  
A new employee Division orientation is implemented.

### ACCOMPLISHMENTS RELATED TO THE OUTCOME/GOAL:

Everything DiSC Workplace is a training that teaches employees to understand themselves and others while learning to appreciate different priorities, preferences, and values each employee brings to the workplace. With personalized insights and actionable strategies, employees learn how to adapt to the style of others, ultimately improving engagement, collaboration, and the overall quality of the workplace. Ten of the 11 departments in the Division have completed the training this quarter. Several of the departments also have chosen to complete the Everything DiSC Agile EQ and Productive Conflict trainings. Agile EQ provides employees with their emotional intelligence strengths (or mindsets) and how to stretch beyond their comfort zone to improve interactions, productivity, and outcomes. Productive Conflict provides employees the ability to handle a conflict situation and how to use their DiSC style to impact the outcome.

Human Services Division Supervisors, Managers, and Directors are able to register for iLead Frontline Leadership Development Program with the first module beginning May 1, 2024 and the last module October 9, 2024.

### EXPECTATIONS/FUTURE PLANS REGARDING THE OUTCOME/GOAL:

- Provide consistent, meaningful onboarding & training.
- Institute leadership development.

---

## Outcome/Goal # 3

### Empowering Community Engagement

#### MEASUREMENT:

All events are shared throughout the Division.  
A Division resource fair is held.  
Creation of a quarterly Division newsletter.

#### ACCOMPLISHMENTS RELATED TO THE OUTCOME/GOAL:

The Human Services Division Resource Fair will be held at the Oneida Hotel on Tuesday, July 30th from 3-6 pm. All departments will be represented with information on their programs and services.

The first HSD newsletter is in progress and scheduled to be mailed to 18+ households of Brown and Outagamie counties in June.

EXPECTATIONS/FUTURE PLANS REGARDING THE OUTCOME/GOAL:

- Market & outreach our services to increase community knowledge of what we provide.
- Promote collaboration with a communication plan & shared events.

---

### Outcome/Goal # 4

#### Pursuing a Centralized Database

MEASUREMENT:

Software systems are assessed to meet needs.  
A system is identified.

ACCOMPLISHMENTS RELATED TO THE OUTCOME/GOAL:

A Digital Technology Services Project Manager is meeting with HSD departments to get an idea of the technology needs and data collection. This will result in contacting vendors for future demonstrations.

EXPECTATIONS/FUTURE PLANS REGARDING THE OUTCOME/GOAL:

- Create and implement data collection.

#### **Contact Info**

CONTACT: Tina Jorgensen, MS, RDN  
TITLE: Human Services Division Director  
PHONE NUMBER: 920-490-3904  
E-MAIL: [tjorgens@oneidanation.org](mailto:tjorgens@oneidanation.org)  
MAIN WEBSITE: <https://oneida-nsn.gov/divisions/human-services/>

**Photos (optional):**



Enter caption for photo above.



Oneida Recreation kids



Paddling with Oneida Adventures

Accept the Public Works Division FY-2024 2nd quarter report

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## Business Committee Agenda Request

1. Meeting Date Requested: 4/24/24

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.  
2nd 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: 2024.04.16 14:32:06 -05'00'

Authorized Sponsor: Mark W. Powless, General Manager 

Primary Requestor: Lori Hill

# FY-2024 – 2nd 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

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## Introduction Note:

In March 2024, the Division of Public Works management team went through a TOPS facilitated Strategic Planning process. During the process we established five strategic directions we wanted to move in for the future. These are outlined at the end of this report. Each strategic direction has been assigned to a team to further develop and plan. The teams will start acting on the new directions beginning in the fourth fiscal quarter of the year (July – September). We will continue reporting on the current goals until the first fiscal quarter FY25. The new strategic directions can be seen at the end of this report.

## 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:
  - i. Mandatory Training required by position, policy, or law.
  - ii. Continuing Education for employees to stay current in their area of expertise.
  - iii. 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 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:

In the second quarter, Public Works has started meeting with Human Resources to have open discussions about the overall strategy for Public Works workforce. Areas of key concern include, Groundskeeping, Facilities, and Utilities departments.

Utilities department anticipate near complete turnover in the next couple years due to retirements. We have replaced our previous lab coordinator, added two wastewater operators to train and get certified, and filled a septic truck driver position this fiscal year. We plan to hire a water quality technician this year as well. The next challenge is to work at is creating a position for the current Utilities Department Manager to train a new Department manager for up to two years if needed.

Groundskeeping department seems to lose staff as quickly as we hire new staff. There has been a mix reasons we are losing staff in this area. Retirements, loss of qualifications, and market competitiveness have all been at play here. Our strategy is to reassess all the positions in the department. Then redefine and redesign the positions and career paths within the department. The Groundskeeping Manager, Suzanna Jordan, recently moved from interim to regular status. This solidified her position and opened an assistant manager position. We also lost a supervisor this quarter due to personal reasons. Each of these positions have been getting their position descriptions updated to support these efforts.

Facilities is also undergoing significant reorganization by moving the Custodial Department into the Facilities area. Facilities Director Craig Clausen, also transitioned from interim to regular status in his role. This opens the Custodial Manager position to be filled soon. This job is changing to add the management of the organizations waste and coordinating special efforts such as providing dumpsters for the community after flooding, or during clean out in the Nation's governmental facilities. The Custodial department has also struggled to fill all positions. They are short only two positions and anticipate filling them in April.

In the many areas of Public Works, we are expecting to incorporate a model of apprenticeship to increase the attractiveness, and retention of people these positions. This has been another effort Public Works has been advocating for and are supportive of Human Resources in this effort to the benefit of our young people.

EXPECTATIONS/FUTURE PLANS REGARDING THE OUTCOME/GOAL:

- Continue working with HR to learn and utilize software applications to develop employees.
  - Complete permanent reassignments for management staff that are interim once they meet the minimum requirements of the position (completed).
  - 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 to 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).
- 

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. (in progress)
  - b. Evaluate technology and software to reduce technology deficit. (in progress)
  - c. Integrate DPW systems into the main Enterprise Resource Processes (ERP). (To be evaluated)
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. (ongoing)
3. Identify and incorporate other technologies.
  - a. Incorporation of data intelligence from services such as Pacer.ai to assist with strategic planning of infrastructure and business.
  - b. Modernize water utility technologies.
4. GPS systems installed in Oneida Nation vehicles.
  - a. Automotive department is installing GPS on vehicles that support the technology to help maintain accurate vehicle inventories, provide data for maintaining vehicles, and creating efficient routes to reduce gas consumption and carbon emissions. (ongoing)
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:

Public Works has recently completed developing strategic directions. The second strategic direction is updating and expanding technology. A team of managers have been assigned to pick up this task at the start of fiscal quarter number four. Prior to then, the team will be working on an action plan.

The Administration Department has also been working to update SOPs to bring them current and help streamline processes. One area in particular has been the Automotive department. The process to purchase vehicles is long and complex. Supply chain issues are still impacting the availability of cars and trucks making it difficult to fulfill requests for new vehicles. Auto dealers are trying to meet demand, but the Nation's processes take time. Occasionally, the vendor cannot hold a vehicle long enough for the Nation to get through these processes. Working with Risk Management, the Nation's CFO, Purchasing, the Law Office, and Licensing we are exploring ways to streamline the processes. CFO, Ralinda R. Ninham-Lamberies, has already made several beneficial suggestions that will make purchasing vehicles faster.

Another area of improvement Public Works has been participating in is the Land Use Review process. This process requires the participation of the Division of Public Works, the Law Office, and the Environmental, Health, Safety, Land & Agriculture Division. When the Nation receives, or purchases land within the reservation boundaries, the land needs to be evaluated and processed for use. The process is complicated and not well understood often resulting in contention and blaming. General Manager, Mark Powless, asked attorney Krystal John to facilitate the redevelopment of this process. The purpose was to create a process that is easy to understand and assigns clear responsibility for the required actions. While we are only part way through the process, Krystal's efforts have brought clarity.

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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:

We have had a couple meetings of the Energy Team in the second quarter. The focus of the team has been about mid to long range planning. The team has been stuck with a lot of effort focused on the

Health Center microgrid. There have been a few discussions about what direction should the Nation take with energy beyond what we are already doing. In the next quarter, I am anticipating we will have a facilitated discussion including a review of past and present accomplishments and goals to refocus our long range 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.

### **2025-2030 Division of Public Works Strategic Plan**

The DPW 2025 – 2030 Strategic Plan was developed in March of 2024. Work for this plan will begin in the fourth quarter of FY2024 (July – September). The plan consists of five Strategic Directions (broad goals) that are moved forward by executing accomplishments planned out annually. Listed below you will see each strategic direction, a general summary of what it entails, and the success indicators and the first-year accomplishments pertaining to the Strategic Direction.

#### **STRATEGIC DIRECTION #1: LOBBYING FOR RESTRUCTURING SYSTEMS TO EMPOWER END-USERS**

**Summary:** The Oneida Nation’s systems, built on a lack of trust, are taxing overall productivity of the Division and organization. The Division will lobby for change to empower end-users to do their jobs quickly and efficiently.

**Success Indicators:** Processes will be streamlined as non-value-added processes or components are eliminated, a sense of partnership will prevail with the rest of the organization, and end-users will be trusted within the processes they are responsible for.

**First-Year Accomplishments:** Communicate the DPW Strategic Plan to all teams, “Clean your own kitchen” (meaning get your own work correct first), analyze current processes, document specific examples of why change is needed).

#### **STRATEGIC DIRECTION #2: UPDATING & EXPANDING TECHNOLOGY**

**Summary:** The organization’s technology solutions are both underutilized and outdated. DPW will implement new solutions to unify the work in the Division and embrace new solutions for the whole organization (HR, Finance, etc.)

**Success Indicators:** Technology will be current, systems will be connected/ data shared, technology will align with functional need, and DPW will hire or a DTS resource will be assigned to DPW to assist with technology needs.

**First-Year Accomplishments:** Validate current software use and needs, prioritize software needs and share with DTS, schedule collaboration with DTS, update software/tech per schedule.

**STRATEGIC DIRECTION #3: ANALYZING, ENGAGING, AND COMMUNICATING DIVISION BRAND IDENTITY**

DPW, internally and externally with other business units, seeks better communication, clarification of purpose and mutual understanding of brand and identity.

**Success Indicators:** Establish a clear understanding (internally and externally) of DPW functions, PR person in place, and improved relationships with areas in the organization.

**First-Year Accomplishments:** Inventory and communicate DPW Services, faster completion of services, have a PR person standardizing area information, and decrease negative feedback and improve positive feedback.

**STRATEGIC DIRECTION #4: ESTABLISHING A WORKFORCE PLAN AND DEVELOPING EMPLOYEES**

The Division needs a better developed workforce, including leadership skills, equipment training, and apprenticeships.

**Success Indicators:** Status reports done and communicated, certifications obtained, and successful project completion.

**First-Year Accomplishments:** Catalyze a unified training plan for the division, increase each department budget and identify trainings/certifications, complete monitors change out in DPW training room to offer onsite trainings, and more people in apprenticeships.

**STRATEGIC DIRECTION #5: IMPROVING & ENHANCING OUR WORK CULTURE & VALUES**

DPW seeks to improve and revitalize our work culture, starting with the mission and vision, addressing ethics, and ensuring clear expectations.

**Success Indicators:** Less or reduced complaints, clear expectations lead to improved employee engagement, everyone will know the vision, mission, and values, employees will be healthier (ergonomics), we will be able to do more with less, and there will be ownership (“not my job” to “it is my job”).

**First-Year Accomplishments:** Communicate the benefits of taking ownership, define ownership (vision, mission, etc.) and define or explain expectations (the “why” and importance) – value added.